1. WHY we do what we do…

WHAT’S THE PROBLEM?
With 200 million people aged between 15 and 24, Africa has the youngest population in the world.

Many of these young people are:
• at risk of being visionless,
• lacking adult role models,
• without adequate education and health services,
• at risk of HIV,
• orphaned,
• unskilled, or
• made vulnerable by the pain of life, unemployment and poverty.
2. WHAT do we see?

**gold HAS A VISION:**

To see a generation of young African leaders confronting the root issues of youth risk behaviour, through uplifting their communities and imparting vision and purpose to present and future generations.

**WE'RE DREAMING**

Together as gold, we have taken the decision to dare to dream! To act on behalf of Africa’s youth.

It is our dream to see an entire generation know their full potential and translate this potential into reality; filled with vision and purpose for their lives.

We want these young people grow up in their own communities to be healthy, spiritually alive adults, able to contribute towards social and economic transformation.

We dream of a generation that...

- will choose to be the solution, to think differently, to see with fresh eyes.
- lead in every sector of society, counting the cost of true leadership.
- carry a heart that loves their generation enough to speak up when it is tough.
- put others before themselves
- understands that decisions they make today will not just impact their own life purpose, but also those of their younger brothers and sisters and generations to come.
- will choose to go against the flow and build into their communities rather than against them.
- choose to be nation builders, not destroyers
- sees Africa become a continent that shows the rest of the world what servant leadership, family and community is all about. They are pure and free and they walk to a different drumbeat.
- sees their communities change, sees their region change; sees their continent change.
We are imagining Africa’s potential if a generation of influential young people - often labelled the ‘youth bulge crisis’ at the bottom of the pyramid – are given the platform and tools to overcome the desperate circumstances they face.

“We have seen how peer pressure works! When given the love, opportunity and mandate to influence their peers positively, even the most negative role models begin to have something rise up inside of them. They realise the truth of what gold believes about them - that they are valuable! They start to value others and fight to be part of a revolution of positive change that is bigger than themselves. They make tough choices in order to break the patterns of the past. This is real systemic stuff”.

Susannah Farr, CEO

3. HOW we’re making this dream happen...

gold-youth HAS A MISSION:
To roll out quality youth peer education programmes in alignment to the gold Model thereby empowering youth peer leaders to become positive role models and agents of social and economic change.

gold HAS AN AUDACIOUS GOAL:
To develop a million young African leaders with character and integrity to mobilise their generation with the knowledge, tools and support to reach their full potential.
To develop a million young African leaders with character & integrity to mobilise their generation to reach their full potential, with concrete results in social behaviour change; education & job creation.

UNDERSTANDING THE ‘HOW’ OF OUR MISSION:

What is peer education?
A methodology that harnesses the influence that young people have on their peers. Youth encourage each other to make informed choices and develop health-enhancing and purpose-driven social norms.

Peer education is based on the reality that many people make changes not only based on what they know, but on the opinions and actions of their close, trusted peers. gold Peer Educators can communicate and understand in a way that the best-intentioned adults can’t, and can serve as role models for change.

Serving as gold Peer Educators provides a challenging, rewarding opportunity to young people to develop their leadership skills, gain the respect of their peers, and improve their own knowledge base and skills.
WHAT IS THE gold MODEL?

Our tried-and-tested gold Model is the backbone of our NGO (gold-youth) and provides the DNA for our for-profit social enterprise, called gold-enterprises. Using the methodology of peer education, the model functions within a community framework, allowing for the influence from and to several stakeholders and beneficiaries.

- gold Social Franchisees are non-profit organisations that gold-youth partners with to implement the programme.
- gold-youth gives them a range of services, including quality assurance, which helps the peer education programme to run successfully in selected high schools and their surrounding communities.

The many players that make up a community e.g. clinics, government, schools, businesses and families play an important part in supporting the programme and its participants.

We call this the gold Model.

gold-youth works with many Social Franchisees in a province/region.
The programme participants are Facilitator Interns and Peer Educators. Facilitator Interns train and mentor Peer Educators, who in turn train and mentor their peers and the community.

**gold-youth** provides a job creation opportunity for unemployed youth to become Facilitator Interns. Facilitator Interns have completed school, and their role is to train and mentor teenage leaders called Peer Educators. Facilitator Interns start as a Junior and move through 4 years of their internship until they become a Lead Facilitator Intern.

