

# ANNUAL REPORT

(April 2023 - March 2024)

Looking back at our impact made throughout the year

## BOARD OF TRUSTEES

The Board of Trustees meet regularly and holds responsibility for setting the strategic direction of Catalyst Foundation and overseeing its overall governance.

Their passion, guidance, and unwavering support drive our work, ensuring that positive change and impact are consistently achieved for our S.H.E. Programme beneficiaries, their families, and the broader communities we serve.



**Trevor Mapondera**  
(Chairman/Co-Founder)



**Mayda Mapondera**  
(C.E.O./Co-Founder)



**Tamsen Garrie - Frith**  
(Trustee)



**Mandhla Dhlodhlo**  
(Trustee)



**Ashleigh Fox**  
(Trustee)



**Clever Nyamugodobi**  
(Trustee)

With our strategic expansion into Zambia in 2023, we are proud to introduce our newest Trustee:



**Bertha Kabengele**

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# ABOUT CATALYST FOUNDATION AND OUR S.H.E. PROGRAMME



## ABOUT CATALYST FOUNDATION - S.H.E PROGRAMME



### 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



### Our Core Values

Family  
Consistency  
Impact

Catalyst Foundation strives to empower vulnerable individuals within society by providing opportunities for them to become the best version of themselves, with a focus on children, in particular – girls living in marginalised rural communities across Africa.

We believe that every girl-child has the right to education, the opportunity to unlock her full potential and to have the autonomy to confidently make choices about her future. We are committed to turning this into a reality through our **S.H.E. (Secure, Hope, Empowered) Programme's bespoke support** that removes all the barriers preventing girls from achieving this desired future.

As an organisation, we recognise that for a girl-child to fully benefit from education, our unique support needs to be holistic, touching on all the elements that affect the 'whole' girl-child. This includes not only empowering her but also her family, school, and the wider community.

Our S.H.E. Programme activities are aligned to the following United Nations Sustainable Development Goals (SDGs):





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



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

“I am pleased to share my report for 2023/2024, which highlights the significant growth and achievements we have accomplished in the past year. It has been an amazing journey, and I am very proud of how we have positively impacted the lives of our incredible beneficiaries.

One of the most notable accomplishments this year has been the substantial growth of our organisation. We have expanded our reach and increased the number of beneficiaries we serve in Zambia (Chibombo) by 32%. With the help of Catalyst Care Group (CCG), our planinum partner, we have been able to extend our services to more girls and communities in need. We are proud to have introduced a comprehensive sports programme within our organisation. After evaluating our sites, we selected Beatrice (Zimbabwe) to pilot the programme. Recognising the transformative power of sports, we have created opportunities for physical activity, teamwork, raising awareness through themed sporting events, and personal development for our beneficiaries. This programme promotes a healthy lifestyle and teaches important values like discipline, resilience, and fair play, aligning with our overall mission to empower girls holistically.

I would like to warmly welcome all the new staff members who have joined our team. Their expertise and passion have greatly contributed to the success of our initiatives. Their dedication to our mission has been truly inspiring, and I am confident that their presence will continue to strengthen our organisation in the future. I also would like to express my deepest gratitude to CCG, whose unwavering support has been crucial to our achievements. CCG's continuous assistance and generosity have allowed Catalyst Foundation to make a real difference in the lives of our beneficiaries. In particular, I would like to acknowledge CCG's invaluable help in building a house for Anna's family (beneficiary - Beatrice, Zimbabwe), providing them with a safe and secure home. This act of kindness will have a lasting impact on their lives, and we are forever grateful for CCG's involvement.

Furthermore, I am thrilled to report that our S.H.E Camp 2023 was a great success. The camp provided a transformative experience for the people we help, giving them an opportunity to learn new skills, make lifelong friendships, and create lasting memories. I want to express my heartfelt appreciation to the staff members from CCG who generously volunteered their time and expertise to support the camp. Their dedication and enthusiasm were truly remarkable, and their contribution made a significant difference in the lives of the camp participants.

Recognizing the power of working together, the Foundation has formed and continues to form strategic partnerships with like-minded organizations and stakeholders in Zimbabwe, Zambia, and the United Kingdom. These collaborations have the potential to provide our beneficiaries with increased access to healthcare, expand resilience projects, share expertise, and amplify our collective impact. By working together, we are making significant progress towards achieving our shared vision and creating sustainable change in communities.

Looking ahead, we are excited to continue our work and build upon the successes of the past year. At Catalyst Foundation, we value innovation and encourage a culture of continuous learning and improvement within our organisation. To strive for excellence, we have innovative leaders who recognize their strengths, acknowledge areas for growth, and commit to personal and professional development. Together, we can build strong leadership within the organisation and achieve greatness. Our team remains dedicated to making an even greater impact and expanding our S.H.E. Programme's initiatives to reach more girls in need.

Once again, I would like to express my deepest gratitude to all our partners, volunteers, staff members, and CCG. Your unwavering commitment and generosity have been the driving force behind our accomplishments.

In conclusion, I am incredibly proud of the achievements Catalyst Foundation has made in the past year. These milestones demonstrate our unwavering dedication to our mission and vision. As we move forward, Catalyst Foundation remains committed to making a lasting impact, empowering girls and communities, and bringing positive change to the lives of those we serve. I extend my heartfelt appreciation to all our stakeholders for their continued support and trust.” - **Mayda Mapondera**



# OUR STRATEGIC EXPANSION INTO ZAMBIA



## OUR STRATEGIC EXPANSION INTO ZAMBIA

Since establishing our S.H.E. Programme in Zimbabwe's Tsholotsho and Beatrice districts, we have witnessed significant positive changes in the lives of our beneficiaries, their families, and the broader communities. Recognising that the challenges faced by young girls extend beyond rural areas in Zimbabwe and are prevalent throughout Africa, we made the strategic decision to expand our S.H.E. Programme globally at the end of 2022. This global expansion began with our establishment in Zambia.

We selected Zambia as our next location based on research indicating that 58% of the population lives below the international monetary poverty line of US\$1.90/£1.56 per day. Moreover, only 27% of girls in Zambia complete their upper secondary school, a number that drops to a mere 3% among the poorest children. Disturbingly, 29% of Zambian girls are married before the age of 18, with 5% married before the age of 15. These statistics underscored the urgent need for our S.H.E. Programme's initiatives to help address these issues.

After conducting thorough research to determine the most suitable district in Zambia to implement our S.H.E. Programme, we chose the Chibombo district, located 100km from Lusaka, the capital city. This district experiences extreme poverty, with a limited presence of non-profit organisations. Consequently, many girls in Chibombo are deprived of access to education, which contributes to the high rates of abuse and mistreatment of young girls in the district.

After obtaining registration to operate in the Chibombo district, we collaborated with local authorities who presented five schools for our consideration. We conducted visits to each school, carefully assessing their needs and identifying girl-child-related issues prevalent within their respective environments. Armed with this information, we made an informed decision to provide support to two schools.

### School No. 1:

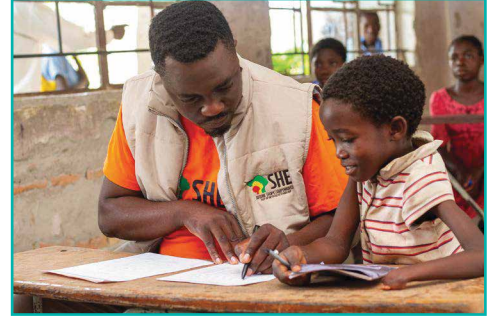
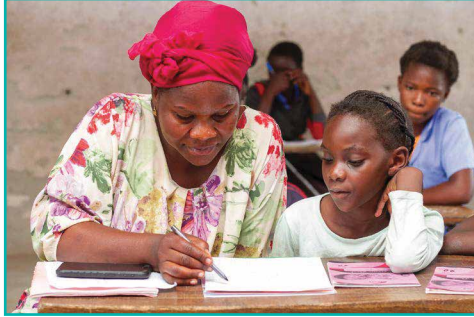


### School No. 2:





The schools' administration recommended prospective beneficiaries, young vulnerable girls in primary school, for our consideration. To ensure a comprehensive understanding of their backgrounds, family dynamics, and the broader challenges they faced, each prospective beneficiary and her family underwent a thorough needs assessment conducted by our Catalyst team.



Based on these assessments, we chose twenty-two beneficiaries, with eleven selected from each school, and formally welcomed them into the S.H.E. Programme. Each beneficiary received an individualised support plan tailored to address her specific personal circumstances and needs. Moving forward, should any new needs arise, we will thoroughly analyse them and incorporate appropriate solutions into the support plans to the best of our abilities.

Allow us to introduce our twenty-two beneficiaries chosen in 2023:



Esther



Blessing



Princess



Mainza



Josephine



Brenda



Aproxina



Abigail



Exildah



Agness



Janet



Bertha



Beauty



Odeta



Agness



Mesha



Viola



Lena



Olivia



Mutale

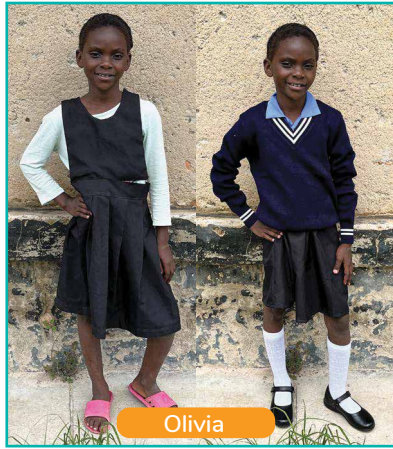


Esnart

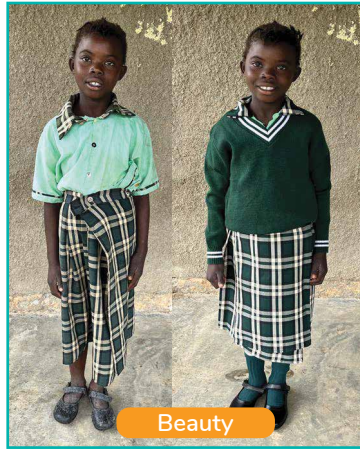


Wedness

## OUR TOP BENEFICIARY TRANSFORMATIONS - 2023



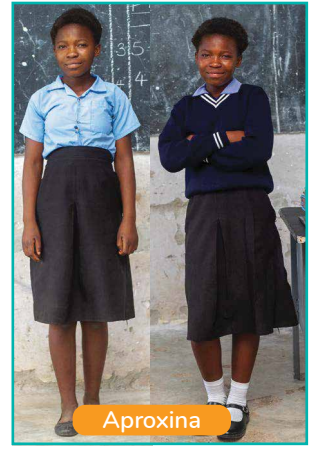
Olivia



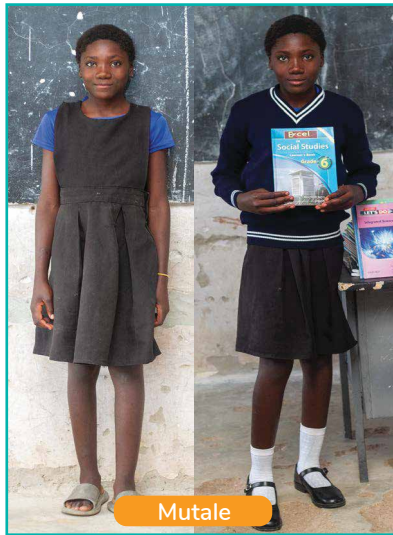
Beauty



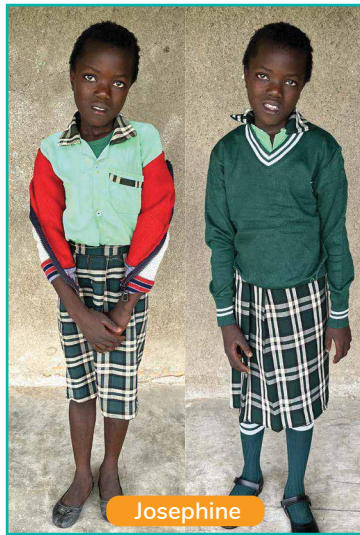
Agness



Aproxina



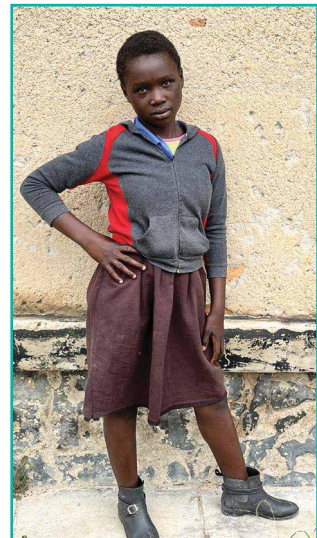
Mutale



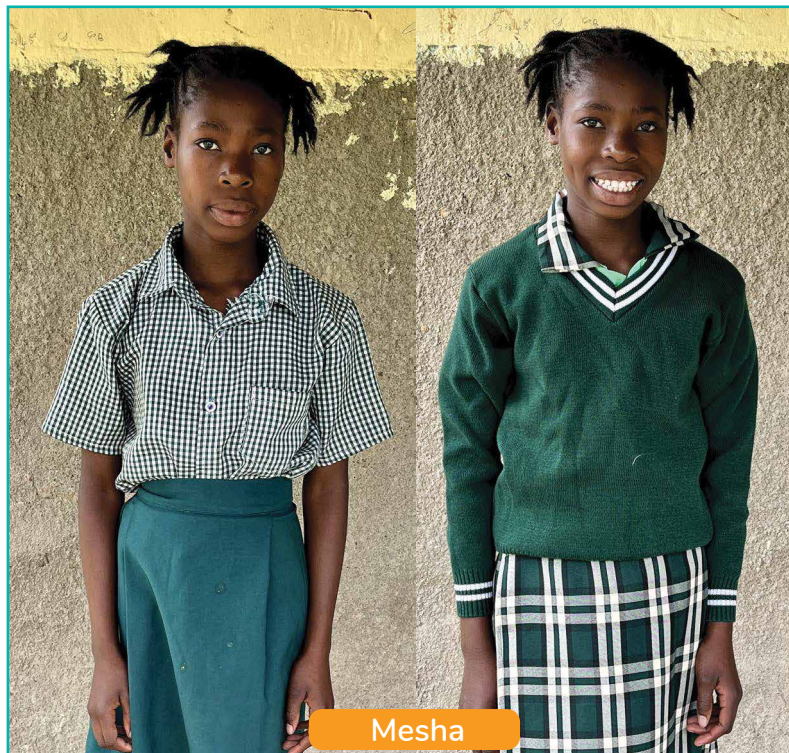
Josephine



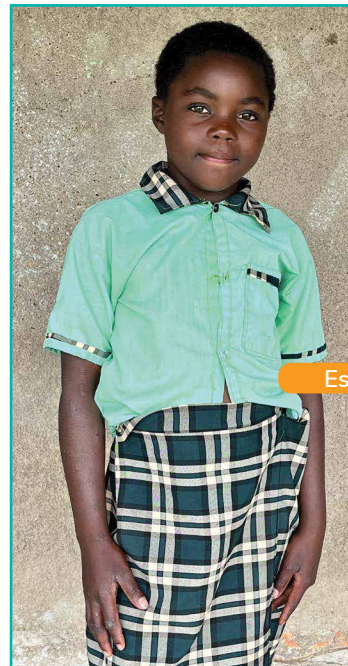
Abigail



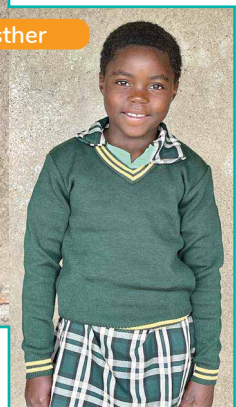
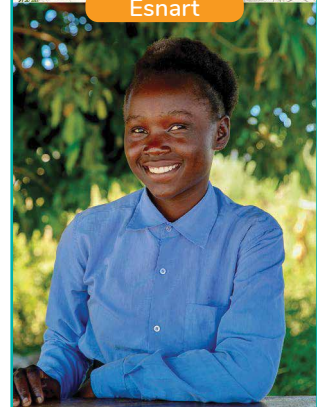
Esnart



Mesha



Esther



As a result of the successful implementation of our S.H.E. Programme in Zambia in 2023, we have made the decision to further expand in the Chibombo district. In January 2024, we collaborated with the local authorities who presented us with another five schools for our consideration. After conducting our assessments, we selected another two schools to support and selected an additional eighteen beneficiaries, nine beneficiaries from each school. This now brings our total number of beneficiaries in Zambia to forty across four schools in the district.

**School No. 3:**



**School No. 4:**



**Allow us to introduce our eighteen beneficiaries chosen in 2024:**



Agness



Joy



Bridget



Regina



Vanessa



Shalom



Phaides



Mildred



Martha



Mercy



Edith



Eunice



Ruth



Anastasia



Patricia



Brenda



Susan



Grace



# ANALYSIS OF OUR IMPACT MADE

April 2023 - March 2024



## S.H.E PROGRAMME IMPACT IN NUMBERS

Zimbabwe and Zambia:



**91%**

Beneficiary school attendance rate

**2**

Beneficiary drop outs due to relocation

**0**

Beneficiary pregnancies or marriages



**364**

Beneficiary home visits completed



**7**

Beneficiary skills training sessions



**80**

Beneficiary health check examinations conducted



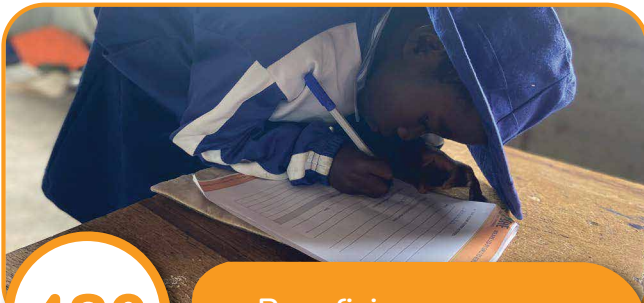
**240**

Beneficiary food hampers distributed



**288**

Beneficiary psychosocial (PSS) sessions



480

Beneficiary progress assessments



3

Family sustainable livelihood projects established



720

One-on-one beneficiary mentoring sessions



4

School sporting programmes assisted



540

S.H.E. Clubs held



250

Trees planted at the schools we support



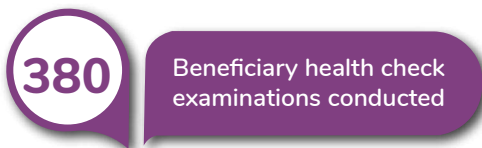
45

Safeguarding activities and workshops



## S.H.E PROGRAMME IMPACT & DELIVERY TO DATE

Jan 2021 - Mar 2024:



## S.H.E PROGRAMME: OPERATIONS MANAGER REPORT



**Shingirai Chadehumbwe**  
S.H.E. Programme  
Operations Manager

“We are thrilled to present to you the report detailing our highly successful implementation of priority-based programming. This approach has empowered us to concentrate on endeavors that yield the most profound impact on our beneficiaries. This report provides a comprehensive overview of the key strategies and activities we undertook during the period of 2023/2024. It showcases the remarkable positive outcomes we have accomplished as a result of our dedicated efforts.

