



**catalyst**  
Foundation

## ANNUAL REPORT 2022

Looking back at our impact made throughout the year.



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## MEET OUR BOARD OF TRUSTEES

At Catalyst Foundation, we are governed by our Board of Trustees who bring knowledge from either their Zimbabwean lived experiences, the Corporate World, or Safeguarding and Cultural backgrounds.

Our Board of Trustees meet regularly, and are responsible for setting Catalyst Foundation's strategic direction, as well as for our overall governance.

Introducing:



**Trevor Mapondera**  
(Chairman/Co-Founder)  
C.E.O. of Catalyst Care Group



**Tamsen Garrie**  
(Trustee)  
Director of People and  
Culture - Catalyst Care Group



**Mandhla Dhlodhlo**  
(Trustee)  
General Manager at a Private  
Voluntary Organisation (PVO)



**Ashleigh Fox**  
(Trustee)  
Transforming Care Director  
Catalyst Care Group



**Clever Nyamugodobi**  
(Trustee)  
Catalyst Borans Farm  
Zimbabwe

## MEET OUR IMPACT PLAYERS

We are really privileged to have an incredible team of Impact Players, where through their hard work and dedication, Catalyst Foundation is able to create an impact, in the lives of the individuals whom we support.

Introducing:



**Mayda Mapondera**  
(Co-Founder)  
C.E.O. of Catalyst  
Foundation



**Yvonne Kandeya**  
(Executive P.A. to  
the C.E.O.)  
Catalyst Foundation



**Daniele Zanin**  
(Marketing Manager) -  
Catalyst Foundation



**Shingirai Chadehumbe**  
S.H.E. Programme Manager  
(Beatrice, Zimbabwe)



**Saneliso Dube**  
S.H.E. Programme Manager  
(Tsholotsho, Zimbabwe)



**Kudzai Magaya**  
S.H.E. Programme  
(Advocacy and Events  
Co-ordinator)



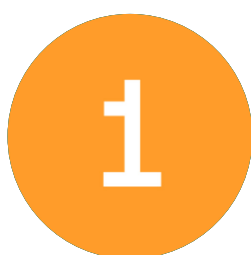
**Cleopatra Makoni**  
S.H.E. Programme  
(Independent Safeguarding  
Lead)

## ABOUT CATALYST FOUNDATION

Catalyst Foundation is the charitable arm to Catalyst Care Group, and falls under its house of brands. It is an independent charity registered with the Charity Commission for England and Wales (Registered Charity Number: 1193385).

Giving and serving others is in our DNA. Catalyst Foundation was born out of compassion and generosity of our founders, and employees at the Catalyst Care Group. Each year, these incredible people give their time, resources, and money to be the catalyst to improve the lives of others.

## STRUCTURE OF OUR SUPPORT



Understanding the barriers preventing the individuals whom we work with, from becoming the best version of themselves.



Tailoring our support plans to each selected individual's specific needs, to ensure that all barriers experienced before joining Catalyst Foundation have been removed.



Providing consistent long-term support, that creates hopeful opportunities for the individuals supported through our Programmes, to lead brighter futures.

## CATALYST FOUNDATION PROGRAMMES



Empowering  
girl - child education  
across Africa.



# ABOUT CATALYST FOUNDATION - S.H.E PROGRAMME

Catalyst Foundation’s S.H.E Programme launched in 2021, during the Covid 19 pandemic, and works collaboratively with vulnerable girls in Zimbabwe, their families, teachers, and local social services, to remove the barriers that girls in particular face when trying to access an education. Each beneficiary receives her own uniquely formulated support plan, based on her individual needs, which gets updated periodically.

## MISSION, VISION AND CORE VALUES



### Our Mission

To be recognised as a global enabler of education and Gender Equality - offering tangible and sustainable impact to the girls whom we support.



### Our Vision

To become the leading voice and ambassador of girl-child education across Africa.

### Family | Impact | Teaming | Consistency



### Our Core Values

We work together as one big **family**. We deliver truth with kindness. We take full responsibility of how we make others feel, and are accepting of their views. We treat our beneficiaries and their families as our family. We value communication, compassion, acceptance and empathy.

We are **consistent** in the **impact** that we impose on the beneficiaries whom we work with (which we measure frequently), by **teaming** up, and helping each other be able to support our beneficiaries to become the best version of themselves, and feel empowered. Our behaviours are consistent, and we are consistent in all we do as a whole.

We are intentional with our words and actions, as we aim to leave a lasting footprint in the lives of each other and our beneficiaries whom we support and serve.

Mission driven colleagues thrive in our organisation.

Our core values motivate us to provide the best possible support to all beneficiaries who are part of the S.H.E Programme.

## WHY FOCUS ON EMPOWERING GIRL-CHILD EDUCATION?

Globally, there are more than 130 million vulnerable girls who are currently being denied their right to an education, the opportunity to reach their full potential, and to have choices about their own futures.



In particular, across Africa, 32.6 million girls of primary and lower secondary school age are out of school and this number rises to 52 million when looking at girls of upper secondary school age.

**As a result of not going to school, girls become vulnerable and may become victims of:**

- child abuse,
- child rape,
- early child marriages/pregnancies,
- HIV/AIDS, and the list goes on ...

This is where we come in and try to bridge the gap, as we believe that **every girl-child has the right to an education!**

By **investing in girl - child education, it:**

- lays the foundation for gender equality and social justice,
- drives economic development within communities, leading to higher productivity and income, reducing youth unemployment and instability,
- leads to healthier communities and nations as a whole, reducing maternal and infant mortality, malnutrition, stunting, HIV/AIDS, malaria, along with many other diseases,
- reduces early child marriage/pregnancy statistics and gender-based violence cases,
- empowers women's leadership opportunities for policy change that benefits everyone.

## WHERE WE WORK

We work collaboratively with vulnerable girls in **Zimbabwe**, their families, teachers, and local social services, to remove the barriers that girls in particular face when trying to access an education, so that they will have the opportunity to become empowered, and thrive in the classroom - creating greater future opportunities for themselves, and their families as a whole.

### Why Zimbabwe?

In Zimbabwe:

- 72% of the population live below the national monetary poverty line of US\$1.00 / £0.82 per day.
- Only 14% of girls complete their upper secondary school, and among the poorest children, this falls to 1%.
- 34% of girls are married before the age of 18, and 5% before the age of 15.

We chose to work in the Beatrice and Tsholotsho Districts because they have been recorded to have some of the highest statistics of issues related to the girl-child such as abuse, HIV/AIDS, early child marriages and pregnancies, which is mainly due to the large number of girls failing to go to school.

Due to the impact made through our support offered to these communities so far, we have witnessed these statistics reducing, which is amazing!



## OUR STRATEGIC GOALS - THREE YEARS (2022 - 2025)

We believe that by investing in girls' education, and ultimately the empowerment of women, it lays the foundation for gender equality and social justice.

Over time, as the S.H.E Programme evolves, our aim is to continue contributing to closing the gender gap that currently exists worldwide, one girl at a time.