School-going Peer Educators begin the programme in Grade 9 (Form 2 - Zim; Form 1 - Bots) as Juniors, and move through 4 years until they graduate as Lead Peer Educators. They can then decide to become a Facilitator Intern once they've completed school.

During their 4 years, Peer Educators train and impact their Peers, younger children and others in the community.

**gold-youth** walks with Peer Educators and Facilitator Interns that complete the programme. They become part of **gold** Grads (**gold-youth**'s alumni programme) for life. They are supported into a pathway of economic independence. **gold-youth** connects them to post-school opportunities such as:
- Further study
- Jobs/Internships/Learnerships
- Micro-businesses

**gold-youth** wants to guide them into seeing a hope-filled future and support them as a group of active citizens and nation builders.
5. Where are we active?

Track record to date:

- **742** Facilitator Internships created
- **16 180 gold** Peer Educators trained and mentored
- **48 111** Peers and children measurably reached by **gold** Peer Educators
- **687** job placements facilitated since 2015
6. Our Board of Directors

**SUSANNAH FARR: CEO** – Susannah is an Ashoka fellow and 2016 Social Entrepreneur category winner in the Regional Business Women Achiever Awards. She is a visionary leader, committed to finding innovative solutions to address the youth education and unemployment crisis amongst the most vulnerable. She holds an MPhil from University of Stellenbosch. Susannah’s involvement in youth social behaviour-change and skills-access led her to pioneering gold-youth in 2004. In striving to build sustainable scalability, Susannah established gold-enterprises in 2011, designed as a youth job creation vehicle.

**SANDILE SWANA: CHAIRPERSON** – Sandile has a B. Comm from Wits University, Johannesburg and a Business Advisors Programme at WBS – Centre for Developing Business. He also has an MBA from the University of Pretoria and a B.Th in Ethics from UNISA. Sandile is a member of the Institute of Directors and has several years’ experience in the retail sector. He was Group Operations Manager for the JSE-listed Don Group. He is currently a consultant to industry, serves on several boards and has a passion for Africa, development and transformation.

**ZINZI MGOLODELA** – Zinzi is the Head of Transformation at Woolworths. She graduated with an Honours Business Degree, and inherited the conviction to be part of the ongoing process of socio-economic transformation in South Africa. She chose to make this a reality in the corporate world and spent almost ten years in the financial services industry (Old Mutual and Metropolitan). She then moved back to retail. Zinzi’s career has been dominated by driving socio-economic issues in a way that makes business sense, covering issues like HIV and AIDS, CSI, sponsorship and transformation.

**ANDREW STEGMANN** – Andrew has a Bachelor of Science degree in Civil Engineering from the University of Cape Town. Subsequent to his studies he worked as an IT Manager as well as an IT and Finance consultant. He started a company called Green Jar with two partners, which was absorbed by Peregrine Systems as one of its products. Andrew is currently the MD at Relocation Africa Group: a company that provides relocation and immigration services to expatriates relocating into Africa. This company is an expression of Andrew’s conviction to stay in South Africa and make a difference.

**ALICIA DAVIDS** – Alicia is a qualified educator who started out her career in 1989 as a high school teacher. After leaving the teaching profession, she spent a few years working in social welfare as a corporate liaison officer. Since 2002, she has been working as an independent education practitioner, contracting with tertiary institutions, NPOs and corporates in training and development with a particular emphasis on leadership development. More recently she has taken on an additional role as Academic Programme Manager for the ASISA Academy in Newlands. Alicia is a strategic thinker with a passion for empowerment through education.

**ALICE TEMBO** – Alice has a Bachelors Degree in Accountancy from the Copperbelt University. She is a Chartered Accountant and a partner at Deloitte & Touche, Zambia, as well as a Fellow of the Association of Chartered Certified Accountants. Alice has specialised in managing audits as a key resource of World Bank/International Development Association and other donor-funded projects. **Zambia Local Board Member**

**DR. TAPALO OTLOGESWE** – Thapelo was educated at the University of Botswana, University of Oxford and University of Pretoria. He is a corpus linguist and lexicographer (compiling Setswana/English dictionaries) in the Department of English, University of Botswana. He lectures in English linguistics. He has recently developed a Setswana Pronunciation dictionary and the Setswana Rhyming dictionary. **Botswana Local Board Member**
The gold Group is made up of gold-enterprises, a social enterprise, and gold-youth, our non-profit youth development organization.

gold-enterprises exists to unlock solutions in emerging markets by leveraging the access to communities as well as the talent pipeline of its parent company’s youth programme.

