

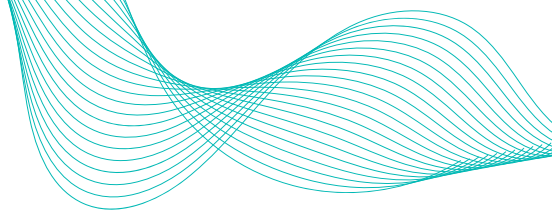


ANNUAL REPORT

(APRIL 2024 - MARCH 2025)

CELEBRATING OUR JOURNEY AND IMPACT

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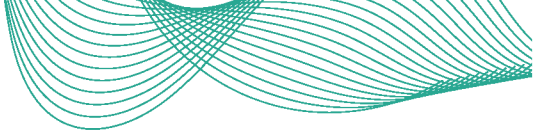


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ABOUT CATALYST FOUNDATION AND
OUR S.H.E. PROGRAMME





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 families, and the broader communities we serve.



Trevor Mapondera
Chairman /
Co-Founder



Mayda Mapondera
C.E.O. /
Co-Founder



Ashleigh Fox
Trustee



Bertha Kabengele
Trustee



Clever Nyamugodobi
Trustee



Mandhla Dhlodhlo
Trustee

About Catalyst Foundation



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.

In the past year, our organization has achieved several remarkable milestones that have significantly advanced our mission and contributed to our long-term goals. This overview highlights key accomplishments that demonstrate our commitment to our foundation values which are Family, consistency and Impact.

Key Accomplishments and Progress Update

I am excited to share the impact that we have had on the community. Over the past quarters, we've made significant strides in achieving our goals. We managed to successfully onboard a total of 26 new girls on our Programme from across all three districts, Beatrice, Tsholotsho and Zambia during the CEO tour in January. To date, we are supporting 78 girls providing financial and social support from disadvantaged backgrounds.

Additionally, we managed to successfully establish a new department, Partnerships and Fundraising, to enable and cater to the growing demand for sustainable options for the S.H.E Programme. To date, through Sponsorships and Partnerships from different facets both in the UK, Zimbabwe and Zambia, we have recorded a steady decrease on our direct costs, and we aspire to push for more support and achieve our common goal-self sustenance. CF has collaborated with Organizations such as Rank Zimbabwe, Zam-beef, Bata, Zim gold, Probands, Schweppes, Rotary Club etc where they assisted us with products that are of value to our beneficiaries and will most definitely improve their quality of life. I am also very pleased to announce the remarkable support that we got from Tockington Manor School as well as Kings Bruton School for the fundraising that they did on our behalf, which was a huge milestone in our SHE Programme. Their generosity is truly gratifying. Our sponsorship Programme has also taken a step forward with several of our girls being sponsored with our amazing Sponsors from CCG Family. We as CF, are forever grateful to this amazing gesture.

We have also expanded our Sports Programme in Zambia as sports have become one of the most powerful tools to advocate for children that are underprivileged. Launch of the Programme is underway, and all is set for this great milestone. This initiative will strategically position us at a vantage point where we are seen to be inclusive and promote diversity, hence attract partnerships and sponsors from all around the communities.

Furthermore, I would also like to report that our organization's annual S.H.E Camp 2024 was a resounding success. The camp always provides a transformative experience for our beneficiaries, offering them a chance to develop new skills, forge lifelong friendships, and create lasting memories. I want to extend my heartfelt appreciation to the staff members from CCG, Macedonia and Tockington Manor School who generously volunteered their resources, time and expertise to support the camp. A special mention was the attendance of students, staff, and parents from Tockington Manor school at the camp, which was a massive opportunity for our girls and staff to interfere with the students and parents and firsthand experiences shared from both dynamics. 2024 Camp was a significant occurrence, and it would be beneficial to highlight this in the report. Their dedication and enthusiasm were truly remarkable, and their contribution made a significant difference in the lives of the camp participants. Special mention to the SHE team, our Partners and stakeholders who gave their spirited efforts to making the camp a success.

I am thrilled to welcome our new members of staff who have joined our team in the last year. We are excited to have them onboard and look forward to seeing the valuable contributions we know they will make. Catalyst Foundation is committed to developing and supporting each team member in their respective roles as we strive to create a work environment that is inclusive, supportive, and empowering.

Challenges and Opportunities:

Despite our progress, we still face some challenges. Socio-cultural norms, poverty, and lack of infrastructure continue to hinder our efforts. However, we're committed to finding innovative solutions to these problems. Our partnership with local communities and stakeholders has been instrumental in helping us navigate these challenges.

Future Plans:

As we move forward, we'll continue to focus on scaling our program and deepening our impact. We're exploring new partnerships with organizations that share our vision, e.g. (Rotary Club, Zam-beef, Bata to mention but just a few.

Appreciation post to our Sponsors:

We have made significant strides in the foundation because of the consistent, immeasurable, uplifting support that CCG and other relevant Stakeholders such as Kingsbruton, Tockington Manor Schools in the UK, Zam beef in Zambia, Rank Zimbabwe, Bata, Zim gold, Probrands, Schweppes, Bakers – Inn and people in their individual capacities have been presenting to us. We have surely thrived because of all your trust to support us at different remarkable levels. A big thank you to CCG, our Platinum sponsor, your support means the world to us, and we are so grateful for your trust in our organization. Your generosity and expertise have made a real difference and your commitment to empowering the Girls is truly inspiring, and we are honored to have you all as a partners.

Conclusion:

As we come to the end of our year, we reflect on the incredible progress we've made together. We've shared knowledge, built connections, and inspired one another to strive for excellence. The accomplishments highlighted above reflect our organization's resilience and commitment to our core values. They position us well for future challenges and opportunities. I want to express my gratitude to each of you for your tireless efforts in supporting our mission to empower girls through education. Our organization remains committed to breaking down the barriers that prevent girls from accessing quality education.





ANALYSIS OF OUR IMPACT MADE

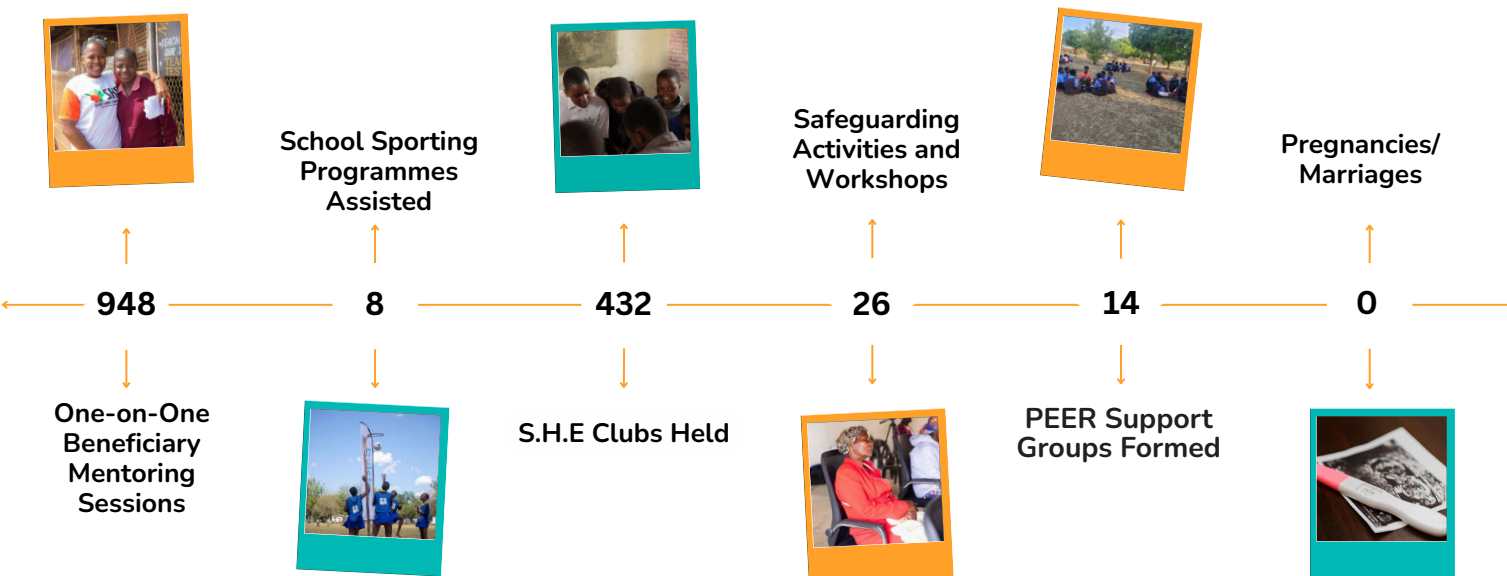
April 2024 - March 2025





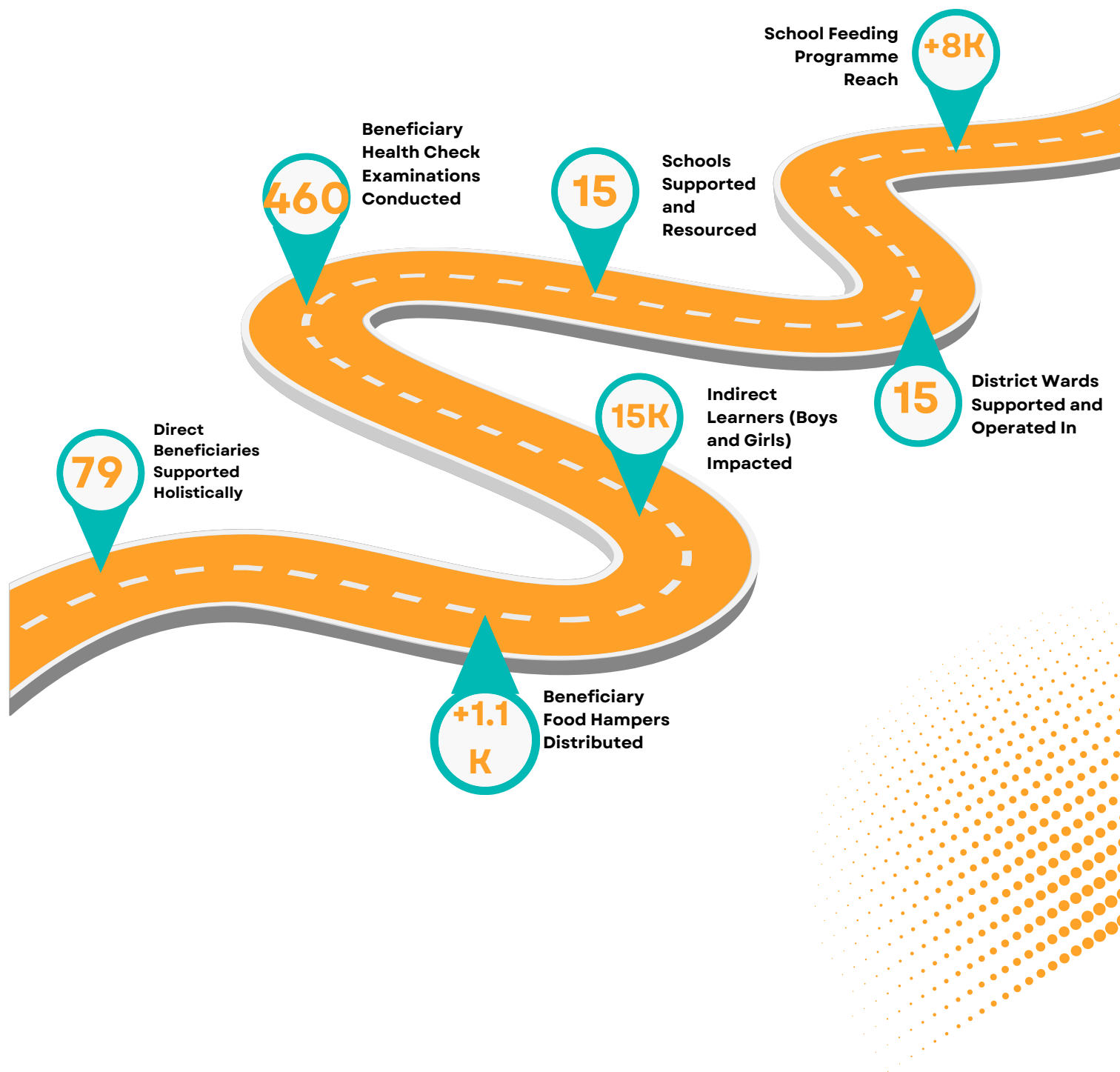
S.H.E. Programme Impact In Numbers

Zimbabwe and Zambia:



S.H.E. Programme Impact And Delivery To Date

Jan 2021 - Mar 2025:



S.H.E. Programme: Operations Manager Report

We are excited to share our progress in the implementation of priority-based programming for the period of April 2024 to March 2025. This year, we have focused on building efficiency and evidence-based programming to amplify our impact on the lives of the girls we serve and their communities.

Our dedicated and collective efforts have led to transformative outcomes, empowering beneficiaries through targeted interventions that directly address their unique needs. By strategically allocating resources and prioritizing impactful initiatives, we have fostered an environment where girls can thrive, gain skills, and pursue their dreams.

Together, we are not just changing individual lives; we are creating a ripple effect that strengthens communities and uplifts families. Let us continue to rally around this cause, working hand in hand to ensure that every girl has the opportunity to succeed and make a difference in her world. Your support is crucial in this journey towards a brighter future for all.





Psychosocial Support

(Direct Beneficiary Support)

In 2024, we continued to provide psychosocial support to our beneficiaries, delivering a total of 237 sessions across three districts with the support of DREAMS in Tsholotsho, Shanduko Yemwanasikana in Beatrice, and the One Stop Center in Zambia.

These sessions are a cornerstone of our work, addressing the emotional and psychological well-being of vulnerable beneficiaries on the program, many of whom face abuse, neglect, or other challenges that hinder their ability to thrive. Psychosocial support is not just about solving problems for these girls but empowering them to navigate their difficulties with strength and resilience.

By providing a safe space to share their experiences, we help them regain their confidence, improve relationships, and focus on their education and future. The following case studies from Zambia illustrate the transformative power of psychosocial support and its profound impact on the lives of our beneficiaries.



Beverly’s Case Study

Beverly’s story highlights the toll of emotional abuse and the importance of timely intervention. Her teachers noticed her withdrawal from peers and a sharp decline in academic performance. During a one-on-one session, Beverly revealed she was enduring verbal and emotional abuse from both her aunt and mother. The mother, struggling with the psychological scars of her own divorce, inadvertently directed her frustration toward Beverly, often berating her and sometimes resorting to physical punishment.

The aunt, living nearby, exacerbated the situation with her own verbal abuse.

Through counselling sessions with Beverly and her family, we addressed the root causes of the abuse. Beverly’s mother acknowledged her role in her daughter’s struggles and committed to changing her behaviour. She began attending school activities and supporting Beverly’s education.

Today, Beverly is slowly healing. Her academic performance is improving, and her teachers note that she is more engaged in class. Encouragingly, she has started to rebuild her peer relationships, and during a recent monitoring visit early this year, she expressed optimism about her future.