“ INVESTING IN GIRLS' EDUCATION IS THE VERY BEST THING WE CAN DO, NOT JUST FOR OUR DAUGHTERS AND GRANDDAUGHTERS, BUT FOR THEIR FAMILIES, THEIR COMMUNITIES, AND THEIR COUNTRIES. ”  
- Michelle Obama

Our three - year strategic plan is designed to catalyse our vision of 'becoming the leading voice and ambassador of girl-child education across Africa', inspired by the United Nations' Global Goals, and in particular, achieving gender equality by 2030.

**Strategic Goal 1:** Our beneficiaries to achieve a 100% school attendance rate, with no school drops outs.

**Update** - this strategic goal has been met, as none of our beneficiaries dropped out of school in 2022.

**Strategic Goal 2:** To holistically support 100 beneficiaries.

**Update** - with supporting a further fifteen (15) beneficiaries in 2022, we are now 60% away from reaching this strategic goal.

**Strategic Goal 3:** To maintain our personalised approach to supporting our beneficiaries, by placing every girl in the forefront of all decision-making activities, in order to ensure that the support provided through the S.H.E Programme continues to meet every beneficiaries' needs.

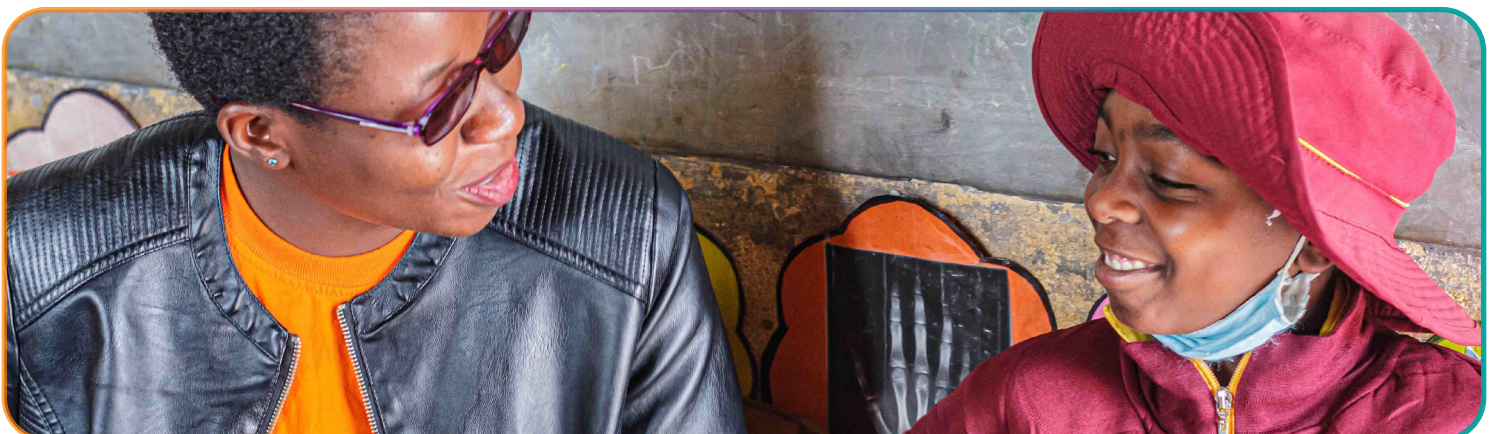
**Update** - this strategic goal has been met as all support provided is as of a direct result of suggestions made by all of our beneficiaries.

**Strategic Goal 4:** Acheiving the certification of being 'A Great Place to Work for All'.

**Update** - this is work in progress as all Impact Players are being monitored to ensure that they are all in their most suitable roles, which once completed, will result in everyone having fulfilled careers, and Catalyst Foundation recieving the certification.

**Strategic Goal 5:** Partnering with five (5) organisations.

**Update** - discussions are being held with potential organisations whom we look forward to partnering with, thus, we are on the right path to acheiving this strategic goal in the near future.





# MESSAGE FROM THE C.E.O. OF CATALYST FOUNDATION





## MESSAGE FROM THE C.E.O. OF CATALYST FOUNDATION

What a year 2022 has been!! We are really excited to share with you all the impactful things that have occurred within Catalyst Foundation over the past year. A lot of wonderful things have happened since 2021.

Expansion into the Beatrice district (Mashonaland East) was made official on the 30th of November 2021, with the signing of an M.O.U. between Manyame Rural District Council and Catalyst Foundation. Fifteen (15) beneficiaries were selected across six (6) schools as of January 2022, bringing the total number of girls being supported through our S.H.E. Programme to forty (40)!

It gives me great pleasure to let you know that all our beneficiaries in the Tsholotsho, and now Beatrice districts have managed to stay in school, despite the high risk of dropping out, precipitated by the Covid – 19 pandemic.

There have been little to no interruptions, and school attendance has greatly improved since the S.H.E. Programme has stepped in to support the communities.

S.H.E Clubs continue to be a tremendous success in all the schools. Our girls continue to shine in poetry, drama, singing and the crafting of artifacts, as part of the club activities.

As part of our additional support offered to the schools whom we support, we kickstarted our 'Infrastructural Development and Resource Support', by gathering quotations for new and incomplete building projects we seek to complete in the near future. As part of our environmental protection pillar of support, we had a wonderful time at Ringa Primary School in Beatrice, where we donated twenty-five (25) fruit trees to them in line with 'National Tree Planting Day' on 3rd of December 2022. Our hope is that by doing this, over time, it will assist with improving the students' nutritional value, as well as inspire and educate them to plant more trees, as part of their contribution to preserving the environment. In addition, we have assisted with setting up school signage which has made the schools more visible.

We purchased two new Primary Care Health Check Kits, enabling us to provide specialised and quality health checks for our beneficiaries with our own equipment, as well as electronic data capturing system for safe keeping of our records. Our Health Check Examination Drives were rolled out successfully in Beatrice, Tsholotsho. The health checks do not only focus on the physical well-being of our beneficiaries, but also include home and socio-economic assessments. Anomalies were identified and quickly addressed with additional referrals being considered. Some of the anomalies identified included three beneficiaries with hearing impairments, and we are happy to have been able to purchase hearing aids for them, which has greatly improved their performance in class and their livelihoods as a whole. The impact made was phenomenal! Among other anomalies detected, such as our beneficiaries having a low body mass index - mainly caused by malnutrition, the Foundation resolved this by distributing nutritious food hampers to the girls themselves, and maize to their families. The food hamper list was recently revisited so that we can give our beneficiaries and their families more diverse, nutritious options. Urinary Tract Infections (UTIs) were also a cause of concern as these kept reappearing during our Health Check Examinations. To help address this issue, sanitary wear and a week's supply of new underwear were kindly donated to our beneficiaries, as well as intensive lessons and best hygiene practices were taught to them, and their primary care givers, through our S.H.E. Clubs, and during our annual S.H.E. Camp.

Our Health Check Examinations will be on going and conducted every 6 months.

One of the major highlights from throughout the year, and one that continues to create impact is our annual S.H.E. Camp. During 2022, we held two Camps, one in August in Beatrice, titled, 'Victory Camp', and another in December titled, 'Game Changers Camp'. The first camp saw only our beneficiaries in the Beatrice district take part, where they embarked on numerous activities including a talent show, our very own S.H.E. Olympics, S.H.E. Awards Night, along with many other impactful activities. Due to the impact made from this camp and seeing our

beneficiaries transform into confident individuals right before our eyes, we decided to hold our second camp, but with a twist.

