1. Why? /we do what we do...

What’s the Big Problem?
More than half of young people in Sub-Saharan Africa, who make up the largest part of the population, are born into poverty, growing up in communities that visibly offer no hope. Far from having ethical role-models, they often do not believe that they have purpose, potential nor equal value to others.

Resulting consequences if big problem is not solved:

- Youth unemployability and unemployment
- Unbroken cycles of poverty fuelled by crime, orphanhood and increasing youth anarchy and lack of citizenship.
- Endemic youth risk behavior (e.g., HIV; teen pregnancy; substance abuse; gender violence) leading to a growing unsustainable health and education burden.

Approximately 108 million young people will be affected
2. What? /do we see:

“We’re changing the narrative around the youth bulge crisis at the bottom of the pyramid. We see a massive youth dividend to be harnessed. This is Africa's hope. There is no plan B”.

Inspired by a vision of young Africans living purpose-filled lives and fulfilling Africa's full social and economic potential, gold Youth Development Agency (gold-youth) was birthed in 2004. From the get-go, we have set out to re-frame the narrative around the 'youth bulge crisis' at the bottom of the pyramid, to seeing youth as the hope for the African continent.

gold-youth seeks to bring about sustained community change from the ground up, through an 'each-one-reach-one' model of youth peer education which casts every young person in Sub-Saharan Africa as a future nation-builder. gold-enterprises, its enterprise arm, seeks to make that change sustainable and scalable by leveraging the human capital created through the process as well as the access to these grassroots communities and supporting micro economies to begin to flourish.

This sustainable change is focused towards influencing the system of youth education and upbringing in Sub-Saharan Africa. In this system, we want to transform the role of young people from being passive recipients of negative norms to proactive social and economic change agents who assume the role of empowering themselves and their peers to become the ethical leaders of tomorrow.
gold 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.

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. 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 a Peer Educator provides a challenging and rewarding opportunity to a young person to develop their leadership skills, gain the respect of their Peers, and improve their own knowledge base and skills. Peer Educators change their own mindsets and behaviour after becoming a Peer Educator.
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 ventures within 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. At the heart of the movement is the belief that "the message giver is the strongest message."

gold-enterprises and gold-youth are inextricably linked and together are now reaching thousands of young people in communities in South Africa, Zambia, Botswana and Zimbabwe.

3. Who /are the roleplayers in the gold Model?

gold-youth provides a job creation opportunity for unemployed youth to be 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 3 years of their internship until they are a Mentor Facilitator Intern. Some do an additional 4th year as 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 in:
- Further study
- Jobs/Internships/Learnerships
- Micro-businesses and entrepreneurship

gold-youth wants to guide them into seeing a hope-filled future and support them as a group of active citizens and nation-builders.

Educators, parents, community leaders and businesses are supported to create an enabling environment for ongoing ground up change.
4. Where? & When?/

The gold solution, a dual strategy of deep and wide implementation, is scalable and is being rolled out in selected schools and communities in four African countries. We have a ten-year vision for 38 countries by 2030.

Track Record To Date

16 881 Peer Leaders
There are 16 881 gold Peer Educators, trained and mentored, out in the world.

842 Jobs
gold has facilitated a total of 842 job placements since 2015.

766 Internships
gold has created 766 Facilitator Internships since starting the programme.

53 454 Peers Reached
A total of 53 454 Peers and children measurably reached by gold Peer Educators.

Beneficiaries served in 2018 (excluding Peer2Peer and systemic partner beneficiaries)

48 Youth Facilitator Workplace Internships

1745 Adolescent gold Peer Educators equipped and mentored.

5343 Peers and younger children reached by gold Peer Educators.

224 Previously unemployed youth now in meaningful work or formal study opportunities.
5. Letter from the CEO

2018 was a productive year for the gold Team and one in which we were stretched to think bigger, go deeper and partner wider. Together with the gold executive leadership team I had the opportunity to participate in the Ashoka Globalizer Initiative which takes proven models and looks at how to scale these in the most effective and innovative way.