Madeline's Case Study

Madeline's case underscores the devastating effects of physical and verbal abuse. Living with her father and stepmother, Madeline was forced to miss school frequently, spending her days working in the family restaurant instead. Friends and teachers noticed her absence and raised concerns. During a one-on-one session, Madeline disclosed that her stepmother physically abused her, leaving visible scars, and verbally mistreated her. Her father, who had relocated to another town, refused to allow Madeline to live with her biological mother, despite her wishes.

Although we have not yet resolved Madeline's case, ongoing support sessions have provided her with a sense of hope and stability. Efforts to engage her father in resolving the situation continue, and we remain committed to ensuring Madeline's safety and well-being.

The Importance and Impact of Psychosocial Support

These cases represent just a fraction of the lives we touch through psychosocial support. The sessions allow us to identify and address deep-seated issues that hinder the girls' ability to thrive, whether at school or at home. By involving families and creating supportive environments, we help transform not only the lives of the girls but also their relationships with those around them. Psychosocial support is crucial in breaking the cycle of abuse, empowering girls to regain their confidence, and enabling them to focus on their education and personal growth. With each session, we take a step closer to ensuring that no girl is left behind, that every girl feels valued, and that she has the tools to overcome the challenges she faces.

Through collaboration with trusted partners and a steadfast commitment to evidence-based programming, we are building stronger, more resilient futures for girls like Beverly and Madeline. As we continue this vital work, we rally all stakeholders to remain steadfast in their support, ensuring that every girl has the opportunity to thrive in a safe, supportive environment. Together, we are creating change that goes beyond individuals, impacting families, schools, and entire communities.

Comprehensive Health Checks: Ensuring the Well-being of our Beneficiaries

(Direct Beneficiary Support)

As part of our commitment to providing holistic support, we conducted comprehensive health checks for our beneficiaries in January 2025. These annual assessments are designed to identify and address any health-related barriers to their educational success. The health checks included:

- Weight, blood pressure, and oxygen saturation monitoring
- Lung function tests, ECG, and rapid blood tests
- Urine analysis, hearing, and vision screenings

These comprehensive health checks serve several crucial purposes:

Early Detection and Intervention: By conducting these assessments, we are able to identify any potential health concerns early on, allowing us to promptly address them and mitigate any negative impacts on our beneficiaries' education.

Targeted Support: If any anomalies are detected during the health checks, we work closely with our beneficiaries and their families to provide the necessary support and interventions. This may include referrals to healthcare professionals, nutritional counselling, or the provision of essential medical supplies or treatments.

Holistic Approach to Education: We firmly believe that physical and mental wellbeing are essential components of academic success. By ensuring our beneficiaries' health needs are met, we can create an environment that is conducive to learning and personal growth.



During the reporting period of March 2024 to March 2025, we are pleased to report that most of our beneficiaries were found to be in good health., we did identify one case of malnutrition. We are working closely with the family to address this issue and ensure the beneficiary's nutritional needs are met.

Following the health checks, we also conducted a series of health and nutrition conversations with the caregivers in all three districts. These discussions aimed to empower our beneficiaries' families with the knowledge and resources to maintain good health and support their children's educational journey.

By prioritizing the physical and mental wellbeing of our beneficiaries, we are able to create an environment that fosters their academic success. We remain committed to this holistic approach, as we firmly believe that healthy learners are better equipped to thrive in their educational pursuits.



Empowering Young Minds: Menstrual Hygiene Awareness at Muda Secondary School

In line with World Menstrual Hygiene Day, we organized a comprehensive menstrual hygiene awareness program at Muda Secondary School in Beatrice District on May 31, 2024. The event, which saw the participation of 60 female and 30 male students, aimed to address the issue of period poverty and empower young learners with the knowledge and skills to manage their menstrual cycles in a healthy, sustainable, and cost-effective manner.

Through this awareness program, we aimed to empower the Muda Secondary School community by addressing the issue of period poverty at the grassroots level. By providing comprehensive menstrual health education, practical skill-building workshops, and open dialogue, we equipped the learners with the knowledge, tools, and confidence to manage their menstrual cycles in a healthy, sustainable, and cost-effective manner.

Expected Outcomes:

- Increased knowledge and awareness about menstruation and menstrual health among female learners.
- Enhanced practical skills for managing menstrual cycles.
- Greater confidence and sense of empowerment among learners regarding their bodies and menstrual cycles.
- Reduced stigma and improved open dialogue around menstruation within the school community.

District-Wide Menstrual Hygiene Commemoration in Tsholotsho and Chibombo

In addition to the event at Muda Secondary School, we also collaborated with local partners to organize a district-wide commemoration of Menstrual Hygiene Day in Tsholotsho. This initiative was made possible through a donation from a local businessman and involved partners such as DREAMS and the Women's Affairs Department.

Similarly, in Zambia, we held similar commemorations in collaboration with Environment Africa and Living Waters International. The team was able to secure menstrual pad donations from local businesses, providing enough supplies for 86 girls across our four schools in Chibombo. These district-wide efforts aimed to raise awareness, reduce stigma, and ensure access to menstrual supplies for girls in need. By working with various stakeholders and leveraging community resources, we were able to make a meaningful impact and contribute to the broader goal of achieving menstrual equity in the region.



Transforming Futures: Direct Academic Support for our Beneficiaries

Education is the most powerful tool for breaking the cycle of poverty, and our commitment to ensuring that no girl is left behind remains unwavering. This year, our Back to School initiative continued to provide critical academic and holistic support to girls in need, enabling them to return to school ready to thrive. Across three key periods—May, September, and January 2025—we rolled out the program to address the barriers that often prevent girls from accessing quality education.

Core Support provided through our Back-to-School:

The Back to School initiative is designed to meet the academic and personal needs of our beneficiaries. This year, the program offered:



Full school fees payment for all our beneficiaries, ensuring financial constraints do not hinder their access to education.



Stationery supplies to equip the girls with the tools they need to succeed in their studies.



Health checks to ensure all girls are in good health and ready to focus on their education.



Food hampers to alleviate household food insecurity, allowing girls to attend school without worry.



Exam fees payment for eight girls writing key exams at Grade 7 and Form 4, ensuring they can progress in their academic journeys without financial strain.

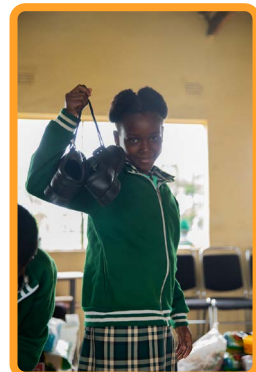


Boarding hampers for girls in boarding schools, ensuring they have essential items to make their stay comfortable

January 2025 Back-to-School Initiative: A Special Moment

This year’s January Back to School initiative held particular significance as it coincided with the CEO Tour. Our CEO personally toured all three districts, engaging directly with beneficiaries, their families, schools, and community stakeholders. This hands-on approach fostered a deeper connection between our organization and the communities we serve, allowing us to better understand the challenges faced by our girls and their families.

During the distributions, the CEO and the team personally handed out school fees, stationery, conducted health checks, food hampers, and boarding supplies, reinforcing our commitment to removing every possible barrier to education. The tour also created opportunities to celebrate the resilience of the girls and their families, while emphasizing the critical role that education plays in breaking generational cycles of poverty.



The Impact of our Educational Support

Our Back-to-School initiative goes beyond providing financial assistance—it creates an environment where girls can focus on their studies, dream without limits, and work towards building better futures for themselves and their communities. By addressing key barriers such as finances, nutrition, and health, we are giving our beneficiaries the tools to succeed academically and personally.

This past year’s program activities stands as a testament to what can be achieved when we come together with a shared vision of empowering young girls through education. Each beneficiary supported through this initiative represents a step closer to breaking the cycle of poverty, one girl at a time. As we look ahead, we remain committed to expanding the reach and impact of activities like Back to School. Together, with the support of stakeholders, communities, and families, we can ensure that every girl has the opportunity to learn, thrive, and transform her future.

Celebrating Milestones: Empowering Girls Through Academic Placement

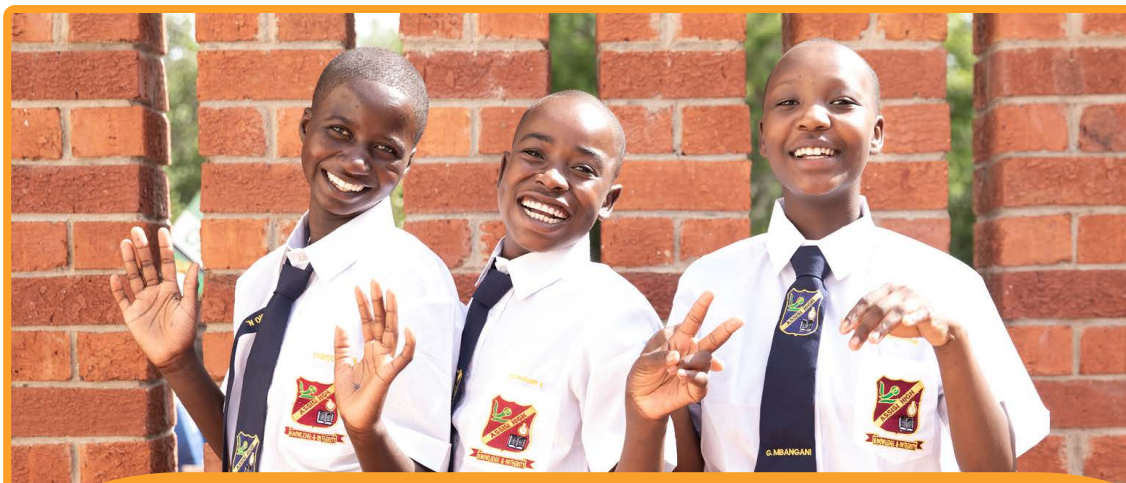
This year marked an incredible milestone in our journey to empower girls through education. We are proud to announce that we now have three girls enrolled in one of the best boarding schools in the region, St. Francis of Assisi, a school celebrated for producing high-achieving students.

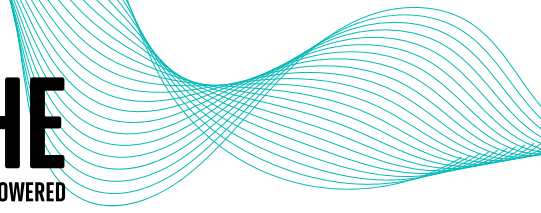
Additionally, we are thrilled to share that we have our first A-level student on the program, a testament to the transformative impact of our education support initiatives.

Three Beneficiaries at St Francis of Assisi Boarding School

In January 2025, we placed three of our beneficiaries at St. Francis of Assisi, a prestigious institution known for academic excellence and nurturing some of the brightest minds. Two of the girls joined in Form 2, while one started her journey in Form 1.

We are committed to ensuring their success by fully covering their boarding fees and providing all the necessary school and personal requirements. This placement represents a significant step in our mission to provide high-quality education opportunities for girls who might otherwise face limited access to such institutions. We believe that by attending a school of this calibre, these girls will gain the confidence, knowledge, and skills they need to excel academically and beyond.





Our First A-Level Learner: A Trailblazer for the S.H.E. Programme

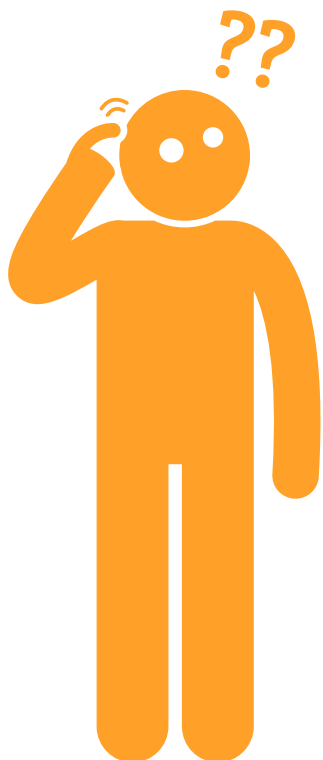


We are equally excited to celebrate our first A-level student on the program! After passing her Form 4 exams, she has advanced to A-levels at Nemane High School, opening doors to even greater academic and career opportunities. This achievement is a source of immense pride, and we are inspired by her determination and hard work.

As she embarks on this new chapter, we wish her all the best and will continue to provide her with the support

she needs to excel in her studies. Her journey serves as a beacon of hope and inspiration for other girls in the program, proving that with the right support, anything is possible.

Why these Milestones Matter



Education is more than just a right—it is a gateway to opportunity, empowerment, and independence. By placing girls in top-tier schools and supporting them every step of the way, we are not only improving their academic prospects but also equipping them with the tools to break generational cycles of poverty. These achievements are a direct result of our holistic support model, which addresses financial barriers, provides essential supplies, and fosters an environment where our beneficiaries can focus on their education.

The ripple effect of this support will not only change the lives of these girls but also positively impact their families and communities. As we celebrate these milestones, we are reminded of the immense potential of each girl in our program. Their success is a testament to the power of education, and we remain steadfast in our mission to provide more girls with the opportunity to learn, thrive, and achieve their dreams. Together, we are building a brighter future, one girl at a time.



Read Ahead Project: Transforming English Proficiency through Creative Learning

English comprehension and proficiency remain significant challenges in rural schools, where access to quality resources and tailored learning support is often limited. In response, we launched the Read Ahead Project, a dynamic and engaging initiative designed to improve English reading and comprehension skills among learners, including our beneficiaries. This project, running from March 2024, featured Spelling Bee competitions and the innovative Word Attack initiative, aimed at making English literacy both fun and impactful.

Why the Read Ahead Project?

For many learners in rural schools, limited English proficiency poses a barrier to academic success across all subjects, as English often serves as the medium of instruction. Poor comprehension skills hinder learners' ability to grasp concepts, express themselves confidently, and perform effectively in exams. We recognized the urgent need to address this challenge in an engaging way that not only builds skills but also fosters a love for learning. The Read Ahead Project was designed to:



- Enhance English proficiency and comprehension by focusing on vocabulary building, reading fluency, and critical thinking.
- Boost learners' confidence through interactive and competitive activities that celebrate progress and achievement.
- Promote collaboration and peer learning through inter-school competitions, where learners could share ideas and motivate each other to excel.



What we did: Activities and Engagement

Spelling Bee Competitions

These competitions captured the attention and excitement of learners across all three districts. By challenging students to master spelling and pronunciation, the Spelling Bees helped expand their vocabulary and improve their language retention. Learners gained confidence as they competed in front of their peers, celebrating each victory and learning from every mistake.

