

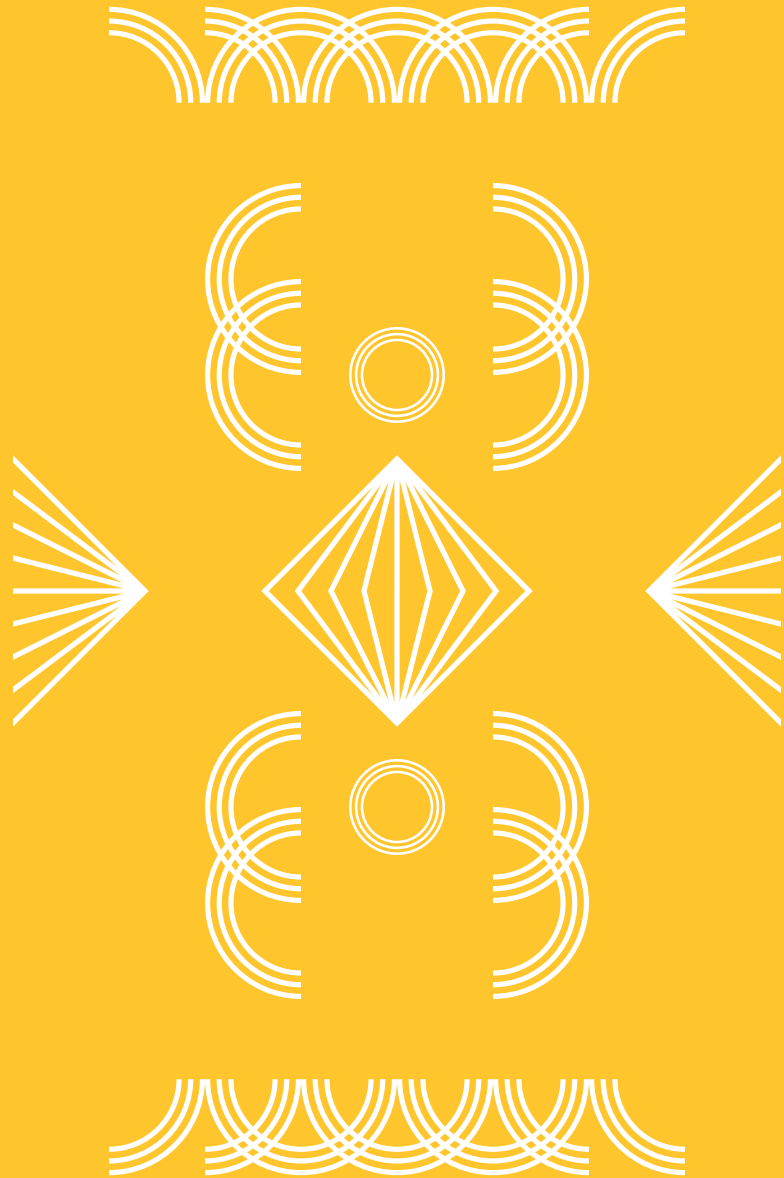


*Hiki ni kitabu kilichoandikwa nasi sote,
na wote waliotutangulia.*



*This is a book written by all of us,
and all who came before.*





JAMBO JAMBO!
HELLO HELLO!

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AHADI YETU KWA DUNIA NI GANI?

WHAT IS
OUR PROMISE
TO THE WORLD?

*Kila kitu tufanyacho
ni kwa ajili ya
kuziimarisha imani
zetu tatu za msingi
tunazozithamini. Hizi
hukumbatia thamani
zetu zote, lengo, na
kila tendo tutendalo
na uamuzi tuufanyao.*

EVERYTHING WE DO IS BUILT ON THREE CORE BELIEFS
THAT WE HOLD DEAR. THESE UNDERPIN ALL OUR
VALUES, OUR PURPOSE, AND EVERY SINGLE ACTION
THAT WE TAKE AND DECISION THAT WE MAKE.

IMANI ZETU | OUR BELIEFS

Tunaamini kwamba
kuna haki rahisi ya
kibinadamu katika fursa
ya kujenga maisha.

WE BELIEVE THAT THERE IS SIMPLE HUMAN JUSTICE IN THE
CHANCE TO BUILD A LIFE.

Tunaamini katika dunia
iliyojaa baraka tele ya
wanadamu wema walio
tayari kusaidia.

WE BELIEVE IN AN ABUNDANT WORLD FULL OF AMAZING
PEOPLE WHO WANT TO HELP.

Tunaamini katika
kufanya jambo jema.

WE BELIEVE IN DOING A BETTER THING.

We inspire
AND
UNLEASH
The
ABUNDANCE
IN EVERY
human Being





WE BUILD A
MEANINGFUL
LIFE FOR
AND WITH THE
DISPLACED

LENGO LETU | OUR PURPOSE

Kutia moyo na kufungulia baraka iliyo ndani ya kila mwanadamu.

To inspire and unleash the abundance in every human being.

Mahali ambapo wengine wanaona shida, sisi tunaona furaha na uwezekano. Ambapo wengine wanaona uhaba, tunafungulia baraka: ndani yetu sisi wenyewe, ndani ya washirika wetu, na ndani ya wale tukutanao. Sisi ni wahudumu tu wa wema wa watu wengine.

Tunasambaza ubora wa watu wa kawaida.