Currently, it has three arms:

- **gold Training**: Social Behaviour Change training and consulting solutions available for clients to purchase. Future profits will be fed into NPO.
- **gold Talent**: Partnering with businesses and securing placements of quality gold youth into growing employment sectors.
- **gold Micro-businesses**: future micro-franchise opportunities for gold Grads providing solutions and products to their communities with a focus on strengthening local economies.
8. Monitoring & Evaluation

### PROGRAMME PERFORMANCE SNAPSHOT 2017

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
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<tbody>
<tr>
<td><strong>YOUTH JOB CREATION - gold FACILITATOR INTERNSHIPS (INTERNS TRAINED, MENTORED AND QUALITY ASSURED)</strong></td>
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</tr>
<tr>
<td>SOUTH AFRICA - WESTERN CAPE</td>
<td>22</td>
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<tr>
<td>SOUTH AFRICA - MPUMALANGA</td>
<td>14</td>
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<td>SOUTH AFRICA - KWAZULU NATAL</td>
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<td>SOUTH AFRICA - LIMPOPO</td>
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<tr>
<td>ZAMBIA - COPPERBELT</td>
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<tr>
<td><strong>TOTAL NUMBER OF gold FACILITATOR INTERNSHIPS CREATED</strong></td>
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<table>
<thead>
<tr>
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<tr>
<td><strong>ADOLESCENT PEER EDUCATORS TRAINED, MENTORED AND QUALITY ASSURED</strong></td>
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<td>SOUTH AFRICA - MPUMALANGA</td>
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<td>SOUTH AFRICA - KWAZULU NATAL</td>
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<tr>
<td>SOUTH AFRICA - LIMPOPO</td>
<td>139</td>
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<tr>
<td>ZAMBIA - COPPERBELT</td>
<td>362</td>
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<tr>
<td><strong>TOTAL NUMBER OF gold PEER EDUCATORS</strong></td>
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<table>
<thead>
<tr>
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<th>Details</th>
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<tbody>
<tr>
<td><strong>TOTAL NUMBER OF ADOLESCENT AND CHILD PEERS TRAINED, SUPPORTED AND MENTORED BY PEER EDUCATORS</strong></td>
<td>3988</td>
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<tr>
<td><strong>TOTAL NUMBER OF PREVIOUSLY UNEMPLOYABLE YOUTH NOW IN MEANINGFUL JOBS OR INTERNSHIPS</strong></td>
<td>184</td>
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<tr>
<td><strong>TOTAL NUMBER OF OUT OF SCHOOL YOUTH/SCHOOL LEAVERS SUPPORTED TO ACCESS WORK READINESS, VOCATIONAL OR ENTREPRENEURIAL SKILLS</strong></td>
<td>212</td>
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<tr>
<td><strong>NUMBER OF PEER TO PEER PARTNER ORGANISATIONS TRAINED IN ZIMBABWE AND BOTSWANA</strong></td>
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<tr>
<td><strong>NUMBER OF GOVERNMENT SCHOOLS TRAINED FOR SYSTEMIC PEER TO PEER ROLL OUT</strong></td>
<td>105</td>
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### Summary of Site Based Peer Education Activities 2017

<table>
<thead>
<tr>
<th>Category</th>
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<tbody>
<tr>
<td>PEER EDUCATOR SKILLS TRAINING SESSIONS</td>
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<td>PEER EDUCATOR INDIVIDUAL MENTORING</td>
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<tr>
<td>PEER EDUCATOR TO PEER TALK GROUPS</td>
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<tr>
<td>PEER EDUCATOR TO PEER LESSON DELIVERIES</td>
<td>542</td>
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<tr>
<td>PEER EDUCATOR TO PEER STRAT CHATS</td>
<td>24737</td>
</tr>
<tr>
<td>SDG COMMUNITY UPLIFTMENT PROJECTS AND EVENTS</td>
<td>93</td>
</tr>
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</table>
OUTCOMES AND IMPACT

gold-youth has been working to further strengthen its M&E and impact assessment, by ensuring that it is adhering to robust monitoring and evaluation practices, in order to ensure maximum impact is evident and attributable to its programme.

