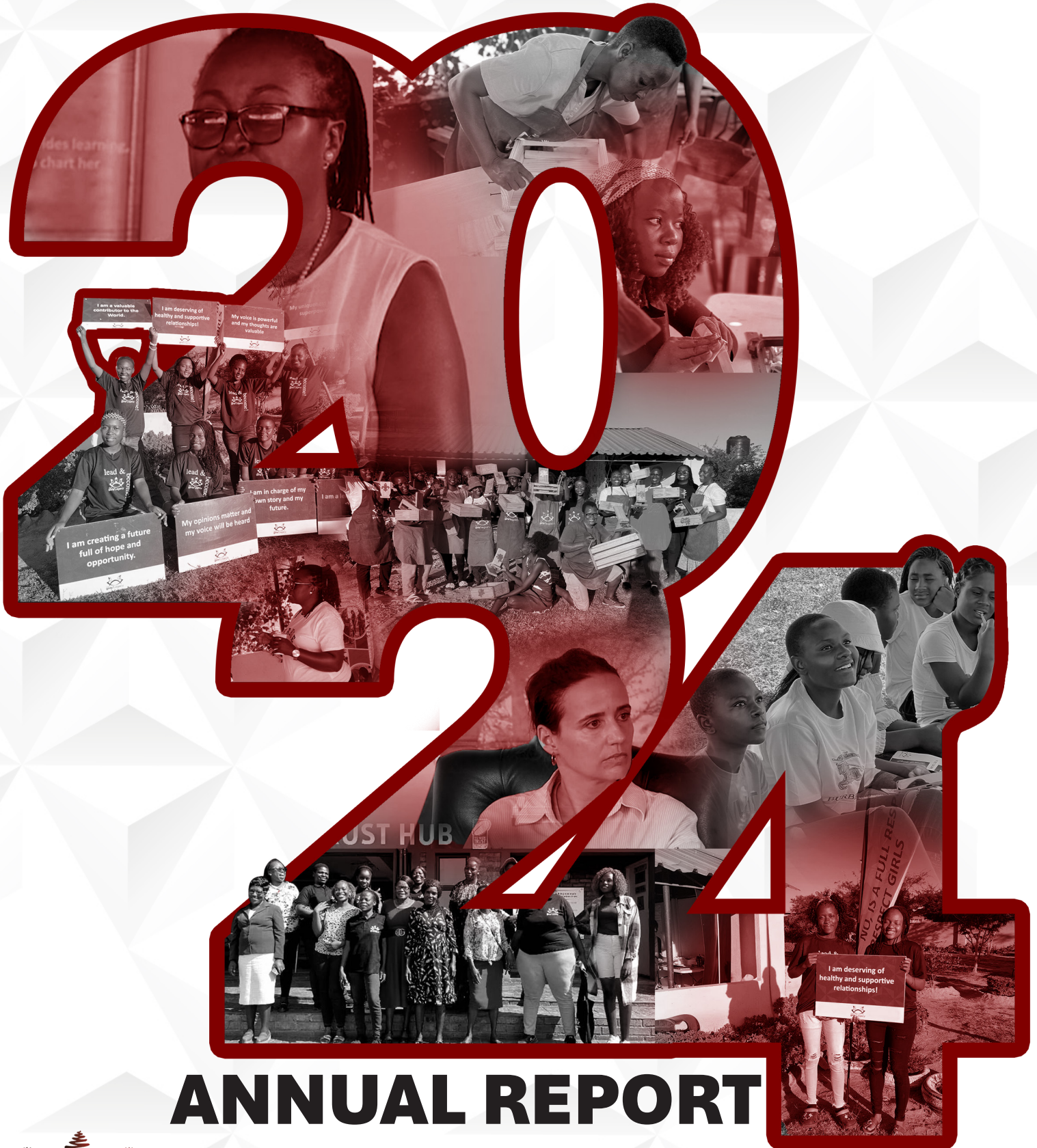


The Girl's Legacy



ANNUAL REPORT



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Welcome Note from the Executive Director

It is with great pride that I introduce the 2024 annual report for The Girls Legacy (TGL), a reflection of our ongoing commitment to empowering young women to thrive as leaders and changemakers within their communities. Through collaboration, partnerships, and the dedication of all involved, we have achieved remarkable progress in our mission to nurture leadership, life skills, and advocacy among girls.