Dunia imejaa watu wema ambao wako tayari kusaidia. Tunafungulia hizi baraka tunapowapa fursa ya kuingia ndani, kutumia zawadi zao, na kufanya kazi nasi kwa njia zilizo na thamani kwao. Ni jambo la kibinafsi

Where others see only pain, we see joy and potential. Where others see scarcity, we unleash abundance: within ourselves, our partners, and within those we meet. We are simply servants of other people's goodness.

We channel the idealism of everyday people.

The world is filled with amazing people who want to help. We unlock this abundance when we give them the opportunity to come in, to use their gifts, and to work with us in ways that are meaningful to them. It's personal.

TUNACHOKIFANYA | WHAT WE DO

Tunajenga maisha yenya thamani kwa ajili ya na pamoja na watu waliohamishwa kutoka kwao.

To inspire and unleash the abundance in every human being.

Tunaamini kwamba kuna haki rahisi ya kibinadamu katika fursa ya kujenga maisha. Tunapopata watu waliohamishwa kutoka nyumbani kwao, nchini mwao au maishani mwao, mawazo yetu ya kwanza huwa ni kuyashughulikia mahitaji yao ya msingi. Na hilo ni jambo muhimu.

Lakini huko ni kuishi—si maisha. Maisha yamejaa furaha, heshima, ushirikiano, na malengo. Na hayo ndiyo tunanua kujenga.

Sisi ni familia huru za mashirika ambayo yanafanya kazi na wakimbizi, watu waliouzwa kutoka kwao, na wahamiaji wanaopania kujiendeleza kiuchumi, kupata suluhu kwa pamoja ambazo huwasaidia kujenga maisha kamili na yanayoridhisha—maisha yenye nuru.

We believe there is simple human justice in the chance to build a life. When we find people displaced from their homes, countries or lives, our instinct may be to focus on their basic needs. And that is essential.

But that is living—it is not a life. A life is filled with joy, dignity, connection, and purpose. And that's what we aim to build.

We are an open family of organizations that works closely with refugees, trafficked persons, and economic migrants, to co-design solutions that help them build full and fulfilling lives—lives which are alight.

A photograph of a woman and two children in a rural setting, overlaid with a blue tint and white text. The woman is standing in the center, wearing a striped sleeveless top and a patterned skirt, with her right arm raised. Two young children are visible: one on the left sitting on a large rock, and one on the right standing. The background shows a wooden door and a wall. The text is written in a white, stylized font with a hand-drawn, radiating effect behind it.

And
HOW
Do we
Fulfill
OUR
PROMISE
???

*Sisi ni shirika
lililojaa mkusanyiko
wa watu wema.*

*Mchanganyiko huu
ndio nguvu zetu.*

*Na mojawapo ya
fahari zetu kuu.*

WE ARE AN ORGANIZATION FILLED WITH A
MULTITUDE OF AMAZING PEOPLE.

THIS DIVERSITY IS ONE OF OUR GREATEST STRENGTHS.

AND ONE OF OUR GREATEST PRIDES.

Na japo sisi ni mchanganyiko wa mapitio, zawadi, na nguvu zisizo za kawaida, kuna thamani zinazotunganisha sisi sote. Zinatuongoza jinsi tunafanya kazi yetu, jinsi tunaingiliana na watu tunawahudumia (na maingiliano kati yetu), na kutusaidia kufanya uamuzi. Zina sifa tunazotarajia kutoka kwa kila mmoja wetu, na labda hata sifa tunazopaswa kujitathimini. Labda.

And while we are a kaleidoscope of unique experiences, gifts, and strengths, there are a set of values that unites us all. They drive how we do our work, how we interact with the people we serve (and each other), and help us make decisions. They are what we expect of each other, and perhaps even what we should hold each other accountable for being. Maybe.

THAMANI ZETU | OUR VALUES

Kuwa wa Kuwajali Wanadamu **BE HUMAN CENTERED**

Kuwa Bora kwa Ujasiri **BRAVELY BE BETTER**

Kuibua Cheche za Furaha **SPARK JOY**

Kuchagua Matumaini **CHOOSE OPTIMISM**

Kuanza kwa Kutoa **START WITH GIVING**

Kutafuta Wengine **FIND OTHERS**

Kufanya Liwezekanalo **DO THE DOABLE**



“ALIGHT ingekuwa tupu. Alight haingekuwa na roho bila watu. Na kwa hivyo sisi ni nuru! Kwa sababu sisi ni binadamu na tunawahudumia binadamu.”

– ABRAHAM

Wanadamu kwa hakika ni wa ajabu; kila mmoja akiwa ni dunia yake kivyake na anastahili juhudi zinazolingana na thamani ya zawadi yake. Na kila mtu, bila kujali hali yake ya zamani wala ya sasa, anapaswa kutendewa kama mtu mtakatifu.

Tunafungua mikono yetu kukaribisha watu. Tunakuwa na mtagusano wa macho na kujiona katika uso ulio mbele yetu. Tunauliza na kusikiliza, badala ya kuchukulia mambo na kuhadithia. Tunatambua yaliyopita, lakini tunatengeneza ya sasa. Tunapenda. Tunaheshimu. Tunaona.

Tunaamini kwamba kuwapa wakimbizi mahitaji ya kimwili tu haku-toshi. Maana na malengo, fahari na matumaini, kujihisi kushirikishwa na kuwa pamoja na wengine; haya ndiyo mahitaji tunapaswa kupeana kwa wakimbizi. Ni mahitaji ya kibinafsi zaidi. Ni mahitaji ya kibinadamu zaidi.