During our second camp held in December, which was hosted in Matopos, Bulawayo, saw for the very first time, forty (40) of our Zimbabwean beneficiaries from both the Beatrice and Tsholotsho districts, come together in one place. This was the first time that we had mixed all of our beneficiaries together. During this camp, we held life coaching sessions led by a renowned lawyer in Zimbabwe, along with an Environmentalist, and a local Television Anchor at one of our local broadcasting cooperation's. In addition to this, we also held various team building exercises, and had other fun activities like abseiling the and spiderweb ropes, which brought our beneficiaries together, where they had a chance to create lifelong friendships together. It was extremely heart-warming to see our beneficiaries spend quality time together, out of their norm, where they had a chance to have fun, and this made them gradually come out of their shells, throughout the duration of the Camp.

As a result of having these two highly impactful Camps, they are truly where all the magic happens, and have become a much looked forward to event on our annual calendar by our beneficiaries. We look forward to next year's S.H.E Camp that is to be held in August, in the mighty Victoria Falls.

In October, we attended the African Philanthropy Forum 2022 Conference in Kigali, Rwanda. This was the first international conference that the S.H.E Team had attended, and it was a sensational time for us all. We got to meet with like-minded people and game changers from across the world. Many complimented us on the work that we are doing in Zimbabwe. It was an opportunity to also learn from other amazing people on new and sustainable ways to work with our beneficiaries. Meaningful relationships were made, and a number of follow up meetings were scheduled where we will continue our conversations with the relevant individuals, on how we can partner together in the future to create greater impact as we empower girl-child education in Zimbabwe.

Since 2021, the S.H.E Team has grown, where we have welcomed new impact players. Namely: Kudzai Magaya who will be our 'Advocacy and Events Coordinator', Shingi Chadehumbe - our new Programme Manager for the Beatrice district, Yvonne Kandeya – the Executive P.A. to the C.E.O. of Catalyst Foundation, and Daniele Zanin – our Brand and Relationship Manager. Let me take this opportunity to applaud each impact player for their hard work and dedication, especially these last few months where we have been busy scaling our Programme, putting systems in place, and making more impact in different and new areas. Seeing our beneficiaries thrive has been such a beautiful and emotional sight. Thank you everyone, for facing complexities, and for thinking outside the box to keep the Programme running efficiently.

To our Board of Trustees, thank you for your dedication to Catalyst Foundation over the past year. We understand how busy your schedules are, thus, we appreciate you all very much. With your strategic guidance during 2022, we were able to support a further fifteen (15) beneficiaries. We look forward to seeing what 2023 has install for us, under your governance.

To all our valued supporters and followers, thank you for supporting us, and following us on this journey.

We value all your support and encouragement and I look forward to sharing more exciting news with you all as we go along.

Finally, we would like to extend heartfelt gratitude to Catalyst Care Group, our platinum partner, as without your support, we would not have been able to accomplish everything that we have so far in such a short space of time, and will continue to achieve in the future. Your commitment to sponsoring our S.H.E. Programme is invaluable, and it allows us to keep growing without the burden of limited resources. I would also like to extend my utmost gratitude to all of our other subsidiary partners who have joined forced with us, to create impact in our beneficiaries' lives. Thank you very much for your support.

Mayda Mapondera (C.E.O. and Co-Founder of Catalyst Foundation)

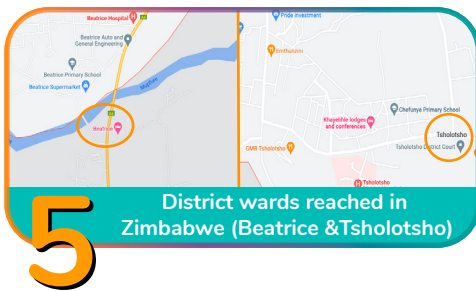
We strive for each girl to:



# SUMMARY OF IMPACT MADE IN 2022



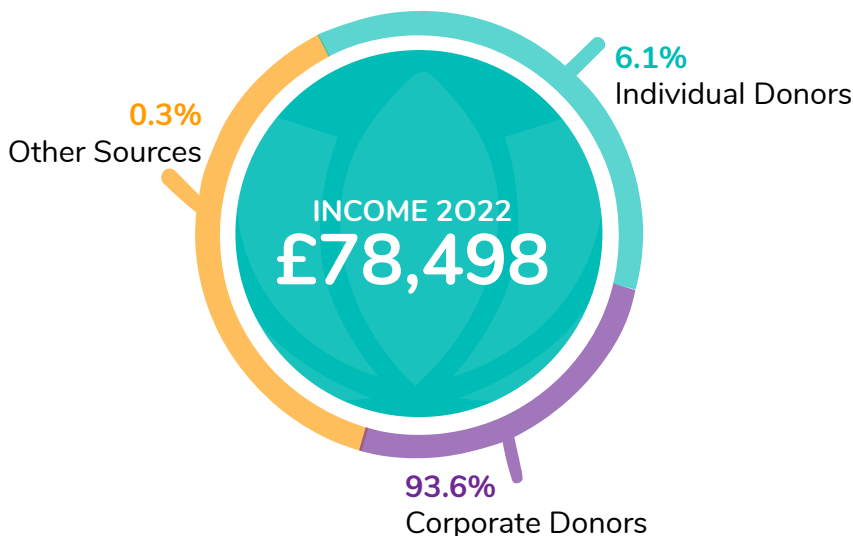
## S.H.E PROGRAMME IMPACT IN NUMBERS



Beneficiary school attendance rate, with no drop outs

Decrease in overall student drop outs across all schools supported

## FINANCIAL OVERVIEW



# S.H.E PROGRAMME: BENEFICIARY IMPACT REPORT

## a) Beatrice, Zimbabwe

### Overview

2022 was another eventful period for us at Catalyst Foundation, with a whole range of wonderful opportunities carried out for the beneficiaries whom are part of the S.H.E. Programme.

By following five major steps (acquisition, retention, monitoring, completion, transitioning) designed to carry out impactful intervention for our beneficiaries, we were able to provide outstanding learning support to them, which involved numerous activities being held which you will see below.

These five steps guided our termly activities held throughout 2022. In January, we implemented **step one**, which involved the acquisition of fifteen (15 ) new deserving beneficiaries being added to the S.H.E. Programme which we did at the beginning of the year in Term 1 of the Academic Calendar. Once we carried this step out, we then moved onto **step two**, which involved implementing retention interventions to ensure that all beneficiaries do not miss class or drop out of school. Monitoring (**step three**) of our beneficiaries' progress was carried

out, and this will be done until all our beneficiaries complete the S.H.E. Programme (**step four**), when they then transition into the community and outside world (**step 5**). These were our guiding beacons this past year.

As an organisation, we are guided by our core values (Teaming, Family, Impact, Consistency) which enable all Impact Players to work together as a team, treat everyone as one big family, by doing this - impact would be the direct result, that we all must consistently achieve in everything that we do as Catalyst Foundation. This past year saw our Programme efforts focused on ensuring that all of our beneficiaries do not miss school/drop out, and for their academic performance in the classroom to improve.