Through strategic resource allocation and prioritisation of interventions that directly address the needs of our beneficiaries, we have achieved optimal effectiveness in our S.H.E. Programme's initiatives and brought about substantial, meaningful change in their lives.”

## S.H.E PROGRAMME: IMPACT HIGHLIGHTS

### Direct Beneficiary Support

#### Psychosocial (PSS) Counselling

##### Implementation of our Psychosocial support

Throughout the year, we conducted multiple psychosocial support sessions to address the emotional and psychological needs of our beneficiaries. Our partnership with Shanduko Yeupenyu Child Care in the Beatrice district of Zimbabwe introduced two powerful PSS tools called the Journey of Life and the Tree Diagram. These tools are designed to assess social structures related to children and identify social issues that can impact their development, with a specific focus on family structure, such as divorce, single-parent households, abusive environments, lack of parental support and guidance, and other challenges that may affect their academic journey.

During the assessments, twelve beneficiaries were present, and 71% of them highlighted a lack of positive parenting at home. Among these beneficiaries, three girls were identified as needing immediate attention. In response, we engaged in conversations with both the parents/caregivers and the beneficiaries in collaboration with Shanduko Yeupenyu Child Care. These discussions led to the development of tailored empowerment plans to address their specific needs.



In the Tsholotsho district of Zimbabwe, we collaborated with DREAMS Out of a total of twenty-five beneficiaries, twenty-three of them (92%) now demonstrate the confidence to express themselves to the counsellors, compared to a previous count of only nineteen. This increase can be attributed to our continuous encouragement for beneficiaries to openly share any challenges they are facing, allowing us to provide appropriate support.

Among our beneficiaries, three reported challenges within their households. The first beneficiary expressed a severe identity crisis and a desire to no longer live with her uncle. To address this issue, we sought assistance from the local Social Services. The second beneficiary was identified as needing more affection from her caregivers, while the third beneficiary mentioned attending school on an empty stomach due to acute food problems at home. After identifying these issues, we developed support plans to address their specific needs.





PSS sessions in Tsholotsho (Zimbabwe)

Furthermore, in the Chibombo district of Zambia, we partnered with One Stop Centre, conducting numerous group sessions and providing individual counselling to our beneficiaries. These sessions created a safe space for them to express their thoughts and concerns.

During these sessions, five beneficiaries were identified as needing psychosocial support. Two of them, who are sisters and live with their uncle, disclosed that they were not receiving adequate care and were being mistreated. They expressed a desire to be relocated to their parents in different provinces. Through intensive counselling with professional counsellors from One Stop Centre, their situation was successfully stabilised, and they are now doing well. The third beneficiary experienced physical and verbal abuse from her uncle, who denied their familial ties. The fourth beneficiary faced similar abuse and restrictions on contacting her father or other relatives. The fifth beneficiary comes from a family struggling with poverty. With her mother's disability, and her father's abandonment, life at home has been really tough for the beneficiary. Despite these cases being ongoing, we are confident that we will be able to fully address these beneficiaries issues in the near future.

In conclusion, the impact of these sessions on the mental well-being of our beneficiaries has been substantial. They have gained emotional support, learned coping strategies, and developed a sense of belonging within the school community. As a result, we have established referral systems in each district to connect our beneficiaries and their families with external mental health professionals or specialised services when needed.

## Direct Beneficiary Support

### Healthcare / Menstrual Hygiene

Enhanced well-being and positive outcomes

During the screening process, several health issues were identified among the beneficiaries. However, it is crucial to emphasize that significant improvements have been observed in their overall well-being as a result of the interventions provided through our S.H.E. Programme in Zambia. These positive changes reflect the effectiveness of our efforts in promoting their health and well-being.



Normal hearing and vision screenings

Out of the forty beneficiaries, thirty-seven had normal hearing and vision, which is an encouraging result. This indicates that the majority of the beneficiaries have intact sensory capabilities, allowing them to engage fully in their daily activities and educational pursuits.



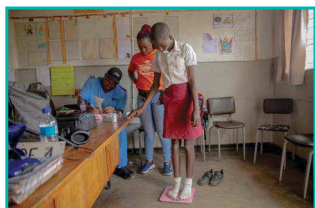
Mental health support and additional interventions

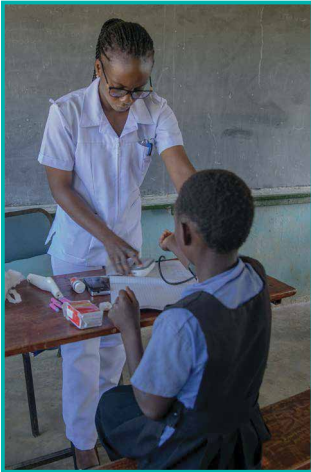
To address mental health concerns, our S.H.E. Programme incorporates S.H.E. Clubs, which have proven to be beneficial for the well-being of the beneficiaries. Additionally, we provide assistance with food hampers and regular clinic visits to ensure their ongoing well-being. These interventions have contributed to the overall improvement in the well-being of our beneficiaries. Furthermore, all beneficiaries are receiving continuous mental health assessments, counseling, and engaging activities to stimulate better thought processes. These efforts have resulted in stable results in various other tests.



Individual updates

Joy was found to have a high hemoglobin (HB) level, possibly due to the multivitamins she was taking. The nurse will monitor her progress for any changes and has referred her to the clinic for further assessment.





Brenda displayed a mild impairment during her vision test, which warrants attention and monitoring, although it is not severe. Olivia is currently experiencing eye problems that are affecting her vision. The nurse has prescribed an eye ointment, and further assessment has been recommended to address the issue effectively.

Blessing reported an itching and painful ear, but fortunately, it does not seem to be affecting her hearing.

Both Odetta and Aproxillia are receiving special attention in counseling due to their uncomfortable home situations. It is important to note that no immediate threat has been observed, but providing them with additional support and guidance can help them navigate their circumstances better.

#### Addressing identified health issues

The identified health issues are being addressed through appropriate interventions and monitoring to ensure the well-being of these beneficiaries. Our dedicated team will continue to provide the necessary support and guidance to address their specific needs and ensure their overall health and welfare.



The S.H.E. Programme remains committed to the well-being and development of these beneficiaries, empowering them to overcome challenges and thrive in their lives.

#### Beatrice, Zimbabwe 🇿🇼

##### Enhanced well-being and positive outcomes

During the screening process, one health issue was identified among the beneficiaries. However, it is important to emphasize that significant improvements have been observed in their overall well-being as a direct result of the interventions provided through our S.H.E. Programme.



The urine results of our beneficiaries showed no abnormal indications, which is an encouraging sign.

Their improved hygiene practices and increased water intake have contributed to this positive outcome. Additionally, all beneficiaries have shown improvement in their weight, indicating progress in their physical health. In some cases, positive gains have also been observed in their body mass index. Furthermore, the beneficiaries have exhibited improved skin texture and a generally brighter outlook, reflecting their enhanced overall well-being.

#### Anerudo's progress and resilience

We are thrilled to share that Anerudo has made remarkable progress since her previous health assessments, during which she required assistance for various health concerns. Her dedication and perseverance have resulted in significant improvements in her overall well-being. It is truly heartwarming to witness her growth and development as she continues on her journey towards optimal health.

#### Normal hearing and vision screenings

The majority of our beneficiaries underwent screenings, which confirmed that their hearing and vision are within normal ranges. This positive outcome indicates that their sensory capabilities are intact, allowing them to engage fully in their daily activities and educational pursuits.

#### Support for Ropafadzo

Ropafadzo has unfortunately been involved in an ongoing sexual abuse case. Upon learning about this distressing situation, she underwent a comprehensive medical examination and a mental health assessment to address the trauma she experienced. Currently, she is receiving ongoing counseling and psychotherapy to support her healing process. As a result of these interventions, her school attendance has improved, and her home environment is being carefully assessed to ensure her ongoing safety and well-being.

## Tsholotsho, Zimbabwe

### Enhanced well-being and positive outcomes

During the screening process, significant improvements were observed in the overall well-being of our beneficiaries as a direct result of the interventions provided through our S.H.E. Programme. These positive changes reflect the effectiveness of our efforts in promoting their health and well-being.



The urine results of our beneficiaries showed no abnormal indications, which is an excellent outcome. It is worth noting that they have made improvements in their hygiene practices and increased their water intake, contributing to better overall health. Furthermore, all beneficiaries demonstrated improvement in their weight, indicating positive progress in their physical well-being. In some cases, their body mass index also showed positive gains. In addition to these physical improvements, the beneficiaries exhibited improved skin texture and a generally brighter outlook, reflecting their enhanced well-being.

### Academic challenges and social growth

While some beneficiaries are still facing challenges with low grades in school, there has been observed improvement in their social skills. This positive development is an encouraging sign that they are making progress in their interactions and relationships with others. It highlights the positive impact of our program in fostering social growth and inclusivity.

### Individual updates

Sibalisio continues to use her hearing aids, and the nurse responsible for her care has planned reviews beginning in the next school term. However, it is important to note that her hearing situation has significantly improved, which is a positive development in her overall well-being.

Lungile, who previously exhibited continuous verbal aggression at home, has reported an improvement in the situation. Not only has the aggressive behavior decreased, but her attitude toward handling issues has also improved. No further threats have been observed, indicating progress in her emotional well-being.

### Continuous mental health support

All beneficiaries are receiving continuous mental health assessments, counseling, and engaging in mentally stimulating activities. These interventions are designed to promote better thought processes and overall mental well-being. By providing comprehensive mental health support, we aim to equip the beneficiaries with the necessary tools to navigate challenges and foster resilience.

The combined efforts of the S.H.E. Programme and the dedication of the beneficiaries have led to positive outcomes in their well-being. We remain committed to their ongoing growth and success, supporting them as they continue their journey towards a brighter future.

In addition to the health check examinations, we conducted nutrition assessments using the Dietary Diversity Assessment tool to evaluate and determine the nutritional requirements of our beneficiaries. This allowed us to ensure that they were consuming appropriate and balanced meals at home.

To raise awareness about the health and well-being of our beneficiaries, we collaborated with local healthcare professionals and organisations to conduct specialised health workshops. These workshops covered topics such as sexual and reproductive health education, menstrual hygiene management, and prevention of common illnesses. The aim was to equip our beneficiaries with knowledge and skills to maintain their health and make informed decisions regarding their well-being.

Through these initiatives, we strive to prioritise the overall health and well-being of our beneficiaries, providing them with the necessary resources and information to lead healthy lives.

## Direct Beneficiary Support Education

### Back-to-School Campaigns

Our back-to-school campaigns play a crucial role in supporting the education of both day scholars and boarding beneficiaries. We aim to remove significant barriers to education by providing essential resources. Our efforts include distributing food hampers, complete school uniforms, shoes, textbooks, trunks for boarding students, blankets, sheets, stationery, and satchels. Additionally, we cover full school fee payments for all beneficiaries.

By addressing these critical needs, we aim to empower our beneficiaries to pursue their academic goals barrier-free.



## Implementation of our Individual Education Plans (I.E.Ps.) and Individual Care Plans (I.C.Ps.)

Within the Programme's department, we have established Individual Education Plans (I.E.Ps.) and Individual Care Plans (I.C.Ps.) as integral components of our commitment to providing bespoke support to our beneficiaries. These plans are designed to cater to their unique needs, optimising their learning experience, overcoming barriers, and nurturing their overall well-being.

By engaging in a collaborative process of development, practical implementation, and ongoing monitoring, we ensure that our beneficiaries receive tailored support that empowers them to excel academically, cultivate essential life skills, and flourish both personally and academically. We are dedicated to guiding them on their journey towards realising their full potential and becoming the best version of themselves.

CATEGORY	ACADEMIC	SOCIAL
<b>Our Bespoke Approach</b>	<p><b>Individual Education Plans (I.E.Ps.)</b> A bespoke plan that is created to address the unique educational needs of our beneficiaries. Its purpose is to ensure that they receive the necessary and appropriate educational support to meet their specific requirements.</p>	<p><b>Individual Care Plans (I.C.Ps.)</b> A bespoke plan that is designed to comprehensively address the diverse non-educational needs of each individual. These plans take into account factors related to their physical, emotional, social, and psychological well-being, ensuring that their holistic needs are met and supported effectively.</p>
<b>Purpose</b>	Primarily focused on education and learning outcomes.	Emphasises the overall well-being and holistic development of a beneficiary.
<b>Focus</b>	<p>Meticulously outlines specific goals, accommodations, and modifications that are customised to meet the unique needs of our beneficiaries. Its primary objective is to foster academic success and promote inclusion in their educational journey.</p> <p>The plan addresses various areas, including curriculum adaptations, specialised instruction, related services, and assessment modifications. By incorporating these elements, we ensure that our beneficiaries receive the necessary support and resources to access the curriculum effectively, participate fully in educational activities, and demonstrate their knowledge and skills appropriately.</p>	<p>Takes into careful consideration the distinctive circumstances and challenges faced by each individual, with the objective of delivering tailored and appropriate support and care.</p> <p>The plan comprehensively covers various areas, including health management, counseling, psychological support, life skills development, social integration, and facilitation of access to necessary services. By addressing these domains, we ensure that our beneficiaries receive comprehensive and holistic support, enabling them to navigate their unique circumstances effectively, enhance their well-being, and achieve their full potential.</p>
<b>Components</b>	<p>It encompasses essential components such as information about the student's present academic performance, precise learning goals, targeted interventions, accommodations, and strategies for monitoring progress.</p> <p>Creating I.E.Ps. involves fostering collaboration among educators, parents/guardians, and other pertinent professionals. By working together, we ensure that all stakeholders contribute their expertise and insights, leading to a comprehensive and effective plan that addresses the student's unique needs and supports their educational journey.</p>	<p>It encompasses a comprehensive assessment of the individual's needs, encompassing their well-being and development. It also includes clearly defined goals to guide their progress, along with strategies and interventions aimed at meeting those goals. Additionally, the I.C.P. establishes a robust system for regular monitoring and evaluation to ensure ongoing progress.</p> <p>Developing I.C.Ps. involves fostering collaboration among caregivers, social workers, psychologists, healthcare professionals, and other relevant stakeholders. By pooling their expertise and perspectives, we create a holistic and effective plan that addresses the individual's unique needs and provides comprehensive support throughout their journey.</p>

### Implementation of our Academic Improvement Models

These models exemplify our unwavering dedication to improving educational outcomes and fostering the comprehensive development of our beneficiaries throughout their educational journey. Each model is custom-designed to address the distinct needs and attributes of specific beneficiary age groups, guaranteeing focused interventions that maximise their impact. By tailoring interventions to the individual requirements and developmental stages of students, we aim to cultivate educational achievements, personal growth, and pave the way for future opportunities for all.

READ AHEAD	EXCEL PLUS	SKILL CRAFT	TRANSI PREP
Aimed at unlocking literacy skills for primary school beneficiaries.	Aimed at academically apt beneficiaries in secondary school.	Aimed at catering for secondary school beneficiaries who may not be academically gifted, but are inclined towards developing practical skills and vocational training.	Aimed at focusing on preparing beneficiaries for the transition from adolescence to adulthood by equipping them with essential life skills, career guidance, and personal development support.

### Teacher - Beneficiary Meetings

Throughout the year, we coordinated a total of 480 teacher-beneficiary meetings with the aim of promoting open communication, addressing concerns regarding our beneficiaries' performance in class, and providing feedback on their academic progress. These meetings had a significant impact as they fostered a supportive environment where our beneficiaries felt valued and listened to. Additionally, they played a crucial role in strengthening the relationships between teachers and beneficiaries, improving their academic support, and enhancing overall engagement in the classroom.

### Academic Improvement Activities

We acknowledge that the mainstream school curriculum have limitations in addressing the diverse needs of our beneficiaries. To supplement and enhance the curriculum, we have implemented an extra lesson programme that provides additional learning opportunities for beneficiaries in need of this support beyond the scope of the traditional schooling curriculum. In many schools, the learner-to-learner ratio remains really high. These extra lessons are conducted on a monthly basis, in collaboration with the school teachers, following progress assessments for each beneficiary.

### Tsholotsho, Zimbabwe

After analysing the academic progression of all twenty-five beneficiaries, it was identified that seven of them were in need of extra lesson support. Subsequently, all seven beneficiaries commenced their extra lessons and have since demonstrated significant improvement in their respective subjects. We are pleased to report that all beneficiaries successfully passed their most recent examinations.

In addition to these extra lessons, we also organised a plethora of other English enhancement activities that have proven to be incredibly effective. These activities are outlined below:

### Beatrice, Zimbabwe

We held engaging spelling bee competitions and fun reading exercises as part of our academic improvement initiatives. The dedicated efforts of our teachers and the active participation of our primary beneficiaries resulted in a remarkable increase in the pass rate for the English subject. In fact, their English proficiency improved by an impressive 10%.

The implementation of these activities, including spelling bee competitions, reading exercises, and extra lessons, had a tangible impact on the sentence-building skills of our beneficiaries. They demonstrated the ability to construct grammatically correct and coherent sentences, showcasing significant improvement. Moreover, the spelling bee competitions played a crucial role in boosting the confidence of our beneficiaries in tackling unfamiliar words. This newfound confidence positively influenced their reading comprehension and facilitated the expansion of their vocabulary. Consequently, they developed a better understanding of word meanings.

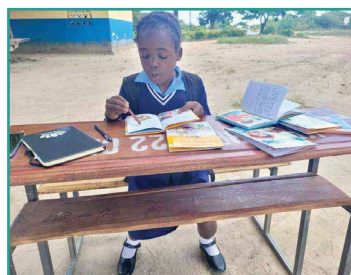
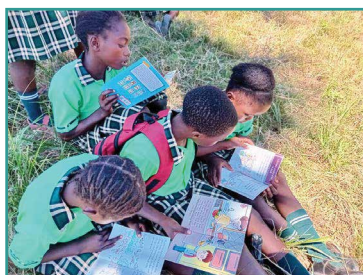
The exposure to a wide range of vocabulary through spelling bee competitions and reading exercises enriched their selection of words, empowering them to comprehend and utilise words effectively within context. We are thrilled to witness the transformative effects of these initiatives on our beneficiaries' language skills and overall academic growth.

