



GOVERNANCE, BOARD & INSTITUTIONAL OVERSIGHT

Accountable Leadership. Responsible Stewardship. Sustainable Impact.

PUBLIC GOVERNANCE PROFILE

AGAMA Charity | Tanzania | Founded 2011

Prepared for donors, partners, beneficiaries and stakeholders

1. OUR APPROACH TO GOVERNANCE

AGAMA Charity is governed through a framework designed to protect its mission, resources, beneficiaries and the confidence of its partners and supporters.

Our governance approach is grounded in responsible leadership, financial accountability, ethical decision-making, safeguarding and community protection, strategic oversight, programme accountability, risk and compliance oversight, and long-term organisational sustainability.

The **Board provides governance, strategic and fiduciary oversight**, while management and programme teams are responsible for implementation of approved strategies, programmes and day-to-day operations. This distinction helps ensure that organisational leadership is appropriately accountable and that resources are managed responsibly in pursuit of AGAMA Charity's mission.

2. THE AGAMA BOARD

The Board is the principal governing body of AGAMA Charity, subject to the organisation's governing documents and applicable requirements in Tanzania.

Mission & Strategy

- Protecting AGAMA Charity's mission and charitable purpose
- Approving organisational strategy and priorities
- Reviewing long-term organisational sustainability
- Ensuring programmes remain aligned with the organisation's purpose

Financial Stewardship

- Overseeing responsible use of organisational resources
- Reviewing organisational budgets and financial performance
- Supporting appropriate financial controls
- Overseeing financial accountability and reporting

Risk, Compliance & Safeguarding

- Overseeing organisational risk and compliance
- Providing governance-level safeguarding oversight
- Supporting protection of children and vulnerable people
- Reviewing major institutional risks

Programme & Impact Oversight

- Reviewing programme performance
- Supporting accountability for programme outcomes
- Reviewing monitoring, evaluation and learning
- Ensuring resources are directed toward meaningful community impact

The Board recognises its responsibility to maintain accountability to beneficiaries, communities, donors, partners and other stakeholders.

3. BOARD LEADERSHIP

Vaileth Kauluzi — Chairperson of the Board

Vaileth Kauluzi serves as Chairperson of the Board of AGAMA Charity, bringing experience in community development, philanthropy and the international nonprofit sector.

She holds a Master's degree in Community Development and has worked with international non-governmental organisations, contributing to her commitment to community-led development, social impact and improved opportunities for children and families.

As Board Chair, Vaileth provides strategic governance and oversight and supports AGAMA Charity's commitment to responsible stewardship, safeguarding, accountability and sustainable community impact.

4. FINANCIAL GOVERNANCE

Komanya Jibuta — Board Treasurer / Finance & Audit Lead

Komanya Jibuta provides financial leadership and governance oversight within AGAMA Charity.

The Finance & Audit function supports the Board in maintaining responsible stewardship of charitable resources and strengthening financial accountability.

- Financial governance
- Organisational budgeting
- Financial reporting
- Internal financial controls
- Audit coordination
- Financial accountability
- Compliance and responsible resource management

5. BOARD SECRETARY & INSTITUTIONAL GOVERNANCE

Rushina James — Board Secretary

Rushina James holds a degree in Finance and brings professional experience in auditing across different institutions.

Her background in financial oversight, accountability and institutional administration supports AGAMA Charity's commitment to strong governance, transparency and responsible stewardship.

As Board Secretary, she supports effective governance systems and contributes to maintaining appropriate Board documentation, organisational records and institutional accountability.

- Board documentation and records
- Governance administration
- Organisational accountability

- Statutory and institutional records
- Board communications and coordination

6. EDUCATION & PROGRAMMES OVERSIGHT

Richman Herman — Board Member, Education & Programmes Oversight

Richman Herman provides strategic expertise and governance-level oversight across education, programme development and community impact.

His contribution supports AGAMA Charity in strengthening programmes that create meaningful and sustainable opportunities for children and communities.

- Education programme oversight
- Programme quality
- Community impact
- Programme accountability
- Strategic programme development
- Monitoring and learning
- Long-term sustainability

Management Responsibility

Operational responsibility for the design, coordination and delivery of education and community programmes sits with the appropriate management and programme teams. This separation allows the Board to provide oversight while programme teams remain responsible for implementation and delivery.

7. SAFEGUARDING & COMMUNITY PROTECTION

AGAMA Charity recognises safeguarding as a fundamental organisational responsibility.

The Board provides governance-level oversight to ensure that children, vulnerable people, communities, staff, volunteers and partners are treated with dignity, respect and care.