### Health Check Examinations

Our Health Check Examinations for all fifteen (15) of our Beatrice beneficiaries were conducted in April. Through these examinations, there was one case of severe malnutrition and pneumonia that were identified, and subsequently, referred to the local clinic for treatment. This beneficiary has since recovered, and is exhibiting signs of improved health. All the other examinations conducted found nothing wrong with the remainder of our beneficiaries.

Our Health Check Examinations held included:

- Weight checks,
- Blood pressure checks,
- Oxygen saturation and pulse checks,
- Lung function checks,
- ECG and Rapid blood tests,
- Urine analysis,
- Home and Socio Economic Assessments.

Since conducting these examinations, we have been monitoring our beneficiaries, where we then found out that one beneficiary was suffering from painful ulcers and abdominal pains. The S.H.E. Team intervened, and paid for all her treatment, medication and dietary requirements to ensure that she recovered swiftly, which she now has thankfully.



### Nutritious Food Hamper Distributions

The second Food Distribution exercise was carried out and completed in June for all our beneficiaries in Beatrice. Goods that were distributed to each beneficiary included the following items:

- 5L x cooking oil
- 4kgs of soya chunks 6kgs sugar beans 5 kgs flour,
- 6kgs of sugar,
- 2kgs of salt,
- 2x tubes of Colgate toothpaste,
- 2x vaseline bottles,
- 2x bars of soap,
- 3x bottles of peanut butter,
- 5kgs of mahewu powder.

Since providing our food hampers to our beneficiaries and their families, the impact of doing this has been incredible, as no reports of malnutrition have been reported or recorded, since our first malnutrition incident early on in the year. However, we continue to monitor the nutritional welfare of all our beneficiaries closely.



### Infrastructural Development and School Resource Assistance

As part of the additional support that we offer to the schools whom we work with in Zimbabwe, to create greater impact, is supporting them with their wishlists of assistance. We assisted the following schools by donating to them:

- **Ringa, Gombo and Chihoro Primary Schools** - Netball bibs and balls to revive Netball as a sport,
- **Chihoro and Muda Primary Schools** - chess boards to encourage extra-curricular activities at the schools,
- **Glovina Gombo, Muda and Manyoshwa Primary Schools** - signage posts so that the schools are visible to everyone.
- **Manyoshwa Primary School** - 20 litres of diesel and tractor services, so that they were able to cut the tall grass around the school and fields, to make it safe for all students to walk on,
- **Ringa and Chihoro Primary Schools** - two laptops to be used in their I.C.T. lessons, and



- **Ringa Primary School** - the payment of Grade 7 Public Examination fees for students who were not part of the S.H.E. Programme, and unable to afford to write their examinations.



### School Uniforms, Shoes and Home Wear

All fifteen (15) beneficiaries received brand new school uniforms and shoes this past year. Our beneficiaries looked really smart in their new school attire, and the impact of doing this resulted in each girls' confidence being boosted, when at school.



We also managed to secure winter wear for all beneficiaries, as numerous cases of flu and pneumonia were identified amongst our beneficiaries. This comprised of school tracksuits and winter jerseys. Over and above school winter tracksuits, all beneficiaries received one complete tracksuit to wear at home, and undergarments as well. Each beneficiary was also given a blanket to help with the cold winter weather. In line with this, we also distributed some clothing donated through our 'Winter Drive' campaign held.

### Home Visits

We conducted our family home visits twice every month this past year. The two objectives behind carrying out these visits was firstly to assess the living conditions of our beneficiaries and their families, as well as follow-up on previous nutritional/health issues raised, to identify food security, and ascertain whether or not our beneficiaries require bicycles to travel to and from school everyday, due to the long distances being travelled. Based on this, we identified **twelve (12) beneficiaries** who urgently require a bicycle to use to travel to school. The second objective was to establish relationships between the S.H.E. Team, and the caregivers, and identify ways that we could help the care givers attain self-sustenance.



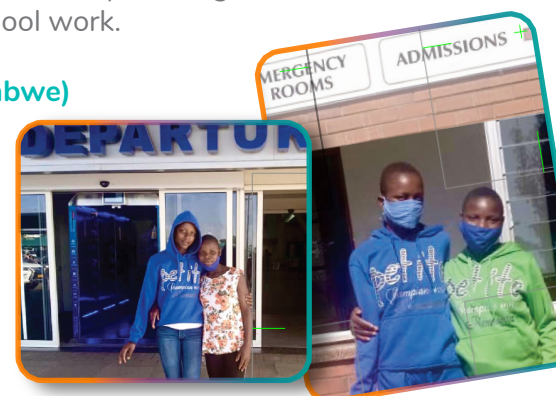
The major findings we got from these activities was that some families need additional food interventions than others, some do not have access to decent housing structures as many of them are not fit for habitation. Based on these findings, we managed to assist two families who are in desperate need of additional food hampers, along with providing five families with additional maize meal.

### Psychosocial Support Intervention

This support offers counselling to beneficiaries who have been through some form of abuse. Sadly, we identified that one of our beneficiary's was being emotionally and physically abused by her step father. After we investigated this issue, we found out that the beneficiary's mother and step-sister were also being abused. As part of our intervention, we removed our beneficiary, her mother and step-sister from the abuser's presence, and referred them to the relevant professionals for counselling. Our beneficiary and her step-sister were referred to 'Friendly Bench' counselling services, and her mother received counselling at 'Musasa Project's, an organisation that specialises in offering support to victims of Gender-Based Violence (GBV). After seeking this support, I am glad to report that impact was made as the family is doing well now, and our beneficiary's teachers have noticed a remarkable improvement in her school work.

### Career Guidance and Educational Trips to Harare (capital city of Zimbabwe)

We were thrilled to have been able to take two of our beneficiaries who are in High School to the Harare International Airport, as part of giving them exposure to life outside their rural community. In addition to this, they also visited a local hospital, as one of the beneficiary's aspires to be a nurse, and because the other beneficiary aspires to be a lawyer, we managed to also facilitate a meeting for her, with a prominent, young female lawyer who practices in Harare. This was a phenomenal trip, and our beneficiaries learnt so much from this experience.



### Parent- Teacher Engagements

During our Food Hamper Distributions in June, we facilitated an event for all teachers and parents of our beneficiaries to meet and exchange ideas. This event was centred around how both parties can compliment each other in assisting our beneficiaries, both at home, and at school, to ensure that they have enough support to thrive in their school work. Various issues were raised, such as our beneficiaries’ parents needing to allow them to do their homework in time at home, as well as assist and monitor them at all times, to ensure that they do their homework, and study to the best of their abilities. The parents were also asked by the teachers to stop disrupting their daughter’s school attendance by sending them on errands during school times.

### Child Safeguarding Workshop at Catalyst Boran Farm - Community Engagement

In July, we held a training workshop for the Catalyst Boran staff on the topic of ‘Child Safeguarding’, as part of our community engagement support. The purpose of this workshop was to conscientise the staff on code of conduct that applies to children under the age of 18 years old, to ensure that all children are protected. A clear code of conduct was communicated to all attendees. The training highlights included the following:

- Encouragement of language or behaviour towards children that is appropriate at all times, and in no way harassing, abusive, sexually provocative or demeaning,
- Sexual activity with children being prohibited regardless of the local age of consent,
- Mistaken belief regarding the age of a child is not a defence.
- Relationship with a minor below the age of 18 years old being a dismissible offence, and a criminal offence,
- Engaging children in any form of sexual activity, including paying for sexual services, i.e., exchange of money, employment, goods or services prohibited.