In 2017, our Quality Assurance team began to strategise and do ground work in order to collect additional data that enables movement towards a more scientific, quantitative approach to measuring outcomes. It is important, at this point, to be able to isolate the gold Model as the one that has brought about change in beneficiaries, without much contamination or external influences. Thus, groundwork was laid and a design established to conduct control studies in all gold Test and reference sites.

<table>
<thead>
<tr>
<th>Name of study</th>
<th>Area</th>
<th>Sample size</th>
<th>Objective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outcomes 2017</td>
<td>Western Cape (Kraaifontein), Mpumalanga (Masoyi) and Zambia (Chingola)</td>
<td>174 Beneficiaries, including Peer Educators, Peers, Parents and Educators</td>
<td>To assess the impact that the gold Model has had on PE’s as they leave the programme.</td>
</tr>
<tr>
<td>Kiraafontein control study survey (Wesbank)</td>
<td>Kraaifontein – Harry Gwala, Sinako, Sizimesele</td>
<td>93 youth (15-16 years)</td>
<td>Learners who are not part of the gold programme were taken through an outcomes survey. These findings are to help understand youth in the community who are not taking part in the gold Programme and thus show the impact that the gold Model is having on gold peer educators.</td>
</tr>
<tr>
<td>Baseline Numeracy &amp; literacy study</td>
<td>Paarl schools</td>
<td>63 JPEs</td>
<td>To establish base line literacy &amp; numeracy levels, with the aim of showing how the gold Model impacts on these.</td>
</tr>
<tr>
<td>Pre-survey food industry (Wesbank)</td>
<td>Kraaifontein</td>
<td>163 (all tracks)</td>
<td>The main reason for conducting this survey was to ascertain youth’s perceptions around the food industry and what employment opportunities this can offer them.</td>
</tr>
</tbody>
</table>
In 2017, gold-youth undertook an Outcomes Study, focusing on assessing progress made in social behaviour change, education and job creation, in 6 gold communities, with a total of 121 respondents (50 Mentor and Lead Peer Educators and 71 other respondents including parents, educators and peers).

- Increased Peer Educator commitment to education and school attendance.

From their Junior to their third year as Mentors, Peer Educators show that they are more committed to their schooling as there is a drop in those sometimes bunking school or wanting to drop out, and an increase in those who have chosen not to do this.

- Matric Results

Matric 2017 pass rates across South Africa – gold Peer Educators out-perform the national & provincial averages.
• Increased work readiness and employability of gold beneficiaries in grades 9-12 from disenfranchised schools and communities.

**Job readiness improvements**

- I know how to find out about study & job opportunities because of gold: 90% MPE% good or very good, 74% JPE% good or very good
- I know how to conduct myself in an interview: 43% MPE% good or very good, 36% JPE% good or very good
- I work well as part of a team: 52% MPE% good or very good, 90% JPE% good or very good
- I manage my time well: 76% MPE% good or very good, 42% JPE% good or very good
- I know how to write a CV: 54% MPE% good or very good, 83% JPE% good or very good
- I can speak in public: 64% MPE% good or very good, 46% JPE% good or very good
- I am able to communicate well with others: 88% MPE% good or very good, 64% JPE% good or very good

**Risk behaviours improvements**

- I have the correct information about HIV and AIDS: 87% MPE% good or very good, 52% JPE% good or very good
- I know how to identify STI's: 74% MPE% good or very good, 44% JPE% good or very good
- I know how to prevent falling pregnant: 89% MPE% good or very good, 63% JPE% good or very good
- I have the correct information about how to use a condom: 76% MPE% good or very good, 56% JPE% good or very good

• Reduction in age appropriate youth risk behaviour amongst Peer Educators and Peers

The **gold** Programme informs youth of risk behaviours and gives them knowledge and mentorship that they didn’t have before to reduce risk-taking behaviour.
• Increase in positive character and leadership attributes amongst Peer Educators and Peers

Looking at those rating themselves good or very good in their Junior compared to their Mentor or Lead Peer Educator year shows tremendous improvements, particularly in self-esteem, identifying values & talking to others about roles in relationships.