JIULIZE:

- *Je, ninamtendea mtu huyu kwa heshima na staha — jinsi ningependa kutendewa?*
- *Je, ninafanya mambo kwa huruma na utu?*
- *Je, ninafahamu kilicho na thamani kwake na ambacho kitamsaidia kuishi maisha yenye nuru ya furaha, ushirikiano, na malengo?*

ALIGHT would be empty. Alight wouldn't have a soul without the people. And so we are alight! Because we are the people and we serve the people."

– ABRAHAM

Human beings are truly wondrous; each one a universe unto themselves and they deserve efforts worthy of their gifts. And every person, no matter their past nor current circumstance, should be treated as sacred.

We open our arms in welcome. We make eye contact and see ourselves in the face across from us. We ask and listen, rather than assume and tell. We acknowledge the past, but create the present. We love. We honor. We see.

We believe that just meeting a refugee's physiological needs is not enough. Meaning and purpose, pride and hope, a sense of connection and belonging; these are the needs we must meet. It's deeply personal. And it's deeply human.

ASK YOURSELF:

- *Am I treating this person with dignity and respect — the way I would like to be treated?*
- *Am I designing with empathy and humility?*
- *Do I understand what is truly meaningful to them and what will help them live a life alight with joy, connection, and purpose?*





“Sisi sote tunakuwa na ile hamu ya kina, ile nuru... wakati fulani unataka mtu aitambue au aione ndani yako na kukusaidia. Nawe, ukiweza kuwasaidia wengine, hiyo ndiyo athari enezi.” – DULA

Tunaamini katika kutenda jambo jema. Hali iliyopo si chaguo. Tumekitwa kwa kina katika imani kwamba watu ni watakatifu na kwamba ni lazima tutimize ahadi yetu kwa kufanya kazi iliyo na thamani kwa utu wetu wa pamoja. Lakini tunaamini kwamba tukifanya jambo jema, dunia itaungana nasi.

Ni *sharti* tuwe watu wanaothamini wema. Ambao watu walitarajia na ambao wanaweza kuwaamini. Watu wanyenyekevu kwa ujasiri na jasiri kwa unyenyekevu. Wakarimu bila uoga na wasiokuwa waoga kwa ukarimu. Twaweza kuthubutu kusema—twapaswa kuwa watu bora zaidi. Kuwa mnara wa taa, unaoashiria njia mpya.

Hili linahitaji ujasiri, kujitolea kwa dhiti, na kuwa tayari kuingia hatarini, kujaribu mielekeo mipya, na labda hata kutofaulu wakati mwingine. Hatuogopi kuvunja sahani—ni afadhali kuvunja moja kuliko kutoosha yoyote kabisa. Hivi ndivyo tutakavyojiboresha wenyewe, na kufanya vyema. Watu tunaowahudumia wanastahili hiyo huduma na mengine mengi.

JIULIZE:

- *Je, nimefikiria kuhusu njia mbadala, na zinazoweza kuwa bora zaidi, za kulitekeleza hili au nimeshikilia tu hali ilivyo sasa?*
- *Je, nimetimiza niliyoyaahidi? Je, nimezidisha na kwenda mbele?*
- *Je, mafikira yangu yanafungiwa na ruzuku?*

We all have that burning desire, that light... sometimes you need somebody to identify it or see that in you and help you. And in turn, if you can help others, that is the ripple effect.” – DULA

We believe in doing a better thing. The status quo is not an option. We are deeply rooted in the belief that people are sacred and that we must live up to our promise by doing work that is worthy of our shared humanity. But we’re confident that if we do a better thing, the world will join us.

We *have* to be the ones who value goodness. The ones people hoped for and whom they can believe in. The boldly gentle and gently bold. The fearlessly kind and kindly fearless. Dare we even say it — we should be the noble ones. To be a beacon, signaling a new path.

This requires bravery, dogged determination, and a willingness to take risks, to try new approaches, and perhaps even to fail sometimes. We aren’t afraid to break dishes — it’s better to break one than to wash none at all. This is how we ourselves will be better, and do better. The people we serve deserve that and so much more.

ASK YOURSELF:

- *Have I considered alternative, and potentially better, ways of doing this or am I sticking with the status quo?*
- *Have I delivered on what I promised? Have I gone above and beyond?*
- *Is my thinking being limited by the grant?*





“Bila shaka, lazima kuwe na kiwango cha heshima na staha kwa watu na hali zao, ila nadhani ni afadhali kwetu sisi sote kama pia tutaleta furaha.”

– IGOR

Hisia hazitupunguzii kiwango cha utaalumu wetu, hisia ndicho kiini cha taaluma yetu. Kucheka. Kutabasamu. Kudensi. Kuingiliana na watu kwa undani. Haya ndiyo hutufanya binadamu. Na haya ndiyo hututofautisha na watu wengine.

Kwetu sisi, furaha ni kichocheo cha, na dhihirisho la, baraka. Ndiyo njia tunajulia kwamba tunaishi maisha ya ustawi, malengo, na ushirikiano. Ndiyo nguvu ya kuyashinda yote na nguvu ya kuituongoza kwa njia ambayo inatugusa daima.

Tunaposafiri kwenda sehemu ambazo wengine wanaona kama ni adimu, tunafurahia, tena na tena, kupata vicheko na tabasamu. Kazi yetu ni kuliimarisha hilo. Kuleta furaha, ubunifu, urembo, na bashasha katika kazi yetu na katika watu tunaowahudumia.