The local ‘Police Victim Friendly Unit’ was also in attendance, as they deal with matters on a daily basis, concerning child law and abuse. These individuals informed all attendees about the various forms of child abuse and neglect, as well as what the laws of Zimbabwe state regarding the matter.



### Beneficiary Progress Assessments

We undertook our ‘Progress Assessments’ on all of our beneficiaries, where we assessed how they were performing in class academically, in order for us to be able to benchmark how the S.H.E Programme is impacting our beneficiaries.

Upon analysing the results, we are pleased to note that most of our beneficiaries are performing exceptionally well. Three of our beneficiaries finished ‘first place’ in their class, with seven beneficiaries who performed ‘average’, and five who performed ‘below average’.



After investigating the beneficiaries who performed ‘below average’, we found out that various factors affected their schooling and results, such as social factors at home. There was one beneficiary who suffered from mental health instability, and for a few of our beneficiaries, their teachers were not committing to teaching because of ongoing salary dispute politics.

In response to these factors, we have established remedial support for all five beneficiaries who did not perform well. This support includes providing psychosocial support to them, facilitating extra lessons for them to fill in the blanks where they are unsure, as well as liaising with the ‘Ministry of

Education Department’ in Zimbabwe, to formalise the establishment of remedial classes at all schools, so that those students, including some of our beneficiaries who have academic learning challenges, are able to learn in such a way that allows them to thrive in the classroom, as they are unable to cope with traditional learning practices. This is ongoing, and we look forward to this support being formalised in the near future.



### Psychological Evaluations at Ringa Primary School

A three-man team was dispatched to visit the Seke district to conduct assessments on all students, including our beneficiaries, at Ringa Primary School, who were suspected to have special learning difficulties. The District School Inspector requested for the services of the ‘Student Welfare and Psychological Services Department, through a request by us, to help us with the evaluations.

The aim behind these evaluations was to assess whether or not there was a need to establish the special remedial support at Ringa Primary School, that will support those students identified to have learning difficulties.

A total number of seventeen (17) students were assessed. Out of these students, there were three students identified to have hearing issues, and who were assessed by ‘Learner Warfare and Psychological Services Department’ (LEPs officers). The ultimate recommendation was that Ringa Primary School apply for the establishment of special remedial support, through their district office. This process is currently underway.

### Poultry Rearing Income Generating Project

We began a ‘Poultry Rearing Income Project’ at the Catalyst Boran Farm in Beatrice, through an initiative suggested by the C.E.O. Over the past 3 months, 250 chickens were reared and sold, and the proceeds were ploughed back into the project for growth. We currently have a batch of 300 chickens, with the hope of receiving another batch in the next two to three weeks to ensure continuity for our established market, and ultimately supply large orders. This will go a long way in assisting the S.H.E Programme in Beatrice, and assist the activities financially.

## a) Tsholotsho, Zimbabwe

### Overview

For most of the year, we were having troubles with the council office in Tsholotsho, as we awaited the processing of our ‘Memorandum of Understanding’ (MOU) document. This process took longer than anticipated, but nonetheless, we were able to receive our MOU in time for the December ‘Game Changers’ Camp.

### Health Check Evaluations

Our Health Check Examinations for all twenty-five (25) of our Tsholotsho beneficiaries were conducted in May. From these evaluations, we identified that four (4) beneficiaries had hearing challenges, and were referred to an Audiologist (specialist in identifying and assessing hearing challenges) for further tests to be done to understand the severity of the issues at hand. From this, two beneficiaries were identified as having moderate to major hearing difficulties, and now both have their own hearing aids. The third beneficiary needed ear syringing, and the fourth is currently being monitored - to assess the rate at which her hearing is diminishing, and whether or not she will also need to start wearing an hearing aid.

Now that the two beneficiaries are wearing their hearing aids, they can hear a lot better, their quality of life has improved drastically and a huge improvement has been seen by their teachers at school, due to the progress that they have both made. Amazing impact was made in our beneficiaries’ lives, and we look forward to many more amazing life changing stories in the future.



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Our Health Check Examinations held included:

- Weight checks,
- Blood pressure checks,
- Oxygen saturation and pulse checks,
- Lung function checks,
- ECG and Rapid blood tests,
- Urine analysis,
- Home and Socio Economic assessments.



### Nutritious Food Hamper Distributions

Since distributing the food hampers to all of our Tsholotsho beneficiaries and their families, we have received no reports of malnutrition, since the Nonetheless, we continue to monitor the nutritional welfare of all our beneficiaries closely. Our five (5) beneficiaries who are currently in boarding school also received food hampers at school for their upkeep.



### Infrastructural Development and School Resource Assistance

As part of the additional support that we offer to the schools whom we work with in Tsholotsho, Zimbabwe, to create greater impact, is supporting them with their wishlists of assistance. We assisted Skente Primary School by donating sporting equipment to them which included:

- Netball bibs and balls for the girls in June, to revive Netball activities at the school, as well as
- Soccer kits for the boys, which were distributed in December.



## Home Visits

We conducted family home visits in April and August, during the school holidays. The aim was to assess our beneficiaries and their families' living conditions. We had a chance to build deeper relationships with our beneficiaries' families, and to listen to their needs and concerns. In particular, we had discussions with the primary care givers for our beneficiaries, to assess how to work closer together in making sure that our beneficiaries achieve their best from both the home front and at school in the classroom.



## Beneficiary Progress Assessments

We undertook our 'Progress Assessments' on all of our beneficiaries in October, where we assessed how they were performing in class academically, in order for us to be able to benchmark how the S.H.E Programme is impacting our beneficiaries.

Upon analysing the results, we are pleased to note that all of our beneficiaries in Tsholotsho are performing exceptionally well - all 'above average'.



## S.H.E Clubs

Our S.H.E Clubs have been up and running at Sikente Primary and Nemané High School, as an extracurricular activity for both boys and girls. S.H.E Club activities have been run successfully by the teachers at the respective schools, and are aimed at facilitating inclusive learning by using a student-centred learning approach, addressing and focusing on topics such as:

- Sexual Reproductive Health Rights (SHR)
- Mental health & bullying,
- Climate change & WASH,
- Career guidance and counseling, and
- Career mentorship.

As time goes on, we look forward to opening up the clubs to the entire Tsholotsho community, creating greater impact.



# S.H.E PROGRAMME: EVENTS

## a) Beneficiary Events

### Overview

During 2022, we held numerous events aimed at providing our beneficiaries in Zimbabwe with a platform to express their views and opinions about the issues that the girl-child faces in their districts.

#### International Day of the African Child - Commemoration Event

Catalyst Foundation in collaboration with the Beatrice Council and the Ministry of Youth, hosted a successful event in June to mark the 'International Day of the African Child', at Chihoro Primary School in Beatrice, Zimbabwe.

The aim of this event was to raise awareness concerning child protection issues in line with this year's theme 'eliminating harmful practices against children'. Nine (9) schools were in attendance, with over 500 school children and over 100 parents in attendance. The schools which participated were Chihoro Primary School, Charter Primary School, Glovina Gombo Primary School, Muda Primary School, Muda High School, Manyochwa Primary School, along with many more.