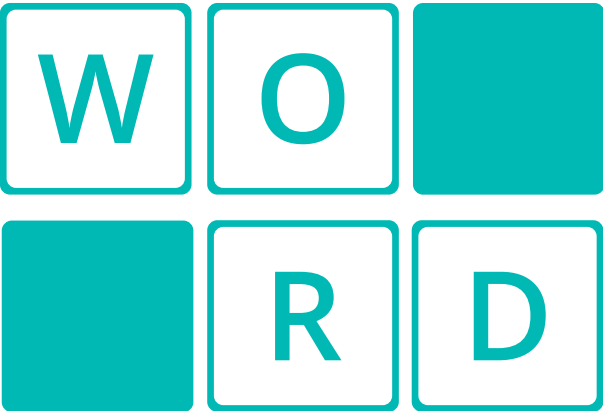
Inter-School Competitions:

In October 2024, we hosted inter-school competitions in all three districts, bringing together learners to showcase their progress in a collaborative and competitive environment. These events served as a platform for schools to celebrate their students' achievements while fostering a sense of community. The energy and enthusiasm were unparalleled, with students, teachers, and parents alike rallying behind their teams.

To further incentivize excellence, we plan to introduce an annual floating trophy for future competitions, symbolizing not just victory but also the commitment to continuous improvement and teamwork.

Word Attack Initiative:

This creative program encouraged learners to break down words, understand their roots, and build a deeper understanding of their meanings. By exploring how words are formed and used in context, students developed critical reading and analytical skills. The initiative became a favorite activity in classrooms, making literacy education more interactive and enjoyable.



The Impact on Learners and Schools

The Read Ahead Project has had a transformative impact on both learners and their schools:



Improved Confidence: Learners demonstrated greater self-assurance in expressing themselves in English, both orally and in written form. This newfound confidence is spilling over into other subjects, improving overall academic performance.



Enhanced Classroom Dynamics: Teachers reported increased student engagement and participation in English lessons, with learners showing a genuine interest in expanding their vocabulary and comprehension skills.



Fostering a Love for Learning: The creative and interactive nature of the activities motivated learners to view English not as a challenge but as an exciting opportunity to grow.



Building Community: The inter-school competitions fostered collaboration among schools, creating a shared commitment to academic excellence and community involvement.

Looking Ahead

The success of the Read Ahead Project has reinforced our belief in the power of education to transform lives. By addressing English proficiency challenges head-on, we are opening doors for learners to access greater academic and career opportunities. Our vision is to make the Read Ahead Project an annual fixture, evolving and expanding it to reach even more learners and schools. As we reflect on this initiative, we are inspired by the resilience and determination of the learners who participated. Their progress reminds us that every girl, no matter their background, has the potential to excel when given the right tools and opportunities. The Read Ahead Project is more than just a literacy program—it is a step toward leveling the playing field and ensuring that learners in rural schools can compete on equal footing with their urban counterparts. Together, we are building a brighter future through the power of education.

Extra Tutorials: Bridging the Gap for Academic Success

In response to the persistent challenges faced by our beneficiaries, particularly those in exam classes, we launched an Extra Tutorials Initiative aimed at addressing the high teacher-to-student ratios and other barriers to effective learning. This program was designed to provide targeted academic support to targeted beneficiaries who were struggling to keep up with their peers, ensuring they had the resources and guidance needed to succeed. The extra lessons, conducted throughout the year, focused on core subjects critical for exam success. By creating smaller, more focused learning environments, we were able to provide personalized attention to learners, helping them grasp difficult concepts and build confidence in their abilities. The impact of this initiative was evident in the third-term results, which showed a marked improvement in performance across the board. This progress underscores the importance of tailored academic interventions.

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I HELP YOUNG GIRLS FIND THEIR VOICE,
IN A WORLD WHERE THEY HAVE LITTLE
CHOICE.
WITH EDUCATION AND SUPPORT, I STAND,
EMPOWERING FUTURES, HAND IN HAND.
WHAT AM I?

Beneficiary Progress Assessments: A Data-Driven Approach

To complement the extra tutorials, we implemented a rigorous Progress Assessment Program, conducting a total of 474 assessments for all beneficiaries between April 2024 and March 2025. These assessments served as a critical tool for monitoring academic performance and identifying students in need of additional support. By analyzing the data collected, we were able to develop targeted remedial support plans for learners with specific challenges, ensuring that no beneficiary was left behind.

This data-driven approach has been instrumental in maximizing the effectiveness of our interventions. Teachers and facilitators were able to focus their efforts on areas where learners needed the most help, resulting in measurable improvements in comprehension, retention, and overall academic performance. The progress assessments also provided valuable insights into the broader challenges faced by our beneficiaries, enabling us to refine our strategies and better address systemic issues.

The Extra Tutorials Initiative and Progress Assessment Program are more than just academic interventions—they are a lifeline for girls Moreso our beneficiaries who face significant barriers to education. By providing targeted support and closely monitoring progress, we are not only improving academic outcomes but also fostering a culture of resilience and determination among our beneficiaries. These programs are a testament to our commitment to ensuring that every child, regardless of their circumstances, can reach their full potential.

As we look ahead, we remain dedicated to expanding and refining these initiatives, with the goal of creating a more equitable and inclusive education system. The success of these programs this year has laid a strong foundation for future efforts, and we are excited to continue building on this momentum to empower even more learners in the years to come

Fostering Collaboration through Parent-Teacher Engagements and Teacher-Student Meetings



Recognizing the critical role that collaboration plays in the academic success of learners, we prioritized Parent-Teacher Engagements and Teacher-Student Meetings across all our beneficiary schools. This initiative, spanning every school term since last year, was aimed at fostering open communication, building trust, and aligning efforts between

stakeholders to improve academic outcomes. With the goals of nurturing a supportive academic environment and addressing challenges proactively, this approach has already begun showing significant benefits for both learners and their schools as well as the parents of the beneficiaries.

We noticed that in our beneficiary school, a lack of consistent communication between parents and teachers often leads to gaps in understanding the needs and progress of learners. To bridge this gap, we continued facilitating structured Parent-Teacher Engagements each term. These meetings provided an

opportunity for parents to:

Understand their child's academic progress through reports and direct discussions with teachers.

Discuss challenges their children face, whether academic, social, or emotional. Collaborate with teachers on actionable solutions to improve performance and attendance.

Gain insights into the importance of education and their role in supporting their children's studies at home.

Teacher-Student Meetings: A Personalised Approach

In addition to engaging parents, we conducted Teacher-Student Meetings every school term to provide a platform for personalized academic support. These meetings allowed students to:

- Discuss their individual academic challenges with teachers in a confidential and supportive setting.

- Set realistic academic goals for the term, guided by the teachers.

- Receive motivation and mentorship, empowering them to aim higher in their studies.

- Build trust and open communication with their educators, fostering a positive learning environment.

Benefits and Impact on Academics

These engagement initiatives have already begun yielding remarkable results. By creating a collaborative and supportive ecosystem, we have observed the following benefits:

Improved Academic Performance: Regular communication between parents, teachers, and students has helped identify and address learning gaps earlier, enabling our beneficiaries to perform better.

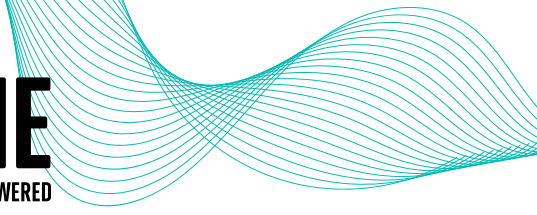
Increased Parental Involvement: Parents are now more invested in their children's education and are playing an active role in supporting their academic journey at home.

Enhanced Teacher-Student Relationships: Teachers report that our beneficiaries are more open to seeking help and feel more motivated to excel academically.

Better Attendance Rates: With parents and teachers working together, our SHE girls are more consistent in their attendance.

The initiative was born out of a need to address the unique challenges facing beneficiaries in their schools. High teacher-to-student ratios, limited parental involvement, and a lack of mentorship often result in poor academic outcomes. By facilitating these engagements, we sought to:

- Break the communication barriers between parents, teachers, and students.
- Encourage a shared responsibility for academic success.
- Promote a culture of accountability and collaboration in the school community.
- Provide learners with comprehensive support to help them realize their full potential.



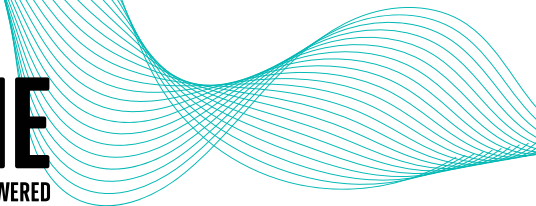
Intended Outcomes

Our long-term vision for this initiative is to create a self-sustaining culture of collaboration and accountability in beneficiary schools. Specifically, we aim to:

1. **Ensure Every beneficiary Receives Individualized Attention:** With parents and teachers working together, we hope to address their unique needs effectively.
2. **Strengthen School Communities:** By fostering trust and collaboration, we aim to create a supportive environment where education is a shared priority.
3. **Raise Academic Standards:** Through improved communication, mentorship, and targeted support, we aim to see consistent improvements in the SHE girls performance.

The Parent-Teacher Engagements and Teacher-Student Meetings are evidence of our quest to improving academic outcomes and fostering a nurturing environment for our SHE girls. By bringing together parents, teachers, and beneficiaries, we are creating a unified front to tackle academic challenges and build a brighter future for our beneficiaries. These efforts are not just about improving grades — they are about empowering communities to take charge of their children’s education and ensuring that no child is left behind





Empowering Futures through Skills Training: A Transformative Initiative across three Districts



In 2024, we embarked on yet another skills training initiative for our beneficiaries. This initiative was born out of a desire to equip learners with practical, income-generating skills that could complement their academic pursuits and empower them for a brighter future. What started as an experiment has now evolved into one of our most impactful programs, touching lives and sparking creativity in over 600 learners across our beneficiary schools. These trainings are not just about learning a craft — they are about building confidence, harnessing potential, and fostering independence. Through skills like weaving baskets, baking, bead-making, financial literacy, and hairdressing, we are helping learners unlock opportunities and discover talents they never knew they had.

While our skills training initially focused on weaving, baking, and hairdressing, the real breakthrough came when we introduced bead-making in March 2024 at Dombo Primary School. This activity became the turning point of our program, igniting a passion among learners and reshaping the trajectory of our skills training initiative.

Under the guidance of a local facilitator — a true master of the craft — the girls quickly began learning how to create beautiful, intricate items such as key holders, mats, and bags. The facilitator’s expertise and engaging teaching style made the sessions both enjoyable and highly effective, allowing learners to grasp techniques at an impressive pace. Today, several of our beneficiaries have become proficient artisans, capable of completing a bag or other beadwork items independently without supervision. Among these rising stars, Nomsa and Zithelo stand out as exceptional talents, mastering the craft with remarkable skill and creativity.



Skills Training at our S.H.E. Camp in Kariba, Zimbabwe



To celebrate and showcase the progress of our beneficiaries, we presented their freshly crafted wares at the Kariba Educational Camp in August 2024. The event was a proud moment for everyone involved, as learners displayed their creations to a captivated audience. The feedback and admiration they received were not only a testament to the quality of their work but also a powerful motivation for them to continue honing their skills. This public display of craftsmanship provided learners with a sense of accomplishment, boosted their confidence, and demonstrated the tangible value of their newfound abilities.

Widespread Impact: Training across three Districts

Since the inception of the program, we have successfully trained over 650 learners across our four beneficiary schools, covering all three districts. The initiative has not only equipped participants with practical skills but also fostered a sense of community, collaboration, and shared purpose among them. The variety of skills offered — from basket weaving to financial literacy — ensures that every learner has an opportunity to explore their interests and talents. Whether it's crafting beautiful beadwork or learning how to manage finances, each skill contributes to the learners' personal and economic development.

Why we did it

In rural communities, access to formal employment opportunities is often limited. By introducing skills training, we aimed to:

- **Diversify Opportunities:** Equip learners with practical, income-generating skills they can use to support themselves and their families.
- **Boost Confidence and Creativity:** Encourage learners to express themselves through creative outlets while building self-esteem.
- **Bridge Economic Gaps:** Provide alternative pathways to financial independence, especially for girls who often face economic and social challenges.
- **Enhance Life Skills:** Teach not only practical crafts but also essential life skills like financial literacy, entrepreneurship, and problem-solving.

This initiative aligns with our broader mission of empowering girls to take control of their futures and break the cycle of poverty in their communities.



The Journey Ahead: Sustaining the Momentum

As we reflect on the success of this year’s skills training, we are more committed than ever to expanding and refining the program. Our plans for the future include:

- ▶ Scaling the Initiative: Reaching more schools and learners across the districts.
- ▶ Advanced Training: Introducing higher-level skills and techniques for learners who have mastered the basics.
- ▶ Entrepreneurial Support: Equipping learners with marketing and business skills to turn their crafts into sustainable income streams.
- ▶ Community Engagement: Encouraging community buy-in and support to create a thriving ecosystem for skills development.

Our skills training initiative has proven to be a transformative force, empowering over 600 learners with practical skills that will serve them for a lifetime. From the intricate beadwork of Lungile and Thuba to the collective creativity displayed at the Kariba Educational Camp, these efforts are a testament to the untapped potential within each of our beneficiaries. This program is not just about teaching skills — it’s about inspiring dreams, unlocking potential, and building brighter futures for the girls in our program. By continuing to invest in skills training, we are laying the foundation for a generation of empowered, self-reliant, and confident young women ready to take on the world.



Bicycle Donation Initiative thanks to Tockington Manor School

In many rural communities in Zambia, the challenge of distance to school remains a significant barrier to achieving equitable education. For our beneficiaries, particularly the girls, the journey to school often begins at 4:00 AM, requiring them to walk several kilometers just to reach their classrooms. This arduous trek not only leads to physical exhaustion but also hinders their ability to engage fully in their studies, impacting their overall educational experience and retention rates.

To combat this challenge, we launched a targeted Bicycle Donation Initiative, specifically for our 10 beneficiaries enrolled in the program. This initiative aimed to provide a practical solution to help students overcome the barrier of distance, ensuring they could attend school regularly and arrive energized and ready to learn.

Why we did it?

The Bicycle Donation Initiative is part of our ongoing commitment to removing systemic barriers to education. We firmly believe that access to education is a fundamental right, and no child should have to compromise their safety or well-being to receive it. By addressing the issue of distance, we are not only facilitating better attendance but also promoting a culture of learning and ambition among our beneficiaries.

Impact of the Bicycle Donations

The donation of 10 bicycles has had a transformative impact on the lives of our beneficiaries. Here are some of the key outcomes:

Enhanced Attendance Rates

With the provision of bicycles, our beneficiaries can now travel to school more efficiently. The result has been a significant increase in attendance, with learners no longer missing classes due to the long and exhausting walk.

Improved Academic Performance

Arriving at school on time and without the fatigue associated with lengthy walks has led to heightened focus and engagement in the classroom. Teachers have observed a marked improvement in participation and academic performance among the beneficiaries who received bicycles.

Increased Safety

The long distances and early morning walks often pose risks for girls, including harassment and unsafe encounters. By providing bicycles, we have enhanced their safety during commutes, allowing them to travel more quickly and securely.