JIULIZE:

- *Nawezaje kuleta hali ya bashasha na furaha katika kazi yangu?*
- *Naweza kuona nyakati za furaha karibu nami?*
- *Nawezaje kuzifurahikia na kuzikuza?*

Certainly, there must be a level of dignity and respect for the people and their situation, but I think we are all better off if we also bring joy.” – IGOR

Emotion does not make us unprofessional, it is the heart of our profession. To laugh. To smile. To dance. To connect deeply with people. This is what makes us human. And this is what sets us apart.

To us, joy is both a catalyst for, and an expression of, abundance. It is the how we know that we are living a life of well being, of purpose, and of connection. It has the power to transcend all and the power to move us in a way that touches us forever.

When we travel to places that others often see as scarce, we are delighted, again and again, to find laughter and smiles. Our job is to elevate that: To bring joy, creativity, beauty, and play to both our work and the people that we serve.

ASK YOURSELF:

- *How can I add a sense of play and joy to my work?*
- *Can I see moments of joy around me?*
- *How can I celebrate or amplify those?*





“Hatuufifishi ukali wa uhalisia, bali tunaunda nyakati na fursa kwa uwezekano usio na kikomo kutokana na baraka tunazozipata.” – STEPHANIE

Kwa miaka mingi, tumejifunza ukweli wa kimsingi lakini unaopuuzwa sana: Kuwa na matumaini ni chaguo la mtu. Tukichagua kuamini kwamba mambo yanawezekana, yatawezekana. Tukiamua kuzingatia hali chanya, njia itakuwa wazi. Tukiamua kuamini kuwa watu wana wema, watafanya mambo kupita matarajio yetu.

Hii si kusema kwamba sisi hatujui mambo ila ni kinyume chake. Sisi ni waaminifu kwa mazingira ambamo tunafanyia kazi na ugu-mu wote ambao watu wamepitia. Tunalitambua hili, ila hatujikiti kwalo. Tunapata matumaini na kuyajenga zaidi.

Tunaamini kwamba watu hawafungwi katika hali zao. Maisha mazuri hayafutwi na kuhamishwa kutoka kwako. Mahali ambapo wengine wanaona shida na mateso, tunaona furaha na uwezekano. Ambapo wengine wanaona uhaba, tunaona baraka tele.

JIULIZE:

- *Ziko wapi mbele yangu baraka ambazo hazijatwaliwa?*
- *Je, nimewauliza watu ni kipi kinafanya kazi tayari na ni nini kinawapa matumaini?*
- *Ni kipi naweza kujenga na kukiboresha?*

“We don’t diminish the harshness of reality, but create moments and opportunities for endless possibility with the abundance that we find.” – STEPHANIE

Over the years, we have learned a simple but often overlooked truth: Optimism is a choice. If we choose to believe that things are possible, they become so. If we choose to focus on the positive, the path becomes clear. If we choose to believe the best in people, they will exceed our expectations.

This does not mean we are naive but the contrary. We are honest about the conditions we work within and all the hardships that people have gone through. We respect this, but we don’t dwell on it. We find the hope and we build on it.

We believe that people aren’t defined by their circumstances. A remarkable life is not canceled out by displacement. Where others see only pain and suffering, we see joy and potential. Where others see scarcity, we see abundance.

ASK YOURSELF:

- *Where is the untapped abundance in front of me?*
- *Have I asked people what is working already and what gives them hope?*
- *What can I build on and make better?*





“Utambuzi wa nguvu zaidi ambao mwanadamu anaweza kupata ni ufahamu wa thamani yake. Kinaya ni kwamba hili linaweza kutambuliwa tunawapa wengine kwa moyo mmoja.” – DANIEL

Kupeana kwa moyo mmoja ni kuwa mwanadamu kamili. Sisi sote tuna zawadi ndani yetu, na tunapoitoa kwa wengine, tunakamilika. Tunakuwa sisi. Tunakuwa nuru.

Hivi ndivyo unafungulia baraka, na hakuhitaji pesa. Jipeane kwa moyo mmoja. Kuwa tayari kufanya hata zaidi. Wape watu imani uliyo nayo kwao. Ondoa mashaka kwa watu na kuwapa fursa. Kwa sababu unapotarajia mema kutoka kwa mtu fulani, si tu kwamba anafikia matarajio hayo, bali hata anazidisha.

Ukweli uliosahaulika wa mashirika kama haya yetu ni kwamba tupo ili kupeana, hatupo kupokea. Ni kuongoza kwa ukarimu. Kunaanza na imani.

JIULIZE:

- *Je, mimi ni mkarimu na wakati wangu, kazi yangu, na zawadi zangu?*
- *Je, mimi ni mkarimu kwa watu wengine na ninawapa nafasi na uhuru wa kushiriki zawadi zao wenyewe?*
- *Je, ninasaidia kwanza bila kujali mimi mwenyewe nitapokea nini?*

“The most powerful realization a person can have is the knowledge of their own worth. The irony is that this can only be truly realized when we freely give to another.” – DANIEL

To freely give is to be fully human. We all have a gift within us, and when we give it to another, we become whole. We become ourselves. We become alight.

This is how you unleash abundance, and it has nothing to do with money. Give wholeheartedly of yourself. Be willing to go the extra mile. Give people your belief in them. Give people the benefit of the doubt and a chance. Because when you expect the best of someone, they not only live up to that expectation, but surpass it.