As a team we were taken through a process of system change which enabled us to take our existing Sub-Saharan vision and strategy and grapple with how this can become a sustainable reality in the years ahead. Out of this process has emerged a confirmed understanding that now is the time for gold to prepare to have a Pan African presence. We were intentional in carving out time to rethink how we strengthen the funding structures and strategies for our future Africa scale up.

We celebrated 14 years as a pioneering youth development agency reflecting on our progress and challenges. Although we celebrated the evidence of thousands of changed lives since our inception in 2004, we became acutely aware once more that we have only begun to lay the foundation of the change that is needed in the system of youth education and upbringing in our continent.

2018 was therefore a year in which we chose to re-clothe ourselves in our purpose, to re-embrace courage and vision with both hands and to put our hands to the plough to develop a clear yet ambitious ten year road map with two main goals:

1 - our scale-up through a wide stakeholder pool, with our focus on strengthening our deep and wide solution and piloting how we will achieve multiple-country-level implementation without diluting outcomes.

2 - the work to strengthen an enabling environment for sustainable system change. We will focus on unlocking innovative financial resourcing mechanisms and learn how to improve the communication of our strategy to institutions, impact investors and regulatory decision makers.

We celebrated many proud moments during 2018 which you will read about as you page through this report. A personal highlight for me was seeing our gold-youth team member Luyanda Mbi, now our Business Development Coordinator, accept the Impumelelo Social Innovation Award on behalf of gold-youth. I first met Luyanda when she was a 14-year-old gold Peer Educator in a township where we piloted what has become the gold Model today.

I remain continually humbled by the resilience and grit and boldness of the youth that we serve. There is so so much that happens in the gold world that can never be fully appreciated or articulated in a report. I was recently brought to tears when a group of young gold Peer Educators refused to stay silent about rape and murder of young girls in their communities, and set out to change the status quo no matter what the cost.

I am reminded of Madiba’s quote that “after climbing a great hill, one only finds that there are many more hills to climb”. As a team we have also taken a moment to pause and reflect but we “dare not linger” as our “long walk to freedom has not yet ended”.

Our success is not measured by our accolades but rather on our ability to keep leaning in to community, being faithful, listening and not giving up.

Yours in the gold vision,
Susannah Farr
Our Board of Directors

gold Youth Development Agency (NPC and PBO) is the 100% owner of our for-profit social enterprise, gold-enterprises.

SUSANNAH FARR: CEO
Susannah is an Ashoka fellow and 2018 globalizer 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.

SANDILE SWANA: CHAIRPERSON
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 - CORPORATE STRATEGY
Zinzi is the Director of Corporate Affairs at Woolworths. She has the conviction to be part of the ongoing process of socio-economic transformation in South Africa. Zinzi’s career has been dominated by driving socio-economic issues in a way that makes business sense.

ALICIA DAVIDS - TECHNICAL STRATEGY
Alicia has worked as an independent education practitioner for a number of years, contracting with tertiary institutions, NPOs and corporates in training and development with an emphasis on leadership development. Currently she serves as the CEO of the ASISA Academy. Alicia is a strategic thinker with a passion for empowerment through education.

DR. THAPELO OTLOGETSWE - BOTSWANA FOCUS
Thapelo 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.

ALICE TEMBO - ZAMBIA FOCUS
Alice 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.

WEDZERAI CHIYOKA - ZIMBABWE FOCUS
Wedzerai is a Community Development consultant. She has proven NGO capacity-building competence and her achievements include programme management in national, regional, and international development agencies, such as Pact, VSO, AGRI-IQ and the FACT Consortium. Since 2008, Wedzerai has been engaged in technical assistance and advisory capacities, working as an independent development consultant for several agencies.

ANDREW STEGMANN - gold-enterprises
Andrew is 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.
6. Structure & Strategy

**Gold Group Structure:**
Through the hybrid structure of the gold Group entities, the work of gold is delivered in a way that leverages the benefits of both non-profit as well as for-profit entities to drive true impact across multiple countries. gold is legally registered in South Africa, Zambia, Botswana and Zimbabwe. Our matrix workflow structure serves to ensure DNA, processes and systems can scale and in doing so, empower our teams from the ground up.

gold-enterprises provides solutions in emerging markets by leveraging the access to communities and human capital of our parent company’s youth programme to further enable job creation and economic independence of grassroots youth.