The accomplishments highlighted in this report showcase the collective effort of our team and supporters. With the invaluable contributions of partners such as WomenStrong International and Social Investors, TGL has expanded its footprint by establishing new girls' clubs across the country while reinforcing existing ones. These clubs remain critical spaces for young women to connect, develop essential skills, and assert their personal agency.

This year has been defined by impactful initiatives, including transformative camps, trade skills training, and leadership development programs, which equip girls with the tools needed to lead fulfilling lives and advocate for their rights. Our programs have emphasized key competencies like communication, financial literacy, and stakeholder engagement, empowering participants to become changemakers within their communities.

The progress achieved is a testament to the resilience and aspirations of the girls and young women we serve and the unwavering commitment of our facilitators, supporters, and community partners. As we move forward, our shared vision of fostering thriving and supportive environments for girls remains steadfast.

I invite you to explore this report and celebrate the milestones we have achieved together while embracing the possibilities that lie ahead. Together, we are building a future where the dignity and aspirations of every girl are upheld and celebrated.

**With gratitude,
Judith Dembetembe
Executive Director
The Girls Legacy**

Executive summary.

The Girls Legacy (TGL) has continued its mission of empowering young women through leadership development, skill-building initiatives, and advocacy, with invaluable support from WomenStrong International and Social Investors. Over the past year, TGL expanded its reach, establishing new girls' clubs across the country while fortifying existing ones. These clubs have served as essential spaces for young women to connect, grow, and develop vital skills necessary for personal agency and community advocacy.

Through a diverse array of programs, including transformative camps, trade skills training, and leadership initiatives, TGL has worked to equip girls with the tools they need to lead fulfilling lives and assert their rights. Our emphasis on critical skills, such as communication, financial literacy, and stakeholder engagement, has prepared participants not only for individual success but also to drive change in their communities.

The achievements of this year are a testament to the power of collective action, driven by the dedication of our facilitators, the support of our partners, and the trust of our communities. TGL remains steadfast in its vision of fostering thriving, supportive environments that safeguard the dignity and aspirations of every girl. As we look to the future, we are committed to building on these successes and expanding the impact of our initiatives to reach even more young women across the country. This report highlights our key milestones, programs, and the transformative power of partnerships in achieving our shared goals.



Our Mission!

The organization seeks to build the capacity of young women and girls in Zimbabwe through leadership development and mentoring so that they can live empowered lives and become models and change agents in their communities.

Our Vision!

A Zimbabwe where girls can access their full rights and lead the lives they desire.



Key Achievements

In 2024, The Girls Legacy achieved remarkable milestones in its mission to empower young women and foster positive change within communities across Zimbabwe.

Through our **Girls Clubs**, we successfully reached 973 girls in various communities, marking a 12% increase from the previous year. These clubs continue to serve as safe spaces for mentorship, skill-building, and personal growth.

Our **Girls Camps** provided transformative experiences for 200 girls between the ages of 16 and 24, equipping them with life skills and leadership development opportunities to help them navigate their futures with confidence.

We successfully trained **197 girls in carpentry and bricklaying**, equipping them with practical skills to excel in these trades. To enhance the impact of this training, we incorporated entrepreneurship modules, covering business planning, financial literacy, and marketing. These additional skills are designed to empower the girls to transform their technical expertise into sustainable small enterprises.

The Annual Girls Conference held in Harare brought together 404 girls aged 12 to 24 from diverse backgrounds. This event offered a platform for learning, connection, and empowerment, encouraging the girls to aspire to greater heights.

We hosted **10 Community Dialogues** in the areas where our clubs are established, engaging parents and community members in discussions around enhancing the well-being and opportunities for girls and young women. These dialogues fostered collaboration and saw commitments to initiatives aimed at supporting girls both within the home and the wider community.

Additionally, we provided **referrals for 44 girls** to essential service providers, including legal, health, and psychosocial support, ensuring access to resources that address their unique needs and challenges.