The forgotten truth of organizations like ours is that we exist to give, not to receive. It's leading with generosity. It begins with belief.

ASK YOURSELF:

- *Am I being generous with my time, my work, and my gifts?*
- *Am I being generous with other people and giving them the space and autonomy to share their own gifts?*
- *Am I helping first without wondering what I will receive in return?*



FIND OTHERS

“Twaweza kuwa sisi si matajiri wa pesa, lakini tu matajiri wa watu na mawazo.” – BERNAD

Sisi ni shirika la “sisi”, shirika linaloshirikisha, kwa sababu tunaamini kwamba nguvu zetu zimo katika umoja wetu. Katika kutokuwa na mipaka kwetu. Katika uwazi wetu na imani kwa kila mmoja.

Hili huanza kwa unyenyekevu — kujua kwamba hatuna, *hatuwezi kuwa na*, majibu yote na hatuwezi kufaulu tukiwa peke yetu. Tunahitaji kila mmoja wetu. Hivyo basi tanatafuta watu wengine. Tunataka mchanganyiko wa watu na kuwajumuisha watu walio na uelwa mpana kuliko wetu. Tunapanua zaidi ukumbi wetu. Tunaomba mchango wa kimawazo kutoka kwa watu wengine, haijalishi wao ni akina nani. Tunafungua mlango.

Tupo katika makutano ya imani katika watu na mahali, na mahali na watu wanaohitaji imani. Tunapata furaha kubwa kwa kuhudumia ubora wa wengine. Na tunashirikiana kwa pamoja.

JIULIZE:

- *Ni nani atanufaika zaidi kutokana na kazi hii?*
- *Je, tunazikamilisha nguvu zetu na ktumia nguvu nyingine?*
- *Tunawainua wengine?*

“We may not be rich in money, but we are rich in people and ideas.” – BERNAD

We are a “we” organization, a shared organization, because we believe that our strength is in our togetherness. In our borderlessness. In our openness and belief in one another.

This begins with humility — to know that we don’t, *we can’t*, have all the answers and we can’t do it alone. We need each other. So we find others. We seek diversity and include those who know better than we do. We make the room bigger. We seek out people’s input, no matter who they are. We open the door.

We lie at the intersection of belief in people and places, and places and people that need belief. We take great joy in serving the idealism of others. And we do it together.

ASK YOURSELF:

- *Who will benefit the most from this work?*
- *Are we complementing our own strengths with different ones?*
- *Are we elevating others?*





“Tunataka dunia ifahamu kwamba matatizo haya yanawezekana sana na yanatatulika sana, na tunataka watu waungane nasi.” – JON

Tunapokabiliwa na mambo yasiyowezekana, tunafanya yanayowezekana. Pasipo na mlango, tunatafuta dirisha. Sisi si washamba, tunaona mbele. Tunapokuwa na maono makubwa, tunafika karibu malengo yetu. Tunajizatiti na kufanya kazi ya maana. Hatusubiri, tunatenda.

Wengine waonapo matatizo kama ni makubwa sana kukabiliwa, tunajitosa moja kwa moja kwa kile kinachoweza kufanywa. Sasa hivi. Matendo madogo yanaweza kuleta manufaa makubwa. Kasi inaweza kuleta mabadiliko. Kwa kugusa mtu mmoja kutokana na tendo moja kunaweza kuwatia moyo watu wote.

Tunataka dunia ijue kwamba matatizo haya makubwa na ya kutisha yanawezekana. Kwa hakika, yanatatulika. Yako ndani ya uwezo wetu. Kwa hakika, yako ndani ya *uwezo* wa kila mtu.

JIULIZE:

- *Ni kitu gani kinahitajika sasa hivi?*
- *Je, ninaiangazia shughuli kubwa au hatua ndogo ninayoweza kuchukua sasa hivi?*
- *Twaweza kufanya nini na \$500?*

“We want the world to know that these problems are very doable and very fixable, and we want people to join in.” – JON

In the face of the impossible, we do the doable. Where there is no door, we find a window. We are not naive, we are visionary. When we dream big, we get close. We roll up our sleeves and do the work worth talking about. We don't wait, we do.

While others see problems as too big to tackle, we dive right in with what can be done. Right now. Small actions can lead to big impact. Momentum can lead to change. Touching one person through one act can inspire all.

We want the world to know that these big, gnarly problems are not impossible. In fact, they're fixable. They're within our grasp. In fact, they're within *everyone's* grasp.

ASK YOURSELF:

- *What is the thing that is needed right now?*
- *Am I focusing on the larger task or the small step I can take now?*
- *What can we do with \$500?*