### Chibombo (Zambia) 🇿🇲

We coordinated a reading marathon and a spelling bee competition to gather statistics on the proficiency of our beneficiaries in reading, writing, and spelling. The purpose of this initiative was to understand how we can expand and improve their English comprehension and spelling skills.

From these initiatives, we discovered that there is need for assistance among the beneficiaries in the four schools we support. Out of a total of thirty-eight beneficiaries, twenty-two girls (58%) demonstrated the ability to read and spell words at their expected level. However, 16 of them (42%) faced challenges in reading and spelling.

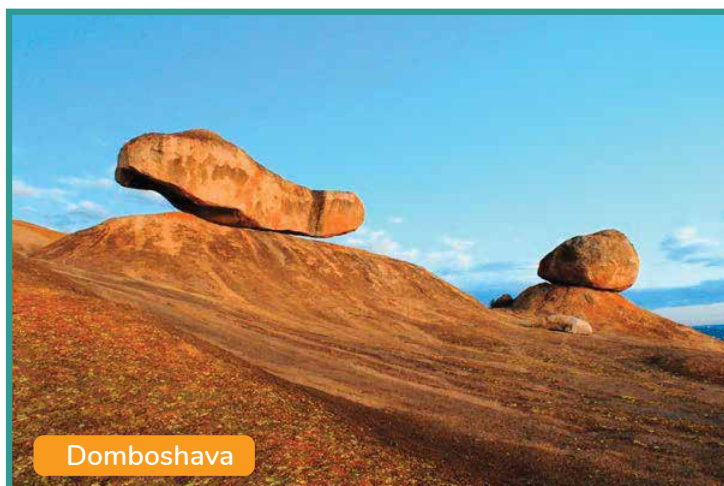
With this valuable data in hand, we have begun implementing support plans for continuous reading programmes. To date, we have already started seeing great improvements, and we are confident that these programmes over time will greatly assist our beneficiaries in achieving greater proficiency in English.



### Academic Exposure Trips

Our secondary school beneficiaries in the Beatrice district of Zimbabwe had the opportunity to participate in two educational trips to Domboshava and Great Zimbabwe. These trips were designed to expand our beneficiaries' educational horizons, facilitate experiential learning, and promote academic development.

The impact of these trips was profound, as our beneficiaries experienced significant academic enrichment and personal growth. The trips also fostered motivation, increased engagement, and provided a broader worldview. We are excited about scheduling more of these trips in the future to continue nurturing the educational journey of our beneficiaries.



## Parent/Caregiver and Community Engagement

Over the course of the past year, a series of meetings were held with the aim of actively involving parents/caregivers in their daughters' education. These gatherings provided a platform to address concerns, share updates on school activities, and foster a stronger sense of collaboration between parents/caregivers and the school staff. The positive outcomes of these meetings were evident in the heightened levels of engagement, the establishment of improved lines of communication between parents/caregivers and school personnel, and the cultivation of a robust support system for our beneficiaries.

## Direct Beneficiary Support Skills Training Workshops

Since April 2023, we have been actively conducting a diverse range of skills training workshops for all of our beneficiaries. These workshops serve as a valuable complement to their formal education, providing them with practical skills that not only enhance their academic performance but also foster a deeper sense of engagement.

At Catalyst Foundation, we firmly believe that skills training plays a pivotal role in enhancing girls' employability and empowering them economically. By equipping our beneficiaries with market-relevant skills, vocational training, entrepreneurship, and financial literacy, we ensure that they are well-prepared to enter the workforce with confidence or even embark on their own entrepreneurial journeys. Through these comprehensive workshops we are not only nurturing capable individuals but also empowering them to contribute meaningfully to their communities and society as a whole.

### The workshops held across all districts included:

#### Beatrice, Zimbabwe 🇿🇼

- **Basic Computer Skills Training**

Recognising the importance of digital literacy in today's world, we organised a basic computer skills training workshop for our beneficiaries. The training aimed to equip the beneficiaries with essential computer skills such as operating a computer, using productivity tools, and accessing the internet. The significance of this training lay in empowering our beneficiaries with the knowledge and skills required to participate in the digital age, access information, explore opportunities online, and facilitate personal growth.

- **Mango Chutney Making as a Food Preservation**

Due to the El Niño drought and its impact on agricultural production, it was crucial to provide our beneficiaries with alternative food preservation techniques. We conducted a training session on making mango chutney, which was facilitated by Sarrie (volunteer), emphasising its role in food preservation. This training aimed to teach our beneficiaries how to preserve food using locally available ingredients and preserving it for long-term consumption.

- **Baking, Sewing, Knitting**

Our beneficiaries learn't how to bake muffins and brownies. Sarrie (volunteer) also taught our beneficiaries and the S.H.E. team how to sew, knit and crochet where everyone involved made beautiful cushions and pillow cases.

- **Bead Making**

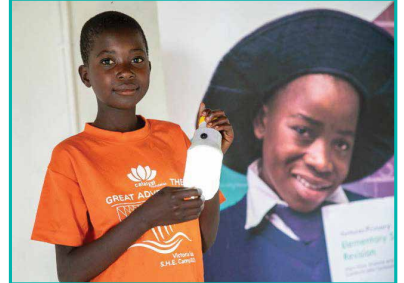
We partnered with Road Map Trust Zimbabwe to provide a bead-making training session to promote creativity and entrepreneurship. The training enhanced the artistic and craft-making skills of our beneficiaries, teaching them to create unique beadwork for personal use or sale as handicrafts. This skill development opens doors for our beneficiaries to participate in the local arts and crafts market and potentially start their own small businesses.





- **Chigubhu Solar Lantern Making**

We partnered with Zambezi Ark Technologies, where our beneficiaries learnt how to make solar lanterns out of plastic bottles. Not only did this training equip our beneficiaries with valuable technical life skills, but it also enabled them to learn more about renewable energy and sustainable practices to reduce plastic pollution and positively contribute to climate mitigation.



Watch full impact video: <https://youtu.be/6cnAg7Uz7EY>

- **Tsholotsho, Zimbabwe** 🇿🇼

A total reach of 250 learners benefited from our skills training workshops in all four schools. In agriculture, all our beneficiaries did well in land preparation. 80% of the learners comprehended hairdressing, and forty-five out of fifty-five learners gave clear responses on the financial literacy session.



- **Weaving grass baskets**

This activity was led by a local elderly woman from the Tsholotsho community, who volunteered to teach our beneficiaries how to weave grass baskets from scratch.

- **Baking 'magwinya and patties'**

Our beneficiaries had a blast learning the skills needed to bake a local dish called 'magwinya and patties', which involved making dough out of onions, soya beans and potatoes, and then baking it until cooked. In the future, we plan for our beneficiaries to bake this dish in bulk, and then sell it to other learners and teachers at their schools, which not only will equip them with baking skills but entrepreneurial skills as well.



## Chibombo, Zambia 🇿🇲

### • Doormat Making

A trainer recommended by Social Welfare conducted a three-day training session on doormat making as a survival skill for our beneficiaries. Out of thirty-eight girls on the S.H.E. Programme, thirty participated in the training. Post-training evaluations showed that twelve of the trained beneficiaries demonstrated high competence, capable of making and completing a doormat independently. The remaining eighteen beneficiaries acquired the skill but faced challenges in the process. This indicates that while a significant portion of our beneficiaries benefited from the training, further practice or additional support will be needed for those who experienced difficulties to ensure all beneficiaries can utilise this skill effectively



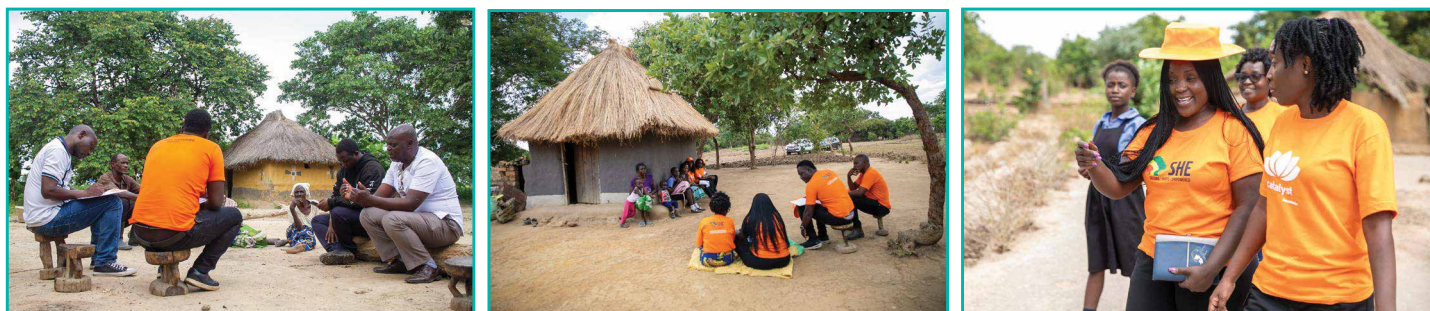
We are now currently in the process of drafting our S.H.E. Programme Skills Training Module and Handbook as part of standardising our activities across all districts.

## Beneficiary Family Support

### Living Conditions Improvement

#### Home Visits

These visits are an integral part of our approach to empowering and enabling our beneficiaries. They facilitate trust-building between Catalyst Foundation and our beneficiaries' families, allowing us to develop a deeper understanding of their circumstances and engage with parents and guardians effectively. By assessing the home environment, providing guidance and support, and monitoring progress, we create a comprehensive support system that maximises our beneficiaries' educational opportunities and overall development. These home visits took place on a monthly basis, covering all the beneficiaries' homes at least once each month, and ideally more times when issues are identified.



#### Housing Support for our Beneficiaries' Families

We facilitated the construction and subsequent provision of a toilet facility and a two-bedroom house for two beneficiary households demonstrating our commitment to girl-child enablement through education. By addressing the families' basic needs and improving their living conditions, we actively contribute to the overall well-being of the beneficiaries and create an environment that supports their educational pursuits.

#### Building Ropafadzo and Princess' New Family Home (Beatrice, Zimbabwe 🇿🇼)

Ropafadzo and Princess, two S.H.E. Programme beneficiaries in the Beatrice district of Zimbabwe, were living in a cramped and deteriorating mud hut measuring only 3m x 3m. The hut was shared among seven family members of different ages, and its inadequacy had far-reaching consequences for their education, security, health, and overall well-being.

Recognising the urgent need to address their housing situation, Catalyst Foundation made it a priority to improve their living conditions. Our objective was to enhance their education, ensure their health and well-being, and uplift their overall quality of life. Working closely with the family, we developed a comprehensive plan to construct their dream house. With the guidance of an architect, we meticulously designed a new home that catered to their specific needs and aspirations.

Once we had a clear vision of what Ropafadzo and Princess's new home would look like, we sought financial support from our dedicated supporters in the United Kingdom. Fortunately, the project received full funding through the generosity of seven individuals, enabling us to commence construction without delay. The entire Catalyst team came together as a united family, collaborating with local contracted builders throughout every phase of the project.

After four months of construction, Ropafadzo and Princess's new family home was completed, bringing them immeasurable joy and happiness. This achievement symbolised their resilience and marked the beginning of a future filled with boundless possibilities. The pivotal moment arrived when our C.E.O. handed over the keys to their parents, ushering in a new chapter marked by hope, stability, and abundant opportunities. The family now proudly resides in a comfortable and secure environment they can truly call home, experiencing firsthand the positive impact of their improved living conditions.



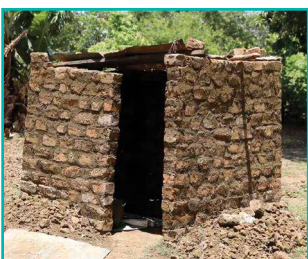
Watch full impact video: <https://youtu.be/1kx6mNrwUaw>

### Building Khongisile and her Family's New Toilet (Chibombo, Zambia 🇿🇼)

Meeting Khongisile and her grandmother was an absolute privilege, and their story deeply moved us. The unwavering love that Khongisile's grandmother has for her grandchildren, coupled with her determination to ensure they receive an education, left us feeling inspired and humbled.



As we stepped into Khongisile's home, we could not help but notice the vulnerability that surrounded them. It became painfully clear that their bathroom was not only inadequate, but also presented numerous challenges for the entire family. We knew that after hearing that Khongisile's grandmother struggles to stand while bathing, immediate action was necessary. Determined to make a difference, we wholeheartedly committed to rebuilding their bathroom. Witnessing the gratitude and disbelief in Khongisile's grandmother's eyes as tears welled up repeatedly, was an overwhelming experience. It was a moment of both joy and astonishment for her to realise that her family would now have a purpose-built bathroom that catered to their needs.



In the end, it was the power of compassion and our shared belief in the importance of supporting one another that brought about this incredible transformation. We are honored to have been a part of Khongisile and her grandmother's journey, and we hope that their story will continue to inspire others to make a difference in the lives of those who need it most.



## Beneficiary Family Support Sustainable Livelihood Development

As an organisation dedicated to fostering resilience and sustainable practices, we embarked on a project with the objective of empowering three beneficiary families. Two of these families received a solar water pump and seeds to support their farming endeavors, while the third family received funds to purchase baby chicks for a poultry project. Through our support, these families were able to successfully establish and sustain their projects, resulting in the cultivation of various crops and vegetables, as well as the healthy growth of the chickens.

The positive outcomes of these initiatives extended beyond improving the overall nutrition of the families. The projects also reduced their reliance on external sources for food. Moreover, the surplus produce from these endeavors empowered the families to generate income by selling the excess in local markets. This economic empowerment significantly enhanced their financial stability and contributed to their self-reliance.

Family No.1 (Beatrice, Zimbabwe 🇿🇼):



Watch full impact video: <https://youtu.be/-EdRkVCy14Y>

Family No.2 (Beatrice, Zimbabwe 🇿🇼):



Watch full impact videos:

Part 1: <https://youtu.be/NBHYCwty36M?si=6F9OPwKjRsUaXtPn>

Part 2: <https://youtu.be/jgirEdipnbQ>

Family No.3 (Beatrice, Zimbabwe 🇿🇼):



## Our Beneficiary, School and Community Support S.H.E. Clubs

Our S.H.E. Clubs have been dedicated to empowering learners (both boys and girls) at the schools we collaborate with. We achieved this by organising interactive sessions and discussions on a wide range of subjects. The primary objective was to foster leadership skills, boost self-esteem, and raise awareness about

gender equality among the learners. Furthermore, we aimed to provide the learners with comprehensive information on topics of their interest, enabling them to make well-informed decisions. By providing a platform for active participation, expression of thoughts, and deeper understanding of critical issues, we empowered learners to effectively navigate life's challenges. The profound impact of the S.H.E. Clubs was evident in the noticeable improvements in the learners' confidence, assertiveness, and sense of belonging.

## Analysis of our S.H.E. Clubs' activities

### Beatrice, Zimbabwe 🇿🇼

We explored a range of important topics in our S.H.E. Club, including bullying, hygiene, and confidence building. These topics were suggested by the learners themselves during a survey where we asked them about their day-to-day experiences and what they wanted to learn. It was incredible to see the impact of our initiatives, as our S.H.E. Clubs reached a total of 900 learners across six primary schools throughout the year. This widespread reach clearly demonstrates the significant influence we have in raising awareness and fostering positive change among the learners.

#### Impact:

- **Bullying:** Approximately ten to fifteen learners in primary schools have reported being bullied by their peers. In response to this issue, our objective was to establish a secure and inclusive learning environment that fostered positive social interactions and minimised the detrimental effects of bullying. Additionally, we encouraged these learners to promptly report any instances of abuse from their peers or members of the community to trusted adults or teachers within the school.
- **Hygiene:** Considering the social and geographical backgrounds of our predominantly remote and rural-based learners, we took the initiative to address the issue of hygiene. Through careful observation, we noticed that a significant number of learners arrive at school in an unclean state. Thus, in the S.H.E. Club, we placed great importance on fostering personal hygiene habits. This included emphasising the need for regularly brushing teeth, daily bathing, washing uniforms, maintaining cleanliness, and promoting healthy eating habits.
- **Confidence Building:** Nurturing self-confidence among learners is crucial for their personal growth, academic achievements, and future prospects. Through our dedicated S.H.E. Clubs, we successfully tackled confidence-related concerns, empowering learners to cultivate resilience, assertiveness, and a positive self image. These invaluable qualities enable them to conquer obstacles, actively participate in their education, and improve their overall well-being.



### Tsholotsho, Zimbabwe 🇿🇼

We have managed to reach 750 learners at our two primary schools and total of 900 at two secondary schools.

### Chibombo, Zambia 🇿🇲

Our S.H.E. Clubs were implemented across all four schools, utilising role plays and question-and-answer sessions as the primary methodologies. The sessions reached a total of 517 learners, promoting open communication and providing a platform for learners to share their ideas and experiences. Feedback from both learners and teachers indicated an increase in confidence levels among the learners from the sessions.

One notable case involved a girl from one of the schools who reported a concerning situation regarding her friend, a 14-year-old girl who had not attended school since January due to her family's intention to marry her off. This case was promptly addressed in collaboration with partners such as the Police Victim Support Unit (VSU), the Headteacher of the school, and the One Stop Centre. The girl was located and expressed her willingness to return to school, with the condition of receiving school uniforms and books. This incident highlighted the importance and impact of the S.H.E. Clubs in providing a supportive environment where critical issues affecting learners can be identified and effectively addressed.

## Our Beneficiary, School and Community Support

### Sporting Programme Assistance

#### Introduction of our school Sporting Programme Assistance

In July 2023, we launched our groundbreaking sports programme assistance in Beatrice, Zimbabwe. This innovative initiative was designed to provide comprehensive support to the schools we have partnered with, with the primary goal of fostering a love for sports and physical activities among the learners. As part of our commitment to inclusivity, we have placed a special emphasis on empowering the girl-child through this programme. By providing girls with equal opportunities and resources, we aim to break down barriers and create a more equitable playing field.

#### Reasons for Introducing our Sporting Programme Assistance:

We firmly believe that sports play a vital role in the well-rounded development of learners by promoting physical fitness, teamwork, leadership, and self-confidence. Recognising the immense potential of sports as a tool for empowerment, the programme was introduced to ensure that girls have equal opportunities to participate in sports alongside their male counterparts.