**Scale Strategy:**
The gold solution has two modes of delivery, which allow for a deep and wide Scale Strategy, supported by a blended technology approach to quality assurance and capacity building.

We go DEEP with community-based organizations called Social Franchisees: our Partners who implement the gold Model and receive capacity building and quality assurance. gold-youth gives Social Franchisees services, including quality assurance, which help the peer education programme to run successfully in selected high schools and their communities.

We go WIDE by disseminating our solution through a DIY product suite called Peer2Peer which is supported by training and consulting services for a diverse audience of replicators. Our DIY Peer2Peer product suite is designed to serve organizations and companies, who want to benefit from the best practices of the evidence-based gold Peer Education Model, but are not a gold Social Franchisee.

Through Peer2Peer we have rebranded and packaged the research base and key lessons from the gold Model into a digital/print toolkit, designed to serve multiple stakeholders, in their context, to bring about specific outcomes in adult or youth social behaviour change.

This is part of our strategy to share the gold methodology to a wider audience, who want to bring about sustainable change.

gold-enterprises is a social enterprise (Pty) Ltd, which was started by gold-youth to have a long-term, sustainable profit centre which also partners with gold-youth to facilitate job placements as well as to create jobs and entrepreneurial opportunities for gold Grads, while contributing to the sustainable scale-up of the gold Model in Southern Africa. gold-enterprises is planning the start-up phase of incubating market-led micro businesses as a critical job creation strategy in selected gold activated communities where few, if any, meaningful economic opportunities exist for youth.
7. Monitoring and Evaluation

Outline of M&E methods: how we measure
gold-youth employs a rigorous online monitoring and evaluation system within which a Log Frame Approach (LFA) matrix stipulates performance indicators and corresponding standards for programme delivery. Implementation is assessed annually as part of gold-youth’s quality assurance services. A monitoring and evaluation collection of tools and processes is in place that allow for monthly and quarterly reporting and evaluation against agreed indicators and targets.
gold-youth measures its effectiveness in the following ways based on specific proximal and distal outcomes:
• annual quantitative research, e.g. reflective surveys, academic performance assessments and data tracking.
• annual or bi-annual qualitative research, e.g. surveys, focus groups and interviews with school principals, educators, community leaders, parents, employers, Facilitator Interns, Peer Educators, peers and gold Grads.
• External evaluations by independent organisations and/or funders.
(Indicators and outcomes are measured to track results in social behaviour change, improved education and employability/job creation.)

2018:
gold-youth has continued to improve its M&E system, to ensure that outcomes are based on an adequate sample size, have a control population for proper comparison, and are recent, as this supports generalizability of the evidence.

As such in 2018, a total of 753 pre-surveys were conducted in all of gold’s Test and reference sites, namely Masoyi (Mpumalanga), Kraaifontein, Paarl (Western Cape) and Chingola, Zambia with the same survey administered to similar schools in the same area, who are not exposed to the gold Programme. Change will be evaluated through the course of the programme, and we expect to see a distinct difference between the gold schools and the control schools, thus proving the difference brought about by the programme in outcomes of social behaviour change, education and job creation.

We are still in the process of mobilizing specific funding and support to engage universities, to partner with them to conduct an extensive and rigorous external evaluation on multiple countries and contexts.

<table>
<thead>
<tr>
<th>Summary of Site Based Peer Education Activities 2018-gold Model</th>
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<tbody>
<tr>
<td>SKILLS TRAINING SESSIONS</td>
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<tr>
<td>INDIVIDUAL MENTORING</td>
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<td>TALK GROUPS</td>
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<td>LESSON DELIVERIES</td>
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<td>WORK READINESS SESSIONS</td>
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<tr>
<td>COMMUNITY UPLIFTMENT EVENTS</td>
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</tbody>
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Outcomes Snapshot

Leadership Pipeline Performance:

| Youth Facilitator Workplace Internships (Interns supported, trained & mentored) | 48 |
| Adolescent Peer Educators supported, trained and mentored | 1745 |
| Peers and younger children reached through Peer Educator activities | 5343 |
| Previously unemployable youth now in meaningful jobs or internships | 224 |
| Peer2Peer sites in South Africa, Botswana, Zambia and Zimbabwe | 138 |
An Annual outcomes survey was administered in all provinces with all Lead Peer Educators, and samples of Peers, parents and educators as follows:

- 101 parents surveys from Zambia & South Africa.
- 50 educator's surveys from South Africa.