2

**NI VITU GANI VI-
DOGO TWaweza
KUFANYA?**

**WHAT ARE THE
SMALL THINGS
WE CAN DO?**

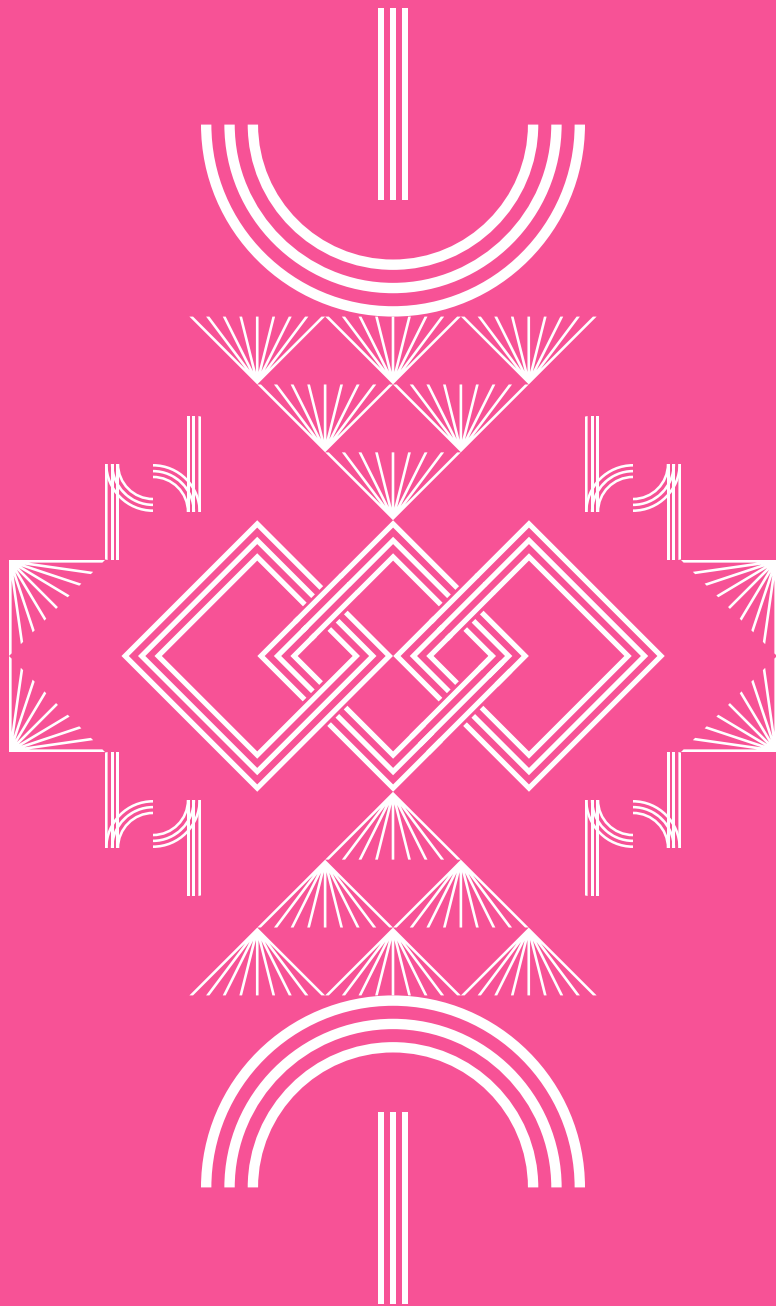


Huu ni mwanzo tu wa safari yetu kama shirika la Alight na tunapofikiria jinsi ya kuipa uhai ahadi yetu, tutagundua kwamba kuna vitu vichache vitakavyofanyika, na labda vitu vichache ambavyo havitafanyika. Na hilo ni sawa.

THIS IS JUST THE BEGINNING OF OUR JOURNEY AS ALIGHT AND AS WE THINK ABOUT HOW WE BRING OUR PROMISE TO LIFE, WE'LL FIND THAT THERE ARE A FEW THINGS THAT WORK, AND PERHAPS A FEW THINGS THAT DON'T. AND THAT'S OKAY.

Katika kurasa chache zinazofuata, utapata vitu vichache ambavyo bila shaka tunataka kuendelea kufanya. Pia utapata nafasi ya kuandika — tunakuomba uweke kumbukumbu ya matendo madogo ambayo unahisi ni muhimu kwa timu yako na watu unaowahudumia.

On the next few pages, you'll find a few of the things that we definitely want to keep doing. You'll also find space to write — we invite you to keep track of the small actions that you feel are important to your team and the people you serve.



MAMBO AMBAYO TUNGEPENDA KUFANYA KILA MARA

*Kufurahia matendo sahili ya
kibinadamu:*

Tunasalimia watu na kujua majina yao. Bado tunaandika kwa mkono vibarua vidogo. Tunajitolea kuketi kwenye kiti cha katikati. Tunasikiliza na kuuliza kwa nini tena na tena. Tunachukua muda wetu na kushiriki kikombe cha chai pamoja. Tunaleteana pipi kutoka kote duniani. Tunapigana pambaja. (Aidha tuna albamu ya picha za matukio makuu maishani mwetu).

Kuweni timu isiyokuwa na mipaka:

Kwaweza kuwepo na umbali mkubwa kati yetu sote lakini bado tunapenda kushirikiana. Na WhatsApp ni chombo chenye uwezo kutuwezesha kufanya hivyo. Ni jinsi tunashiriki hadithi zetu na kila mmoja wetu na kupata maoni ya kila mmoja na vile vile kushukuru, kuungana mkono, na kusaidiana na kila mmoja wetu. Kunatusaidia kuwa timu isiyokuwa na mipaka. Kunatusaidia kuendelea kuwa na nuru.

Wafike karibu tunaowahudumia:

Hatufanyi kazi yetu tukiwa tumeketi dawatini. tunanyanyuka, tunaviweka vipakatalishi vyetu salama, tunavalia buti zetu, tunaruka garini au ndegeni, na kwenda karibu na tunaowahudumia. Tunaenda walipo watu, tunajizatiti, na kufika karibu.

THE THINGS THAT WE'D LIKE TO DO ALWAYS

Relish simple human gestures:

We greet people and know their names. We still write handwritten notes. We offer to take the middle seat. We listen and ask why and why again. We take time to have tea together. We bring each other candy from all over the world. We hug. (We also have a photo album of all our big moments).