- Positive character improvements

- Biggest improvements seen in ratings for organising events, understanding problems facing youth and holding leadership positions
SUCCESS STORIES

Success Story from Mpumalanga, South Africa:
When attending a Mentoring session on "how to study" it helped me realize that I can do more than what I was doing. Hearing others share about their study methods, what works for them and what does not work when they are studying helped me. I wrote down my study timetable and I am trying hard to follow it. During sessions we are given a chance to present feedback from our groups in front and to practice the session before we do lesson deliveries and talk groups. This helped me gain confidence in doing presentations in front of people. I want to be successful in life and the only way I know how, is to get education... that was the reason that made me change, as well as the passion I have for my community.

Success Story from KwaZulu Natal, South Africa:
My name is Andile Phakathi. I'm 15 years old and I am in Grade 11. I am an orphan living with my grandmother and I know life can never be perfect. When I joined gold, I was selfish, did not have time to enjoy being a child. But now things have changed. I am the best child and I know how to deal with problems and come up with solutions. gold has changed my life a lot. Now I can face any challenges, focus on school and work and help others when I can.

Success Story from Copperbelt, Zambia:
My name is Jessy Phiri. I am at Chingola secondary school and am a senior Peer Educator. I am a 16-year-old female, the third born of 3 boys and a girl. I live with Mum and Dad. Before I became a Peer Educator, I was a very naughty girl. I was involved in bad relationships of sex, drinking and smoking. This affected my personality at school. People looked at me as a bad person. It made me feel bad. Last year as I joined the gold peer education programme, I started realising that I can be a better person through skills training sessions in topics like 'My Self Esteem', 'Vision' and 'Sexuality'. This made me think carefully. Since then, I value myself more than before. I'm able to call myself a worthy leader because of the gold programme. I am so grateful to the gold Facilitators. I don't know where I would have been to date. I am proud to be a gold Senior Peer Educator.
**Western Cape Department of Education, Frederick Mitchell**

"It is so dire out there, this programme is giving youth hope and making a lasting difference to our communities. My problem is that all the schools want this now and they are asking me why does that school have it and not us. We must find a way to expand this soon".

---

### Success story from Masoyi, Mpumalanga, South Africa:

I am from Mshadza in the Masoyi area. My community consists of nice people that are supportive. We are 7 in my family. I am passionate about music and learning new things. Before gold, I had bad friends who made me do bad things like drinking liquor. I left those friends. I focus more now on gold-youth activities and I am learning a lot from gold lessons. I was at school and we were attending a gold session and I felt good and proud to belong in gold. The session made me realize that how I was behaving was not good and I decided to change. I respect everyone close to me and everyone adores me in my community, even the old people. I feel proud of myself.

---

### Success story from Kraaifontein, Western Cape, South Africa:

I joined gold at the beginning of the year 2017. I became a junior Peer Educator. I attend the activities, sessions and so on. During the sessions we do talk groups or we talk about our problems to our Facilitators as well as our fellow Peer Educators. The gold programme has taught me things that I didn’t know before like ‘recognise and refer’. At first I did not know how to help a person with a problem and I did not know what to do. I now can take people, my peers to my Facilitators and I can face things at my home. I am proud of being a leader because it helps me in different things and sometimes during the session we use tablets to help us with Maths and English. The gold programme has helped me to know lots of peers and know how to become a role model. During the year as Peer Educators and Facilitators we go to camp to learn other activities and meet other Peer Educators from other schools. I meet the lovable peers, and when I talk to them it was like I am talking to my sister and brothers. I enjoyed the camp with my peers and facilitators. I now thank the gold programme for the change in my life and helping me become what I am today.

---

"My name is Navinga Ndawa, I am 24 and I joined the gold peer education programme in Zambia in 2010. When I joined I was just some girl who knew absolutely nothing about personal development. I had low self-esteem and never believed in myself. However, as we continued meeting and having sessions with my fellow Peer Educators and Mr Winford Musaka (our Facilitator), I started learning and discovering more about myself and I got to learn how to interact with different personalities in my community. The gold programme made me realize that there is more to do in life apart from indulging in behaviour that would have led my life to waste. I learned how to set good goals and live by them.

Then, seeing the influence and potential in me, gold introduced me to Restless Development Zambia where I am working right now as a Community Journalist under the Voice for Action programme aired at Power F.M. I now see myself as a go-getter and vision-carrier and am proud to mention that am also pursuing a Bachelor’s Degree in Education.