#### Implementation in Schools with National School Sporting Activities:

Numerous schools currently offer national school sports programmes that predominantly focus on male learners. Although these programmes are praiseworthy, we have observed a noticeable gender imbalance, where girls have limited chances to participate and demonstrate their sporting talents. Hence, we have taken it upon ourselves to introduce our sports programme assistance in these schools, guaranteeing that female learners have the opportunity to actively participate in sports and reap the benefits of the associated personal growth and development.



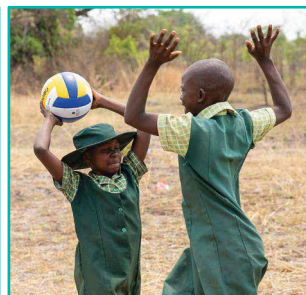
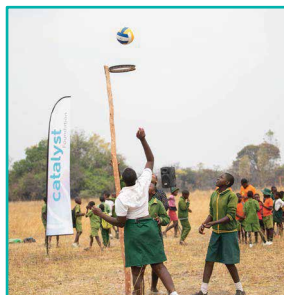
#### Our Role in Implementing the Programme:

We worked closely with the school authorities, teachers, and sports coordinators to create a comprehensive Standard Operating Procedure Manual (S.O.P.). This manual serves as a valuable resource for the school's sports coordinators, offering detailed instructions on how to organise sporting tournaments, manage teams, schedule practices, and promote gender inclusivity in sports. Additionally, we have played a crucial role in donating sports equipment to schools in Beatrice and Tsholotsho (Zimbabwe), to enhance their sporting programmes and provide learners with the tools they need to succeed.



#### Securing Partnership Agreements:

To ensure the sustainability and long-term impact of the programme, we are actively working towards securing partnership agreements with the heads of the participating schools. These agreements will formalize the collaboration between our organization and the schools, outlining the mutual responsibilities, resource allocation, and support mechanisms necessary for the successful continuation of the sporting programs. Our primary objective in establishing these partnerships is to guarantee the longevity of the programme and expand its reach to additional schools in the future.



## Our Beneficiary, School and Community Support Environmental Protection and Climate Change Education

### Introduction of our school sporting programme assistance

We firmly believe that offering environmental protection and climate change education to the schools and communities we assist is crucial in increasing awareness about the pressing environmental issues we face today. By doing so, we aim to empower learners, schools, and the communities to take on the role of environmental stewards. Through this education, we equip them with the necessary knowledge and skills to effectively adapt to and mitigate the impacts of climate change.

### Beatrice, Zimbabwe 🇿🇼

We had the honour of collaborating with the Forestry Commission Zimbabwe and Ellyanne Chlystun-Githae Wanjiku, Africa's Youngest Climate Champion at just 13 years old, hailing from Kenya. Together, we embarked on a tree planting initiative at Ringa Primary School in the Beatrice district of Zimbabwe where over 50 trees were planted, symbolising our commitment to environmental conservation.

Ellyanne has been instrumental in addressing the adverse effects of climate change on vulnerable communities, having already planted over 1.3 million trees.

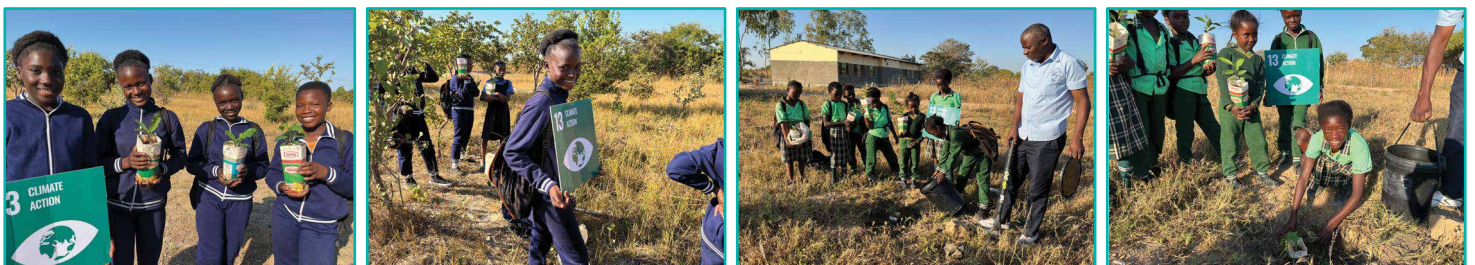
We extend our sincere gratitude to the Forestry Commission Zimbabwe for their generous donation of trees, and to Ellyanne Chlystun-Githae Wanjiku for educating the Ringa school community on the importance of their involvement in combating climate change. It was truly a remarkable day filled with meaningful impact.



Watch full impact video: [https://youtu.be/OX\\_ohPdKJRg](https://youtu.be/OX_ohPdKJRg)

### Chibombo, Zambia 🇿🇲

We donated an abundance of fruit tree seedlings to two of our supported schools in Zambia. Our heartfelt intention is that over time, these seedlings will flourish and bear fruit which can then be utilised in the schools' feeding programmes. We believe that this initiative will not only provide nourishment for the learners but also instill a sense of sustainability and self-sufficiency within the school community.



## Our Beneficiary, School and Community Support

### Advocacy and Awareness

#### Adolescence Talks and Careers Day Workshops

Over the past six months, we successfully organised informative adolescence talks and engaging career day workshops at the schools that we proudly support in Zimbabwe and Zambia.

#### Extent

- Careers Day Workshops - at six schools with a total reach of 3,000 learners.
- Adolescence Talks - at eight schools with a total reach of 1,550 learners.

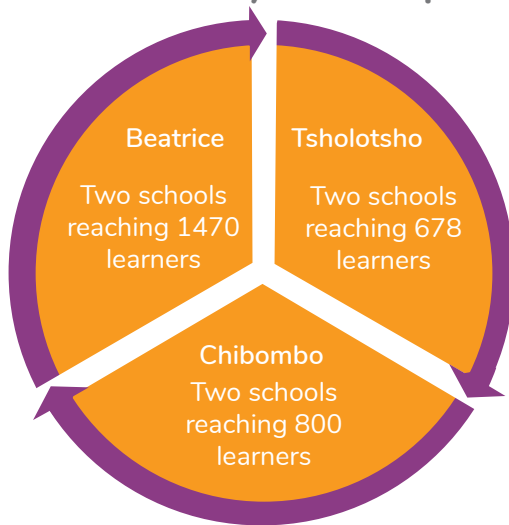
#### Objective

- To provide knowledge, guidance, and inspiration for the girls participating.
- Empower girls in making informed decisions about their future education and exposure to diverse career paths.

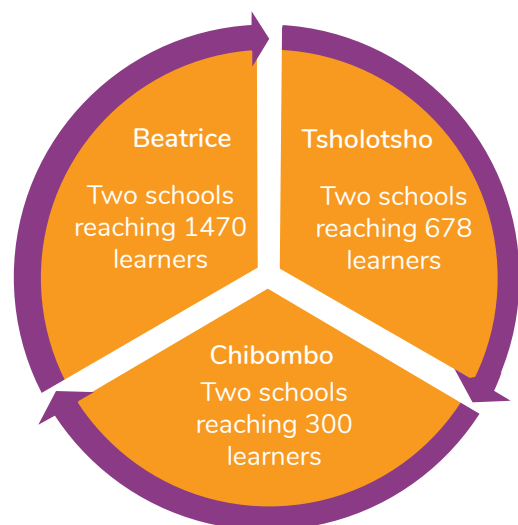
#### Impact

- Increased knowledge and awareness.
- Career exploration of diverse career paths.
- Goal setting by equipping girls with the necessary tools and mindset to reach their full potential.

### Careers Day Workshops



### Adolescence Talks





### Cholera Health Awareness Campaign

Over the past six months, we conducted comprehensive health campaigns in response to the cholera outbreaks in Zambia and Zimbabwe. The main focus of the campaign was to prevent cholera and promote proper hygiene practices. As part of the campaign, hygiene kits, including water buckets with taps, were distributed to the communities. This initiative played a crucial role in promoting health and preventing the spread of cholera. The impact of the campaigns was evident in the improved knowledge of hygiene best practices among the community members, a reduction in health risks, and the creation of a healthier environment for the community as a whole.



### Donation of Maternity Pads

Beatrice, Zimbabwe 🇿🇼

As part of our community outreach efforts, we donated forty-eight maternity pads to Muda Clinic. The clinic, located more than 50 km away from the Beatrice main road, was facing transportation challenges and had not received maternity pads for the past four years. The nurse in charge expressed profound gratitude for our donation, highlighting the direct impact it would have on the care provided to expectant mothers in need, significantly enhancing their well-being.



We extend heartfelt thanks to the Beatrice Sports Club committee for their generous donation of the pads, which were collected during their annual Beatrice Bushpig Big Bash event. This collaboration allowed us to make a positive impact and improve the lives of deserving women in the community.

### Child Protection, Awareness and Prevention Campaigns

#### Safeguarding Trainings

Safeguarding trainings were conducted in close collaboration with local authorities and organisations to ensure a prompt response to child protection concerns. We partnered with organisations such as VFU (Victim-Friendly Unit) police and the social welfare department to raise awareness about child protection, gender-based violence, and safety measures in twelve out of the fourteen schools we work with in Zimbabwe and Zambia.

To empower the girls and equip them with the necessary knowledge and skills, we organised workshops focused on self-protection and seeking support when needed. These workshops had a positive impact, as they increased awareness of their rights, improved safety measures, and fostered a supportive environment for reporting and addressing any incidents.

In addition, we prioritised the training of our staff and volunteers on child protection protocols and reporting mechanisms. These training sessions ensured that everyone involved in our organisation was well-prepared to handle child protection matters effectively and responsibly.

### Safeguarding Campaign Highlights

Chibombo, Zambia 🇿🇲

As part of our ongoing commitment to child protection and safeguarding, we collaborated with One Stop Centre under the Ministry of Health Zambia to raise awareness on critical issues such as child abuse, neglect, and child marriage at one of our supported schools. The campaign was attended by forty-four community members and focused on the importance of reporting cases of child abuse and violence. A significant outcome of the campaign was the establishment of a dedicated school Child Protection Committee, consisting of village leaders, the school headteacher, parents/caregivers, and learners. This committee will meet regularly to address safeguarding

concerns and ensure the safety of all children at the school.

Building on this success, we held another awareness campaign in collaboration with Women in Law and Development in Africa (Wildaf Zambia) and One Stop Centre at a different school. The sessions targeted parents/caregivers, learners, and community leaders and discussed children's rights, including sexual reproductive health rights. The sessions were well-received, leading to the formation of another child protection committee comprising parents/caregivers, headmen, teachers, and learners.

These initiatives have had a significant impact, as evidenced by the reporting of five cases of girl-child abuse, including instances of defilement, early child marriages, and early child pregnancies. We commend the bravery of the community members who came forward to report these cases and ensure that the affected girls receive the necessary support to overcome the trauma they have endured. We are committed to providing tailored support plans to empower them on their journey to healing and resilience.

We would like to emphasise that we are actively investigating numerous other cases that have come to our attention. Our ultimate goal is to create a safe environment for every girl-child, free from abuse and exploitation. We are thrilled with the progress we have made in advocating for and enforcing child safeguarding measures within the Chibombo community, thanks to the tireless efforts of our Catalyst team. Moving forward, we plan to replicate these impactful campaigns and committees across our other partner schools in Zambia, establishing a robust, community-led framework to protect all children from harm.



### Safeguarding Campaign Highlights

Beatrice, Zimbabwe 🇿🇼: Shining a Light on Drug and Sexual Abuse

We successfully held two fun run events in collaboration with Ringa, Muda, Manyoshwa, and Chihoro Primary Schools to raise awareness about the pressing issues of drug and sexual abuse in our local communities. The events gathered 500 learners (boys and girls) and had a profound positive impact on the community. Parents actively participated in the fun run as well, cheering on the runners, and engaging in meaningful conversations with the guest speakers.

We were honored to have inspirational guest speakers join us and share valuable insights on the critical issues of drug and sexual abuse. A local police officer emphasised the importance of parents protecting their children from abuse and speaking out if they suspect any wrongdoing. The officer highlighted the need to break the cycle of abuse and ensure the safety of children. Additionally, a local nurse stressed the significance of creating safe spaces for girls at home, encouraging open conversations and support from parents. The nurse emphasised that positive behaviors start at home and should be reinforced in schools. It takes a partnership between families and schools to drive change in our communities.

Our dedicated Volunteer and Sports Programme Coordinator, Tatenda, expressed immense satisfaction with the outcome of the events. Tatenda stated, "It was an incredible two days that united our community for a vital cause. We eagerly anticipate more opportunities like this in the future as we continue to promote girl child participation in sports through our sports program at the schools we collaborate with."

We extend our heartfelt gratitude to the entire Catalyst team and all stakeholders involved for their unwavering dedication and efforts in making these events a resounding success!



### Facilitation of Beneficiary National Identity Documents

We successfully facilitated the acquisition of national registration identity documents for three beneficiaries. This facilitation has had a significant and transformative effect on their educational journey and overall empowerment. Legal identification is an essential requirement for enrollment in schools and educational institutions. Having legal identification is crucial for the well-being of beneficiaries as it provides them with access to vital services, education, employment opportunities, legal protection, civic engagement, and travel opportunities. Possessing legal identification enables individuals to exercise their rights, access resources, pursue their aspirations, and actively participate in society.

### Beneficiary Safeguarding Case Study

#### Background:

Recently, we were made aware of a distressing sexual abuse case involving a beneficiary in Beatrice, Zimbabwe. Our utmost priority was to prioritise her safety, well-being, and support during this challenging time. To kickstart our efforts, we collaborated with law enforcement agencies and legal authorities to ensure a thorough investigation and appropriate action.



#### Actions Taken:

Upon learning of the incident, we took immediate action to ensure the safety and well-being of the beneficiary. We provided her with necessary medical care, counselling, and support services, working closely with local authorities and relevant support organisations specialising in sexual abuse cases.





#### Current Status:

As of the date of this update, we can confirm that the alleged perpetrator has been apprehended and is currently in custody, awaiting trial. We have been in close communication with law enforcement agencies, and they have assured us of their commitment to actively pursue the legal process and ensure justice is served.



#### Legal Proceedings:

We will continue to cooperate fully with the legal authorities and provide any necessary assistance to ensure a thorough investigation and fair trial. We are prepared to provide any required documentation or testimonies to support the legal process.



#### Ongoing Support:

We are committed to providing ongoing support to the beneficiary during this difficult time. We have connected the beneficiary with specialised counselling services to address her emotional and psychological trauma. Additionally, we will continue to monitor the situation closely and remain in regular contact with the beneficiary to ensure her well-being.

## Our Beneficiary, School and Community Support

### Introduction of our Music Club

We launched a pilot Music Club at Chihoro Primary School in Beatrice (Zimbabwe) led by Thembani Mhambi. The aim of this initiative was to provide learners with an opportunity to explore their musical talents and develop their artistic skills with a specific focus on learning the Violin.

The impact of the Music Club to date has gone a long way in supporting the practical side of the new curriculum under Visual and Performing Arts. We hope that we will acquire relevant funding to secure more musical instruments and open the Club to all learners at all the schools that we work with.



Watch full impact video: <https://youtu.be/Ldw375qUi20>

## Our Beneficiary, School and Community Support

### School Infrastructural Development and Resource Assistance

Throughout the year, we supported the schools that we have partnered with by providing a range of resources and materials. Our aim was to enhance the learning environment and expand educational opportunities for all learners. These efforts are deeply rooted in our mission to foster an inclusive and nurturing educational setting where girls in particular can truly flourish.

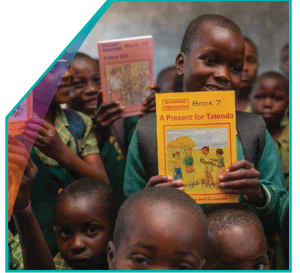
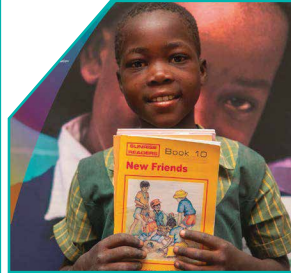
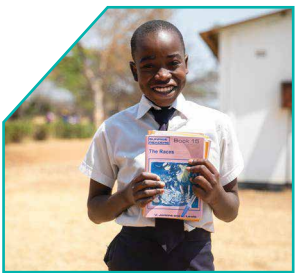
#### Technological Support

We are thrilled to have provided ten laptops as part of our dedication to promoting digital literacy. This initiative has been instrumental in enhancing learners' computer literacy skills and granting them access to a wide range of educational resources that foster digital learning.



#### English Reading Programme Support

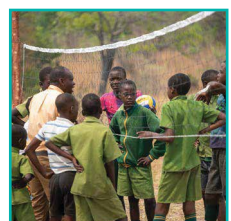
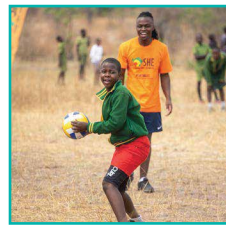
We made a donation of 100 Sunrise Readers to support the English Reading Programmes in schools. The purpose of this support was to assist in enhancing the English language skills and proficiency of the learners. These reading materials served a dual purpose: promoting literacy development and nurturing a love for reading among the learners. It was truly inspiring to witness how these resources fostered a culture of learning and personal growth among the learners.



#### Sporting Kits

We supplied sporting kits to encourage physical activity and promote a healthy lifestyle among learners. The kits included:

- four volleyballs,
- two volleyball nets,
- three netballs,
- two soccer balls,
- one soccer net,
- two pairs of goal keeper gloves,
- fifteen gold medals for competitions, and
- a stopwatch to facilitate organised sports activities.

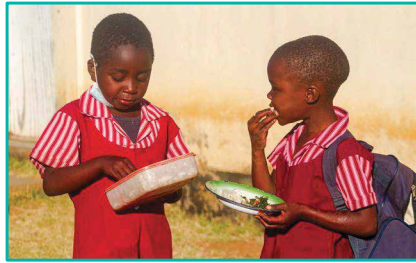


### Teaching Supplies

We provided crucial supplies to support teachers in their instructional efforts. These supplies included boxes of chalk, manila cards, drawing pins, and mighty markers. By donating these materials, we aimed to assist the teachers in delivering effective lessons and creating engaging learning experiences for all learners. These resources play a vital role in facilitating the teaching process and enhancing the overall educational environment.