Be a borderless team:

There may be vast distances between us all but we still like to stay connected. And WhatsApp is a powerful tool to help us do just that. It's how we share our stories with each other and get everyone's input as well as thank, support, and help each other out. It helps us be a borderless team. It helps us stay alright.

Get close to those we serve:

We don't do our work behind a desk. We get up, tuck away our laptops, put on our boots, jump on a truck or plane, and get close to those we serve. We go to where they are, we roll up our sleeves, and we get close.

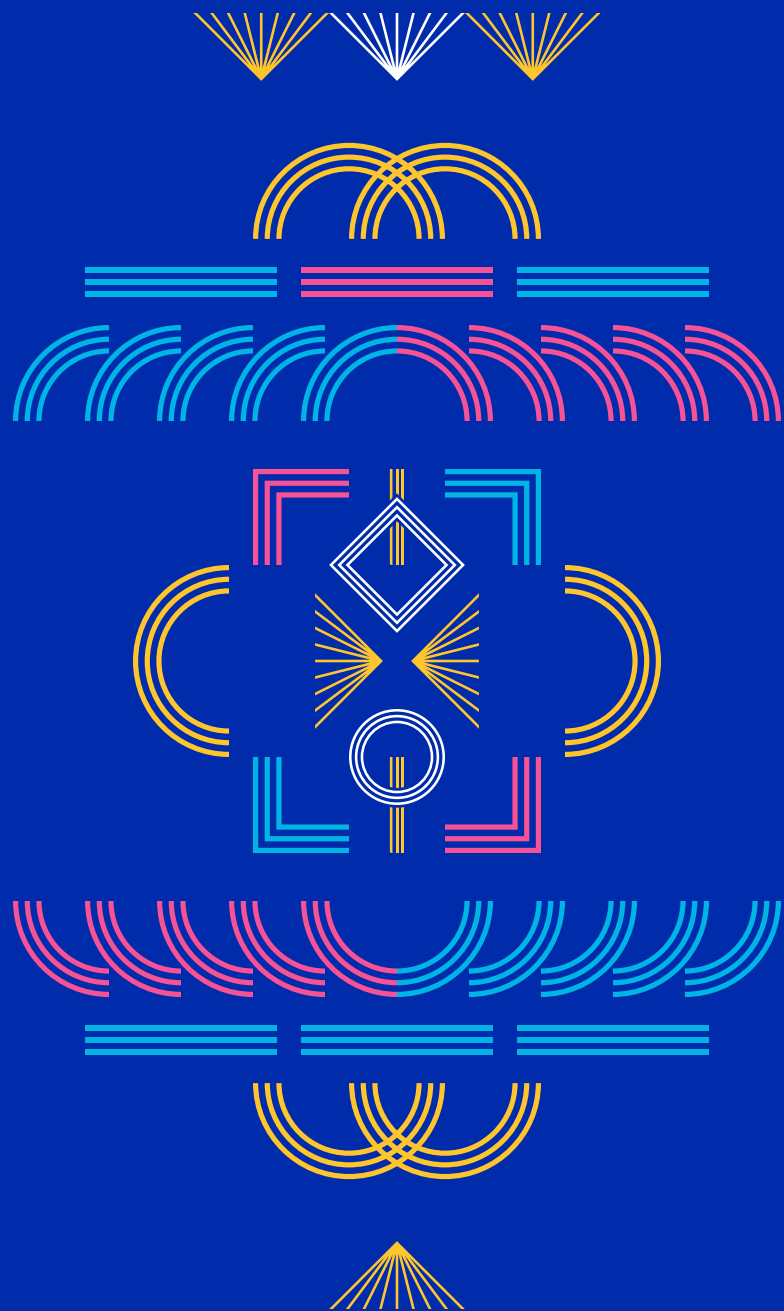
**MAMBO AMBAYO THE THINGS I'D LIKE
NINGEPENDA KUFANYA TO DO ALWAYS
KILA MARA**



3

**KUANZIA VIJITO
HADI KUWA
MTO MKUBWA**

**FROM STREAMS
TO A MIGHTY
RIVER**



*Alight ni familia
ya mashirika.*

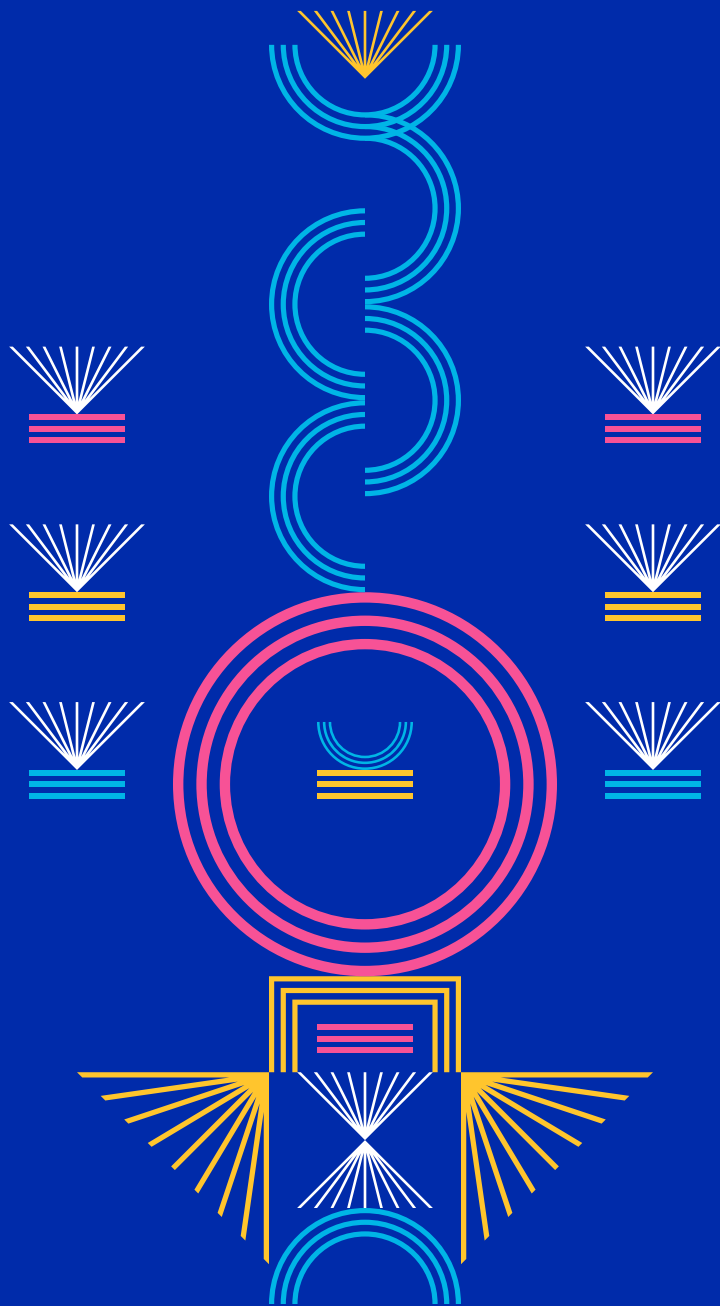
ALIGHT IS A FAMILY OF ORGANIZATIONS.

*Kwa kila jamaa wa familia
ya Alight, tunakuenzi,
tunakukaribisha, na
kukuheshimu.*

**TO EVERY ONE OF THE MEMBERS OF THE ALIGHT FAMILY, WE
CELEBRATE YOU, WELCOME YOU, AND HONOR YOU.**

*Alight imeboreka
kwa ajili yako na
tunatumaini umeboreka
kwa ajili ya Alight.*

**ALIGHT IS BETTER BECAUSE OF YOU AND WE HOPE
YOU ARE BETTER BECAUSE OF ALIGHT.**



Tunaahidi kufanya kulingana na uwezo wetu kutimiza ahadi yetu. Ukikutana nasi, tutasikiliza. Tutakusaidia kwa ujasiri kufanya vyema. Na tutaona na kusherehekea matumaini na furaha unayoeneza duniani.

Ulituchagua sisi na tukakuchagua wewe. Tuna malengo mamoja na ukweli mmoja. Tupo ili kuwapa heshima watu tunaowahudumia. Na, tutafanya hivyo kadri ya uwezo wetu.

Tunakuomba ukiweke kitabu hiki karibu sana nawe. Ifahamu ahadi tunayoitoa duniani. Na tukumbushe taratibu kuhusu ahadi yetu tunapohitaji kukunbushwa.

We promise to do our best to deliver on our promise. When you meet us, we will listen. We will help you bravely do better. And we will see and celebrate the hope and joy you unleash in the world.