Empowerment and Confidence

The ability to ride a bicycle has instilled a sense of empowerment and independence in our beneficiaries. They now have the means to manage their own travel, which fosters confidence both in themselves and in their educational pursuits.



Our goal with this initiative is to create a sustainable impact that ensures every child, especially those in rural areas, has access to quality education. Specifically, we aim to:

- Reduce dropout rates linked to travel difficulties.
- Empower our beneficiaries to take charge of their education and futures.
- Foster a supportive community that values education and encourages students to pursue their dreams.

We extend our deepest gratitude to [Tockington Manor School \(UK\)](#) who made this initiative possible. The joy and determination reflected in the faces of our beneficiaries as they ride their bicycles to school are a testament to the importance of this program. Together, we are building a future where distance is no longer an obstacle to education. This initiative is just the beginning. We look forward to expanding our efforts and providing even more beneficiaries with the means to thrive in their educational journeys.



Home Visits and Beneficiary Impact

Why we conduct Home Visits

Education is not just built in the classroom—it thrives when there is collaborative support from both schools and homes. Recognizing the importance of parental and caregiver engagement in a child’s education, we conducted 683 home visits between April 2024 and March 2025. These visits were aimed at:

- Strengthening the involvement of parents and caregivers in the education of their children.
- Offering guidance and support to families on how to help their children succeed academically.
- Addressing socio-economic challenges that might hinder the beneficiaries' ability to excel in school.
- Identifying specific barriers, such as poor housing and WASH (Water, Sanitation, and Hygiene) needs, that contribute to an uncondusive learning environment at home.

We believe that engaging families directly in their own homes fosters trust, collaboration, and a shared commitment to the academic success and well-being of the girls.



Impact of Home Visits

The home visits have created a ripple effect of positive change for both the beneficiaries and their families. Here are some key outcomes we have identified:

Improved Parental Involvement

Parents and caregivers now take an active role in their children’s education. Many have started helping the girls with homework and general schoolwork, a shift from previous disengagement. This involvement has proven to be a catalyst for improved academic performance.

Steps Toward Academic Support

Four parents took a proactive step by enrolling their children in extra lessons after observing their academic struggles. This decision reflects a growing awareness of the importance of supplementing classroom learning.

Open Communication with Families

The home visits have built trust and openness with families. Parents and caregivers now feel comfortable discussing issues affecting their children or families, such as financial difficulties, illness, or other social challenges. This openness allows us to identify problems early and provide practical solutions or referrals where necessary.

Identifying WASH and Housing Needs

Through these visits, we identified that six girls are living in dilapidated housing with inadequate water, sanitation, and hygiene (WASH) facilities. These unsuitable living conditions not only affect their health but also hinder their ability to concentrate on schoolwork. As part of our future plans, we aim to assist these families in building decent houses with appropriate WASH facilities to ensure the girls have a safe and conducive home environment for learning.

Looking Ahead: The Need for WASH Support

While the home visits have been instrumental in improving family engagement, they have also highlighted critical gaps in the living conditions of some beneficiaries. The lack of proper housing and WASH facilities is a pressing issue that requires immediate attention. Our future goals include:



01

Providing WASH support

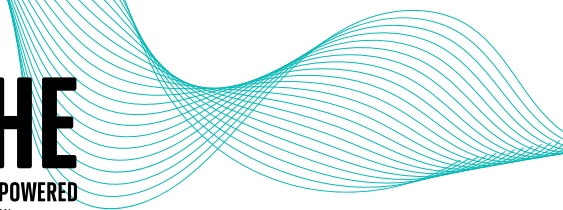
to ensure access to clean water and proper sanitation for the affected families.

02

Supporting Families

in building decent housing that provides a safe and conducive environment for our beneficiaries to thrive.

The home visits have proven to be a powerful tool in transforming the educational journey of our beneficiaries. By bridging the gap between school and home, we have seen parents, caregivers, and students work together to achieve better academic outcomes. With the continued support of our partners and donors, we are optimistic about making further strides in addressing the challenges faced by our beneficiaries, ensuring that every girl can succeed. We remain committed to empowering families and transforming lives—one home visit at a time.



A YEAR OF IMPACT: SHE CLUBS IN ACTION

April 2024 to March 2025, we conducted 434 SHE Club sessions across 14 schools in three districts. These clubs have directly impacted hundreds of learners, creating a ripple effect of empowerment throughout their communities.

Notably, three SHE Club members—Regina Malambo, Esnart Mwiinga, and Aproxina Mwiinga—have been selected as school prefects due to the leadership skills they honed in the clubs, a testament to the transformative power of this program.

The sessions, facilitated by matrons and volunteers, covered critical topics such as:

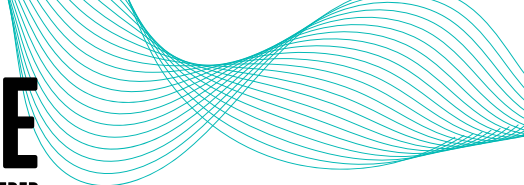
- Climate Change
- Decision-Making and Time Management
- Bullying and Drug/Substance Abuse
- Sexual and Reproductive Health (SRH)
- Through these discussions, learners have gained a deeper understanding of the dangers of early sexual debut, HIV/AIDS prevention, and the importance of self-respect and resilience.

177 members

Chibombo Zambia

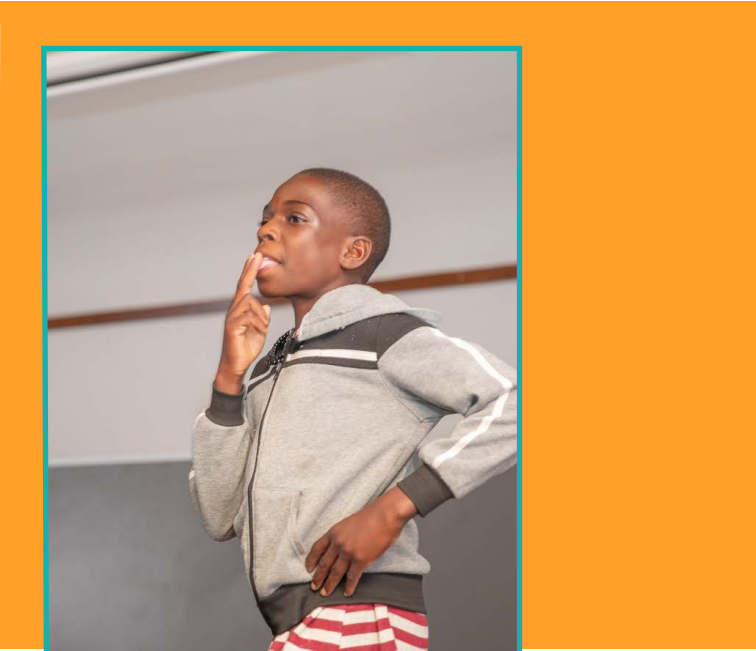
200 members

Tsholotsho district



Building Confidence

One of the most remarkable outcomes of the SHE Clubs is the confidence and self-belief they instill in their members. Through activities such as talent shows, members have found their voices and learned to express themselves freely. This newfound confidence is evident in the way learners actively participate in discussions, take on leadership roles, and advocate for themselves and their peers. The SHE Clubs have also become a space for revision and academic support, as they revisit topics taught in class, enabling learners to grasp and apply key concepts more effectively. This supportive, collaborative environment has nurtured a spirit of teamwork and competition, driving members to work harder and aim higher in their academic pursuits.



Promoting Child Protection and Health Awareness

The SHE Clubs have played a pivotal role in addressing child protection issues, such as bullying, child abuse, and harmful practices in Beatrice district. By creating a safe space for open dialogue, the clubs have empowered learners to stand up for their rights and seek help when needed. Health education has also been a major focus, with a significant percentage of beneficiaries receiving guidance on topics like menstrual health, hygiene, and HIV/AIDS prevention. These efforts have contributed to creating a safer, healthier environment for learners, reducing stigma, and improving their overall well-being.

A Guide for Growth: The S.H.E. Club Module

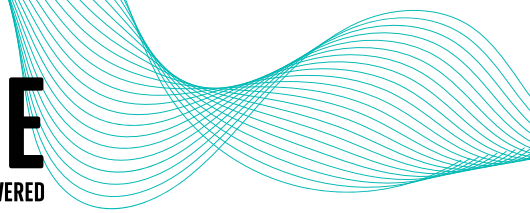
The introduction of the SHE Club Module Guide has been a game-changer, providing structured content and activities that have enhanced the quality of club sessions. With topics ranging from decision-making to climate action, the guide has empowered facilitators—both matrons and volunteers—to deliver impactful lessons that resonate with learners and inspire action.



The SHE Clubs are not just a program—they are a movement. They represent the collective potential of young learners to drive change in their communities. We invite you our readers to join us in this mission by contributing ideas, resources, and support for exciting new activities and initiatives. Imagine the possibilities:

- Workshops on entrepreneurship and financial literacy
- Sports and arts programs to build teamwork and creativity
- Community service projects to amplify the impact of SHE Clubs beyond school walls
- Together, we can take the SHE Clubs to new heights, empowering even more young people to become the leaders of tomorrow.

The SHE Clubs are transforming lives, breaking barriers, and creating a brighter future for young learners across Zambia and Zimbabwe. With your support, we can continue to make the club sessions bigger and better.



Peer Support Groups: Fostering Connection, Growth, and Resilience

In September, we launched our transformative Peer Support Groups, a cornerstone of our program that has already begun to shape the lives of our young beneficiaries. With more than 20 groups established across all our beneficiary schools, these initiatives are creating safe spaces for participants to connect, learn, and grow—empowering them to overcome challenges and thrive both academically and emotionally.



The Purpose behind our Peer Support Groups

The introduction of Peer Support Groups was inspired by the belief that shared experiences and mutual support can create lasting change. Adolescence is a time filled with unique challenges, from academic stress to self-esteem struggles. These groups aim to tackle these challenges head-on by:



Enhancing Emotional Well-being:

Girls are encouraged to express their feelings, share their experiences, and receive encouragement from their peers, creating a much-needed outlet for emotional relief.



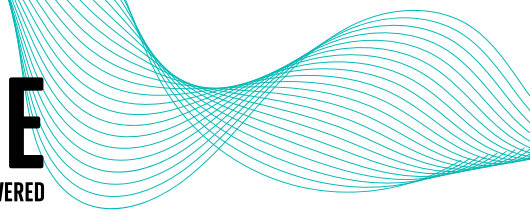
Fostering a Sense of Community:

Building a network of friendships and support systems that help participants feel connected and understood.



Encouraging Personal Development:

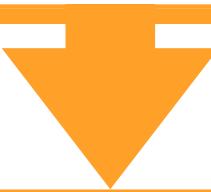
Providing platforms for collaborative learning, shared problem-solving, and life skills development.



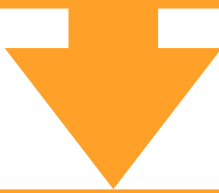
Our Impact Stories of Transformation

The results of our Peer Support Groups have been both heartwarming and inspiring, with participants reporting a stronger sense of confidence, improved communication skills, and a newfound sense of belonging.

Stronger Connections: Many girls have formed meaningful friendships that have become their lifeline during tough times. The collective bond has fostered a culture of mutual support and solidarity.



Empowered Through Shared Experiences: The act of sharing personal challenges and hearing others’ stories has helped participants feel less alone and more empowered to tackle obstacles.



Improved Academic Performance: Peer-to-peer learning has proven to be a game-changer. By studying together and having discussions led by competent peers (under the guidance of mentors), members have improved their grasp of subjects and boosted their grades.

In Zambia, 18 groups were formed across four schools, benefiting 164 learners. In Nachiyaba school, for example, 40 members actively engage in peer-led study sessions, where students freely discuss difficult subjects and life challenges. This collaborative approach is especially helpful for students with no support system at home.

In Tsholotsho, the Peer Support Group at Sikente Primary was formed under the guidance of a Grade 5 teacher. The group, consisting of 20 learners, focused on improving English comprehension and study techniques. While progress has been slower at Sikente Secondary, other schools like Nemane and Dombo Primary have seen notable improvements in grades, demonstrating the potential of this initiative to transform academic performance.



Leadership and Confidence Building

One of the most profound impacts of Peer Support Groups has been the development of leadership skills among the group leaders. Those who spearhead discussions and facilitate peer learning have grown in confidence and now exhibit stronger leadership abilities—qualities that will serve them beyond the classroom.



Challenges and Opportunities

Though the initiative has been a success overall, certain challenges have emerged. For instance, the intended outcomes at Sikente Primary and Secondary have been slower to materialize. These instances provide valuable lessons on the need for consistent mentorship and tailored approaches to meet the specific needs of each group.



Looking ahead, we see endless opportunities to strengthen and expand these groups. Ideas from our stakeholders and supporters could help us innovate and enhance this initiative further, ensuring even greater impact.

Why Peer Support Groups Matter

Peer Support Groups are more than just study circles—they are safe spaces where young minds can grow, connect, and build resilience. They teach life skills, encourage emotional healing, and foster academic success, all while creating a stronger sense of community. As we continue to expand and refine this program, we invite our readers and partners to contribute ideas, resources, or expertise. Together, we can ensure that every beneficiary has access to the support they need to thrive.

TransiPrep: Empowering Girls for Life's Journey

The introduction of TransiPrep stems from our commitment to addressing the gaps in support systems for adolescent girls as they transition into adulthood. Adolescence is a time of immense change, marked by new roles, responsibilities, and challenges in education, relationships, and personal growth. Many girls face societal pressures, limited access to resources, and a lack of guidance during this period. TransiPrep was created to bridge these gaps by providing a structured platform for empowerment, skill-building, and mentorship.

Building Confidence and Self-Esteem:

Girls who have participated in TransiPrep sessions report increased confidence and self-expression. For example, in Zambia, participants at Chiyabamanzi School have gained the courage to face challenges head-on and make informed decisions about their futures. This newfound confidence is a testament to the program's focus on personal growth and empowerment.

Equipping Girls with Life Skills

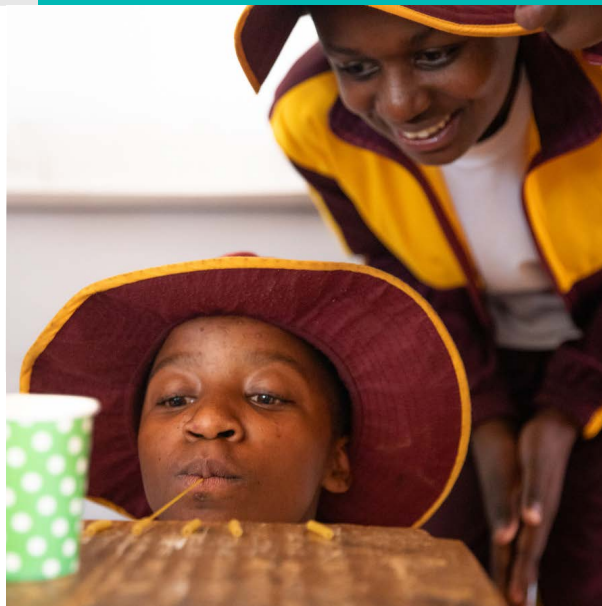
TransiPrep sessions cover critical topics such as decision-making, problem-solving, and academic skills. These lessons are designed to prepare girls for the realities of adulthood, whether they pursue tertiary education, enter the workforce, or take other paths. In Tsholotsho, the program's emphasis on study techniques and decision-making has already contributed to improved academic performance among participants.