As a young person, I believe in making a change in my family and community at large through the skills I obtained from gold."
2017 AWARDS

Western Cape Mayorial awards
2017: gold-youth was awarded a bronze award in the category of “Creating Youth Leaders”. The process to select winners was stringent and thorough. There were 28 category finalists out of a significant number of entries.

Global Citizen Award 2017: Susannah Farr representing the gold Model was selected as one of a total of four finalists in the 2017 Waislitz Global Citizen Award in recognition of her innovation, action and impact in the alleviation of poverty. Nominations were made from across the world.

8. Outcomes

Through the gold Model, grassroots youth are activated with purpose. This produces concrete results in improved education, social behaviour change and job creation. These are key outcomes that contribute towards seeing Africa flourish.

social behaviour change  
education  job creation

improved school attendance  increased employability
improved academic performance  positive character attributes
increased leadership positions  improved job-readiness
improved school leaving results  increased community upliftment
decreased risk behaviours  improved academic performance

Grassroots youth activated with purpose
9. Our Team

Susannah Farr  
Chief Executive Officer

Desire Peters  
Chief Programme Operations Officer **Nicky**

Welsh  
Head of Human Resources

Mahlatse Langa  
Head of Finance and Systems

Nathalie Tedder  
Head of Business Development

Michelle Fitzpatrick  
Resource Development Manager

Sharon Rumble  
Training and Support Manager

Rumbi Mushosho  
Quality Assurance Manager

Eric Mtimkulu  
Stakeholder Mobilisation Manager

Fiona Milligan  
Advocacy and Visibility Manager

Lynette Amaro  
**gold** Grads & Connections Manager

Trevor Mubaiwa  
Information Technology Manager

Joshua Rossouw  
Finance and Office Manager

Jamie Lee Egypt  
Training and Support Coordinator

Luyanda Mbi  
Business Development Coordinator

Unathi Ndzube  
**gold** Grads and HR Intern

Rennette Pickering  
Research and Curriculum Specialist

Chantel Harrendover  
Western Cape Field Coordinator

Winford Musaku  
Zambia Field Coordinator

Phumelele Kunene  
Kwazulu Natal Field Coordinator

Mandla Makhubela  
Mpumalanga & Limpopo Field Coordinator

Lerato Teledi  
Mpumalanga Field Support Officer

Rosemary Mashego  
Masoyi Sites Coordinator

Anthony Baatjies  
Kraaifontein Sites Coordinator

Jonathan Bruintjes  
Paarl Sites Coordinator

William Mulenga  
Chingola Sites Coordinator

Andile Tumana  
Connections Support

Paula Pickering  
Media Specialist
9. Financial Reports

**gold-youth South Africa**
Prepared by: **gold** PEER EDUCATION DEVELOPMENT AGENCY (Trading as **gold** Youth Development Agency)

Trial Balance: 01/01/17 to 31/12/17

**Revenue**
- Other 285 050
- Peregrine 5 702
- Allan Gray 6 060
- Mindenhall 17 956
- Riscura 1 654
- Sneaker Lab 81 608
- Community Chest 7 759
- Wray 1 300 816
- Gold Consulting 188 278
- Western Union 4 836
- Yebo 45 000
- WCED 160 813
- Hanli Rupert 802 207
- Wesbank 999 877
- Johnson & Johnson 53 446
- Apros 271 968

**Total Income** 4 233 031

**Operating expenses**
- Accounting Fees 2 350
- Administration Fees 26 400
- Advertising 76 959
- Bank Charges 29 937
- Cleaning 11 993
- Computer Expenses 38 691
- Consulting Fees 745 919
- Courier & Postage 19 178
- Electricity & Water 27 712
- General Expenses 1 052
- Insurance 23 536
- Leasing & Hire Costs 700
- Legal and Registration Fees 1 334
- Per Diem 8 427
- Printing & Stationery 54 719
- Refreshments 96 995
- Rent Paid 197 265
- Repairs & Maintenance 6 403
- Operational Costs 1 365
- Salaries & Wages 2 263 801
- Staff Welfare 4 645
- Staff Training 11 157
- Storage 8 683
- Security 7 748
- Subgrants 273 121
- Telephone & Fax 39 417
- Travel and Accommodation Local 240 259
- Travel International 3 410
## Trial Balance: 01/01/17 to 31/12/17