These achievements underscore the impact of our programs and the dedication of our stakeholders in advancing the dignity, rights, and futures of girls across Zimbabwe.



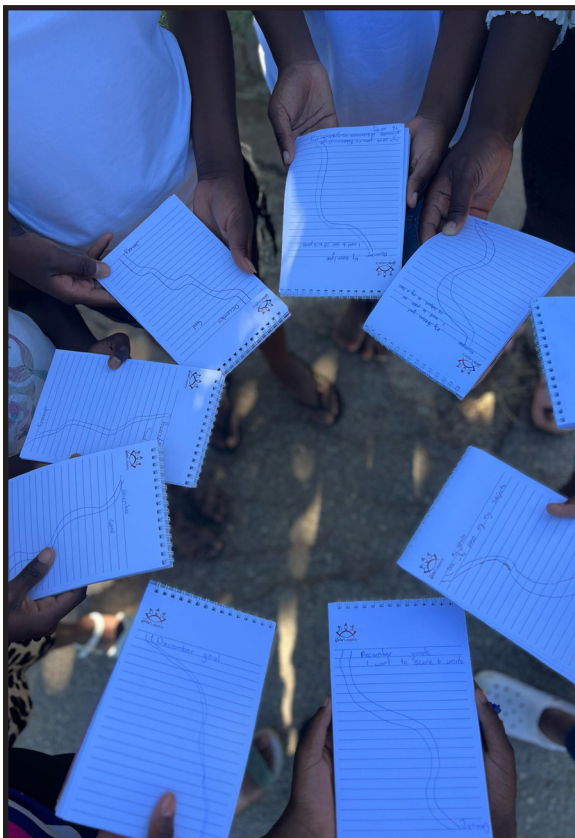
PROGRAMS AND IMPACT.

Girls Clubs

The Girls Legacy (TGL) established and expanded girls' clubs as foundational platforms to empower girls within their communities. Initially launching 24 clubs, TGL increased this number to 27 over the course of the year. These clubs continuously serve as spaces for fostering leadership, advocacy, and essential skills development, enabling girls to lead dignified lives and actively contribute to community development.

A critical aspect of the clubs' success was the role of dedicated club coaches, who provided mentorship and guidance to girls while overseeing club activities. Coaches facilitated discussions on topics such as sexual and reproductive health and rights (SRHR), gender-based violence, education, financial resourcing and organized stakeholder engagements. The coaches also managed cases of abuse through referrals and provided rights-based information and collaborated with community leaders to strengthen club programs. Their commitment contributed to notable outcomes, including a significant reduction in teen pregnancies in communities with active clubs, motivating parents to enroll their daughters.

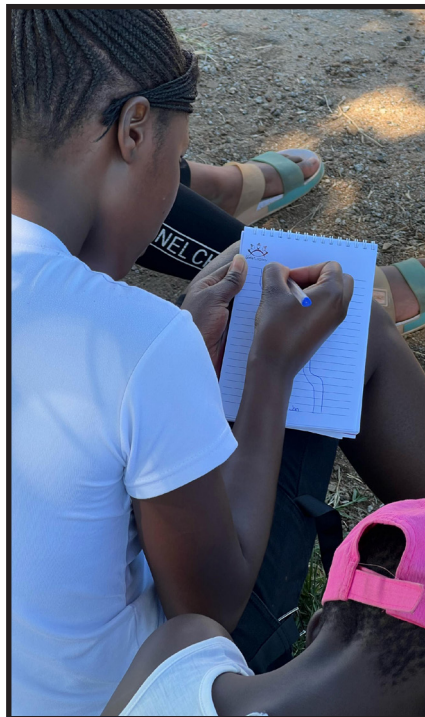
To ensure effective implementation, TGL prioritized regular training for coaches, equipping them with counseling and financial literacy skills to support girls holistically while addressing personal development needs. Coaches were trained to identify vulnerabilities such as abuse and poverty, and they proposed innovative strategies to expand club reach, including mobilizing out-of-school girls, targeting child brides and other girls in the community. TGL also introduced referral guides to connect girls to specialized support services through relevant government departments.