Celebrating Achievements:

The program not only equips girls with skills but also celebrates their milestones. In Zambia, eight girls were awarded certificates of completion and participation, with a successful woman delivering an inspirational talk to send them off. These moments of recognition reinforce the value of their efforts and inspire them to aim higher.

Creating a Ripple Effect:

TransiPrep's impact extends beyond individual participants. By empowering girls to become confident, skilled, and independent, the program is fostering a generation of young women who can inspire and uplift their peers, families, and communities.



The transition from adolescence to adulthood is one of the most transformative and challenging phases in a young person's life. Recognizing the unique hurdles faced by adolescent girls during this critical period, we proudly launched the TransiPrep initiative in September 2024. This program is designed to equip girls with the essential life skills, confidence, and knowledge they need to navigate their journey into adulthood successfully. By focusing on personal development, career readiness, and social responsibility, TransiPrep ensures that participants are prepared to make sound decisions and thrive in whatever paths they choose after leaving the program.

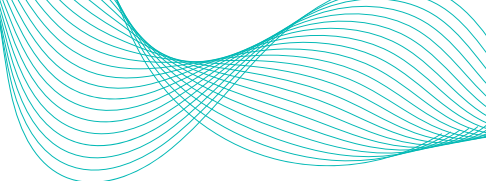


TransiPrep is more than just a program—just like the SHE clubs it is a movement to ensure that every girl has the tools and support she needs to succeed. By incorporating this initiative into our programming, we aim to create a lasting legacy of empowerment and resilience. The program's success in Zambia, Beatrice and Tsholotsho demonstrates its potential to transform lives, and we are committed to expanding its reach and impact in the years to come. As we reflect on the early successes of TransiPrep, we are reminded of the importance of investing in adolescent girls. By equipping them with the skills and confidence to navigate life's challenges, we are not only shaping their futures but also contributing to the development of stronger, more equitable communities. Together, we can ensure that every girl has the opportunity to thrive and make her mark on the world.



Annual S.H.E. Camp Impact Report





Fostering Community and Personal Development

In August 2024, we hosted an unforgettable five-day camp at Tamarind in Kariba, bringing together 62 of our beneficiaries from all three districts. This camp was more than just a getaway; it was a transformative experience that fostered community, built confidence, and provided a platform for personal development among the girls.

A Showcase of Skills and Talents

Throughout the camp, participants engaged in a wide array of activities, ranging from skills showcases and talent shows to self-defense classes and sports. The atmosphere was charged with enthusiasm and creativity, as the girls had the opportunity to demonstrate the skills they have acquired through the SHE skills training program. This not only reinforced their growth but also encouraged peer learning and collaboration.

Enriching Experiences with International Teams

The camp's impact was further enriched by the presence of the visiting teams from the UK and Macedonia, representing CCG and Tockington School. Their insights and mentorship provided invaluable guidance to our beneficiaries, creating a dynamic cultural exchange. This interaction opened doors for new perspectives and motivations, helping the girls to envision a broader horizon for their futures.

Lasting Connections and Future Opportunities

One of the most significant outcomes of the camp was the pledge from the visiting team to financially sponsor some beneficiaries, enhancing their educational prospects and encouraging continued engagement in the SHE program. This commitment not only signifies support but also embodies the spirit of global solidarity and empowerment.

A Catalyst for Empowerment

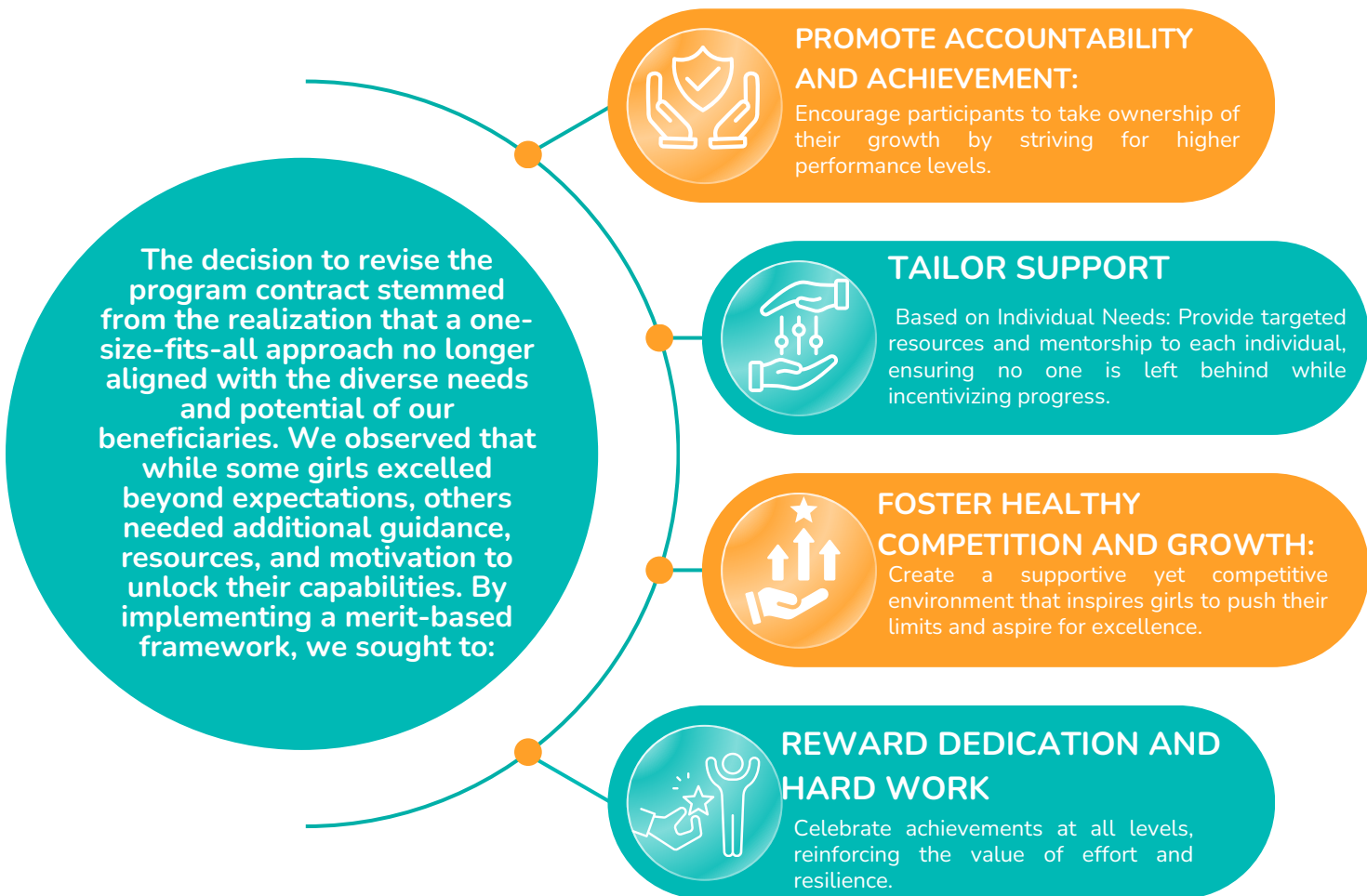
Overall, the camp served as a vital catalyst for empowerment, building lasting connections and inspiring the girls to pursue their goals with renewed vigor and support. The friendships forged and the lessons learned during this camp will undoubtedly have a lasting impact on their journeys as they transition into empowered young women ready to take on the world. As we reflect on this incredible experience, we are reminded of the importance of community, mentorship, and the unwavering spirit of our beneficiaries. Together, we are not just building skills; we are shaping futures.



Merit-Based Contract Revision

April 2024 marked a pivotal moment in the evolution of our programming in all our districts of operations for all the SHE girls, with the introduction of a merit-based contract revision. This initiative—designed to recognize, inspire, and empower our beneficiaries—has become a cornerstone of our efforts to promote education, personal growth, and achievement among adolescent girls. The revision introduced a structured, performance-based tier system, which categorizes participants into three levels: Excellence, Aspiring, and Foundation. This innovative approach reflects our commitment to fostering a culture of accountability, motivation, and empowerment.

Why we introduced the Merit-Based Contract



Tier System Breakdown

The newly implemented tier system is both a motivational tool and a roadmap for success:

1. **Excellence Level:** Reserved for beneficiaries who demonstrate outstanding academic performance, commitment to personal development, and leadership qualities. Participants at this level receive additional opportunities such as scholarships, mentorship, and exposure to leadership activities.
2. **Aspiring Level:** For girls who exhibit potential and dedication but require additional support and guidance to reach the next stage. This tier focuses on nurturing their strengths and equipping them with the tools to transition to the Excellence Level.
3. **Foundation Level:** Designed as a starting point for new participants or those requiring foundational support. This tier ensures access to basic resources, training, and mentorship, providing the groundwork for upward progression.

Impact of the Merit-Based Contract

The implementation of this tiered system has already begun to yield tangible results, sparking enthusiasm and ambition among our beneficiaries. Some key highlights include:

01

Girls now have clear goals to aspire to, and the tier structure has energized participants to excel academically and personally

Enhanced Motivation and Engagement:

02

Top achievers at the Excellence Level enjoy recognition for their efforts, serving as role models for their peers and inspiring a ripple effect of achievement.

Recognition and Empowerment:

03

The structured approach has allowed us to allocate resources more effectively, ensuring that each participant receives the tailored support they need to thrive.

Targeted Support:

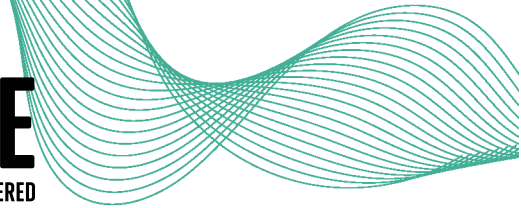
04

Girls in the Excellence Level have begun stepping into leadership roles, mentoring peers in the Aspiring and Foundation Levels, creating a collaborative and empowering community.

Fostering Leadership:

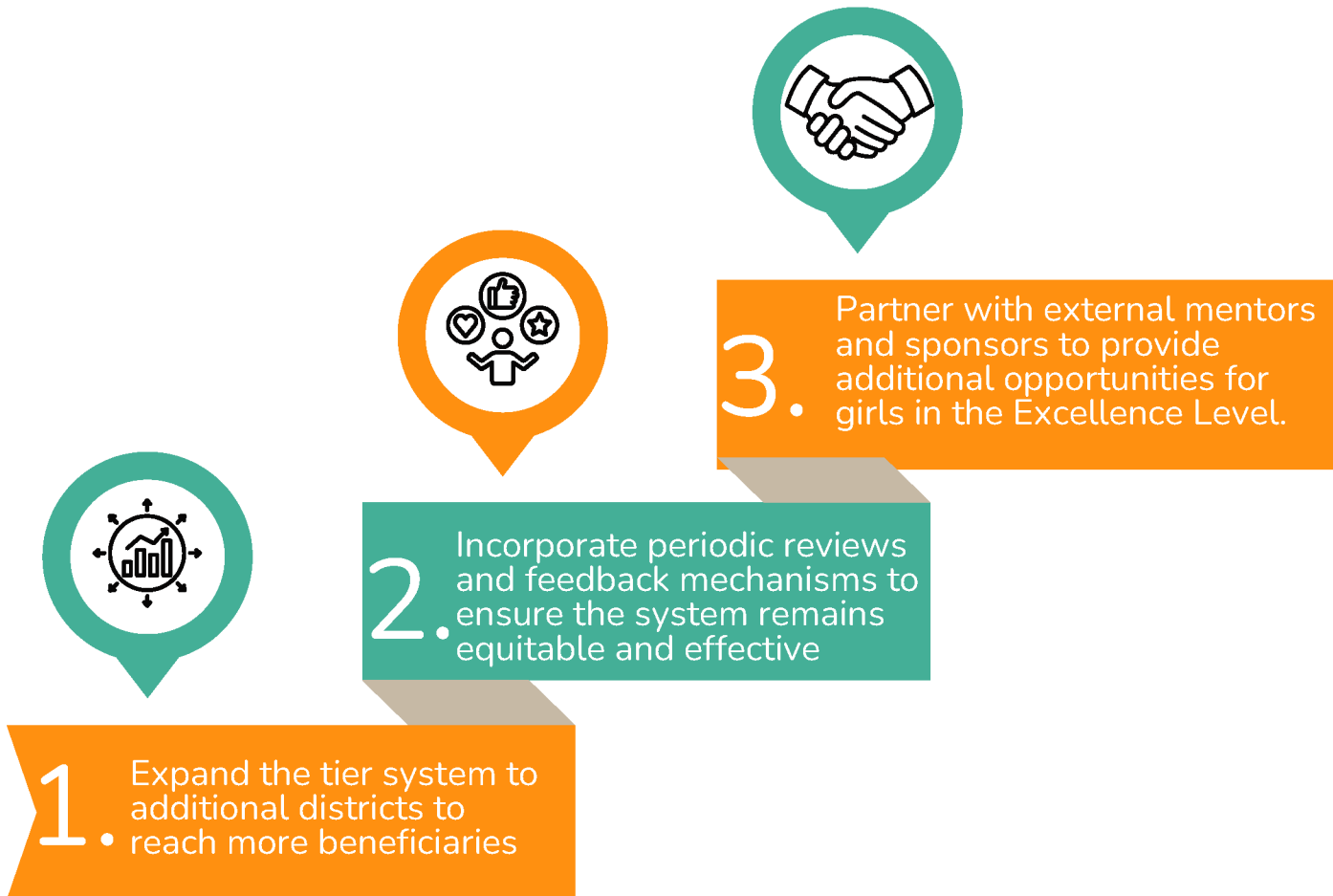
Challenges and Lessons Learnt

While the tiered system has been met with resounding success, it has also presented challenges, such as the need for a robust evaluation system to ensure fair categorization. Additionally, managing the expectations of participants across tiers has required careful communication to foster inclusivity and maintain morale. These experiences have reinforced the importance of adaptability and continuous feedback in refining the program.



Looking Ahead

As we reflect on the introduction of the merit-based contract, we are confident in its potential to transform the lives of our beneficiaries. By instilling a sense of achievement, accountability, and empowerment, this initiative aligns perfectly with our mission to equip girls with the skills and confidence they need to navigate their futures. Moving forward, we aim to:



The merit-based contract revision is more than just a programmatic change—it represents our unwavering commitment to the growth and success of the girls we serve. By celebrating their achievements, meeting their unique needs, and inspiring them to reach for the stars, we are laying the foundation for a brighter and more empowered future. Together, we are fostering a generation of confident, capable, and resilient young women who will lead change in their communities and beyond.