Other surveys include:

- 47 mini food surveys from Zambia
- 48 food survey gold grads from Zambia
- 311 food surveys from Zambia and South Africa.

An annual internal outcomes study was conducted for grade 12s who are completing their fourth year of the programme (n=107) in South Africa: Western Cape, Mpumalanga, Limpopo, Kwazulu Natal; and Zambia: Copperbelt. A Retrospective survey was conducted, asking them to rate the positive change they see in themselves as a result of going through the programme from their first year to their last year, related to social behaviour change, education and job creation and employability. The following results emerged.

The percentages reflect the group of recipients who said they experienced significant change in the following areas:

88%
- Knowledge about youth risk behaviours such as alcohol, drugs, HIV and how to prevent pregnancy

92%
- Value in yourself and your motivation for your future

86%
- Respect for others around you, including what their rights are and what they may be struggling with

84%
- Not taking part in youth risk behaviours such as alcohol, drugs, bullying or being involved in gangs. Not having sex or always using condoms (if having sex).

81%
- Job readiness in terms of knowing how to write a CV and find job or study opportunities, and being confident about your ability to work with others

85%
- Commitment to education, working hard at school and attending

77%
- Involvement in leadership and community involvement or upliftment
Reported improvements in our outcomes from Year 1 to Year 4

- Increase in work readiness and employability of youth in grades 9-12 from disenfranchised schools and communities
- Increase in Peer Educator school performance and commitment to education
- Increase in positive character attributes and purpose-driven interiority in beneficiaries
- Improvement in reported reduction in age appropriate youth risk behaviour amongst Peer Educators and Peers

8. 2018 Highlights

2018 Food System/Food Security campaign

A food systems survey was conducted in Kraaifontein with youth from gold schools and non-gold schools in 2017. The ‘control’ group survey was conducted in October 2017 among 93 youth in their grade 9 year (similar to the gold Junior Peer Educator) at 3 schools in Kraaifontein who do not take part in the gold programme. (These schools were Harry Gwala, Sinako and Sizimisele). Then, another survey was conducted in August 2017 among Junior, Senior, Mentor and Lead Peer Educators (163 in total) at the 3 gold schools in Kraaifontein (i.e. grade 9-12). (These schools were Bloekombos, Hector Peterson and Masibambane). These 2 surveys serve as base line studies, before any food system training interventions.

Through the gold Programme, youth at the gold schools in Kraaifontein were then taught the track 1 and track 2 trainings on the food industry.

In August 2018, another survey (using the same questionnaire), was conducted among the gold schools in Kraaifontein to ascertain how much perceptions may or may not have switched after the food system training modules had been conducted. This sample consisted of Senior, Mentor and Lead Peer Educators (i.e. those who had been included in the baseline survey) and included 79 youth in total.

Results indicate a clear shift in the perceptions of youth around farming as a future career. Among both the control group and the gold youth before training sessions, almost three quarters of the sample stated that they would never, or only if no other option, consider a career in farming. After the training sessions, this drops to only half the sample. While responses do not move to a positive reaction, there is an increase in those stating that there is a small chance that they would consider farming (up about 20% after training sessions). This is to be expected in changing attitudes, i.e. a gradual change rather than a dramatic one.

We achieved a 100% Matric pass rate in the Western Cape, and an 84% pass rate overall in South Africa, which was above the National average!
There has also been an increase in the number of Peer Educators who would actually consider farming as a career, though it is still a small percentage who would “definitely” consider it.