During this event, the activities that took place were suggested by the children themselves, where they led most of the activities. Activity topics included poetry, drama, dance, and debate speeches. We were proud to have the Council Chairlady on Gender as our 'Guest of Honor'.

Catalyst Foundation sponsored the food and drinks for everyone present, as well as fuel for the bus that carried all students and stakeholders to and from this event.



## August S.H.E 'Raising Champions' Camp for our Beatrice beneficiaries

We hosted our first ever S.H.E Camp in August titled 'Raising Champions'. With this being our first camp, we invited only our Beatrice beneficiaries to take part. We hoped to achieve this by educating, encouraging, and empowering our beneficiaries on the possibilities and options available to them, through mentorship, teamwork, creativity, and innovative activities held throughout the camp.

The five (5) day camp provided our beneficiaries a safe environment for them to:

- develop their social skills,
- build on their decision making skills and
- learn more about themselves, outside the traditional classroom environment.

There were lots of fun activities that our beneficiaries undertook which included playing sports, art and crafts, crocheting, talent shows, debates, guiding and counselling, hygiene lessons, grooming and etiquette, trip to the airport and the Stephen Margolis Resort, among many other activities.

Our campers were not only entertained, but they also were educated and challenged, whilst having fun and exploring their own interests, capacities for learning, team work, problem solving and self-awareness.

The impact from holding this camp was inspiring, as we witnessed our beneficiaries arriving on the first day all shy, then leaving happy and more confident! Lots of beautiful memories were created and new life-long friendships made.

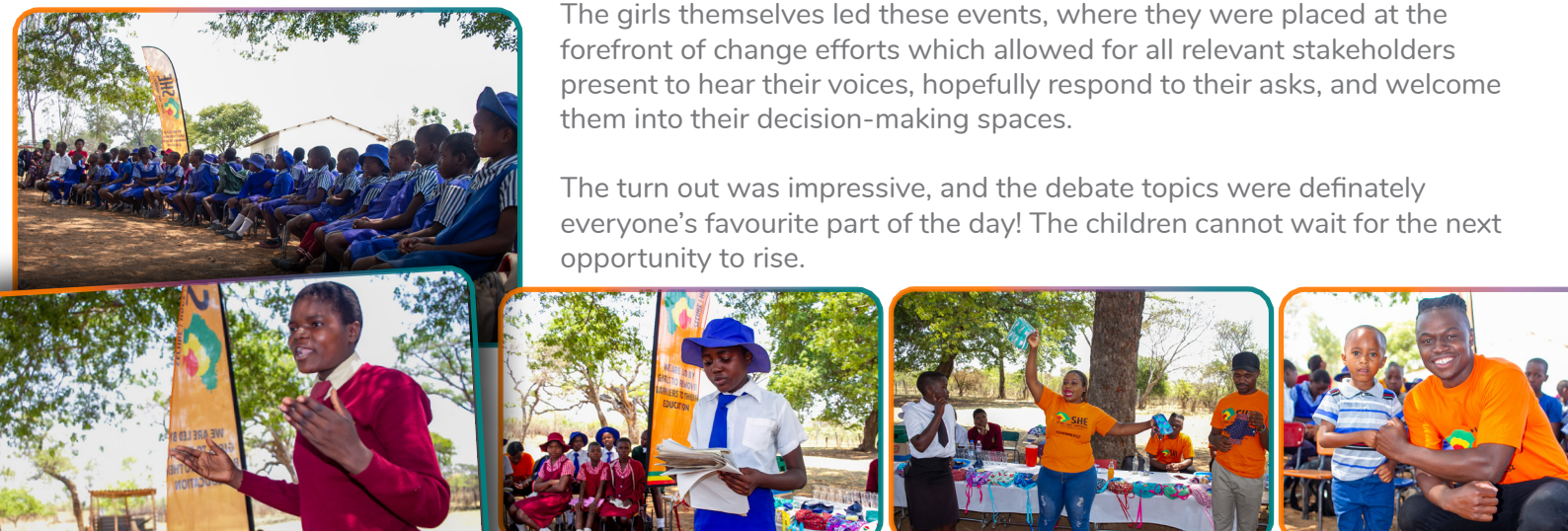


## International Day of the Girl Child Commemorations

We held two 'International Day of the Girl Child' commemoration events at Ringa Primary School in Beatrice, and the second was at Sikente Primary and Nemane High Schools in Tsholotsho in October. A fun-filled day was planned where there were numerous activities carried out aimed at raising awareness, and educating all girls on their rights, protection and welfare.

The girls themselves led these events, where they were placed at the forefront of change efforts which allowed for all relevant stakeholders present to hear their voices, hopefully respond to their asks, and welcome them into their decision-making spaces.

The turn out was impressive, and the debate topics were definitely everyone's favourite part of the day! The children cannot wait for the next opportunity to rise.



### Fun Day at Ringa Primary School, Beatrice.

All learners arrived to school looking so bright and colourful, which allowed them to express their sense of fashion and beauty, which they certainly did! The programme for the day was very different to the formal structure that is usually carried out as a fun-filled day was had instead, which involved numerous activities such as dancing, lip syncing and modelling competitions, to name a few.

It was fantastic to witness so many talented learners having loads of fun and enjoying themselves, which in turn boosted their confidence and self-belief at the same time. Due to the talent showcased on the day, Mr and Miss Ringa for 2022 were announced. The most thrilling and memorable highlight of the day was when one of the teachers from Ringa came to school dressed in school uniform. All learners absolutely loved seeing this and they all screamed and shouted with joy and laughter.



### December S.H.E 'Game Changers' Camp for all beneficiaries

Due to the incredible impact made during our August camp, we decided to hold another camp in December with all of our beneficiaries combined. This was the first time that our Beatrice and Tsholotsho beneficiaries had met each other, and had been together in one place.

Our S.H.E 'Game Changers' Camp was held at Masiye Camp in Bulawayo. Masiye is found right in the heart of the Matopos National Park, and the facility boasted of well maintained dormitories, a fully equipped camp kitchen, and offered numerous exhilarating activities which included volleyball courts, soccer pitches, zip lining, canoeing, abseiling, among others. In addition to these activities, our beneficiaries also visited the Joshua Mqabuko Nkomo International Airport, the Natural History Museum of Zimbabwe, and to finish off the camp on a high, we held an awesome Christmas dinner where our beneficiaries received their Christmas presents, funded by our fundraiser that we held for them.

Throughout the camp, we were privileged to have influential speakers present who spoke on various career guidance topics, as well as mentorship programmes. Special mentions go to:

- Ms Mercy Manomano from D.R.E.A.M.S Zimbabwe who spoke to our beneficiaries about the importance of mental health and psychosocial support.
- Ms Sibukele Maphosa (Journalist, Radio Presenter and Local News Anchor in Zimbabwe) spoke about her experiences so far in the Media profession, and how our beneficiaries who are interested in Media could potentially become a professional like her.
- Ms Sifiso Sithole (Practicing Lawyer from Masamvu & Da Silva – Gustavo Law Chambers in Zimbabwe) spoke to our beneficiaries about what it was like being a lawyer, and how those interested in becoming lawyers could achieve their dreams. It was really interesting witnessing our beneficiaries interacting with Sifiso, and absorbing all the knowledge she shared with them.