The clubs have become vital information hubs for empowering girls, fostering community dialogues, and steering advocacy initiatives. TGL further edited their Girls for Girls Manual including tools from the “Strong Girls Make Strong Women” training manual as a comprehensive guide for club activities. The manual includes key modules such as building self-confidence, leadership and life skills, sexual and reproductive health, financial literacy, mentorship, and rights-based action for safety and justice. These resources ensured that clubs were equipped to address issues affecting girls, enabling them to thrive and reduce vulnerabilities.

Through this initiative, TGL has strengthened the girls’ capacity to lead, created a ripple effect of empowerment within communities, and laid a foundation for sustainable development driven by the agency of young women.

A total of 973 girls were reached through the girls clubs in the communities in Harare and Domboshava and Seke rural.



The Girls for Girls manual’s key modules include:

1. Who Am I? – Building self-confidence and assertiveness.
2. Leadership and Life Skills – Enhancing communication and vision-building.
3. My Rights – Addressing sexual and reproductive health, gender-based violence, and related topics.
4. Financial Literacy– Educating on economic independence and avoiding transactional relationships.
5. My Mentor – Fostering mentorship and accountability through dialogues with guardians and peers.
6. My Security – Advocating rights-based action, safety, and access to justice.

Girls' Camps

The Girls' Camps provide a transformative and empowering experience for young women and girls aged 13 to 26, helping them discover their potential, build connections, and develop essential life skills. The camps allow participants to establish their own rules to encourage ownership and responsibility, complemented by official camp rules that emphasize respect, kindness, and teamwork.

The Girls' Legacy's mission, which focuses on creating a safe space for discussion, offering skills training and mentorship, and fostering camaraderie under the motto "Pay It Forward." Core modules at the camp encouraged self-reflection, starting with the "WHO AM I?" activity, which prompts participants to visualize their life journeys and aspirations while addressing their challenges. The safe environment allows for personal stories and anonymous questions shared and answered through a question box.

The camps emphasizes on goal setting and teamwork, where participants unpack their future goals, work on networking, and create SMART objectives aligned with their dreams. Individual sessions with facilitators at the camps helps the girls articulate their plans. Through teamwork games and group performances, they explore leadership dynamics and extract life lessons in an interactive manner.

Personal growth is further reinforced through self-reflection exercises, focusing on both strengths and weaknesses, and a session where participants receive feedback from others. A relaxing themed movie night per camp encourages discussions about how lessons from the film could be applied to everyday life. At the end of the camp participants exchange heartfelt positive letters in a kindness exercise called "You've Got Mail," creating lasting connections.

Every girl and young women leaves the camp with valuable life lessons, including the importance of kindness, teamwork, self-awareness, financial independence, communication, and planning. The camps also teaches them to let go of the past, stand up for themselves, and understand the significance of community and shared problem-solving.

The Girls' Legacy Camps for 2024 were a resounding success, empowering young women to embrace their individuality, nurture relationships, and achieve personal growth through mentorship and teamwork. It exemplifies the life-changing impact of creating spaces for reflection, learning, and mutual support. A total of four camps were held in 2024 and 201 girls were reached.



Community Dialogues.

The organisation conducted ten community dialogues in the areas of Glen View, Domboshava, Chitungwiza, and Seke rural. These dialogues aimed to address various challenges affecting girls in their day-to-day lives, fostering discussions and identifying solutions for pressing issues. They brought together parents, community leaders, and young girls to facilitate open communication and collaborative problem-solving.

One of the main topics discussed was the breakdown in communication between parents and their daughters. Many girls expressed feeling misunderstood by their parents, which created a disconnect and hindered effective guidance. Parents acknowledged this gap but also raised concerns about what they perceived as a loss of moral values among children. This underscored the importance of collective action in restoring a strong moral foundation and improving familial relationships.

Another issue explored during the dialogues was the disparity in the treatment of boys and girls both at home and within the community. Girls highlighted how cultural norms often lead to unequal expectations and opportunities, which negatively impact their growth and sense of empowerment. Parents recognized this imbalance but noted the challenges of addressing long-standing cultural practices.