The same process has been followed in all other provinces in 2018, with 311 pre food surveys conducted in Zambia, Paarl, George and Mpumalanga, with follow up analysis scheduled to take place.

### Poverty Stoplight

**gold-youth** has integrated into its M&E system a globally recognised practical methodology and self-evaluation, visual survey tool that allows families or individuals to self-diagnose their level of poverty and quality of life as a first step in developing a personalised strategy to permanently eradicate poverty from their lives. It is called ‘Poverty Stoplight’, which we have re-branded **My gold Journey**, and has markedly enhanced **gold-youth**’s existing M&E systems.

Between May and June 2018, all Field Coordinators, Sites Coordinators and Facilitator Interns were trained on the methodology. Thereafter, a pilot of the **My gold Journey** survey was administered by Field Coordinators to a total of 41 Facilitator Interns across all the relevant provinces (this represents 98% of total number of **gold** Facilitator Interns).

Between July and December 2018 a pilot of the **My gold Journey** survey was administered by Facilitator Interns to a sample of 339 Junior Peer Educators. In terms of the baseline findings overall (i.e. the quality of life within the home life of Facilitator Interns), 33% of FI are doing well (green), 14% are trying to improve their situations (yellow) and 3% are stuck in their lives (red). A similar trend was seen for Peer Educators overall. A report is available on these findings. Follow-up surveys will be done annually, and we expect to see a movements towards improvement in the lives of our Peer Educators and Facilitator Interns.
Ashoka Globalizer

Susannah Farr (gold CEO) and the executive leadership team participated in the Ashoka Systems Change Globaliser journey, focusing on the gold vision for Systems change and how we can better address the root issues of endemic poverty and unemployability (and unemployment) in a systemic way. gold-youth was one of 12 African organisations out of over 100 that were accepted into the initiative. Through the process Ashoka aims to leverage its global reach, selection process and network of social and business entrepreneurs to link initiatives ready for a global scale to the financial, strategic and intellectual support they require to go global.

gold-youth benefitted from a three-month advisory phase where a support team of volunteer advisors — leading strategy consultants and high-level business leaders — helped gold-youth leadership reflect on key issues and establish a solid strategy to spread gold-youth's impact within a systems change approach.

The process will culminate in a Summit meeting in February 2019 (in Nairobi) where participating Ashoka Fellows gather with highly successful CEOs, entrepreneurs, and experts to further refine their strategies, solve key challenges, and open strategic doors. The gold-youth team has so far been challenged and energized by this process as we finalise a structure and strategy to enable the gold solution to be taken across Sub-Saharan Africa in the decade to come.

Systemic influence through Peer2Peer

The partnership between gold-youth and the Western Cape Department of Education (WCED) continues and strengthens. The gold Peer to Peer DIY product suite and supporting accredited training was implemented in 111 schools across the Western Cape in 2018. Through this partnership gold was able to train 120 Care and Support Agents to be placed in schools and communities across the Western Cape province. This forms part of our systematic strategy to share the gold methodology to a wider market and strategically provide a meaningful job creation opportunity for unemployed youth in which first jobs are provided by leveraging budgets within the Government system in communities where few formal jobs exist.

“This was the best training I have ever been to and I feel that our participants are now informed and are empowered to implement an effective Peer Education Programme”

(Mr. Fabian, WCED Liaison Officer; Wellington Training)

2018 Awards

- Selected to be part of: Triga Social Entrepreneurship Fellowship: an accelerator network offering supporting to build high-impact, redemptive ventures that will positively impact the lives of an inclusive, broader community in Africa.
- Selected to be part of: Ashoka Globalizer Programme: supporting best practice models, through a systems change approach, to facilitate global scale.
- Impumelelo Social Innovation Awards: Award Winner for gold’s work towards systemic collaboration with Government
Masoyi, Mpumalanga

In my community we love one another and we are helpful to each other. Where I live there are so many people who are taking drugs and abusing alcohol since we have so many bars and clubs. There are six of us in my family. Me and my siblings we love each other very much, I think we live a normal life not poor nor even rich. I am passionate about success and helping people.