### Revenue

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<thead>
<tr>
<th>Description</th>
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<td>Sneakerlab</td>
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<tr>
<td>Wray Income</td>
<td>147 752</td>
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<td>Zoona</td>
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<td>PEPFAR</td>
<td>63 786</td>
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<tr>
<td>Mindenhall</td>
<td>13 945</td>
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<td>Gold Consulting</td>
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**Total Grants and Donations Received:** 231 360

**Other Income:** 57 382

**Total Income:** 288 742

### Operating expenses

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<td>760</td>
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<tr>
<td>Computer Expenses</td>
<td>2 334</td>
</tr>
<tr>
<td>Consulting Fees</td>
<td>17 158</td>
</tr>
<tr>
<td>Courier &amp; Postage</td>
<td>1 119</td>
</tr>
<tr>
<td>General Expenses</td>
<td>3 428</td>
</tr>
<tr>
<td>Per Diem</td>
<td>3 648</td>
</tr>
<tr>
<td>Printing &amp; Stationery</td>
<td>10 922</td>
</tr>
<tr>
<td>Rent Paid</td>
<td>13 586</td>
</tr>
<tr>
<td>Salaries &amp; Wages</td>
<td>193 047</td>
</tr>
<tr>
<td>Telephone &amp; Fax</td>
<td>5 888</td>
</tr>
<tr>
<td>Refreshments</td>
<td>4 352</td>
</tr>
<tr>
<td>Travel &amp; Accommodation</td>
<td>24 279</td>
</tr>
</tbody>
</table>

**Operating expenses:** 286 346

**Surplus / (Deficit):** 2 396

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**NOTE 1:**
Does not include interest received or paid, profit or loss on exchange differences, depreciation or bad debts.

**NOTE 2:**
The gold-youth RSA NPC financial reports exclude the gold Social Franchisee costs for the site-based activities of the gold Model that were mobilised and went direct to these community-based organisations.

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**gold-youth Zambia**

Prepared by: gold PEER EDUCATION DEVELOPMENT AGENCY ZAMBIA (Trading as gold Youth Development Agency Zambia)
## Detailed Income Statement

Figures in Rand | Note(s) | 2017       | 2016       |
----------------|---------|------------|------------|
### Revenue
- 674 166     |         | 1 482 950  |
### Cost of sales
- (1 229 870) |         | (1 001 230) |
### Gross (loss) profit
- (555 704)   |         | 481 720    |
### Other income
- 1 162 556   |         | 597 423    |
### Operating expenses
- Auditors remuneration
  - 9 160       |         | 10 550     |
- Bank charges
  - 4 026       |         | 3 604      |
- Cleaning
  - -          |         | 2 946      |
- Computer expenses
  - 2 380       |         | 1 985      |
- Delivery expenses
  - 384         |         | 1 270      |
- Employee costs
  - 284 022     |         | 197 982    |
- Impairments (loan with 5one Marketing (SA)
  - (296 000)   |         | -          |
- Insurance
  - 2 249       |         | 2 037      |
- Lease rentals on operating lease
  - 20 640      |         | 60 600     |
- Legal expenses
  - 3 650       |         | -          |
- Management and consulting fees
  - 239 500     |         | 744 762    |
- Municipal expenses
  - -          |         | 1 531      |
- Per Diem
  - -          |         | 7 186      |
- Postage and stationery
  - 1 444       |         | 7 099      |
- Repairs and maintenance
  - -          |         | 489        |
- Staff welfare
  - -          |         | 481        |
- Telephone and fax
  - 15 600      |         | 15 818     |
- Training
  - -          |         | 3 950      |
- Travel - local
  - 408         |         | 6 856      |
### Total Operating expenses
- 287 463      |         | 1 069 146  |
### Profit for the year
- 319 389      |         | 9 997      |
10. 2017 Donors

FirstRand Trust (WesBank grant committee)
Hanneli Rupert Getuenis Trust
Alternative Prosperity
Western Cape Education Department
The Edward & Catherine Wray Charitable Trust
Western Union Foundation
The Mindenhill Foundation
Sneaker LAB
The Community Chest
Peregrine Holdings

In addition to the above funders we thank our individual funders and pro bono supporters for their incredible generosity and commitment to the youth of Africa.
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