You chose us and we chose you. We have shared purpose and shared truth. We exist to honor the people we serve. And, we will do it the very best we can.

We invite you to keep this little book close by. Know the promise we are making to the world. And gently remind us of our promise when we need reminding.

A woman with dark hair is smiling warmly, her face partially obscured by a large, circular graphic on the left side of the image. The graphic consists of concentric, wavy lines in a vibrant blue color, creating a ripple effect. Inside this graphic, the text "WE JUST WANT OUR WORK TO BE FELT" is written in a white, hand-drawn, cursive font. Below the main text, the name "— PURITY" is written in a smaller, simpler white font. The background of the entire image is a solid, deep blue color.

"WE
JUST WANT
OUR WORK
TO BE FELT"
— PURITY

Mwisho

The End

Au ndio mwanzo tu?

Tulipokiandika kitabu hiki, hatukutaka kutengeneza kitabu chenye kanuni thabiti au kitabu kikubwa ambacho kinakaa na kuchakaa kwenye rafu, tulitaka tu kuteka urembo unaopatikana tayari ndani yenu nyote na kuuweka wazi.

Basi, kosome kitabu hiki, kumbuka maneno yake, yatazame kwa undani na kuyahisi kuwa ya ukweli, na kumbuka kwamba huu ni mwongozo tu, bali si biblia.

Sasa nenda, ewe mwanadamu wa ajabu, na ueneze baraka.

Or is it just the beginning?

When we wrote this book, we didn't want to create a book of strict rules or some tome that sits on a dusty shelf, we simply wanted to capture the beauty that exists within all of you already and bring that to the surface.

So, read this book, remember the words, look within and feel them to be true, and remember that this is a guide, but not a bible.

Now go, you wondrous human, and unleash abundance.

*Sisi ni wageni katika shughuli za tafsiri.
Tafadhali tutumie barua pepe uonapo makosa!*

**WE'RE NEW TO THIS TRANSLATION
THING. PLEASE EMAILS US IF YOU
SEE ANY MISTAKES!**

VALUESBOOK@WEAREALIGHT.ORG