### School Feeding Programme Assistance

In order to address the nutritional needs of learners (both boys and girls) who are not part of the S.H.E. Programme, we took the initiative to donate maize meal to six schools for their school feeding programmes. This ongoing support guarantees that all learners have access to daily nutritious meals, which in turn has a positive impact on their overall well-being and concentration in the classroom. By providing this assistance, we aim to ensure that every learner has the opportunity to thrive academically by meeting their basic nutritional requirements.



### Stationery Support:

We extended our support beyond the beneficiaries of the S.H.E. Programme by donating stationery items such as counter books, pens, pencils, and exercise books to other learners in need. This initiative aimed to provide essential tools for their studies, thereby promoting equal opportunities and reducing educational disparities. By reaching out to these learners, we ensured that those facing dire circumstances received the necessary support to pursue their education.

## Additional S.H.E. Programme Strengthening and Support Initiatives

#### Youth Advisory Board

The establishment of a volunteer youth panel was a significant step towards developing impactful programming for our S.H.E. Programme initiatives. The identification of skilled volunteers in monitoring and evaluation (M. and E.), sports, child protection, and psychosocial counselling (P.S.S.) demonstrated our commitment to harnessing the expertise of the youth in enhancing our initiatives.

#### Adolescence Mentorship Programme

We launched a new initiative called PROJECT GEMS, which is a mentorship programme designed to strengthen our existing initiatives. The primary goal of this programme is to provide personalised support, role modeling, emotional and social assistance, academic guidance, and ensure long-term continuity for our beneficiaries. The mentors involved in this programme have been selected from our pool of dedicated volunteers and are working closely with our field officers.

### Matron Engagement & Training Workshops

The trainings and engagement meetings conducted with school teachers as matrons and liaison point persons have made a significant impact on education and teacher empowerment. Through these initiatives, we have provided valuable professional development opportunities, support, and fostered collaboration among teachers. This has ultimately enhanced their ability to support and empower our S.H.E. Programme beneficiaries.

### M. and E. Logical Framework

We have developed a Monitoring and Evaluation (M&E) Logical Framework that serves as a crucial tool to guide our efforts in assessing the effectiveness and impact of our S.H.E. Programme's initiatives and projects. This framework provides a structured approach to monitor progress, measure outcomes, and make data-driven decisions for continuous improvement of the S.H.E. Programme.

### Introduction of Merit-Based Contract

We implemented a merit-based contract for beneficiaries and caregivers, aiming to enhance accountability, fairness, and results orientation. This system is now in effect across all districts and is intended to empower individuals, foster responsibility, and allocate benefits based on merit. We anticipate that this initiative will drive positive outcomes, strengthen our S.H.E. Programme impact, and contribute to the overall success of our organisation's mission.

### Refining Programme Manager Role

As part of our strategic efforts to improve the effectiveness and impact of our S.H.E. Programme, we have carefully selected individuals with the necessary competencies to fill client-facing roles. This ensures that we are better positioned to drive positive change, empower our beneficiaries, and provide them with a brighter future through education. Additionally, this exercise has helped us identify the training needs of our S.H.E. Programme staff, enabling us to focus on capacity development.

## TOP S.H.E PROGRAMME BENEFICIARY ACHIEVERS

Throughout the year, we have witnessed numerous remarkable achievements among our beneficiaries, and we are thrilled to share these accomplishments with you.

### Beatrice, Zimbabwe 🇿🇼

We were thrilled to have four outstanding beneficiaries selected as **Prefects** to lead their schools in 2023. The selected beneficiaries were as follows:



Sylvia



Anesu

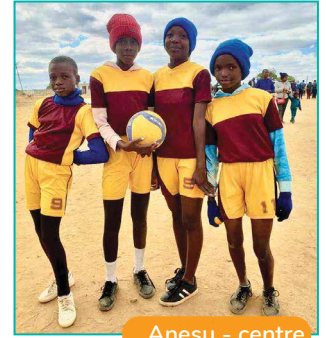


Anodiwa



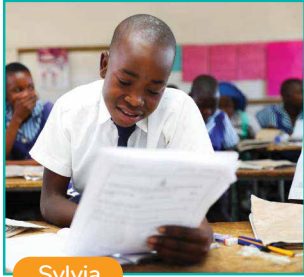
Anaishe

Anesu (centre in visual) was selected to take part in the **Provincial Volleyball Tournament** that was held in Marondera, where she represented the entire Beatrice District, in particular Zone 5. Anesu was the only girl who was selected from her district. Unfortunately, Anesu and her team lost their National qualifying match, but nonetheless, congratulations Anesu for this outstanding achievement!



Anesu - centre

Sylvia finished second place in the **'Public Speaking'** category, during the recently held Annual Science Sports and Arts Festival (ASSAF). By finishing second place, Sylvia qualified to represent the Beatrice district in the Provincial competitions. Well done Sylvia!



Sylvia

We were delighted to hear that Anesu and Sylvia (in visual) excelled in their **Grade 7 Z.I.M.S.E.C. Examinations of 2023**, achieving outstanding results. With the achievement of six units being the ultimate pass, Sylvia achieved nine units in six subjects and Anesu achieved twelve units.

Our heartfelt congratulations go out to these remarkable young women! Your hard work, resilience, and dedication have paid off. We can't wait to witness the extraordinary impact that you will make in your communities and beyond in the future.

### Tsholotsho, Zimbabwe

We were thrilled to have three outstanding beneficiaries selected as **Prefects** to lead their schools in 2023. The selected beneficiaries were as follows:



Nathando



Lingadani



Hlengiwe



Thenjiwe



Longile

Nomalanga (left in visual) was selected to be part of the **Tsholotsho District's Volleyball team** to play in Victoria Falls. Nomalanga was the only girl selected from her school. Congratulations Nomalanga for this incredible achievement! We are extremely proud of you and are blessed to have you as part of the S.H.E. family.



Nathando

Nathando travelled to Gweru as part of the Matabeleland North team, to participate in the **National Science and Arts Festival (NASAF)**. Nathando's confidence as she presented her fish project to the judges made us all proud. Due to the amazing presentations made during this event by Nathando and her team, they were awarded a trophy to recognise their hard work and efforts.



Nomalanga - far left

We were delighted to hear that Nathando also excelled in her **Grade 7 Z.I.M.S.E.C. Examinations of 2023**, achieving outstanding results. With the achievement of six units being the ultimate pass, she achieved twelve units.

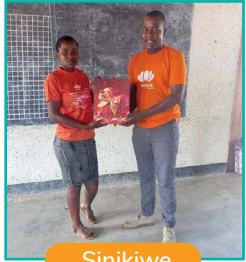
In addition to Nathando, we have numerous other beneficiaries who performed really well academically in their examinations.



From conquering challenging subjects to embracing new knowledge, their progress is truly inspiring. We are immensely proud of their determination to succeed and their unwavering commitment to their education.

The awards were as follows:

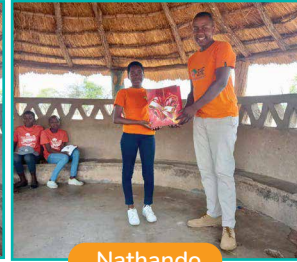
- 'Most Outstanding Learner 2023' - Sinikiwe and Musa for passing all 9 of her subjects.
- 'Best Learner with the Highest Points 2023' - Nathando.
- 'Most Improved Learner 2023' - Thuba for passing 5 of her subjects when compared to passing 2 subjects last school term.
- 'Smartest Dressed Beneficiary 2023' - Sibangile.
- 'Most Outstanding Volleyball Player 2023' - Nomalanga.



Sinikiwe



Musa



Nathando



Thuba



Sibangile

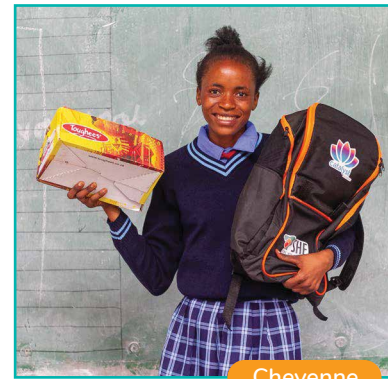


Nomalanga

### Chibombo, Zambia 🇿🇲

We are incredibly proud that Cheyenne passed her **Grade 9 examinations** with a 67% average pass rate, achieving 403 points out of 600 points. Due to this achievement, Cheyenne qualified to proceed into Grade 10 in 2024.

Princess and Viola, equally achieved amazing results in their **latest examinations**. Princess achieved a remarkable 90% average in her latest examinations. She scored an impressive 629 points out of a maximum of 700 points. This is a significant improvement from her previous term's average of 87%. Viola also achieved notable results where she obtained a 65% average, scoring 390 points out of a maximum of 700 points. This is a considerable improvement from her previous term's average of 51%.



Cheyenne



Princess



Viola

### S.M.A.R.T. Advocate Training Session

Towards the end of October 2023, USAID MOMENTUM, in collaboration with the Ministry of Health in Zambia, organised a 'SMART Advocate Training Session' for thirty youths and adolescents which included Cheyenne (beneficiary circled in the visual).

The session aimed to equip the participants with skills to become peer educators and influence policy decisions. Topics covered

sex education, family planning, and advocacy for addressing teenage pregnancies and early child marriages in rural communities.

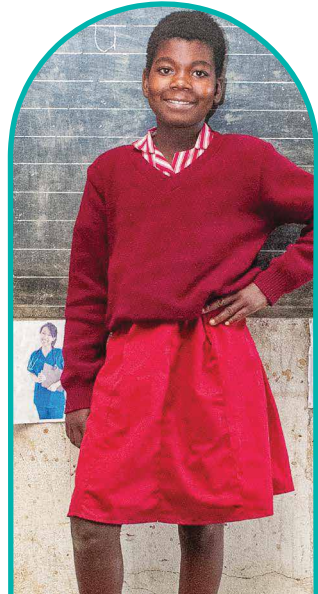
The training enabled the participants to know how to report such cases in their communities. Cheyenne plans to use her skills to bring positive change to her school and will soon be attached to a local health center in the Chibombo district to further develop her abilities.



## IMPACT STORIES OF THE YEAR

### Catalyst Foundation - S.H.E. Programme Case Study

## WITNESS HOW OUR BESPOKE SUPPORT MADE AN IMPACT ON CHIHERA'S LIFE!



### MEET CHIHERA MASHOKO.

We would like to introduce Chihera, one of our beneficiary's from the Beatrice district in Zimbabwe.

### The Challenge

At a young age, Chihera tragically lost both her parents, leaving her as a double orphan. This had a profound impact on her as they were her main source of support. Fortunately, her maternal grandmother took her and her siblings in and provided for their basic needs. As her grandmother grew older, however, she could no longer work to support the entire family of eight, leading to significant financial difficulties. As a result, Chihera faced frequent school dropouts due to unpaid fees and lacked essential school supplies. Additionally, the lack of food caused her health to deteriorate, resulting in malnutrition and illness. Despite these challenges, Chihera's family did not prioritise her education, believing that, culturally, she should stay at home to assist with household chores.

### Our Approach to Identifying Chihera's needs

When we first met Chihera, her infectious smile and positive outlook on life captured our hearts. After speaking with her teachers, we discovered that she possessed remarkable intelligence and had the potential to excel academically. However, her significant gaps in education during her early years resulted in below-average performance in class. Conducting a comprehensive assessment of Chihera's needs provided us with a deep understanding of her family background and the daily challenges she faced. Recognising her unique potential, we developed a personalised long-term support plan to address the barriers that hindered her consistent attendance at school. We firmly believed in Chihera's extraordinary abilities and knew that, with the right assistance, she could realise her dream of becoming a Doctor and become the best version of herself.

### The Process we followed to Empower Chihera

Based on the insights gathered from Chihera's comprehensive needs assessment, the Catalyst Foundation team devised a personalised support plan to eliminate the obstacles that previously hindered her access to education. Addressing Chihera's deteriorating health was our foremost priority. Through thorough health examinations, we determined that her condition was primarily due to malnutrition, and thankfully, no major health issues were detected. To tackle this, we provided her with specialised food hampers, effectively resolving the health concern. Regarding her education, Chihera lacked a school uniform, shoes, stationery, and textbooks, which posed challenges to her attendance and academic progress. We ensured that these essential needs were met, enabling her to attend school without any barriers. Additionally, to help her catch up on missed coursework, we funded her extra lessons.

### The Results (impact made to date)

With the help of Catalyst Foundation, Chihera's life and well-being have experienced remarkable improvements. She is now in excellent health and receives proper nutrition. The consistent assistance provided to her family has ensured that they can enjoy three meals a day, relieving Chihera's grandmother of the financial burden of supporting her, particularly regarding education. In terms of education, Chihera has made significant strides academically and has gained newfound confidence. Her involvement in school outings, S.H.E. Clubs, and annual S.H.E. Camps has contributed to her personal growth. Witnessing Chihera's inspiring transformation thus far motivates us to continue empowering this remarkable young girl through the S.H.E. Programme. Our goal whilst embarking on her journey with us is to equip her with the necessary knowledge, skills, and opportunities to turn her dream of becoming a doctor into a reality.



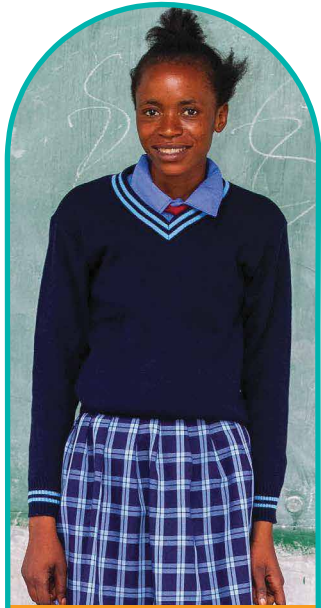
Chihera during her annual health check examination.



Chihera sitting proudly in class at school.

## Catalyst Foundation - S.H.E. Programme Case Study

# WITNESS HOW OUR BESPOKE SUPPORT MADE AN IMPACT ON MAINZA'S LIFE!



### MEET MAINZA.

We would like to introduce Mainza, one of our beneficiary's from the Chibombo district in Zambia.

### The Challenge

At a young age, Mainza dropped out of school due to her family being unable to afford her education. Once dropped out, she became an early child bride and gave birth to two beautiful sons. Sadly in 2022 at 25 years old, her husband passed away and because of this, she had no means to survive and be able to look after her two sons. To meet their basic needs and put them through school, she undertook various piece jobs in the local farming community to earn a living. Towards the end of 2022, Mainza decided to go back to school as she was passionate about becoming educated and hoped that it would bring about opportunities for her to improve her family's difficult situation. She worked day and night to earn enough money to put herself back in school and at the start of 2023, now 26 years old, she enrolled herself at the same school where her two sons learn. Whilst attaining her education, she continued working to ensure that her family was taken care of. Before becoming a beneficiary, her daily routine involved waking up at 2am to go to the field to work and then finishing work at 6am to go back home and prepare herself and her sons for school.

### Our Approach to Identifying Cheyenne's needs

The Catalyst team conducted their 'Thorough Needs Assessment' on Mainza to understand what her basic needs are. Academically, Mainza is gifted and has the potential to achieve great things with the right support. Her resilience, and determination to complete her education led us to select her to be a S.H.E Programme beneficiary. Due to her outstanding story and passion for helping other vulnerable girls, Mainza underwent SMART advocacy training to become a peer educator in the Chibombo district where she will actively champion girls' rights and come up with youth-friendly spaces in the community and amongst our other S.H.E. girls.

### The Process we followed to Empower Mainza

Based on the insights gathered from Mainza's comprehensive needs assessment, the Catalyst Foundation team devised a personalised support plan to eliminate the obstacles that previously hindered her and her sons' access to education. To tackle this, we ensured that Mainza's essential basic school needs were met, enabling her and her sons to attend school without any barriers.

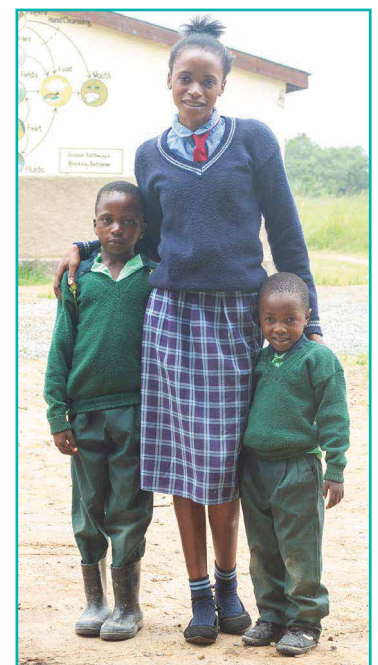
### The Results (impact made to date)

Now that Mainza is part of our big family, she can focus on her education barrier-free and has peace of mind knowing that her family is well taken care of. Her academic performance in class has improved significantly with her passing her recent examinations with flying colours. Her confidence has also grown and due to Catalyst Foundation meeting all of her needs, she no longer has anxiety about various things such as what she will feed her children at home. Through receiving quality education, Mainza is now determined more than ever to pursue nursing as a profession. Now that you have learnt a bit more about Mainza's inspiring story, I am sure you know why we are so proud of her. Her success illustrates that it is possible to overcome challenges and achieve your goals, even when the odds are stacked against you.

We asked Mainza to share with us what Catalyst Foundation means to her:

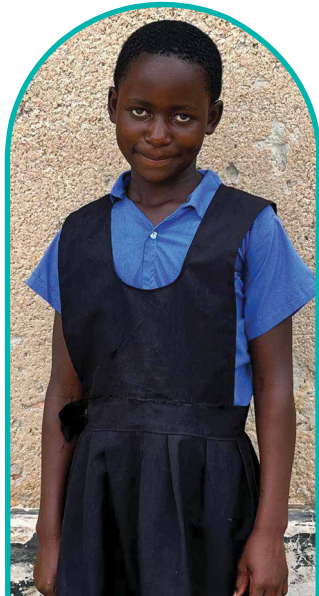
"I am beyond grateful to the Catalyst Foundation for believing in me because now I can finish my schooling and go to university, whilst knowing that my sons are being taken care of as well."

Watch full impact video: <https://youtu.be/t0ozVsNpcQY>



## Catalyst Foundation - S.H.E. Programme Case Study

### WITNESS HOW OUR BESPOKE SUPPORT MADE AN IMPACT ON ODETA'S LIFE!



#### MEET ODETA.

We would like to introduce Odeta, one of our beneficiary's from the Chibombo district in Zambia.

Odeta resides with her uncle and aunt, and she lacks knowledge about her biological parents since her uncle took custody of her at the age of 5. She was raised by her uncle until she began Grade 1 at school. Prior to her enrollment in the S.H.E. Programme, her academic performance was extremely poor, and she was unable to read even a single word in English. Her progress was subpar, and she could only pass double-digit numbers by the end of each term. However, in the second term of 2023, she achieved a passing grade of 15.