The critical issue of child marriage was also a focal point during the dialogues. Parents pointed out that their cultural beliefs and practices often led to difficult decisions when a girl became pregnant out of wedlock. In many cases, families felt compelled to send pregnant daughters to the “owner” of the pregnancy due to societal pressures and cultural restrictions against raising a child in such circumstances. Parents emphasized that these practices perpetuated child marriage, urging the need for collective efforts to address these harmful traditions. They expressed the importance of encouraging abstinence while creating supportive environments that offer alternatives to these cultural norms.

Overall, the community dialogues provided an invaluable platform for open discussions, allowing both girls and parents to voice their perspectives and concerns. They underscored the necessity of collaboration within families and communities to dismantle harmful practices, foster equality, and nurture open communication to support the development and empowerment of young girls. Through these dialogues, the organisation took meaningful steps toward driving change and addressing the root causes of issues affecting girls in these communities.



Trade Skills

As part of our ongoing efforts to empower young women, The Girls Legacy trained a total of 197 girls in commercial skills during 2024. These participants were organized into five groups of approximately 40 members each, strategically placed within different communities and clubs. Each group engaged in four intensive training sessions throughout the year, covering vital modules such as entrepreneurship, business planning, financial literacy, and marketing. These sessions were led by professionals in the respective fields, ensuring the girls received quality training and practical insights to support their growth.

One of the key achievements of the project was the establishment of three micro-enterprises out of the five initially planned. Each micro-enterprise successfully developed comprehensive business plans, which included strategies for producing wares and marketing their goods. To support their production activities, the enterprises were provided with essential equipment and wood. However, frequent power outages in the communities posed significant challenges, disrupting production schedules and leading to lower-than-anticipated outputs. Despite this setback, the participants showed remarkable resilience and adaptability, navigating obstacles and maintaining their commitment to the project's goals.

The experience highlighted the importance of fostering a mindset of problem-solving and flexibility in entrepreneurial ventures. As a result, we have decided to incorporate problem-solving skills into future training manuals to better equip participants for challenges in business management. Additionally, we recognized the need for high-quality marketing materials, including videos and brochures, to effectively showcase products and attract customers. To enhance promotional efforts, digital marketing training will also be introduced in the curriculum moving forward.

While productivity fell short of expectations due to power interruptions, the establishment of the micro-enterprises marks a significant milestone. The business plans and lessons learned provide a strong foundation for growth, and the participants' adaptability demonstrates their capacity for success in entrepreneurial endeavours.



Annual Girls Conference: Girls' Vision for the Future

The Annual Girls Conference, themed “Girls’ Vision for the Future”, was a flagship event hosted in Harare, uniting 404 girls aged 12 to 24 from various backgrounds and communities across Zimbabwe. This dynamic gathering created an invaluable platform for learning, connection, and empowerment, as it inspired the girls to envision and aspire toward a future filled with opportunities, equality, and hope.

The conference was graced by the presence of the Ambassador of Canada, who served as the Guest of Honour. The Ambassador reaffirmed Canada’s commitment to supporting the empowerment of girls and applauded the efforts being made to create inclusive spaces where young women can thrive. The keynote address underscored the importance of partnerships in fostering the development and leadership of girls, further motivating attendees to engage actively in shaping their futures. The conference was also graced by Valerie von der Malsburg representing Socil Investors, one of the Girls’ Legacy funders.

At the heart of the event were five critical discussion areas designed to allow the girls to explore the challenges they face and identify pathways for change. These themes resonated deeply with the participants and emphasized critical aspects of girls’

- **Access to health services:** Participants discussed the urgent need for health services that protect against cervical cancer, HIV, and maternal mortality, emphasizing the importance of investing in healthcare that safeguards girls’ futures.
- **Nutrition and well-being:** The conversation highlighted the pressing issue of malnutrition and anemia, exploring strategies to ensure that every girl leads a life free from these preventable conditions.
- **Quality education and agency:** Girls shared their perspectives on the importance of education that goes beyond academics, providing relevant skills and fostering agency to enable them to chart their own paths in life.
- **Safety and protection:** The discussion on safety focused on ending violence, harmful practices, and exploitation to create an environment where girls can grow without fear.
- **Economic empowerment:** Participants explored the need for economic support systems that expand opportunities and grant girls the power to determine their own futures through entrepreneurship and career development.