Empowering Girls Through Sport



The S.H.E. E.A.G.E.R.S INITIATIVE

The SHE Eagers Sports Program has emerged as a transformative initiative dedicated to empowering young athletes, with a particular focus on addressing gender imbalances in sports participation. Since its inception, the program has successfully fostered teamwork, confidence, and physical well-being among both boys and girls, encouraging a culture of inclusivity and healthy competition.

Key Milestone: Inter-Schools Ball Games Tournament

In August, the program reached a major milestone with the successful organization of an interschool ball games tournament at Ringa in Beatrice. Four schools participated in this dynamic event, demonstrating the potential of sports to unite communities and inspire young minds. The tournament served as more than just a competitive platform; it became a space for girls to grow, connect, and thrive.

Key Objectives: The event emphasized teamwork, sportsmanship, and physical fitness while celebrating the talent and resilience of young girls. It also served as a powerful reminder of the role sports can play in shaping futures.

Impact: Participants reported improved sports skills, increased confidence, and a renewed sense of purpose. The camaraderie built during the event left an indelible mark, inspiring girls to believe in their abilities both on and off the field.

Monitoring, Evaluation, and Expansion Efforts

To ensure the program’s success and sustainability, we conducted a thorough post-assessment after the tournament. This evaluation revealed not only the program’s achievements but also areas for growth:

Successes: Increased participation and notable skill development among girls were key highlights. Many participants expressed a newfound sense of confidence and determination.

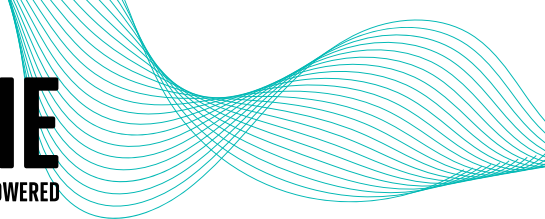
Gaps: The need for better sports equipment and additional training for coaches was identified. These challenges provide an opportunity for growth as we expand the program.

Additionally, a pre-evaluation was conducted in Zambia to lay the groundwork for the program’s expansion. This proactive approach ensures that the initiative will be tailored to meet the unique needs of new participants.



The Power of Sports in Empowerment

The SHE Eagers initiative has proven that sports are more than just games—they are a vehicle for empowerment. Through sports, girls are learning to lead, to challenge themselves, and to build resilience. The program has ignited a spark of possibility in the lives of participants, encouraging them to dream big and work hard to achieve their goals. As we look to the future, the SHE Eagers program will continue to grow, addressing identified gaps and fostering new partnerships to ensure its sustainability. By empowering both boys and girls through sports, we are not just shaping individuals—we are building stronger, more confident communities. This is only the beginning, and with every goal scored and every skill mastered, we are one step closer to creating a generation of empowered, unstoppable young women in sport.



Advocating for the Rights of our Beneficiaries: Our commitment through Awareness and Advocacy

In a world where the rights of the girl child are too often overlooked, the SHE program has stood as a steadfast advocate, championing the protection, empowerment, and well-being of vulnerable children. Over the past year, our efforts have reverberated across communities, schools, and homes, making tangible impacts and creating spaces where children, especially young girls, can thrive free from fear, abuse, and neglect.

Transforming Communities through Awareness and Advocacy

In Tsholotsho, Zimbabwe, our work this year has been nothing short of transformative. We organized four Child Protection and Safeguarding workshops targeting diverse stakeholders, including caregivers, guidance and counseling teachers, traditional leaders, and learners. The workshops were well-attended, with 18 caregivers, 22 village leaders, one headman, and two teachers participating at Sikente alone. Collaborating with the Department of Social Development (DSD) and the Zimbabwe Republic Police's (ZRP) Victim Friendly Unit (VFU), we tackled issues such as teenage pregnancies, HIV/AIDS, and gender-based violence (GBV)—pressing challenges in Ward 10, home to three of our beneficiary schools.

The results have been remarkable. Last year, we received no official reports of abuse involving our beneficiaries. Beyond just numbers, these workshops empowered children to speak out against exploitation, as evidenced by the increased reporting of abuse cases to other partner organizations like DREAMS. The ripple effect of our adolescent and sexual reproductive health (SRH) talks has been equally significant, fostering confidence and awareness among learners. One of our proudest moments came when VFU officers issued warnings to reluctant traditional leaders, signaling a collective shift toward accountability and justice.

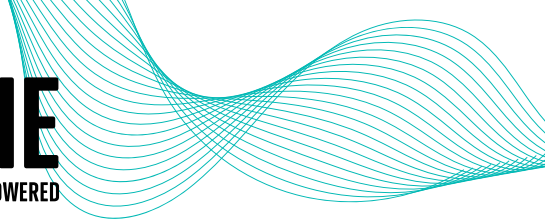
Despite challenges—including two of our learners relocating due to familial ill-treatment and a runaway

case resolved with DSD's support—our unwavering commitment to the girl child has remained resolute. These efforts have not only safeguarded lives but also provided hope in a district historically plagued by abuse and neglect.

Chibombo: Building Structures of Protection



In Zambia, we took a bold step toward strengthening child protection by establishing Child Protection Committees in four schools. These committees, comprising trained members, have become critical conduits for reporting and addressing abuse cases. Thanks to awareness campaigns led by the Victim Support Unit (VSU) Child Protection Department, two defilement cases were reported and addressed, while a total of eight cases have been documented to date. These milestones underscore the power of education and community collaboration in tackling child abuse—a testament to the change we are driving.



Beatrice: A Beacon of Progress



In Beatrice, Zimbabwe, the SHE program recorded a heartening breakthrough: no child protection cases were reported this year, a stark improvement from the two cases recorded in 2023. This success is a result of our proactive initiatives aimed at enhancing safety and well-being for children.

Gire, one of our beneficiary's, serves as a shining example of this progress. After being relocated to stay in school, we fostered a nurturing relationship between her and the matron, providing her with stability and support. The result? Not only did she regain her sense of security, but her academic performance also improved—a true testament to the power of a caring environment.

Additionally, parental training sessions emphasized the importance of love, care, and support, while SHE clubs worked tirelessly to address critical issues such as bullying and child abuse. These efforts have created a safer and more nurturing environment for all our beneficiaries, proving that change is possible when communities come together with shared purpose and determination.

Our Commitment: A Voice of Conscience

At the heart of our work lies an unshakable commitment to being a voice of conscience where the rights of the girl child are often dismissed. We refuse to remain silent in the face of injustice. Through every workshop, awareness campaign, and advocacy effort, we are sending a clear message: the girl child matters, her safety matters, her education matters, and her future matters.

This past year has been a testament to the power of collective action. By engaging stakeholders, empowering communities, and standing boldly in the face of adversity, we are creating a world where girls are not just survivors but thriving individuals with limitless potential. Our journey is far from over, but as we reflect on the milestones of the past year, we are reminded that change is not only possible—it is inevitable when we work together.

Together, We Rise

We extend our gratitude to our many partners, community leaders, caregivers, and the brave girls who inspire us every day. Their courage fuels our mission. As we look ahead, the SHE program remains unwavering in its resolve to advocate for the girl child, ensuring that no voice goes unheard, no dream is left unfulfilled, and no child is left behind. Because where there's advocacy, empowerment, and love, there's hope—and hope changes everything.

New Beginnings: Welcoming New Faces to the S.H.E. Programme



Chipo



Tsitsi



Deliwe



Tambudzai



Winnet



Rumbidzai



Rudo



Benadette



Tanaka



Paida



Loveness



Edith



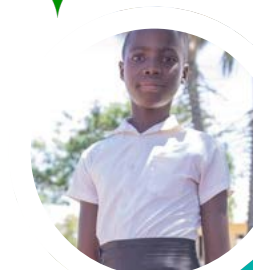
Yemurai



Tadiwa



Tinevimbo



Lizzi



Gloria



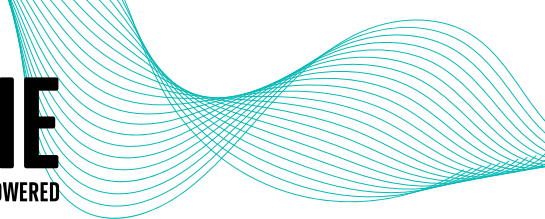
Fadzai



Margaret



Maud



This year marked an exciting new chapter for the SHE Program, as we proudly welcomed new beneficiaries into our growing family. Despite the challenges, our commitment to empowering vulnerable children remains steadfast, and this year's selection process was a testament to that dedication. We are thrilled to have 9 new beneficiaries from Tsholotsho, 16 from Beatrice, and 2 from Zambia join us on this transformative journey.



The road to selecting our new cohort was thorough, intentional, and heartfelt. We conducted rigorous academic assessments to gauge potential, oral interviews with beneficiaries to understand their aspirations, caregiver home visits to assess vulnerability, and parent interviews to ensure alignment with our vision. Through this process, we recognized a powerful truth: the journey to a child's empowerment is not one we walk alone. Parents remain the primary caregivers, and for this mission to succeed, we needed partners—parents who were willing to play their part in supporting their children's dreams.

As we met these incredible young girls, their need and vulnerability were evident for all to see. Each story has left a profound impact on us, fueling our resolve to provide them with the tools and opportunities to chart a better future. From households struggling with poverty to communities vulnerable to challenges like child abuse and neglect, these children represent the very essence of why the SHE Program exists: to be a beacon of hope, a platform for change, and a catalyst for empowerment.

We are filled with hope and excitement for this new cohort. The possibilities for their futures inspire us to work even harder. We are ready to walk with them every step of the way, committed to breaking barriers and creating opportunities. Where challenges exist, we will not be deterred—for their sake, we will rise above every obstacle.



**To our new beneficiaries:
Welcome to the SHE
Program family. This is the
beginning of your
transformation, a journey
of empowerment, and a
testament to the power of
hope.**

Understanding the Learning Environments of our Beneficiaries: An In-Depth Assessment

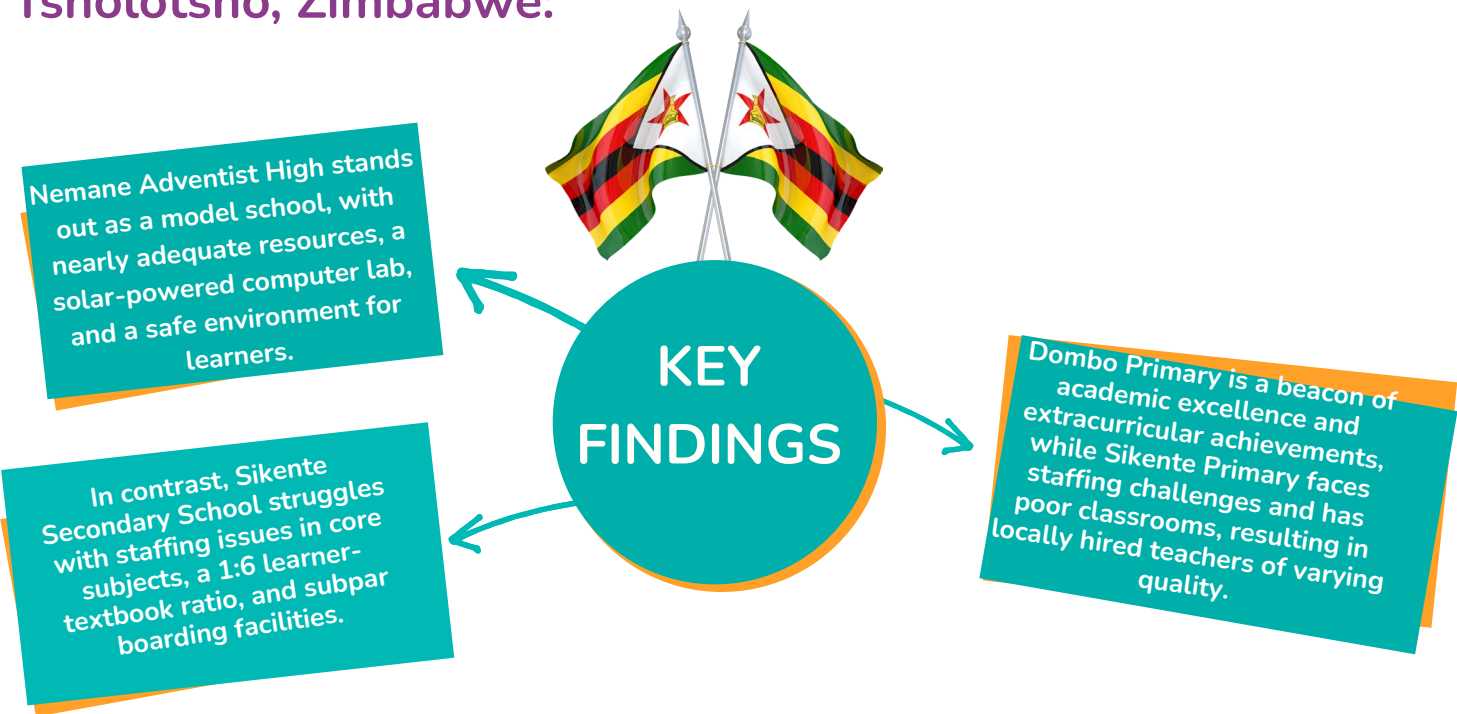
Education is the cornerstone of empowerment, and as an organization committed to the success of vulnerable children, we recognize the importance of creating learning environments that foster growth, safety, and academic excellence. Last year, we conducted a detailed audit of the learning environments across our beneficiary schools in Zambia, Tsholotsho, and Beatrice. The purpose of this audit was to better understand the challenges faced by our beneficiaries, identify gaps in resources, and determine how we can provide targeted support to overcome these obstacles. What we uncovered paints a vivid picture of the realities of rural African schools—and the uphill battle faced by both learners and educators.

The Significance of the Assessment

Rural African schools often represent the last line of hope for many children, yet they remain underfunded, understaffed, and overcrowded. For our beneficiaries, these environments are not just places of learning but also sanctuaries where they seek refuge from the hardships of daily life. However, the challenges they face in these schools can be overwhelming: from poor teacher-student ratios to inadequate facilities and a lack of essential resources like books and desks. By assessing these schools, we aimed to gain firsthand insight into the barriers limiting our beneficiaries' potential and to create actionable strategies to address these gaps.