Thank you to everyone who was part of this event, as it was a major success, with incredible impact made.

## b) Fundraising and Networking Events

### Overview

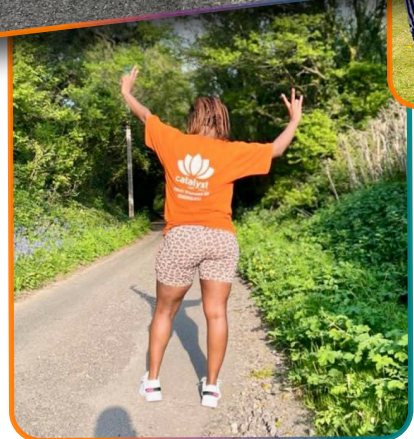
2022 was a great year for Catalyst Foundation, as we held more fundraising events when compared to 2021. We were also blessed to be able to attend numerous global networking events which enabled us to raise awareness about the work that we do, and had discussions with potential partners, where new relationships were formed, which was very exciting.

#### #SHEWalks 2 - Virtual Walking Event

#SHEWalks2 held in April was a true success with us raising 400% more funds than last year's (2021) event. We had over sixty (60) participants register from the United Kingdom, and over twenty (20) from Zimbabwe, along with numerous others from around the world.

All funds raised from this event were dedicated to tackling the long distances that our beneficiaries have to walk to and from school every day. For many of them, they have to walk 10km + just to receive an education.

Due to this event's success, we were able to purchase twelve (12) bicycles which were donated to our beneficiaries who lived the furthest away from their school. The impact of this initiative was incredible, as it has made our beneficiaries' journey to school a lot easier and quicker – which has allowed them to be able to sleep a bit more in the mornings, as they do not have to wake up as early as they had to do before receiving their bicycles, to walk to school. In addition to this, when they have arrived at school, they have been seen to have more energy, which has been put towards their school work, as is evident in their academic progress made.



### Econet Victoria Falls (Zimbabwe) Marathon

Every year, Econet sponsors the Victoria Falls Marathon event which sees thousands of runners register for either the full-marathon or half-marathon races. Sandi Dowding, who took part in this event in July chose to run for Catalyst Foundation. We gifted her with a branded running vest that she wore to raise awareness at this event. Due to Sandi's efforts, she managed to raise enough funds to send sixteen (16) girls to school for a term, which was amazing!

### Catalyst Care Group's Discovery Day

Catalyst Care Group held their 'Discovery Day' in July, where people interested in joining their family was welcomed to attend. We were really grateful to be part of this event, where we set up a display stand for Catalyst Foundation, and flyers were handed out to anyone walking through.

Ashleigh Fox (Trustee and employee at Catalyst Care Group) was able to do a presentation to everyone present at this event, informing them about what the Catalyst Foundation - S.H.E Programme was all about, and the amazing work that we are currently doing for our beneficiaries. Due to this presentation, an amazing donation was gathered from numerous individuals.

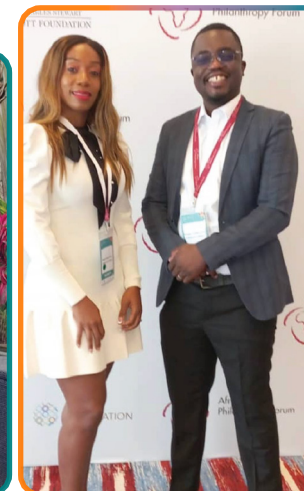
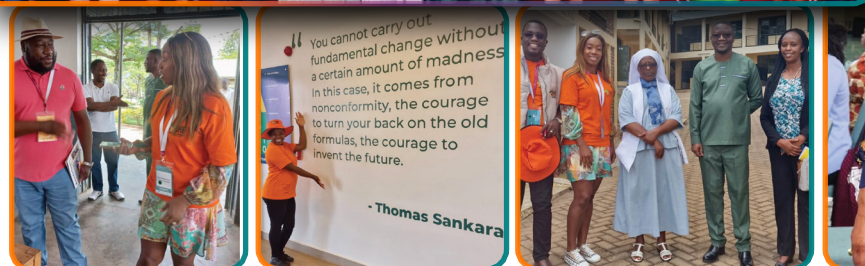


### African Philanthropy Forum 2022 Conference 2022

In October, we attended the African Philanthropy Forum 2022 Conference in Kigali, Rwanda.

This was the first international conference that the S.H.E Team had attended, and it was a sensational time for us all. We got to meet with like-minded people and game changers from across the world.

Many complimented us on the work that we are doing in Zimbabwe. It was an opportunity to also learn from other amazing people on new and sustainable ways to work with our beneficiaries. Meaningful relationships were made, and a number of follow up meetings were scheduled where we will continue our conversations with the relevant individuals, on how we can partner together in the future to create greater impact as we empower girl-child education in Zimbabwe.







### Daniele's Trip to the United Kingdom and Macedonia

In November, Daniele, our 'Marketing Manager' visited the United Kingdom, where he managed to visit a few of the brands that fall under Catalyst Care Group. The purpose of these visits was to formally introduce all the employees to Catalyst Foundation, as many of them are new to their respective companies. Whilst doing this, Daniele was able to establish relationships with everyone he met, and was able to select enthusiastic fundraisers from each brand, to assist with the running of future fundraising events.

In addition to this, Daniele was able to also meet the Senior Management Teams from two of the top private school institutions in the United Kingdom to discuss future partnerships between them and Catalyst Foundation. These institutions included Tockington Manor School in Bristol, and Kingswood School in Bath. These meetings went really well, with Tockington Manor School committing to us potentially being their 'Charity of the Year' to support in 2023, which is very exciting!



After Daniele's meetings in the United Kingdom, he then made his way to Macedonia to meet Catalyst Care Group's Marketing Team. This was a very worthwhile trip, as Daniele was able to meet everyone for the first time, and introduced them to the incredible impact we have made, and are making in our beneficiaries' lives. To end of the week off in Macedonia, Daniele and the Marketing Team discussed the framework behind Catalyst Foundation's new website and its rebranding, that is scheduled to launch next year in May.

### Mia (Ashleigh Fox's daughter) Mathematics Challenge Fundraiser

Upon meeting some of our S.H.E. girls in September, Mia formed bonds and friendships with them and because of this, she went back home to the United Kingdom feeling inspired to help support Catalyst Foundation in any way possible.

To start off her quest, Mia became an 'Almoner' at her school, which focuses on charities and fundraising activities and there, she proudly talks about Catalyst Foundation's S.H.E. Programme, and the amazing work that is being done to empower the girl-child in rural Zimbabwe.

Mia took up the challenge to answer 1000 Mathematics questions to raise funds for Catalyst Foundation, where she raised an astounding £380.00!



### U.A.E.'s 51st National Day in Harare, Zimbabwe

We were honoured to have been invited to U.A.E.'s 51st National Day held in December in Harare, Zimbabwe. It was a great day of celebration, where Daniele had the opportunity to meet influential ambassadors of various countries and network with individuals interested in our work.