The interactive format of the conference encouraged open dialogue, active participation, and collaboration among attendees. It provided a safe and inclusive environment where the girls could voice their concerns, share their aspirations, and inspire each other to take action. The event served as a catalyst for empowerment, equipping participants with the knowledge and motivation to make meaningful contributions to their communities.

The Annual Girls Conference was not only a celebration of young women’s potential but also a call to action for collective efforts to address the systemic challenges they face. By fostering critical thinking, leadership, and advocacy, the conference underscored the vision of a brighter future for every girl. The event’s success reaffirmed the importance of creating spaces for dialogue and empowerment as we continue to build on the vision of equality and opportunity for girls everywhere.



Collaboration

The Girls' Legacy continues to strengthen its impact through strategic collaborations with like-minded organizations and networks. As a proud member of the Girls Not Brides Zimbabwe Committee, we have played a pivotal role in driving collective efforts to combat child marriages across the nation. Over the past four years, The Girls' Legacy has served as the Chair of the Committee, successfully leading and coordinating initiatives to amplify the shared vision of ending child marriages in Zimbabwe.

During this tenure, The Girls' Legacy was entrusted with the critical responsibility of coordinating member organizations operating across all provinces of Zimbabwe. This role entailed ensuring synergy among stakeholders, facilitating joint advocacy campaigns, and harmonizing activities to maximize impact. By fostering collaboration, the Committee has empowered member organizations to tackle the root causes of child marriages, implement community-based interventions, and advocate for policy reforms.

Key highlights of our chairmanship include:

- **National Coordination:** Streamlined efforts of member organizations across Zimbabwe's provinces, ensuring consistency in strategies and messaging.
 - **Advocacy and Awareness:** Spearheaded nationwide campaigns to raise awareness about the detrimental effects of child marriages, engaging communities, policymakers, and grassroots leaders.
 - **Capacity Building:** Supported member organizations with capacity-building workshops to enhance their skills in advocacy, program implementation, and monitoring.
- Policy Influence:** Facilitated engagement with government bodies and stakeholders, contributing to national conversations and legislative efforts to end child marriages.

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Beneficiary Story: Fortunate

My name is Fortunate, and I am a 23-year-old young woman. I joined the Carpentry class in April 2023. Initially, I was very scared to join a class offering a skill mainly associated with men. I was unsure if I would succeed, as I had always been labelled as small and weak. I had failed my O-levels at school, and no one believed I could achieve anything in life. However, being part of the Girls' Legacy club gave me the opportunity to join the carpentry and building class. At the onset, we received training at the Girls' Legacy training centre, where we were taught about different types of wood, equipment, and machinery used in carpentry. We also learned basic bricklaying skills. I was excited to work with cement for the first time, as I had never had the opportunity to work with it or build anything in my life. During the classes, I was often the last one to finish tasks, which made me lose confidence as I felt I was lagging behind. However, our tutor, Mr. Simon, encouraged me and mentioned that the quality of my work was top-notch and the best in class. This gave me more energy and excitement to continue the project, as I realized I had found a skill I was truly good at. I was able to produce a tray, a spice rack, a cell phone stand, a jewellery box, and a stool in my classes. After a year, we were put into groups of ten to come up with a small business. Initially, I was intimidated by my group mates, as some of them exhibited extensive knowledge of business issues. I thought that, since I had not finished school, I would not be able to fully participate, especially since my group mates had completed their A-levels.

However, during our business management classes, I learned that my educational background was not an issue. I just needed to apply the knowledge I had gained during my skills classes. We named our business "Woody Products" and developed a business plan, which we shared with the other classes. I was asked to present our plan, and I was proud of myself for being able to talk about the business with confidence. We faced challenges when producing products away from the Girls' Legacy training centre. Some girls did not attend production sessions, while others felt they always needed a tutor. Additionally, we only managed to use the equipment and machinery once, as most days there was no power. Despite these challenges, I am happy to have mastered the basic skills in carpentry and learned a lot about business management. I particularly enjoyed the module on financial literacy, as it opened my mind to how to manage money, even outside of the project. I now plan for anything related to the money I earn from my small carpentry project. I hope to continue building my carpentry skills and growing my business.