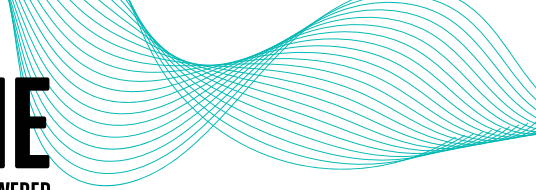


Tsholotsho, Zimbabwe:



Beatrice, Zimbabwe:





Challenges faced by our Beneficiaries

This audit paints a sobering picture of the obstacles regularly encountered by our beneficiaries:

1. **Overcrowding and Teacher Shortages:** With teacher-student ratios as high as 1:120, many learners are unable to receive the individual attention they need to thrive. This is especially concerning for vulnerable students who may already be struggling academically.
2. **Inadequate Resources:** From a lack of textbooks (1:6 ratios) to insufficient desks and poor classroom infrastructure, many schools simply do not have the tools necessary to provide quality education.
3. **Teacher Motivation:** Low salaries and poor working conditions in rural schools have left many teachers disillusioned, directly affecting the quality of education.

Geographical Isolation: Many schools are located in remote areas, far from resources and opportunities that could enhance the learning experience.

What we plan to do with this information

This assessment was not just an exercise in documentation—it was a call to action. The insights we gained will guide our efforts in improving the learning environments for our beneficiaries. Here's what we plan to do:



Advocate for Better Resources: We will work with school authorities and local governments to address critical resource shortages, such as textbooks, desks, and teaching materials.



Support Teacher Development: While we cannot directly address teacher salaries, we aim to provide motivation through recognition programs, training workshops, and partnerships with other organizations to improve teacher engagement.



Targeted Interventions: For schools like Gombo Primary, where the environment is particularly poor, we are exploring the possibility of transferring beneficiaries to better schools while continuing to advocate for improvements.



Parental and Community Engagement: We will strengthen partnerships with caregivers and local leaders to ensure a united effort in creating safe and supportive learning spaces.



Collaboration with Partners: We will seek out partnerships with other organizations to collectively address systemic issues like overcrowding and resource shortages.

The Bigger Picture: Advocacy for Rural Education

The challenges highlighted in our audit are not unique to our beneficiaries—they are emblematic of the broader issues facing rural education across Africa. By including this analysis in our annual report, we aim to shine a spotlight on these systemic inequities and advocate for meaningful change. Education is a fundamental right, yet for many children in rural areas, this right remains compromised. Through our programs and partnerships, we are committed to being a voice of conscience, ensuring that the girl child—and every child—receives the opportunities they deserve.

Transforming Lives through the S.H.E. Programme: Stories of Resilience and Triumph

The SHE Program continues to be a beacon of hope for vulnerable children in rural African communities, providing not just access to education but also the tools and support needed to thrive. Through the stories of Nomsa, Prisley, and Blandina, we see the profound impact of our interventions, leaving no doubt that we are creating lasting change. These case studies are a testament to the resilience of our beneficiaries and the transformative power of the SHE Program.

Case Studies

Lungile: A Leader in the Making

Lungile's journey is one of resilience, determination, and transformation. When she joined the S.H.E. Programme in 2020 as a Grade 6 learner, she was grappling with the loss of her mother and the challenges of adjusting to her father's remarriage. Despite walking long distances to school and ofte attending on an empty stomach, Lungile's potential was evident from the start. Her leadership qualities shone through even amidst family misunderstandings that weighed heavily on her young shoulders. With the support of Catalyst Foundation, Lungile's life began to change. She excelled in her Grade 7 exams and earned a place at High School, where her academic performance has soared. Passing five or more subjects each term, she has become a role model for her peers.

Recognised for her leadership skills, Lungile was appointed school Prefect in 2024 and re-elected for 2025. Beyond academics, she has embraced skills training, excelling in crafting bamboo bead keyholders and showcasing her talents at DASSAF exhibitions. Lungile's dream of becoming a lawyer is now within reach, thanks to the opportunities provided by the S.H.E. Programme. Her story is a shining example of how targeted support can empower a girl child to rise above adversity and become a leader in her community.



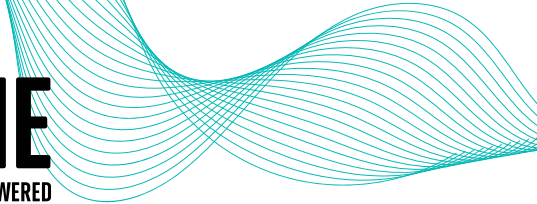
Nathando: A Leader in the Making

Nathando's story is one of triumph over adversity. Chosen as one of five girls at a school in Tsholotsho, she has defied the odds to pursue her dream of becoming a doctor. Losing her father, a teacher, at a young age left her mother, a peasant farmer, struggling to provide for the family. The situation was dire, with the family often going to bed hungry and facing pressure from relatives over property disputes.

The S.H.E. Programme became a lifeline for Nathando and her family. With her school fees paid and uniforms provided, her mother could focus on preserving food from their harvests instead of selling it for money. This stability allowed Nathando to excel academically, passing her Grade 7 exams with 12 units and securing a place at High School where she has thrived.

Nathando has consistently passed 10 subjects each term as a Form 1 learner and has embraced extracurricular activities, including cricket. Her talent earned her a spot on the Matebeleland North Provincial team, a remarkable achievement that coincided with our donation of cricket equipment to the school. Nathando's confidence and determination are a testament to the transformative impact of the S.H.E. Programme.





Mufaro: A Journey of Headling and Growth

Mufaro’s story highlights the importance of addressing both academic and emotional needs. When her academic struggles became apparent, it was clear that something deeper was at play. Her workbooks were often unmarked, and she frequently misplaced or lost them. Weekly appearances with new books signaled a pattern of disorganisation and distress. Conversations with Mufaro revealed a strained relationship with her teacher, which had left her feeling unsupported and disengaged.

The S.H.E. Programme stepped in with a holistic approach, facilitating dialogues between Mufaro, her teacher, and her parents. These conversations fostered understanding and created a supportive environment for Mufaro. Her parents embraced a more active role in her education, and her teacher became more attuned to her needs.

The results were remarkable. Mufaro’s grades improved from 50 - 60% to a stable 60-70%, and her overall well-being and engagement in school increased. While challenges in mathematics remain, targeted support is helping her overcome them. Mufaro’s journey underscores the importance of addressing the emotional and relational aspects of education, proving that a nurturing environment can unlock a child’s potential.



Proof of Concept: The S.H.E. Programme’s Impact

These stories are more than just individual successes; they are proof of the SHE Program’s ability to transform lives. By addressing the unique challenges faced by vulnerable girls in rural African schools, we are creating opportunities for them to thrive academically, emotionally, and socially. Lungile, Nathando, and Mufaro’s journeys demonstrate the power of targeted interventions, from providing financial support and resources to fostering emotional well-being and leadership skills. Their resilience and achievements inspire us to continue our mission, knowing that every effort we make has the potential to change a life.

As we reflect on these stories, we are reminded of the importance of our work and the impact it has on the lives of our beneficiaries. The SHE Program is not just about education; it is about empowerment, resilience, and hope for a brighter future.



Capacity Building for Growth and Impact

At Catalyst Foundation, we are committed to fostering a culture of continuous learning and growth. We believe that investing in our staff's capacity directly translates to better outcomes for the girls we serve in the SHE program. In 2024, we conducted two significant capacity-building workshops—Child Protection Training and Data Analytics Training—which were instrumental in enhancing the skills and knowledge of our team. These initiatives reaffirm our dedication to retaining a highly talented workforce, adhering to effective standards, and creating an empowering work environment.

Child Protection Training - May 2024

To contribute to the improved safety and protection of all SHE beneficiaries from abuse, neglect, exploitation, and other forms of violence.

Sub-Objectives

- 1. **Empowering Communities and Beneficiaries:** Equip SHE girls and their communities to prevent and respond to child sexual abuse, child marriage, and other forms of violence against children.
- 2. **Strengthening Structures:** Enhance systems and frameworks to ensure the security and protection of the girl child.

Key Training Areas

The training, facilitated by the Department of Social Development (Seke District), provided our staff with critical tools and techniques for creating a safe and supportive environment for the girls in our programs. Below are the key areas covered:

Comprehensive Child Protection Policies <ul style="list-style-type: none">1. Development and implementation of child protection policies tailored to our activities.2. Guidelines on identifying and reporting child abuse and establishing clear protocols.	Legal Framework and Obligations <ul style="list-style-type: none">1. Understanding national and international child protection laws and conventions.2. Ensuring compliance with legal obligations related to child safeguarding.
Risk Assessment and Mitigation <ul style="list-style-type: none">1. Conducting risk assessments to identify potential hazards.2. Implementing mitigation strategies to minimize risks and ensure safety.	Trauma-Informed Approaches <ul style="list-style-type: none">1. Strategies for working with vulnerable children and promoting emotional well-being.2. Creating a supportive environment for girls who may have experienced trauma.

Impact

This training empowered our staff to be proactive in identifying and addressing child protection risks, ensuring the safety and well-being of girls in our care. By adopting trauma-informed approaches, we are now better equipped to provide holistic support for vulnerable children, enabling them to thrive emotionally and academically.

Data Analytics Training - November 2024

Strategic Objective

To enhance monitoring and evaluation (M&E) capabilities, fostering a results-driven approach to program management and impact assessment.

Primary Objectives

- 1. Equip implementing officers with skills for effective outcome harvesting.
- 2. Strengthen understanding of M&E processes.
- 3. Align SHE program goals with measurable success indicators.

The training was attended by SHE program implementing officers from Beatrice, Tsholotsho, and Zambia, who manage the program's implementation and outcomes.

Training Agenda

Basics of Monitoring and Evaluation <ul style="list-style-type: none">1. Overview of M&E, its purpose, and its key components.2. Tools and techniques for collecting and analyzing data.	Outcome Harvesting <ul style="list-style-type: none">1. Understanding and differentiating outcomes from outputs.2. Techniques to identify, verify, and analyze program outcomes.
Linking Vision, Mission, and Objectives to M&E <ul style="list-style-type: none">1. Developing SMART (Specific, Measurable, Achievable, Relevant, Time-bound) indicators.2. Establishing logical frameworks to track activities, outputs, and impacts.	Practical Sessions and Case Studies <ul style="list-style-type: none">1. Hands-on exercises to reinforce theoretical knowledge.2. Real-world scenarios to apply M&E concepts effectively.

Key Takeaways

Outcome harvesting enables adaptive management based on real-time evidence. A structured M&E framework ensures accountability and improves program effectiveness. Aligning program vision and objectives with SMART indicators keeps the program focused and impactful.



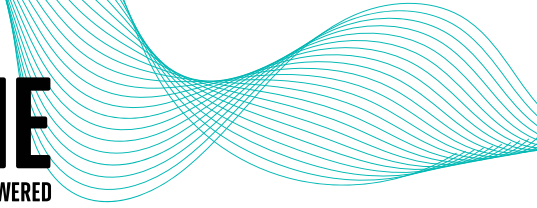
The Impact of the Training Session

This training enhanced our team's ability to measure the real impact of the SHE program. By linking our vision and mission to quantifiable outcomes, we can now make data-driven decisions, ensuring continuous improvement and maximizing our impact on the girls we serve.

The capacity-building workshops in 2024 have been pivotal in empowering our staff and strengthening the SHE program. **The Child Protection Training** reinforced our commitment to the safety and well-being of our beneficiaries, while the **Data Analytics Training** enhanced our ability to monitor, evaluate, and adapt our programs for greater success. By providing the necessary training and support, we are not only fostering a culture of growth and excellence within the organization but also ensuring that the SHE program remains impactful and transformative. These efforts reflect our unwavering dedication to empowering the girl child and creating lasting change in the communities we serve.



Fundraising and Partnerships Report



Celebrating Success: The Impact of Partners on the S.H.E. Camp

As we reflect on this year's achievements, we are thrilled to announce the successful onboarding of both long-term and short-term partners who have joined us in our mission.

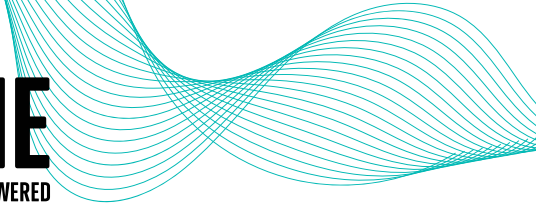


The SHE Camp, organized by the Catalyst Foundation, was a remarkable success, made possible by the invaluable support from CCG and partners like Schweppes, Bakers Inn, and Zambeef. Their generous contributions created an enriching environment for our girls to explore their talents and build meaningful connections.

The camp featured a vibrant talent show that fostered confidence and showcased the girls' skills. Additionally, exposure to diverse cultures enhanced their social skills and broadened their perspectives.

A key outcome was the launch of our individual sponsorship program, which forged lasting connections between the girls and guests from CCG, Bristol, and Macedonia, promising valuable mentorship and support.

We deeply appreciate the contributions from our partners, which were crucial for logistics and activities. The SHE Camp exemplifies the power of collaboration, providing our girls with an unforgettable experience and equipping them for a bright future.



Catalyst Care Group (CCG): An Anchor of Support for Catalyst Foundation

CCG's generous contributions have manifested in various forms, addressing essential requirements such as hampers, uniforms, stationery, and programming needs. By providing these vital resources, CCG has played a crucial role in ensuring that the Catalyst Foundation can effectively support its mission. The foundation serves a wide array of beneficiaries, and CCG's support has been instrumental in meeting the unique challenges faced by each group.

One of the standout aspects of CCG's commitment is its sponsorship of programming needs. This support has allowed the Catalyst Foundation to implement and maintain several impactful programs, including EAGERS, SHE clubs, partner schools, and school feeding programs. Each of these initiatives is designed to foster holistic development and empowerment among beneficiaries, ensuring they have access to education, nutrition, and essential life skills.

The EAGERS program, for instance, focuses on equipping young individuals with the tools they need to succeed academically and socially through sports and teamwork. Meanwhile, SHE clubs provide girls with a safe space to discuss challenges, share experiences, and build resilience. Partner schools benefit from CCG's contributions through enhanced educational resources, while school feeding programs ensure that children receive nutritious meals, which are vital for their growth and learning. CCG's consistent support has not only helped sustain these programs but has also fostered a culture of collaboration and partnership. By working hand-in-hand with the Catalyst Foundation, CCG has demonstrated a commitment to creating lasting change in the community. Their involvement has empowered the foundation to extend its reach and deepen its impact, ultimately uplifting the lives of countless individuals.

In conclusion, the relationship between CCG and the Catalyst Foundation exemplifies the power of partnership in the non-profit sector. With CCG's unwavering support, the Catalyst Foundation has been able to provide holistic assistance to its beneficiaries, ensuring they receive the resources and opportunities necessary for a brighter future. This collaboration stands as a testament to the positive impact that dedicated support can have on communities in need, reinforcing the message that together, we can make a difference.

The Journey of Individual Sponsorship: Transforming Lives through Education

The Catalyst Foundation's Individual Sponsorship program began as a vision shared by dedicated team members Ashleigh Fox, Tracey Prewitt, Katie Tang, Louise Bray and team. Their commitment to making a difference led to the decision to sponsor three girls through boarding school, a small yet significant step that would lay the groundwork for a transformative initiative.