I used to have family problems at home. We were not getting along very well with my siblings, we always fought a lot. The only way to cope was that I used to walk away from arguing with them, or keep quiet and lock myself in my room and ignore everyone. I love music so I listened to music to keep myself calm.

I decided to change because I envied my friend’s family life. She had a good relationship with her brothers. The gold programme helped me to do exactly that with the skills training session on healthy relationships and being a leader. These sessions gave me good ways of having a better relationship with my siblings. Now we are getting along a bit better than before and that makes me happy.

I am very different now, because instead of locking myself in my room I allow everyone to talk and I talk along with them and together with our parents we try to find solutions to our problems. The change I have made improved my relationship with my siblings. We now respect each other and we are open to one another. The change I have made makes me really happy.

We now respect each other and we are open to one another. The change I have made makes me really happy.
I am 14 years old and am in grade 8 at Chingola Secondary School. I come from a family of 7, I am the fourth born. I have been living a terrible and horrible life. I just realized this after interacting with gold Peer Educators in my school. I used to insult and fight at school and at home. I used to drink alcohol as young as I am, I used to have sex with boyfriends. All this was normal. Last term gold Peer Educators came to our class to teach about “Real Men and Real Women”. It was fun and I learned something but didn’t take it seriously. I continued with my life of alcohol, insults and sex.

When we opened school this term, other Peer Educators came to our class again. We went in a group and we were talking about alcohol and drug abuse. I learned about the consequences of abusing alcohol and drugs. I realized that I had been abusing alcohol and I felt bad about myself. The following week we learned about values. I was not feeling bad about myself anymore because I knew I just had to change my bad way of life. I am now working on changing my bad language. I want to be a better person. I want to be a Peer Educator next year. I want to have good grades and finish school with good grades. I am no longer interested in having sex with my boyfriend because I know it is bad for me now. I want people to look at me and say good things about me.

A quote from a Peer Educator about her personal journey:
“The programme has also helped me gain more knowledge assisting and referring others I have then decided to offer support to my friend who has cancer. With me just being there for my friend it has helped her so much, she now has a positive outlook on life now and we’ve had some fundraising events to help support her with medical bills as they do not have medical aid. In a couple of years I want to pass my matric with very good marks and study at the University of Stellenbosch to become a Chartered Accountant”. 

Chingola, Zambia
9. Human Resources

Our gold Team

gold-youth is served by an International Hub Office team based in Cape Town with satellites in Johannesburg and Harare. This Hub team is supported with field operations and partners across selected provinces in South Africa, Zambia, Botswana, and Zimbabwe.

Hub Team

Susannah Farr
Chief Executive Officer

Desiré Peters
Chief Programme Operations Officer

Nathalie Tedder
Head of Business Development

Nicky Welsh
Head of Human Resources

Mahlatse Langa
Head of Finance & Systems

Eric Mtimkulu
Stakeholder Mobilization Manager

Trevor Mubaiwa
ICT Manager

Renette Pickering
Research & Curriculum Specialist

Sue Powell
Monitoring & Evaluation Specialist

Susannah Farr
Chief Executive Officer

Desiré Peters
Chief Programme Operations Officer

Nathalie Tedder
Head of Business Development

Nicky Welsh
Head of Human Resources

Mahlatse Langa
Head of Finance & Systems

Eric Mtimkulu
Stakeholder Mobilization Manager

Trevor Mubaiwa
ICT Manager

Sue Powell
Monitoring & Evaluation Specialist

Lynette Amaro
gold Grads & Connections Manager

Jamie-Lee Egypt
Training & Support Coordinator

Joshua Rossouw
Finance and Office Manager

Luyanda Mbi
Business Development Coordinator

Nicholas Lamohr
gold-enterprises consultant

Fiona Milligan
Advocacy & Visibility Manager

Michelle Fitzpatrick
Resource Development Manager

Rumbi Mushosho
Quality Assurance Manager

Unathi Ndzube
HR & Office Intern

Dean Egypt
gold-enterprises Consultant and Trainer
Facilitator Interns: gold Test and Reference Sites