- Child protection
- Safe programme delivery
- Prevention of abuse and exploitation
- Responsible engagement with communities
- Appropriate reporting and response mechanisms
- Safeguarding awareness
- Risk identification and management
- Responsible partner engagement

Our Commitment

AGAMA Charity is committed to creating programme environments in which people can participate safely, with dignity and without abuse, exploitation or discrimination.

8. FOUNDER & INSTITUTIONAL PARTNERSHIPS

Dr. Kabalo Mathias — Founder & Board Member, Partnerships & Institutional Relations

Dr. Kabalo Mathias is a veterinary doctor and surgeon, naturalist, sustainability and conservation guide, humanitarian and philanthropist.

He founded AGAMA Charity in 2011 through a long-term commitment to supporting children and communities. His humanitarian journey also includes the founding of Jericho Orphanage in 2008.

Dr. Mathias is also the founder of AGAMA Tours & Safaris, a Tanzanian-owned and locally led sustainable luxury safari company connecting responsible tourism, conservation and community impact.

As a Board Member, Dr. Mathias contributes to AGAMA Charity's strategic development, institutional partnerships and long-term relationships with donors and partners.

9. GOVERNANCE & MANAGEMENT

AGAMA Charity recognises the importance of maintaining a clear distinction between governance and management.

The Board

- Strategic oversight
- Fiduciary oversight
- Risk oversight
- Safeguarding oversight
- Governance accountability
- Organisational sustainability oversight

Management & Programme Teams

- Day-to-day operations
- Programme implementation
- Staff and volunteer coordination
- Community engagement
- Programme monitoring
- Operational partnerships
- Implementation of approved strategies and budgets

This separation supports effective accountability while allowing programme teams to focus on delivery and community impact.

10. FINANCIAL STEWARDSHIP

AGAMA Charity recognises that donor confidence depends on responsible stewardship of resources.

The organisation is committed to ensuring that financial resources are managed responsibly and directed toward approved organisational purposes.

Our framework supports

- Planning — budgets and programme priorities are established according to organisational objectives.
- Oversight — financial performance and resource use are subject to appropriate organisational oversight.
- Controls — AGAMA seeks to maintain appropriate controls over financial resources and expenditure.
- Accountability — financial information and programme performance are reviewed through appropriate governance and reporting processes.
- Responsible stewardship — resources entrusted to AGAMA are treated as a responsibility to beneficiaries, communities, partners and supporters.

11. PROGRAMME ACCOUNTABILITY

AGAMA Charity seeks to ensure that programmes are relevant to community needs, aligned with organisational objectives, responsibly implemented, monitored for progress, reviewed for effectiveness, designed with sustainability in mind, and accountable to the communities they serve.

Where appropriate, programme performance is reviewed through monitoring, evaluation, learning and reporting processes. The Board provides oversight of organisational performance while implementation remains the responsibility of management and programme teams.

12. SAFEGUARDING, ETHICS & RESPONSIBLE PARTNERSHIP

AGAMA Charity seeks to maintain relationships with partners and supporters based on integrity, respect, transparency, responsible conduct, community dignity, safeguarding and accountability.

We recognise that institutional trust is built not only through what an organisation achieves, but also through **how it operates**. Our governance framework therefore seeks to ensure that organisational growth is accompanied by appropriate standards of responsibility, accountability and protection.

13. ACCOUNTABILITY TO DONORS & PARTNERS

AGAMA Charity recognises that donors and institutional partners entrust resources to the organisation with an expectation of responsible management and meaningful impact.

We therefore seek to provide appropriate information regarding organisational governance, programme activities, use of resources, programme outcomes, safeguarding and organisational development.

Additional institutional documentation may be made available to prospective institutional partners and donors as part of an appropriate due-diligence process.

14. OUR GOVERNANCE COMMITMENT

AGAMA Charity believes that strong governance is not simply about structures and policies. It is about **protecting purpose, stewarding resources and earning trust**.

Protect the mission.

Respect the people we serve.

Steward resources responsibly.

Measure what matters.

Learn and improve.

Remain accountable.

AGAMA CHARITY — PUBLIC GOVERNANCE PROFILE

Governance, Board & Institutional Oversight

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Founded: 2011

Registered in Tanzania: CBO/KRT/3587

For institutional partnerships, donor enquiries and governance-related enquiries:

AGAMA Charity — Tanzania

www.agamacharity.org

Public Governance Profile — prepared for donors, partners, beneficiaries and stakeholders.