From these humble beginnings, the Individual Sponsorship program has flourished, growing to support over 30 girls today. This remarkable expansion is a testament to the power of community and the genuine desire to uplift those in need. The program has gained momentum, particularly with the generous contributions from wonderful individuals at CCG, who have stepped up to support the 2024 SHE program.

Through our sponsorship program, each beneficiary not only receives financial assistance for their educational needs but also the invaluable opportunity to forge lifelong friendships with their sponsors. This connection fosters a sense of belonging and support, enriching the educational experience for the girls and creating a community of care and encouragement.

The impact of the Individual Sponsorship program extends far beyond financial aid. By sponsoring a girl, individuals help create a nurturing environment where beneficiaries can thrive academically and socially. Each sponsored girl gains access to educational resources, mentorship, and the emotional support needed to navigate the challenges of academic life. This holistic approach ensures that they are not just recipients of aid but empowered individuals ready to pursue their dreams.

As the program continues to grow, we are proud to report that our numbers are steadily increasing, providing even more educational opportunities for those in need. .

The enthusiasm and support from our sponsors have been instrumental in this growth, demonstrating the collective power of individuals coming together to effect positive change. If you are interested in becoming an individual sponsor, [click here](#) to access more information about how you can be a part of our sponsorship program.

Your contribution can make a significant difference in the lives of these young girls, helping them achieve their educational aspirations and build a brighter future.

In conclusion, the journey of the Individual Sponsorship program illustrates the profound impact that dedicated individuals can have on the lives of others. With the continued support of our sponsors, we remain committed to expanding this initiative, ensuring that more girls have the opportunity to receive an education, form lasting friendships, and develop into confident, capable individuals. Together, we can change lives—one sponsorship at a time.

School Partnerships in the United Kingdom



A special mention goes to Kings Bruton College for their extraordinary contribution, having raised over £5,000 to fund tuition for our beneficiaries, covering 100 terms of tuition! In addition to that Tockington Manors raised over £4000 which bought bicycles for our Zambian beneficiaries who had to commute long distances to travel to school. To witness the impact of these partnerships, [\[click here\]](#) to see our partnership video

Looking Ahead

We would also like to express our gratitude to Rotary Formby (UK) and Rotary Msasa, who are actively raising and mobilizing funds for the Manyoshwa School Rehabilitation Building project, set to commence soon. This project aims to build an Early Childhood Development (ECD) classroom block, rebuild the toilet block, and provide reliable and safe running water for both students and the community. This initiative marks a major milestone in supporting WASH projects in our partner schools. Thank you for being a part of our journey, and for your continued support in making a difference in the lives of our beneficiaries. Together, we can achieve so much more!

Our Partners and Donors

We extend our heartfelt gratitude to all our valued partners and donors for their unwavering belief in our vision potential through education and become the best version fo 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.



PARTNER WITH US ON THIS JOURNEY!

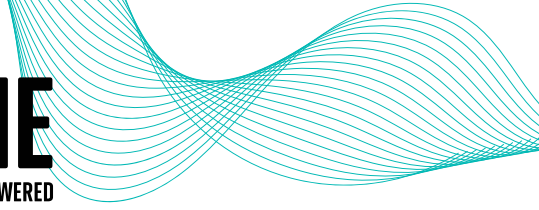
In the coming year, our focus will be on forging impactful and collaborative partnerships with organisations that can fully support all pillars of our S.H.E. Programme's bespoke support. These partnerships will enable us to expand our reach and provide more girls with the right to education, empowering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

Contact Number: +263 78 596 5538 (WhatsApp)



Showcasing the Impact Made by our Volunteers

Morgan- M&E Volunteer

1. Facilitating Data Analytics Training for the Programs Team
2. Held Field Visits for Monitoring the Programs Team in Beatrice and Tsholotsho
3. Manufactured M&E Tools that's used to measure progress in the Programs Team
4. Interviewed Volunteers, Teachers, Parents and Beneficiaries to collect Data



Raymond- M&E Officer Volunteer

1. Held a Learning Visit for Monitoring the Programs Team in Chibombo Zambia
2. Manufactured M&E Tools that's used to measure progress in the Programs Team
3. Interviewed Volunteers, Teachers, Parents and Beneficiaries to collect Data
4. Generated an M and E report visit with recommendations such as STEM Camp

Tafadzwa Mentor/ Social Worker Volunteer

1. Facilitation of SHE Club sessions
2. Conducted Home Visits
3. Event Planning of International Day for the Girl Child
4. Mobilizing beneficiaries at SHE Camp
5. Monitoring of the peer-to-peer support groups
6. Facilitating the Transiprep



Mercy- Mentor Volunteer

1. Facilitation of SHE clubs
2. Monitoring of peer-to-peer support groups
3. Participation in skills training and adolescent health talks
4. Facilitation of transprep.
5. Organizing academic improvement quiz



Ignes- Mentor Volunteer

1. Facilitation of SHE clubs
2. Monitoring of peer-to-peer support groups
3. Participation in skills training and adolescent health talks.
4. Organizing academic improvement quiz

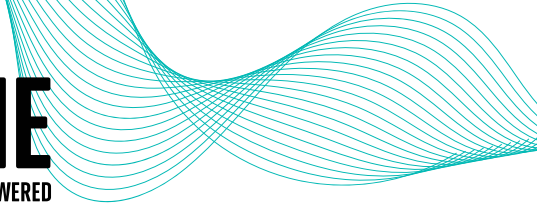
Tendai- Mentor Volunteer

1. Activities done last year are
2. Facilitation of SHE clubs
3. Monitoring peer-to-peer support groups
4. Participate in skills training and adolescent health talks



Panashe – Media Volunteer

1. Assisted in the Capturing and Documentation of SHE Camp 2024



Team Updates: Welcoming New Impact Players and Saying Farewell



TADIWA RUZVIDZO
Media Specialist



FLORENCE MUGONDE
Integrator



ANESU MADZAMBA
Partnerships
Engagement Officer

Throughout the year, we had the pleasure of welcoming several exceptional individuals to the Catalyst Foundation team. These new members have brought their unique skills and expertise, enriching our mission and enhancing our collective impact.

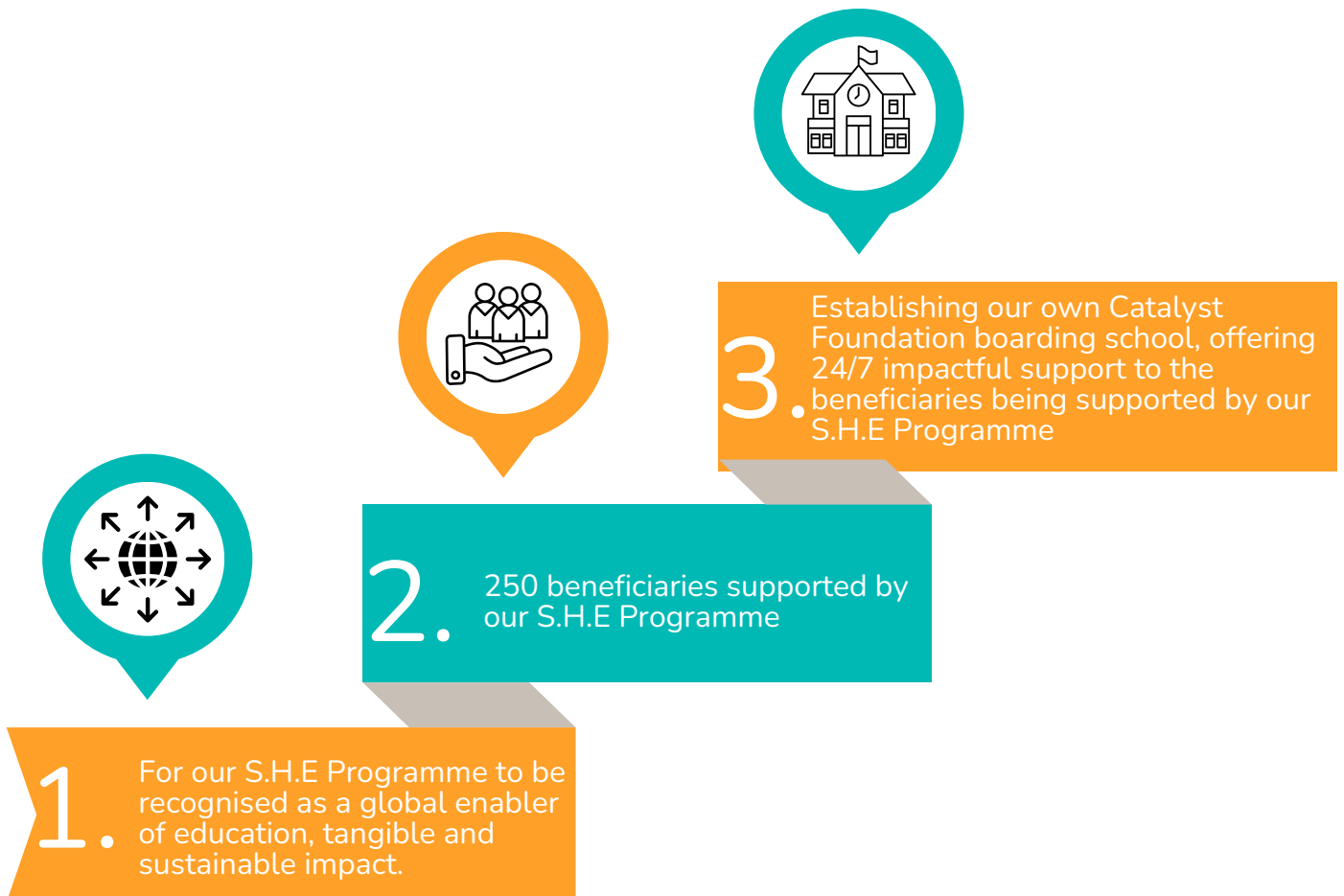
As we celebrate the addition of these talented individuals, we also want to take a moment to bid farewell to a few valued team members who have moved on to new opportunities. We are immensely grateful for the contributions of Sekai Nyamunda and Gracious Kasambira, both from Zimbabwe. Their dedication and hard work have left a lasting impression on our team.

Thank you, Sekai and Gracious, for your invaluable contributions during your time with us. We wish you all the best in your future endeavors!

Future Outlook

Following the addition of twenty-five (25) additional beneficiaries into our S.H.E Programme this year, 2025 promises to be yet another impactful year for Catalyst Foundation. We plan to continue expanding our S.H.E Programme, with the possibility of going global - venturing into communities outside Zimbabwe, where the support for the girl-child is desperately needed. We have also reached out to other like-minded organisations and local government authorities for opportunities for collaboration and partnerships, so as to achieve the best outcome for our beneficiaries, and the beneficiaries to come in the future. Plans are being put in place for the creation of a new look for Catalyst Foundation website. We look forward to what 2025 has in stall for us, and to continue to work with our partners/donors, as well as welcome new supporters to the Foundation.

Our Strategic Goals - 10 years (2022 - 2032)



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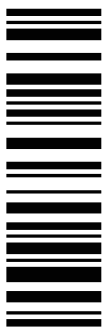
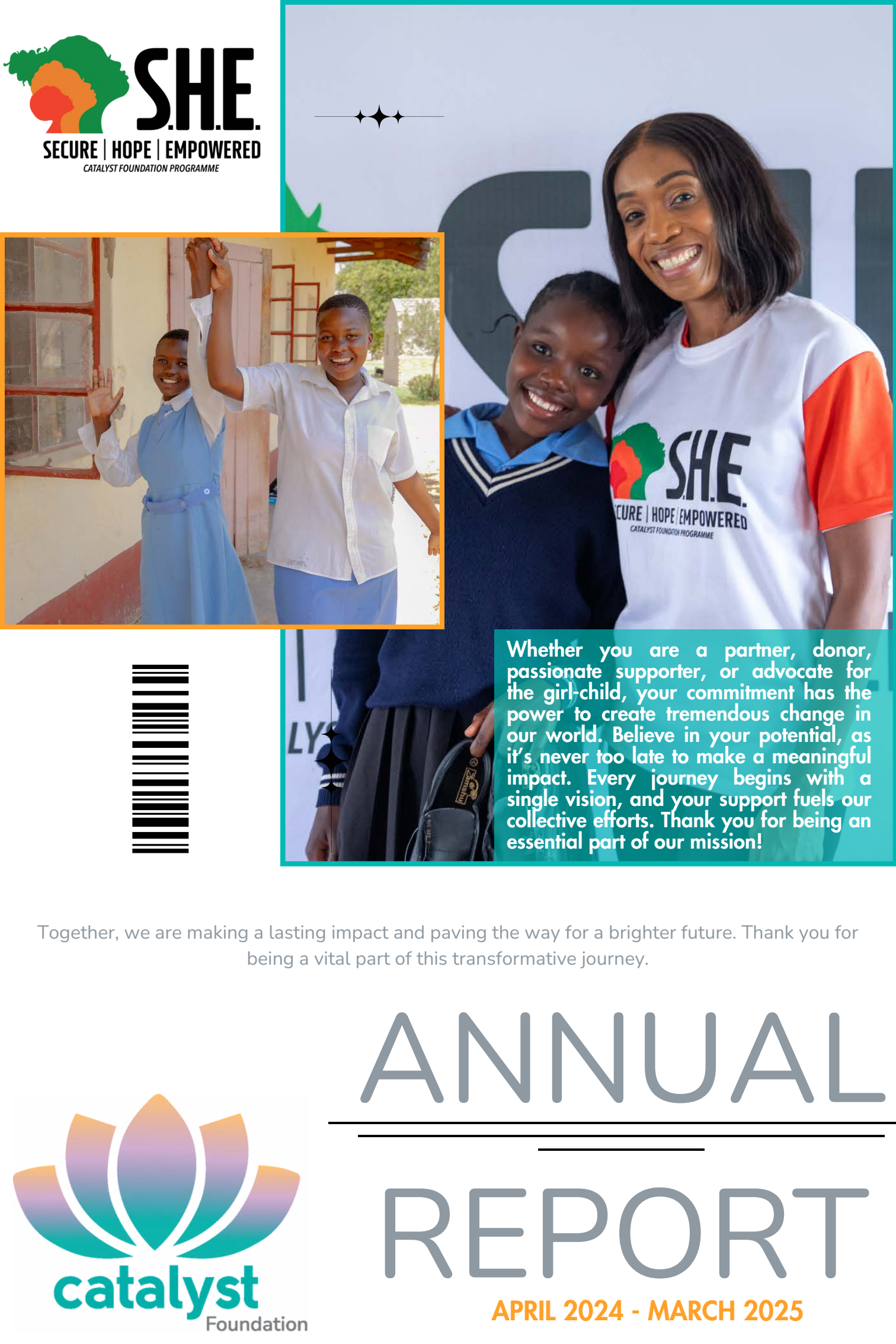


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Whether you are a partner, donor, passionate supporter, or advocate for the girl-child, your commitment has the power to create tremendous change in our world. Believe in your potential, as it's never too late to make a meaningful impact. Every journey begins with a single vision, and your support fuels our collective efforts. Thank you for being an essential part of our mission!

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

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