Through various interventions, such as one-on-one mentorship, encouragement, participation in reading marathons, and a focus on studying, Odeta has made tremendous strides in her academic performance. She can now read English proficiently, and her handwriting has also improved. In the previous term, she attained the 5th position in her class, scoring 54% overall. The teachers have also testified to Odeta's notable improvement.

When asked about Odeta's progress, her uncle remarked:

"Odeta had no knowledge or skills, her performance was below average, and I was unsure how to assist her. She struggled with reading and writing, and her class ranking was consistently above 15. I am grateful to the Catalyst Foundation for their support, which has enabled her to acquire these essential skills. Her behavior has also undergone a drastic transformation, and she now adheres to the organization's requirements as well as those of her parents. I extend my sincere appreciation to the teachers and the Catalyst Foundation for their pivotal role in Odeta's life."



Watch full impact video: <https://youtu.be/Vk5TRmRDUf0>

## Catalyst Foundation - S.H.E. Programme Case Study

# WITNESS HOW OUR BESPOKE SUPPORT MADE AN IMPACT ON KHONGISILE AND HER FAMILY'S LIVES!

### The Challenge

Meeting Khongisile and her grandmother was a privilege, and their story deeply touched us. The unwavering love Khongisile's grandmother has for her grandchildren and her determination for them to receive an education inspired us. That is why we are thrilled to have chosen Khongisile as one of our new beneficiaries in Chibombo, Zambia.

When we arrived at Khongisile's home we recognised their vulnerability. Firstly, we noticed that their dinner consisted of simply boiled cassava leaves and that their diet was not balanced. Secondly, we realised that their bathroom was inadequate and posed many challenges for the family. Khongisile's grandmother struggled to stand while bathing, which our C.E.O. emphasised was not right.

### Our Approach to Improving the Family's Current Situation

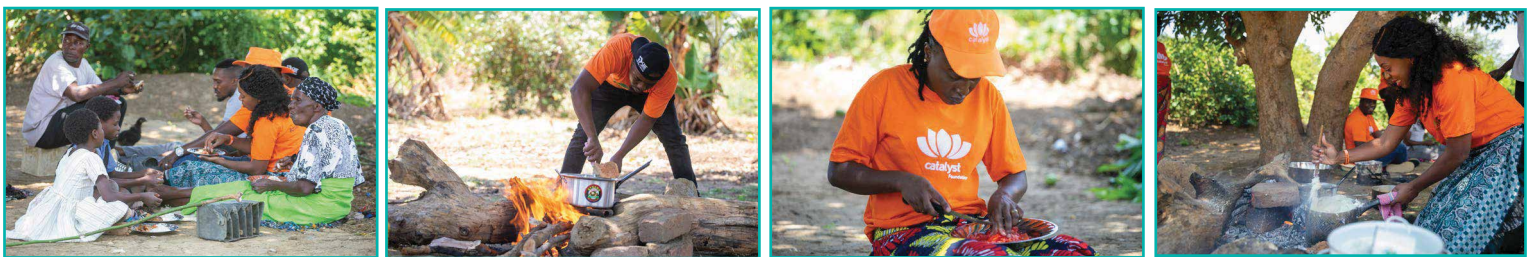
After understanding the needs of the family, through our S.H.E. Programme's bespoke support, we took immediate action to remove some of these barriers faced.

### The Process we followed to empower Khongisile and her family

After seeing what Khongile and the family were eating for dinner, this did not sit well with us as a team. So, we arrived at Khongisile's home to deliver some groceries, and we made a heartfelt decision to cook a delicious and nutritious meal for the whole family. After witnessing the family's current bathroom, we knew something had to be done about it, and we committed to rebuilding it for them.

### The Results (impact made)

Khongisile's grandmother was deeply moved by the gestures of our support, and tears welled up in her eyes repeatedly. It was a moment of disbelief for her to realize that her family was receiving such incredible support. The moments we shared with the family filled our hearts with immense joy and love, creating lasting memories that will forever hold a special place in our hearts. Thanks to our efforts, the family can now enjoy balanced meals and has a purpose-built bathroom that meets their needs.



Watch full impact video: <https://youtu.be/XLDtg0RatDY>

## WITNESS HOW OUR BESPOKE SUPPORT MADE AN IMPACT ON THE FOLLOWING ZAMBIAN BENEFICIARIES' LIVES:



Watch full impact video:  
<https://youtu.be/CLWZEc5SLmU>



Watch full impact video:  
<https://youtu.be/ORZ06OpSqpw>



Watch full impact video:  
<https://youtu.be/PCcbfn5tYSc>



Watch full impact video:  
<https://youtu.be/bdtJfY2fQ>

## EVENT HIGHLIGHTS

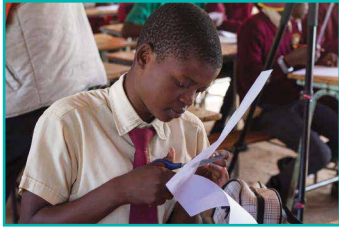
### Beneficiary/Learner Events

Beatrice, Zimbabwe 🇿🇼

#### World Menstrual Hygiene Day 2023

In collaboration with our new partner, Dzidzo: Safepad Initiative, the Catalyst team embarked on a journey to the Beatrice district to support #WorldMenstrualHygieneDay. The day's event was highly impactful, as the Dzidzo: Safepad Initiative Team conducted a training workshop for thirty (30) girls at Beatrice High School. The workshop focused on educating the girls about safe menstrual health and hygiene practices, teaching them how to create reusable sanitary pads, and providing dignity kits to all the girls.

Witnessing the Dzidzo: Safepad Initiative Team in action was truly inspiring, as they equipped all the girls present with the necessary tools to take control of their menstrual cycles. We extend our heartfelt gratitude to everyone who contributed to the success of this event, and a special thank you to the Dzidzo: Safepad Initiative for their invaluable assistance in making a significant impact. We are immensely grateful and eagerly anticipate future collaborations that address the menstrual challenges faced by girls in rural communities in Zimbabwe. #WeAreCommitted!



Watch full impact video: <https://youtu.be/4qySHMZ-D9Y>

### Day of the African Child 2023

We organised a commemoration event for the 'Day of the African Child' on June 16th at Ringa Primary School in Beatrice, Zimbabwe. The event centred around the theme of 'The Rights of the Child in the Digital Environment'. It was a remarkable day filled with insightful discussions, emphasising the importance of safeguarding children's rights, including their right to privacy and protection from harmful online content. We were privileged to have multiple speakers who shared valuable tips and perspectives. Their contributions had a profound impact, empowering all the attending learners with knowledge about their rights in the digital realm. The event proved to be an educational and enlightening experience for everyone involved.



Watch full impact video: <https://youtu.be/ihJcQ3NR0il>

### International Day against Drug Abuse and Illicit Trafficking' Commemoration Event 2023.

The Zimbabwe Republic Police (Z.R.P.) and Miracle Missions hosted the 'International Day against Drug Abuse and Illicit Trafficking' Commemoration Event, at Epworth High School in Zimbabwe, under the theme, 'Drug-Free Zim'. We were proud to be one of the fifty organisations involved in this event, where we assisted in raising awareness about drug abuse and the detrimental effects of long-term drug use to over 4000 learners from various schools within the Epworth district. It was a fantastic day full of impact!



Watch full impact video: <https://youtu.be/6FbMrcu9T-s>

### World Teachers Day Commemoration Event 2023

The Catalyst team visited Glorvina Gombo Primary School, one of the schools we support in Beatrice, Zimbabwe, and gifted all teachers an appreciation food hamper. This small act of kindness was a token of our appreciation for not only their hard work in educating the future generation of leaders but for their consistent dedication and passion towards helping us work towards a world where girls in education are commonplace! All teachers were extremely blessed to receive their hampers and felt motivated to continue inspiring dreams amongst all learners.



### International Day of the Girl Child Commemoration Event 2023

We were thrilled to hold our #internationaldayofthegirl2023 commemoration event at Muvande Primary School, in collaboration with the Girls and Women Empowerment Network - GWEN. Under the theme 'Invest in Girls' Rights: Our Leadership, Our Well-being,' the event brought together approximately 450 enthusiastic learners, both boys and girls, and it was truly spectacular to witness their participation.

The event began with a series of inspiring speeches. The girls were not only encouraged to be confident and dream big, but they also learned how to identify and report the abuse of their rights. The boys, on the other hand, gained insight into advocating for girls' rights and providing the support necessary for them to unlock their full potential. We extend our gratitude to all the speakers for their considerable impact, instilling knowledge in all the learners and inspiring the girls to become effective leaders and changemakers in their communities.

One of the key aspects of events like #internationaldayofthegirl2023 is providing a platform for girls to voice their rights while involving boys in the conversation, which has a powerful impact. By speaking out, girls are empowered to share their stories, advocate for their rights, and challenge societal barriers. This fosters a sense of agency and self-esteem, inspiring them to excel in their education, pursue leadership roles, and drive social change. Engaging boys in this process challenges traditional gender norms, promoting a culture of gender equality and respect. It was truly amazing to observe so many learners doing just this through poems, speeches, and drama. These incredible individuals embodied confidence.

After the learners had the opportunity to voice their rights, we conducted menstrual hygiene talks with the girls and provided them with their own set of reusable sanitary pads. Menstruation is a topic often considered taboo culturally, perpetuating the belief that menstruating girls are impure, dirty, or sinful. Additionally, the lack of access to sanitary products exacerbates their discomfort, leading to embarrassment about their bodily changes.

Regrettably, girls with poor menstrual hygiene practices frequently drop out of school, creating barriers to education. Their choice to stay at home due to these issues may subject them to child labour, early marriages or pregnancies, and exploitation. Our S.H.E. Programme's unique support includes teaching good menstrual hygiene practices and empowering our beneficiaries and other girls in the schools we work with to take control of their menstrual cycles. This allows them to thrive in school without discomfort and gives them the opportunity to be agents of change within their communities.

We express our deep gratitude to our anonymous donor for their generous donation of reusable sanitary pads. Your contribution to the fight against menstrual poverty is truly appreciated.

To conclude our celebrations, all the learners headed down to the sporting grounds and engaged in friendly matches, which was a highlight for many. Incorporating sports at the end of our advocacy events is crucial to our impact. It not only promotes physical activity but also creates an inclusive atmosphere that encourages dialogue and relationship-building among the boys and girls. Furthermore, it reinforces key messages, and fosters unity, social cohesion, and collective enjoyment, leaving a lasting impression on all participants.





Watch full impact video: <https://youtu.be/YQCGPqIEL-Q>

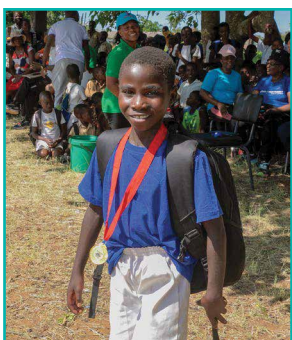
### Ringa Primary School's Interhouse Athletic Competition 2024

We provided support to Ringa Primary School in Beatrice, Zimbabwe for their recent Interhouse Athletic Competition. This incredible event brought together learners from different houses, allowing them to showcase their skills in a wide range of track and field events.

As part of our commitment to assisting schools through our sports programme support, we proudly donated medals to acknowledge the learners' active participation in their respective events. In addition, we allocated funds to enhance the school's athletics facility, ensuring it was fully prepared for this competition.

Furthermore, we captured and celebrated the learners' achievements through media coverage. This allowed us to share their remarkable accomplishments and inspire others. The day was filled with fun, and it left a lasting impact on everyone involved.

We would like to express our sincere gratitude to the Ringa school authorities for granting us the opportunity to be a part of this event. We also extend our appreciation to Tatenda and the entire Catalyst team for their invaluable contributions to its success.



### Shining a Light on Drug and Sexual Abuse Event 2024

We held two fun run events that included Ringa, Muda, Manyoshwa, and Chihoro Primary Schools in the Beatrice district in Zimbabwe, to raise awareness about drug and sexual abuse, as these issues are prevalent in the communities that we operate in.

The enthusiasm of all participants was truly infectious, and the positive impact the event had on the community was phenomenal. We had some inspirational guest speakers, including a police officer and a nurse, who shared valuable insights on these crucial issues. But that wasn't all, we had an amazing turnout of parents who also got involved in the event too! They cheered on the runners, participated in the fun run, and engaged in meaningful conversations with the speakers. The highlight of the event was when one of our beneficiaries graced us with a beautiful poem that addressed the issues of drug and sexual abuse. It was truly inspiring to see her confidence and courage when standing up and speaking out.

All in all, it was an incredible day that brought our community together for an important cause. We can't wait for more opportunities like this in the future as we strive to increase girl child participation in sports through our sports programme assistance at the schools we work with.



### Tsholotsho, Zimbabwe 🇿🇼

#### International Day of the Girl Child Commemoration Event 2023

Our #internationaldayofthegirl2023 commemorations continued in the Tsholotsho district at Nemane Adventist High School and Dombo Primary School. Every girl who attended the event was able to express herself through singing, drama, dancing and speeches, centred around the theme - 'Invest in Girls' Rights: Our Leadership, Our Well-being'. Seeing the array of confidence and positivity expressed by all the girls during their performances, especially those performed by our beneficiaries was amazing to witness!



Watch full impact video:  
[https://youtu.be/6BY0PeKwt\\_w](https://youtu.be/6BY0PeKwt_w)



Watch full impact video:  
<https://youtu.be/KqANJrBsLpE>



Watch full impact video:  
<https://youtu.be/PqiAaw2iojE>

To conclude our celebrations in Tsholotsho, we distributed sanitary pads and toothbrushes to all the girls who participated in the event. Special thanks go to Mr Moyo for generously donating these products! We are beyond grateful and thank him for helping us fight period poverty by empowering girls to be able to take full control of their menstruation!

## Careers Day Highlights 2023

We held our Careers Day at Sikente Primary School in the Tsholotsho district together with three other schools namely Sikente Secondary, Mtshina Primary/Secondary and Nemané Adventist High! Education is the foundation, but exposure to different career paths is equally vital. By providing opportunities and guidance to the learners who took part in this event, our aim was to empower them to dream big and pursue their passions. Our impact goes beyond this single event as through the introduction to diverse careers, we are nurturing their aspirations and fostering a sense of hope. We had numerous professionals address the learners which included the Red Cross Society of Zimbabwe, the Zimbabwe Republic Police, Nurses, the Ministry of Youth, the Ministry of Women Affairs, the Ministry of Social Welfare, Veterinarians, Emergency Health technicians, Carpenters, Hairdressers and Artists/Sculptors.

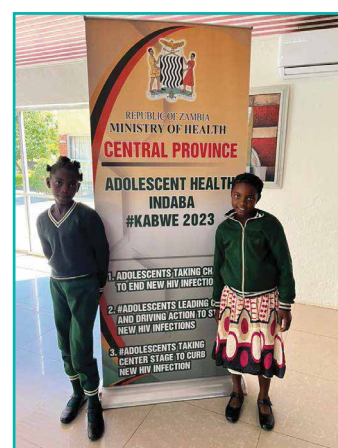


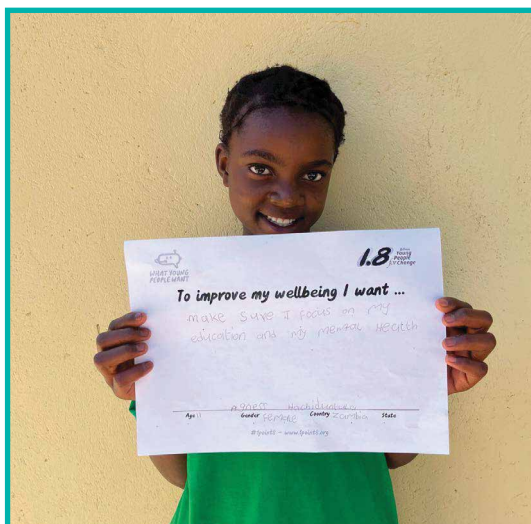
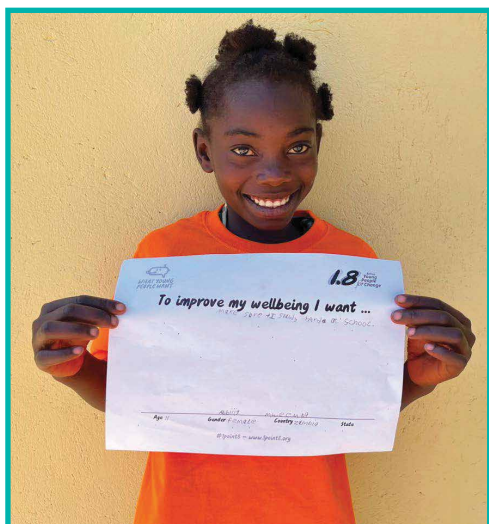
## Chibombo, Zambia 🇿🇲

We had the opportunity to attend the 'Central Provincial Adolescent Health Indaba 2023.' This event was hosted by the Ministry of Health and their partners. Accompanying the Catalyst team were two of our beneficiaries, Beverly and Jennifer. The purpose of their attendance was to represent Catalyst Foundation and showcase the impact of our S.H.E Programme. Beverly and Jennifer did an exceptional job throughout the event, representing not only themselves but also the other twenty beneficiaries we support. Their confidence and poise stood out as they introduced themselves in a room filled with over 200 young people, government officials, line ministry representatives, NGOs, and CSOs. Their introduction was met with a round of applause and cheers from the entire audience, acknowledging their presence.

Towards the end of the event, Beverly and Jennifer were both asked a thought-provoking question: "To improve my well-being, I want...?" Witnessing their inspiring answers reaffirmed our pride in having them as part of the S.H.E Programme in Zambia. Both Beverly and Jennifer share a genuine passion for education, and we are privileged to support their aspirations.

As an organisation, one of our long-term strategic goals for the S.H.E Programme in Zambia is to establish Catalyst Foundation as a central hub for girl-child education in the country. To achieve this, we aim to provide our beneficiaries with opportunities to take centre stage and represent our organisation in high-level meetings where crucial discussions and decisions regarding education, health, and socio-economic policies take place. Attending the 'Central Provincial Adolescent Health Indaba 2023' as the first step towards realizing this goal.