Beneficiary Story

Chipo's Journey: A Story of Strength and Hope

At just 16 years old, Chipo's world turned upside down. As a bright student preparing for her O-Level exams, she had dreams of becoming someone her family could be proud of. But life, as it often does, threw her an unexpected challenge—she was pregnant.

The father of the child, a man she once trusted, refused to acknowledge the baby. Chipo was left heartbroken, facing an uncertain future. However, in her darkest hour, she discovered an unwavering source of love and support—her parents. Instead of scolding or giving up on her, they stood by her. Her mother said, "Education will be your key, Chipo. We will face this together."

When the time came to deliver her baby girl, Chipo had to miss her final exams. Her classmates moved on, but she didn't let despair take over. Her focus shifted to the little life she had brought into the world and her determination to rewrite her own story. With her mother's help, she returned to school after giving birth.

Life as a teenage mother wasn't easy. Each morning, she awoke before the sun to clean clothes, prepare meals for her daughter, and ensure everything was ready before heading to school. Her days were long and exhausting, filled with textbooks and the echo of her classmates' carefree laughter—a freedom she no longer had. But Chipo didn't let herself dwell on the past. Instead, she poured all her energy into her studies, knowing how much her parents were sacrificing for her.

The day finally arrived when Chipo sat for her exams. The nights of studying while her baby slept in her arms paid off—she passed all her subjects with flying colours! It was a moment of joy, but another challenge loomed ahead. Her parents, though proud, couldn't afford to send her for A-Levels. Chipo knew it was time to step up.

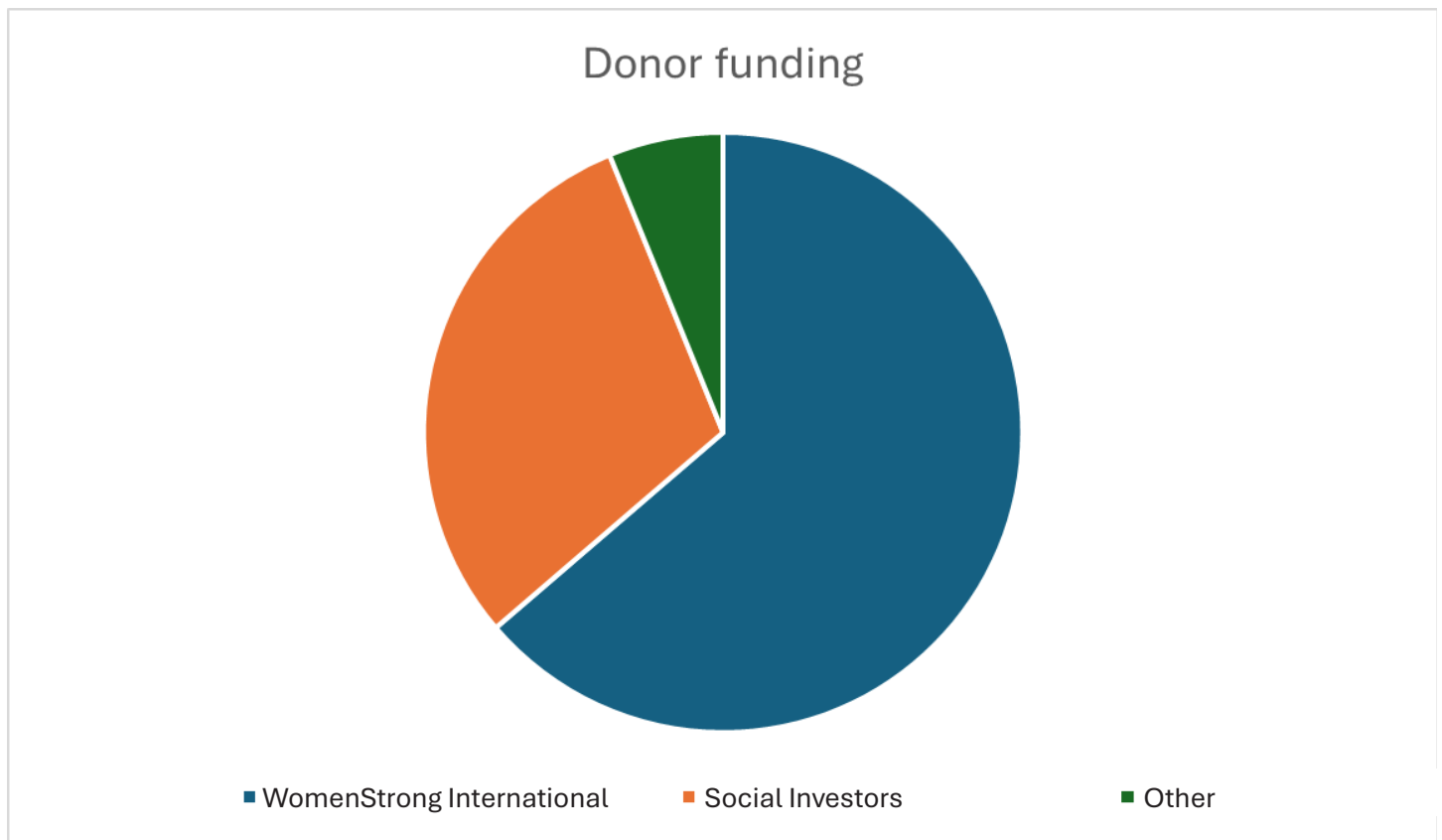
A friend introduced her to Girls' Legacy, a community club that supported young women in carving paths to financial independence. Through their guidance, Chipo discovered carpentry and joined a group of other girls who started small income-generating projects. Together, they worked tirelessly, saving money bit by bit.