### Christmas Shoebox Fundraiser

In December, whilst Daniele was in the United Kingdom, we launched our annual 'Christmas Shoebox' Fundraiser with the aim of raising £1000.00 to go towards purchasing amazing Christmas presents for all of our beneficiaries.

We received an amazing response from all employees at Catalyst Care Group, other organisations such as Rank Zimbabwe / Speedline Marketing in Zimbabwe, and by numerous individuals globally. Through this incredible support received, we were able to meet and surpass our goal by £80.00, with the total raised funds being £1,080.00!

During our 'Game Changers' Camp that has been alluded to, on the second last night, we held a Christmas Dinner for all of our beneficiaries, where they were gifted with their amazing presents. Thank you to everyone who contributed towards the success of this fundraising event. The impact created was mindblowing - making our girls' Christmas extra special.



## c) General Events

### Volunteer 'Meet and Greet' afternoon

Our S.H.E. Volunteer 'Meet and Greet' was a great success, where a lot of laughter was shared and new friendships were formed! Despite not everyone being able to attend, it was very enjoyable nonetheless.

It was fantastic meeting everyone and for all involved to receive an holistic understanding of the Catalyst Foundation's S.H.E. Programme, and their role as Volunteers. We look forward to having more events such as these, and to see our Volunteer numbers increasing.



### Ashleigh Fox's Trip to Zimbabwe

It was amazing to have Ashleigh (Catalyst Care Group employee and Catalyst Foundation Trustee) and her two children (Mia and Ben) visit us from the United Kingdom. Ashleigh managed to meet our beneficiaries in Beatrice, where Mia and Ben were able to interact with our S.H.E. girls, and took part in a few lessons with the girls themselves. Ashleigh along with Ben and Mia were able to generously donate a bicycle to one of the beneficiaries as part of #SHEWalks2, along with various other items such as pencil cases, clothing and basic sanitary wear.



### S.H.E Team and Volunteer 'Team Building' outing to Stephen Margolis Resort

In April, when Mayda (C.E.O. of Catalyst Foundation) visited Zimbabwe, she treated the Team and along with numerous Volunteers to a day out at Stephen Margolis Resort in Zimbabwe. The day started off with a presentation made by Mayda and the Team – explaining to our Volunteers the foundation of Catalyst Foundation and its S.H.E Programme, and how their role is vital to the charity organisation's growth and success. This presentation aligned everyone present and it allowed us to have one vision. The rest of the day involved various fun team building exercises, which allowed us to all bond as one team and form new friendships.



## S.H.E PROGRAMME: OUR PARTNERS AND DONORS

Throughout 2022, we were privileged to onboard numerous new donors who believe in our vision, as well as retain existing donors which we are really grateful for. In addition to this, we were able to retain the relations that we have built over time with existing corporate partners, as well as form new partnerships with various organisations and individuals.



### Catalyst Care Group (Platinum Sponsor of Catalyst Foundation)

Since the establishment of Catalyst Foundation in 2021, Catalyst Care Group have been our Platinum Sponsor, providing incredible financial support towards our S.H.E. Programme.

Without this support, we would not have been able to get to where we are today. In addition to this, the enthusiasm shown by numerous employees within the Group has been amazing. From donations of physical products for our beneficiaries, to regular monthly monetary donations coming in, to participating in various fundraising events - we are tremendously grateful!



Once again, huge thanks go to Catalyst Care Group for their phenomenal support, and we look forward to continuing this relationship and creating impact together as one family in the future.

### Solar Kit Partnership from 'Light it Forward' UAE

Light it Forward is an organisation based in the United Arab Emirates (U.A.E.), and they have kindly offered to support Catalyst Foundation's S.H.E. Programme, in conjunction with a local solar firm in Zimbabwe, to replicate their sustainable model which will enable us to provide solar kits to all of our beneficiaries and their families - making it possible for all of them to study at night in a sustainable and environmentally friendly manner. We look forward to confirming the partnership with the local company who will be able to help us make this project possible.



### BAMM Stationers (Zimbabwe)

We are proud to have partnered with BAMM Stationers, our short-term stationery partner, for our beneficiaries in Zimbabwe. Bamm Stationers have played an instrumental part in our 'Back to School Campaigns'. We are tremendously grateful for this support!



## S.H.E PROGRAMME: OUR VOLUNTEERS

We have a global team of passionate Volunteers who believe in our mission and add tremendous value to the work that we do. Without the continued support from our Volunteers, we would not have been able to carry out all the activities we were able to throughout 2022.

Here's a glimpse of the impact created by some of our Volunteers in 2022:

### Tatenda and his family

Tatenda, along with his family, donated various items towards our 'Back to School' campaign, which included various stationery items, along with other useful items such as basic clothing and shoes. Thank you very much Tatenda!



### Thandiwe Sibanda

Thandiwe Sibanda donated a bag full of warm clothes and blankets, to be distributed to our beneficiaries in need. These items may seem insignificant to many, but to our beneficiaries, they meant the world to them. Thank you Thandiwe for being part of our 'Winter Drive' campaign, and for assisting us in ensuring that our beneficiaries' winter was warmer this year.



### Prascill Simbi during our #SHEWalks2 Fundraising Event

"#SHEWalks2 was a great success and it had such a positive impact on the organisation, and to us as individuals, as it helped us understand what these girls go through in their daily lives."



### Munyaradzi Chipunza

"Working for the best interest of Catalyst Foundation without expectation of any form of remuneration is the best thing I have ever done. It's another way of giving back to the community and thanking almighty God for granting me the opportunity to acquire the knowledge and skills that I have so far waiting for more to come. Imagine the impact you can make by changing someone's life through voluntary service at any time anywhere you are. 'Be the change for the better!' is my motto and will always inspire me to continuously offer professional services. My wish is to continuously link people to their resource system, restore normalcy and promote healthy well-being of individuals or groups through various methods and strategies. I am grateful to be part of the S.H.E Programme."

### Volunteer impact in pictures:



## FUTURE OUTLOOK (2023)

What is ahead for Catalyst Foundation?

Following the addition of twenty-five (25) additional beneficiaries into our S.H.E Programme this year, 2023 promises to be yet another impactful year for Catalyst Foundation. We plan to continue expanding our S.H.E Programme, with the possibility of going global - venturing into communities outside Zimbabwe, where the support for the girl-child is desperately needed.

We have also reached out to other like-minded organisations and local government authorities for opportunities for collaboration and partnerships, so as to achieve the best outcome for our beneficiaries, and the beneficiaries to come in the future.

Plans are being put in place for the creation of a brand new Catalyst Foundation website.

We look forward to what 2023 has in store for us, and to continue to work with our partners/donors, as well as welcome new supporters to the Foundation.

## OUR STRATEGIC GOALS - TEN YEARS (2022 - 2032)

**Strategic Goal 1:** Implementing three additional diverse global Programmes tackling community issues.

**Strategic Goal 2:** For our S.H.E Programme to be recognized as a global enabler of education, tangible and sustainable impact.

**Strategic Goal 3:** Achieving and maintaining the 'Great Place to Work' certification.

**Strategic Goal 4:** 200 vulnerable girls being supported by our S.H.E Programme.

**Strategic Goal 5:** Establishing our own Catalyst Foundation Boarding School, offering 24/7 impactful support to the beneficiaries being supported by our S.H.E Programme.

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