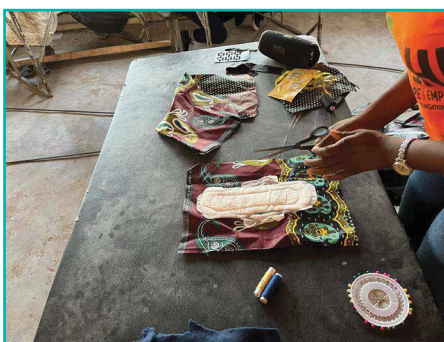
Looking ahead, we are eager to participate in more events like this, as they provide an excellent platform to raise awareness about the remarkable work we are doing and the impact we are making in Zambia's Chibombo district.

### World Menstrual Hygiene Day 2023

The day began with Wendy educating all beneficiaries about menstruation and healthy menstrual hygiene practices. This was vitally important as it empowered our beneficiaries to take full control of their menstruation and prevented any potential health issues in the future. In the second part of the day, our beneficiaries were trained on how to make their own reusable sustainable sanitary pads.

In rural communities, many adolescent girls face difficulties in accessing sanitary products, which often leads to school absenteeism or dropout due to feelings of shame or embarrassment. Some resort to using unsafe alternatives like cow dung or leaves. However, with the knowledge and materials provided, our beneficiaries can now manage their menstrual cycles safely.

Wendy emphasised, "As a young girl, you can't learn if you are unable to manage your menstruation."



### Careers Day Highlights 2023

The Catalyst team organised a Careers Day at one of the supported schools in the Chibombo district of Zambia. This event aimed to provide the learners with exposure to various career paths they could pursue after completing their education. The impact of this event was remarkable, as it ignited inspiration among the learners to strive harder in their studies, knowing that their dreams could become a reality. Our beneficiaries participated enthusiastically, dressing up as their future selves in their desired professions.

Can you see future doctors, lawyers and nurses in this picture? We certainly can, and we are proud to be the catalyst for helping these incredible young girls achieve their dreams.

### World Aids Day Commemoration Event 2023

We actively participated in a commemoration event held under the theme 'Let Communities Lead'. The event involved conducting various activities in collaboration with different organisations and institutions to raise awareness and sensitise communities about HIV and its impact on families.

During the event, our beneficiaries had the opportunity to meet and take a picture with the District Commissioner, who expressed his excitement in meeting them in person. Being the guest of honor, he appreciated the participation of young children from different schools in such an important initiative. He emphasised the importance of children and young people understanding the realities of living with HIV in order to protect themselves from acquiring it.

To advocate for HIV awareness, our beneficiaries presented songs that highlighted the importance of being informed about the dangers of HIV among young people and children. They also recited a powerful poem titled, "Why young children should abstain from sexual activities to avoid contracting HIV." Participating in this event at such a high level was an amazing experience as it not only increased our visibility in the district but also facilitated meaningful conversations with other organisations present. We are excited about the prospect of strengthening these relationships and establishing impactful partnerships in the future.



### National Tree Planting Day 2023

Planting the seeds of change! Due to the generosity of the Ministry of Green Economy and Environment - Zambia in the Chibombo district in Zambia, 100 trees found a new home at two of the schools being supported by Catalyst Foundation. This impactful initiative brought together the S.H.E. Programme beneficiaries, their parents/caregivers, and the school administration. Many thanks go to the Forestry Department representatives who imparted vital knowledge about the significance of preserving and valuing trees in our communities.



### International Day of Forests Commemoration Event 2024

We proudly joined the Chibombo District in Zambia's Environmental Alliance, led by World Vision Zambia and the Zambia Forestry Department. As part of this alliance, we actively participated in the recent International Day of Forests as our first collaborative initiative. The main highlights of the event included tree planting and pruning activities. The District Commissioner graced the event as the guest of honour, emphasising the crucial role of forest preservation and encouraging tree planting as a means of restoring forests and promoting sustainable development. We are excited about the future and are committed to continue raising awareness, implementing sustainable practices, and inspiring positive change in the communities in which we operate.



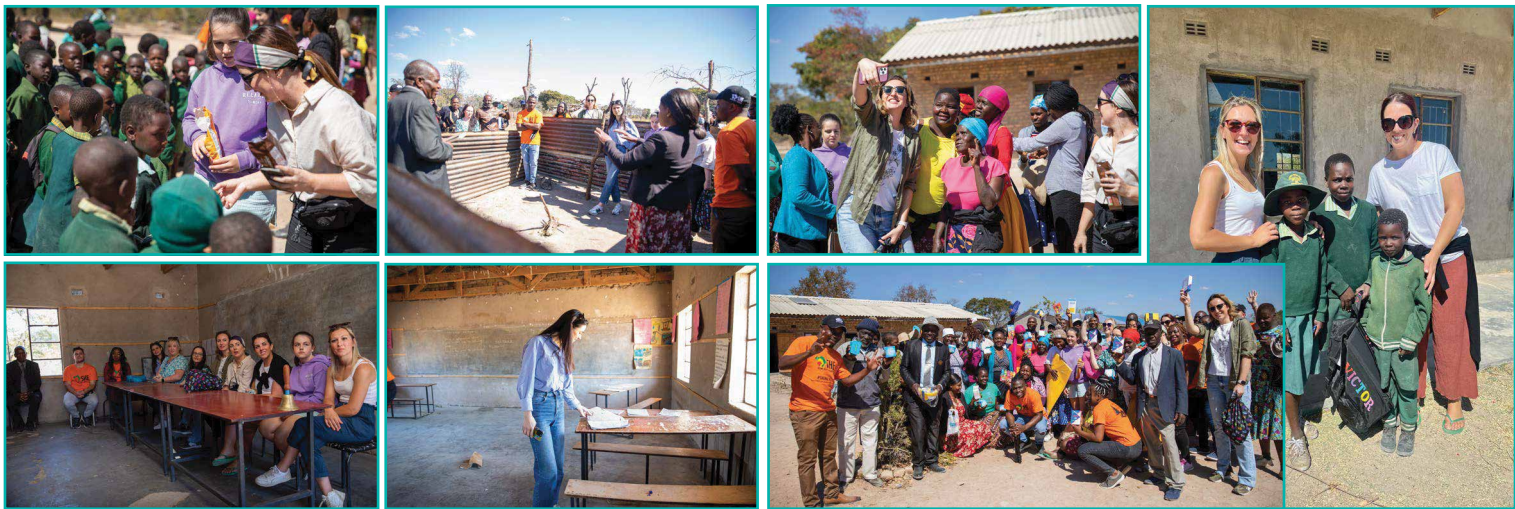
### 'Great Adventure' Victoria Falls S.H.E. Camp 2023

We organised the 'Great Adventure' S.H.E. Camp in Victoria Falls, where our beneficiaries from Zimbabwe and Zambia had the opportunity to meet for the first time. The Camp was made even more special by the presence of passionate supporters from Catalyst Care Group, our platinum partner in the United Kingdom.

Before heading to Victoria Falls, we arranged a day trip to the Beatrice district in Zimbabwe for our guests. During this visit, we had the chance to explore the types of schools we support and witness a traditional home setup. Our guests were deeply moved by the level of need they witnessed and generously pledged to rebuild one of our beneficiary's houses, which was truly incredible.



Watch full impact video: <https://youtu.be/ujUXNXKLIPE>



The following day, we arrived in Victoria Falls and commenced our 'Great Adventure' S.H.E. Camp. This five-day event was filled with impactful activities, and it was truly phenomenal to have our big orange family gathered in one place. We enjoyed a lot of fun, formed new friendships, and created lifelong memories.

Witness the impact made through our event highlights:





Watch full impact video:  
<https://youtu.be/hUa8qKUD3h0>







Watch full impact video:

<https://drive.google.com/file/d/18jCerSSqllalmkHw-XqYMzPC0dtTVLaz/view?usp=sharing>

## Catalyst Impact Player Events Strategic Team-Building Day 2023

The entire Catalyst team travelled to Bushman Rock Safaris and participated in a 'Strategic Team Building Day', where numerous activities were held.

Hear the Catalyst Team share their key takeaways from the 'Strategic Team Building Day':



Watch full impact video: <https://youtu.be/dUbZVRUjBOY>



Now that we are all aligned and focused on working together more as a team, we are excited to direct all of our individual achievements towards accomplishing our common vision, of being recognised as the 'leading voice and ambassador of girl-child education across Africa', through our S.H.E. Programme's offering and impact. Be on the lookout as the Catalyst team is fired up and ready to continue providing the best possible support to our beneficiaries, their families, and the greater community, now and in the future.

## Advanced 8-Week Leadership Training Course 2023

The entire Catalyst team had the privilege of participating in a leadership training course facilitated by Jo Andrews, an expert from The Training Rock in the United Kingdom. The training experience became truly remarkable when we started by taking the psychology-based TRAIT Test™, which utilises animal influencers to facilitate a memorable exploration of our behaviors. This test helped us identify the animals from the pack that most strongly influence our behavior, ranging from the people-pleasing dog to the straightforward lion.

Under the guidance of Jo and her team, we delved into understanding how these animal influences impact our work. Throughout the training, Jo empowered us to leverage our strengths and recognise our vulnerabilities, enabling us to become more effective and self-aware leaders. We put the knowledge we gained, particularly in conflict management and trust-building, into practical application through various role play scenarios.

Overall, this experience was genuinely transformative for the entire team. We are grateful for the opportunity to learn from Jo and The Training Rock, and we are now equipped with valuable insights and skills that will positively shape our leadership abilities going forward.

## Fundraising Events

### Beatrice Bushpig Big Bash 2023

We collaborated with the Beatrice Sports Club Committee in Zimbabwe to establish a partnership aimed at helping us support the Beatrice community in which we operate in. During this memorable event, we were fortunate to receive generous donations from the attendees, including sports equipment, food supplies, and sanitary products. The day was filled with exciting cricket matches, showcasing great talent and sportsmanship. Additionally, the event provided numerous networking opportunities for all participants to connect and engage with one another and to learn more about our impactful S.H.E. Programme initiatives .

We are truly grateful for the support and contributions received from the Beatrice Sports Club Committee and the attendees. Their generosity has made a significant impact, enabling us to enhance the sports resources at the schools we work with, provide essential supplies, and promote a sense of community engagement.



### Catalyst Care Group's Halloween Fundraiser 2023

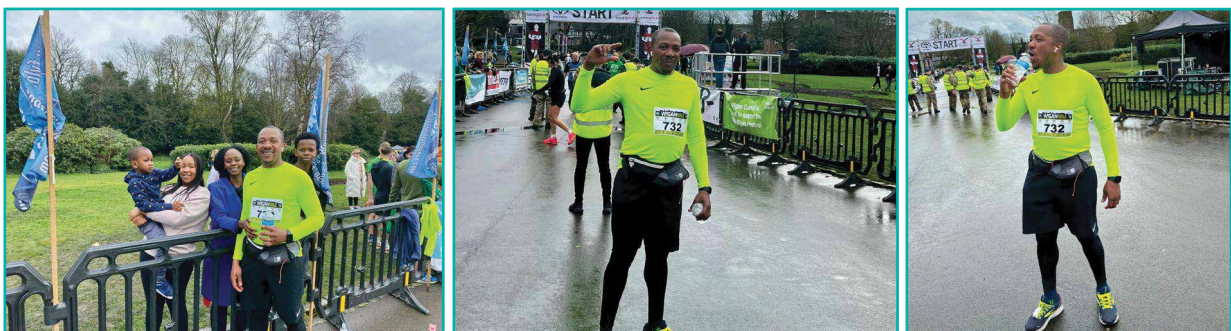
Our dedicated supporters from the Catalyst Care Group in the United Kingdom and Macedonia enthusiastically embraced the Halloween spirit by dressing up in their scariest, funniest, and most creative costumes. Their goal was to raise funds for the interior furnishings of the new family home built for two of our beneficiaries.

The participation and generosity of our supporters were truly remarkable and they managed to raise an impressive total of £140.00. We extend our heartfelt gratitude to everyone who took part in this fundraiser. Your commitment and support are deeply appreciated. We are immensely grateful for your dedication to our cause, and we look forward to continuing our journey together in making a positive and lasting impact on the lives of those we support.



### Munashe's Half Marathon Fundraiser 2023

We were thrilled to celebrate Munashe's incredible achievement in completing the Wigan Half Marathon and supporting our S.H.E. Programme. With determination and passion, he crossed the finish line in a remarkable 2 hours and 27 minutes, setting a new personal best! Not only did Munashe conquer the race, but he also raised an astounding £1000.00 to support our cause. His dedication and belief in our mission is truly inspiring.



### 'Cycle for Girls' Fundraiser 2023

Catalyst Care Group's Leaf Complex Care & LD Network brands held a fundraising event where thirteen (13) enthusiastic individuals associated with Leaf Complex Care & LD Network, raised funds by virtually cycling the length of the United Kingdom, which is 600 miles / 1000 km to support the Catalyst Foundation. (This was, at the time, the distance that all sixty-two (62) beneficiaries being supported through our S.H.E Programme, collectively, have to walk to and from school, every single day.)

What an incredible day Saturday 13th May was! Our team of cyclists smashed every single goal that they set by virtually cycling 603 miles / 1000 km in 4 hours, and raising an astounding £2,250.00

A big thank you goes to all of our amazing supporters for contributing to the success of our 'Cycle for Girls' Fundraiser, to all the clinicians who came out to support, and to the team themselves for their incredible efforts in making this day possible. Special thanks also go to Bodyworld Gym for allowing our cyclists to use their gym for this event.



### Bolton School's 'Non-Uniform Day' Fundraiser 2023

The Girls' Division at Bolton School in the United Kingdom held their 'Non-Uniform Day', which raised a staggering £1,550.70! We are proud to announce that Year 8 pupil, Taylor Musadaidzwa nominated our S.H.E Programme to be the recipients of this amazing donation. Thank you Taylor, and the entire Bolton School family for choosing to support the work that we do.



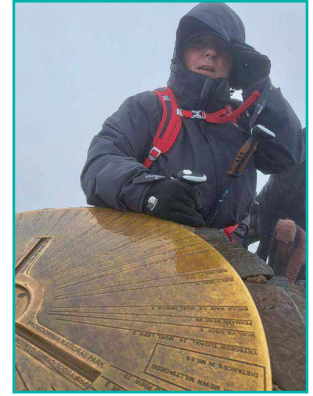
### Compliance Team's 'Cake Sale' Fundraiser 2023

Catalyst Care Group's Compliance Team held a 'Cake' Sale' where an incredible £166.00 was raised. Team members from the Compliance Team baked an assortment of yummy cakes, consisting of caramel and banana flavours, as well as biscuit balls and Nutella biscuits. In addition to this, Tina Lavoska from Registrations knitted toys and key chains too.

Thank you to everyone who took part in this event. We really do appreciate all of your efforts!

### Mount Snowdon Fundraiser 2023

Catalyst Care Group's Patricia Selway conquered Mount Snowdon and raised £145.00 for Catalyst Foundation. Mount Snowdon is the highest mountain in Wales, at an elevation of 1,085 metres above sea level, and is the highest point in the British Isles outside the Scottish Highlands. Many thanks go to Patricia for this incredible achievement.



### Econet Victoria Falls Marathon Fundraiser 2023

We had three passionate individuals who ran this event in support of Catalyst Foundation. Seeing Xandre, Abidan, and Munyaradzi in action glowing orange, and representing Catalyst Foundation as they ran their respective half-marathon races was amazing! Through our runners' efforts, they raised US\$250.00 for our S.H.E. Programme.



### #SHEWALKS 2023

Before launching our annual #SHEWALKS fundraising event, our goal was to raise £4,200.00 / US\$5,000.00. Fast forward two months later, through all of our amazing participants generosity (84 participants in total from four countries: Zimbabwe, Zambia, United Kingdom, and Macedonia), we managed to raise an astounding £9,402.00 / US\$11,851.00, with 1,500km / 932 miles walked or run! A MASSIVE thank you goes to all of our enthusiastic supporters who joined in for this year's S.H.E Walks event. Without your support, we would not have been able to achieve the success that we managed to. In addition to this, thanks go to Catalyst Care Group for sponsoring our vibrant orange shirts. See you all next year for our #SHEWALKS4!



Watch full impact video:  
<https://youtu.be/Gnmc3ldv-10>



## General Networking Events

### Women and Environmental Rights Symposium 2023

Kudzai participated in the 'Women and Environmental Rights Symposium' organised by the Women's Coalition of Zimbabwe. The symposium focused on the theme of 'Connecting Voices for Collective Action and Advocacy' and highlighted the crucial role played by women in environmental protection. It emphasised the importance of involving women in decision-making processes and creating gender-responsive policies. Lack of inclusion has led to various challenges faced by women, necessitating the need for policy changes.

One significant concern raised during the symposium was the water shortages in Zimbabwe, particularly affecting girls in rural communities. The lack of access to clean water during menstrual cycles has resulted in numerous health issues for these girls. They are forced to travel long distances to reach the nearest water sources, which are often contaminated due to sharing with animals, leaving them vulnerable.

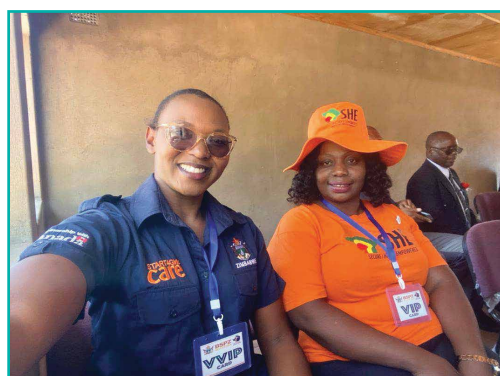
The round table discussion focused on the topic of 'The Women and Environmental Humanitarian Crisis.' Several challenges and problems were identified, including limited accessibility to reach affected women and girls, lengthy protocols during crises, lack of understandable information for the public, insufficient food and sanitary wear, increased gender-based violence cases, document destruction, resource polarisation, and lack of access to services.

To address these challenges over the next five years, several strategies and solutions were proposed. These include increasing access to simple information in local languages, enhancing the participation of women in the Civil Protection Unity and policy-making processes, rehabilitating women-run businesses, simplifying processes for NGOs to make an impact, providing temporary structures to address the raised issues promptly, increasing psychosocial support for affected women and girls, and establishing government emergency packs.

### Global Action Week for Education 2023

Education Coalition of Zimbabwe (ECOZ) hosted the celebrations at Bangari Secondary School in the Uzumba Maramba Pfungwe District in Zimbabwe, under the theme, 'Investing in a Just World: Decolonising Education Financing Now'. The event was graced by Provincial Education Directors from all the provinces, and delegates from the Ministry of Primary and Secondary Education.