Now 19 years old, Chipo stands as a testament to resilience. She is studying for a Diploma in Business at a Polytechnic, her dreams of a brighter future finally within reach. Through her determination and her mother's loving care, her daughter is growing up in a home filled with hope.

Chipo's journey is far from over, but her story is a powerful reminder: no matter how heavy life's burdens may seem, the will to rise can always prevail.



Financial Overview!



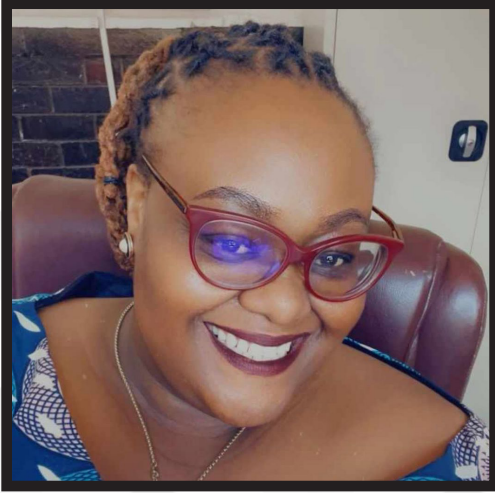
Financial Summary

This year, The Girls Legacy managed its resources with a focus on ensuring maximum impact across all programs and initiatives. Through the generous contributions of our partners and donors, we successfully funded transformative projects that empowered girls through leadership development and skills training.

Our financial stewardship remained guided by principles of transparency, efficiency, and accountability, ensuring that every contribution was strategically utilized to drive meaningful change. Significant investments were made in capacity-building programs, community engagement activities, and the establishment of micro-enterprises, all designed to create sustainable opportunities for girls and young women.

The unwavering support of our donors has been vital in driving forward our mission to empower girls and create transformative opportunities within their communities. The Social Investors' grant played a pivotal role in advancing our trade skills programs, with a focus on practical skills development and essential financial literacy training. Meanwhile, the unrestricted grant from WomenStrong International enabled us to address fundamental developmental priorities within the organization. This support allowed us to strengthen institutional structures and invest in the capacity building of both staff and volunteers, ensuring sustained growth and impact.

The Girls' Legacy Board



Chairperson : Tendai Garwe



Vice Chairperson: Oslie Matsikinyeri



Cleopatra Ndlovu -Co-founder



Carol Kache



Mary-Anne Kwidini