During this event, ECOZ requested for the government to avail more resources and funds to the education sector, to ensure that the delivery of quality education and more resources are availed to the schools within the rural communities of Zimbabwe, especially in S.T.E.M (Science, Technology, Engineering, Mathematics) subjects, and I.C.T. A call was also made to the community to keep supporting and working hard for their community. Lastly, the N.G.O (Non-Governmental Organisation) sector along with the wider community, should keep advocating for education, as this is not a one day event!



### Rotary Club of Msasa (Zimbabwe) Introduction Meeting 2023

We were honoured to have been invited to present to a room filled with exceptional Rotarians committed to empowering individuals and communities across Zimbabwe. The Rotary Club of Msasa have been creating immense impact within these communities by funding numerous projects that have been seen to transform lives. It was an incredible privilege to be part of this prestigious event, and we look forward to hopefully working with the Rotary Club of Msasa in the future to help us increase the impact we are currently making through our S.H.E. Programme's support.



### Catalyst Leadership and Best Practice Summit 2024

The Catalyst Foundation team, led by the C.E.O. of Catalyst Foundation - Mayda Mapondera and the Brand and Relationship Manager – Daniele Zanin, attended the well-organised Catalyst Leadership and Best Practice Summit 2024 in Skopje in Macedonia between 19-20 March. The event provided a perfect environment for collaboration and strategic thinking.

Day 1 featured a keynote speech by Lisa Gonzalez, an esteemed Certified EOS Implementer®, and workshops on mastering the process component. The team explored the importance of genuine care for people in their industries and reaffirmed their commitment to making a positive impact. The Summit included panel sessions, workshops, and presentations that left the team motivated to continue learning and growing as leaders.





On Day 2, the day concluded with a powerful presentation by the Catalyst Foundation team. Mayda shared her inspiring story behind the creation of the S.H.E. Programme, addressing educational barriers for girls in Africa. Daniele showcased the significant impact of Catalyst Foundation to date, sharing transformative stories of our S.H.E. Programme beneficiaries. The audience learned about the Foundation's future initiatives and we expressed gratitude to the entire Catalyst Care Group family as our platinum partner.

**Final Reflection from our C.E.O. of Catalyst Foundation (Mayda Mapondera):**

The Catalyst Leadership and Best Practice Summit 2024 has been an incredible two-day event! I am filled with excitement and a wealth of knowledge gained from our ongoing journey of transformation, from good to GREAT.

I feel deeply inspired, motivated, and energised by the experience. It has brought valuable insights, networking opportunities, and a renewed sense of purpose and direction. Being given the opportunity to share our Catalyst Foundation journey topped it all off!"



## AWARDS AND RECOGNITION

**'CADAV Annual Philanthropic Awards Ceremony', hosted by CADAV Trust in partnership with Higherlife Foundation**

We attended the 'CADAV Annual Philanthropic Awards Ceremony', where we were seated amongst numerous organisations that are all doing impactful work within the communities in Zimbabwe. We are proud and honoured to have been the recipient of the 'Excellence in Community Empowerment and Social Impact' award!

This prestigious award recognised the impact that we are making not only in our beneficiaries' lives but in their families' lives and the greater community, through our S.H.E. Programme's offering.

Congratulations #TeamCatalyst and to the impact players for all your hard work in ensuring that our impact is consistent in everything that we do!



## VOLUNTEER PROGRAMME

### The Launch of our Dynamic Volunteer Programme

Recognising the need to restructure our Volunteer Programme, we embarked on a transformative journey to redefine the characteristics of a Catalyst Foundation Volunteer and enhance the dynamism of our programme.

To achieve these goals, we identified and outlined the following key components:

- **Purposeful Roles:** We carefully assessed and defined distinct volunteer roles that align with our organisational objectives and the needs of our beneficiaries. By ensuring that each role has a clear purpose and impact, we aim to create meaningful and fulfilling experiences for our volunteers.
- **Comprehensive Training:** We developed a training framework to equip volunteers with the necessary skills, knowledge, and understanding to excel in their roles, aimed at empowering volunteers to make a positive difference and provide them with ongoing support throughout their engagement.
- **Flexible Commitment Options:** Recognising that individuals have varying availability and commitments, we introduced flexible options for volunteers to contribute their time and skills. Whether it's short-term projects, part-time engagements, or longer-term commitments, we aim to provide opportunities that cater to diverse schedules and preferences.
- **Volunteer Support and Recognition:** We established a support system to ensure that volunteers receive regular guidance, feedback, and recognition for their contributions. By fostering a culture of appreciation and providing avenues for growth and personal development, we aim to create a rewarding and inclusive environment for our volunteers.
- **Continuous Evaluation and Improvement:** We implemented a feedback mechanism to continuously evaluate the effectiveness of our Volunteer Programme. By actively seeking input from volunteers, beneficiaries, and stakeholders, we can identify areas for improvement and make necessary adjustments to enhance the overall experience.

Through these key components, we are confident that our restructured Volunteer Programme will attract, engage, and retain dedicated individuals who are passionate about making a difference in the lives of our beneficiaries.

### Showcasing the impact made by our Volunteers:



#### Morgan Tatsvareyi (Zimbabwe)

**Volunteering Role:** Monitoring and Evaluation Officer

**Activities Performed:**

- Designed our S.H.E. Programme Monitoring and Evaluation (M and E) framework tools,
- Assisted in the facilitation of S.H.E. Clubs, Proposal Writing, and our Health Checks.



#### Catherine Chiremba (Zimbabwe)

**Volunteering Role:** Social Worker, Mentor and Research Assistant.

**Activities Performed:**

- Part of our Mentorship Programme where she actively mentors five beneficiaries in the Beatrice district.
- Implemented child safeguarding measures to her mentees.
- Assisted the Beatrice district Field Officer when conducting beneficiary home visits,



**Tafadzwa Dunira (Zimbabwe)**

**Volunteering Role:** Social Worker and Mentor.

**Activities Performed:**

- Part of our Mentorship Programme where she actively mentors five beneficiaries in the Beatrice district.
- Assisted in the facilitation of Beneficiary Skills Training Workshops.
- Assisted the Beatrice district Field Officer when conducting beneficiary home visits, and our S.H.E. Clubs.



**Lynnet Ndlukulwani (Zimbabwe)**

**Volunteering Role:** Research Assistant and Mentor.

**Activities Performed:**

- Part of our Mentorship Programme where she actively mentors five beneficiaries in the Beatrice district.
- Researched and collected data for topics about issues that affect the girl-child in the communities that we support.
- Assisted in our S.H.E. Programme facilitation in collaboration with our Programme Manager and Field Officer in the Beatrice district.



**Panashe Makufa (Zimbabwe)**

**Volunteering Role:** Media Specialist Volunteer.

**Activities Performed:**

- Captured and documented our Tree Planting Activity in the Beatrice district.
- Facilitated a collaborative partnership with Calalyst Foundation and Youngest Climate Change.



**Mildred Masvinge (Zimbabwe)**

**Volunteering Role:** Sports Volunteer.

**Activities Performed:**

- Collaborated with the Sports Coordinator to successfully organise a series of community events focused on sports in the schools we support within the Beatrice district.



**Dyson Shumba (Zambia)**

**Volunteering Role:** Monitoring and Evaluation Officer.

**Activities Performed:**

- Designed our S.H.E. Programme Monitoring and Evaluation (M and E) framework tools.



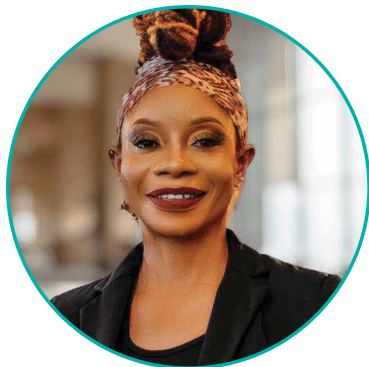
**Saneliso Ndlovu (Zimbabwe)**

**Volunteering Role:** Volunteer Field Officer and Mentor

**Activities Performed:**

- Assisted with conducting our beneficiary home visits in the Tsholotsho district, S.H.E. Clubs and Skills Training Workshops.
- Attends stakeholder meetings with the Programme Manager in the Tsholotsho district.

## NEW FACES AT CATALYST FOUNDATION



**Bertha Kabengele**  
(Save the Children  
International - Zambia)

### Board of Trustees

We would like to introduce to you and for you to get to know Bertha, our newest Trustee a little bit more.

Bertha currently lives in Zambia, where she is married with four children. Family is very important to her as it is a key source of inspiration, focus, passion, and hard work. She believes that great societies begin from and are built upon family units. Since young, Bertha has loved sport, and whilst growing up, she tried to play as many sports as possible. She was a little 'dare devil' and was always selected to be part of the school team competing in tournaments, both in primary and high school, mostly in swimming, netball, track, and field event. Later in Bertha's high school years, she became a cross country runner. In addition to her love of sport, she also loves art and crafts – which is a hobby that she is developing and growing into.

Bertha has been in the Non-Profit sector for over 16 years, where she has accumulated a mass of knowledge, through her various organizational roles, making her a valuable part of the Catalyst Foundation.

She has mainly been part of Save the Children International as a 'Programme/Project Manager' in the Zambia Country Office, where she manages various programmes across different sectors, including child rights governance, child protection, social protection, adolescent health, and climate change. This role requires Bertha to oversee a programme called 'Driving Sustainable Change for Children's Rights', which is being implemented across 20 districts in 7 provinces of Zambia. Whilst working for Save the Children International, Bertha has been involved in various projects within other organizations as well.

To begin with, she was part of the Society for Women and AIDS in Zambia (SWAZ), which exists to empower, advocate & support women & young people to address issues related to HIV/AIDS. Secondly, Bertha was the 'Programme/Project Manager' for Mwabu Zambia – a private education company that supports African primary school teachers with appropriate technology to improve learning outcomes, even in the most challenging of rural areas. Lastly, she was the 'Project Coordinator' at Right to Play International, which is an international NGO that uses sport for development.

### We asked Bertha to share with us more information about why she decided to become a Trustee, and her experiences so far as part of Catalyst Foundation:

"I was honored and privileged to become a Trustee of Catalyst Foundation in December 2022, just before the S.H.E. Programme – Zambia chapter was officially set up. I decided to accept the opportunity to become a Trustee because I am a child rights activist and have been working in the social development sector for most, if not all my professional life. I love working for children and young people, helping them not only to survive, but thrive as well. My passion for my work lies here. The mission and vision of Catalyst Foundation is well aligned to this; thus, I was very excited when the opportunity to become a Trustee presented itself. This is an important platform where I will be able to offer my skills, knowledge, and time, to contribute to the wellbeing of children, more so, the girl-child.

Today, many girls now know that they can become anything. Catalyst Foundation, through the S.H.E Programme is helping vulnerable girls become the best version of themselves, and this will leave an indelible mark and footprint in the lives of the young girls, their families, and communities in Africa. Catalyst Foundation will always be a reference point for making long lasting impact in the lives of girls and women, impact that will transcend generations of women.

To our beneficiaries, girls, always remember that you are unique, and you will bring special value to the world! In today's world, you can become anything and everything you want to be. In everything that you do, remain focused, work hard and be the very best version of yourself."

### Catalyst Impact Players

Throughout the year, we had the pleasure of welcoming several exceptional individuals to the team who have made a significant impact. These new impact players have proven themselves to be valuable assets, bringing their unique skills and expertise to Catalyst Foundation:



**Derrick Musekiwa**  
Programme Manager  
(Beatrice, Zimbabwe)



**Tatenda Masunzambwa**  
Volunteer & Sports  
Coordinator



**Sekai Nyamunda**  
Executive Assistance to  
the C.E.O.



**Simbarashe Nyoni**  
Accountant



**Gracious Kasambira**  
Media  
Specialist



**Beatrice Chishimba**  
Programme Manager  
(Chibombo, Zambia)



**Mwaka Syakwasia**  
Field Officer  
(Chibombo, Zambia)

While we celebrated the addition of new impact players, we also bid farewell to a few impact players who contributed greatly to our team. The following impact players have moved on to new opportunities, and we are grateful for their contributions during their time with us: Wendy Musonda (Zambia), Yvonne Kandeya (Zimbabwe), Patience Manyangadze (Zimbabwe), Chomba Nyemba Mubanga (Zambia), Panashe Makufa (Zimbabwe), Kudzai Magaya (Zimbabwe).

### New Beatrice District Beneficiaries

We are absolutely thrilled to introduce our two newest beneficiaries, Kudzai (left) and Mellissa (right), who have embarked on their exciting educational journey with Catalyst Foundation. Their dreams are now within reach, and we extend our heartfelt gratitude to Ellie Beasley for her generous sponsorship!

Sadly, we bid farewell to three of our beneficiaries in Zambia, Mesha (left), Grace (centre), and Olivia (right) as their families relocated to a different district.



## OUR PARTNERS AND DONORS

We extend our heartfelt gratitude to all our valued partners and donors for their unwavering belief in our vision and their invaluable support in empowering our beneficiaries in Zimbabwe and Zambia to realise their fullest potential through education and become the best version of themselves. Your generous contributions have played a pivotal role in creating positive change and making a lasting impact on the lives of those we serve.



Platinum Partner

We sincerely thank **Catalyst Care Group (CCG)** for their unwavering support as the **platinum partner** of our S.H.E. Programme. Their generous financial contributions have enabled us to empower vulnerable girls in Zimbabwe and Zambia, creating a significant impact in their lives. We deeply appreciate the ongoing partnership with CCG and their commitment to our shared vision of promoting equity and inclusivity. Together, we are making a lasting difference and shaping a brighter future for generations to come.



UK School Partner

We are delighted to express our deepest gratitude to **Tockington Manor School** for selecting Catalyst Foundation as their **Charity of the Year (2023/2024) partner**. Thank you for believing in our S.H.E. Programme's mission. We look forward to working together to create immense impact in the lives of our incredible beneficiaries.



Stationery Partner

We would like to thank **Rank Zimbabwe** for their unwavering support as our **stationery partner** in Zimbabwe. Their contribution has made it possible for our beneficiaries in the Beatrice and Tsholotsho districts to have all the essential school stationery supplies that they need to thrive in the classroom.



Period Poverty Partner

We would like to thank **Dzidzo: Safepad Initiative** for their unwavering support as our **period poverty partner** in Zimbabwe. Through this partnership, the Dzidzo team has educated girls in the Beatrice district about menstrual hygiene, provided materials and training for making reusable sanitary pads, and donated pre-made pads to ensure immediate support.



Psychosocial Partners

We would like to thank **Shanduko Yeupenyu Childcare and DREAMS** for their unwavering support as our **psychosocial counselling (PSS) partnerS** in Zimbabwe. Through this partnership, the dedicated Shanduko and DREAMS teams have provided invaluable counseling sessions to our beneficiaries in the Beatrice and Tsholotsho districts who have experienced trauma and required support. Their compassionate approach has helped our beneficiaries navigate challenges and begin the healing process.



Print Partner

We would like to thank **Paragon Printing & Packaging** for their unwavering support as our **print partner** in Zimbabwe. Through this partnership, Paragon discounts our print orders and donates our beneficiary certificates for our annual S.H.E. Camp.



Advocacy Partner

We would like to welcome **Girls and Women Empowerment Network (GWEN) Trust** as our **advocacy partner** of our S.H.E. Programme. Although this is our newest partner, we look forward to collaborating on more events in the future, advocating for the rights of the girl-child.

Thank you for being an integral part of our journey and for helping us create a brighter future together. We look forward to continuing our collaborative partnerships in the upcoming year.

According to UNESCO, 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.

In Zimbabwe, only 14% of girls complete their upper secondary school, and among the most disadvantaged, this falls to 1%. 34% of girls are married before the age of 18, and 5% before the age of 15.

In Zambia, only 27% of girls complete their upper secondary school, and among the poorest children, this falls to 3%. 29% of girls are married before the age of 18, and 5% before the age of 15.

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...

**We need to close this education gap as every girl-child deserves the right to education!**

## PARTNER WITH US ON THIS JOURNEY!

In the coming year, our focus will be on forging impactful and collaborative partnerships with organisations that can fully support all pillars of our S.H.E. Programme's bespoke support. These partnerships will enable us to expand our reach and provide more girls with the right to education, empowering them to become the best version of themselves.

By joining forces with like-minded organisations, we aim to create a collective impact that goes beyond what we can achieve individually. Together, we can make a significant difference in the lives of girls and create a brighter future for them.

**Interested in finding out how you can become involved and help us achieve this goal?**

**Contact us:**

Email: [info@catalystfn.org](mailto:info@catalystfn.org)

Contact Number: +263 78 596 5538 (WhatsApp)

## FUTURE OUTLOOK (APR 2024 - MAR 2025)

### What is ahead for Catalyst Foundation?

Following our successful expansion into Zambia and the onboarding of forty new beneficiaries to the S.H.E. Programme this year, we anticipate another year of significant impact for Catalyst Foundation in 2024/2025.

As we look ahead, we are filled with excitement to build upon the achievements of the past year. At Catalyst Foundation, we hold innovation in high regard and cultivate a culture of continuous learning and improvement within our organisation. We value leaders who embrace their strengths, recognise areas for growth, and commit to personal and professional development. With strong and innovative leadership, we can work together to achieve greatness.

Our team remains unwavering in our dedication to making an even greater impact and expanding our S.H.E. Programme initiatives to reach more girls in need. Furthermore, we have plans to forge collaborations and partnerships with like-minded organisations and local government authorities to maximise opportunities for collaboration and create the best possible outcomes for our beneficiaries, both present and future.

We eagerly look forward to what 2024/2025 has in store for us and to continuing our collaboration with our partners, donors, and supporters. We also extend a warm welcome to new supporters who wish to join our Catalyst Foundation family as we strive to create positive change in the lives of those we serve.

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

### Strategic Goal 1:

For our S.H.E Programme to be recognised as a global enabler of education, tangible and sustainable impact.

### Strategic Goal 2:

250 beneficiaries supported by our S.H.E Programme.

### Strategic Goal 3:

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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Whether you are a partner, donor, passionate supporter, girl-child advocate, or an individual with a dream of making a difference in your community, you possess the power to create tremendous change in this world. Believe in yourself and your potential, for it is never too late to make a meaningful impact. We all started somewhere, and every journey begins with a single vision.

**We express our heartfelt gratitude to each and every one of you for being a part of our 2023/2024 journey.**

It all began with one inspirational woman and her vision in 2021, and it has grown into a collective effort fueled by the dedication and support of individuals like you.



Together, we are making a lasting impact and paving the way for a brighter future.  
Thank you for being a vital part of this transformative journey.

# ANNUAL REPORT

(April 2023 - March 2024)