**Kraaifontein, Western Cape, South Africa:**
- Christopher Mzamo – LFI
- Xola Sdiki – SFI
- Christopher Mcebisi Dyasi – SFI
- Okuhle Koeberg – SFI
- Thethelela Mgumbi – SFI
- Kagiso Ndima – JPI
- Nokubonga Ndlotyeni – JPI
- Masiwakhe Bulu – JPI

**Paarl, Western Cape, South Africa:**
- Lizenda Samuels – SFI
- Juanita Abrahams – SFI
- Luchin Ephraim – SFI
- Jybre Martin – JPI
- Melissa Martin – JPI
- Alicia Thomas – JPI

**Masoyi, Mpumalanga, South Africa:**
- Jacky Maphosa – LFI
- Siphiwe Mavundla – SFI
- Nokuthula Sitiiti – SFI

**Chingola, Copperbelt, Zambia:**
- Evelyn Chisulo – LFI
- Leonard Musheba – MFI
- Cathrine Chisulo – MFI
- Vincent Mwelwa – JPI
- Christabel Mukuka – JPI
- Justin Luchembe – JPI

Government Partners
gold collaborates with specific National and Provincial Departments and Ministries in our ongoing revision of gold curricula, standards and materials as well as in the ground-up implementation of youth-led interventions at a district, provincial and country level. The gold Model is supportive of and addresses priorities highlighted in the various National Strategic Plans, Guidelines and Development Frameworks in South Africa, Zambia, Botswana as well as Southern African Development Countries (SADC).

Implementing Partners
gold Social Franchisees:
- Thembalethu Nkomazi, ISAAC, Family Transformation Centre, Destiny Alive Limpopo.
- gold Test and Reference Sites
  - Zambia: gold Chingola cluster
- South Africa: gold Kraaifontein cluster; gold Paarl cluster; gold Masoyi cluster
- Peer2Peer Partners
  - Zambia: YMCA
- Zimbabwe: Hope for a Child, Christian Aids Taskforce, Community Development for the Western Region of Zimbabwe
- Botswana: Men and Boys for Gender Equality, Hope World Wide Botswana, Class Volunteers International
- South Africa: Hope for Africa Missions Mpumalanga, Hillcrest Aids; Western Cape Department of Education (systemic partner)
## Financial Reports

**gold** Peer Education Development Agency t/a

**gold** Youth Development Agency South Africa & Botswana

**Statement of Funding and Expenditure for the year ended December 2018**

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<th>Revenue</th>
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<tr>
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<td>Advertising</td>
<td>18 380</td>
</tr>
<tr>
<td>Bank Charges</td>
<td>42 448</td>
</tr>
<tr>
<td>Cleaning</td>
<td>4 570</td>
</tr>
<tr>
<td>Computer Expenses</td>
<td>262 518</td>
</tr>
<tr>
<td>Consulting Fees</td>
<td>529 145</td>
</tr>
<tr>
<td>Courier &amp; Postage</td>
<td>49 941</td>
</tr>
<tr>
<td>Donation Expenses Probona Services</td>
<td>92 727</td>
</tr>
<tr>
<td>Electricity &amp; Water</td>
<td>31 395</td>
</tr>
<tr>
<td>Insurance</td>
<td>24 671</td>
</tr>
<tr>
<td>Legal and Registration Fees</td>
<td>6 958</td>
</tr>
<tr>
<td>Per Diem</td>
<td>17 955</td>
</tr>
<tr>
<td>Printing &amp; Stationery</td>
<td>228 259</td>
</tr>
<tr>
<td>Refreshments</td>
<td>211 149</td>
</tr>
<tr>
<td>Rent Paid</td>
<td>303 807</td>
</tr>
<tr>
<td>Repairs &amp; Maintenance</td>
<td>7 915</td>
</tr>
<tr>
<td>Salaries &amp; Wages</td>
<td>4 903 739</td>
</tr>
<tr>
<td>Workmans Compensation</td>
<td>8 818</td>
</tr>
<tr>
<td>Staff Training</td>
<td>44 350</td>
</tr>
<tr>
<td>Storage</td>
<td>9 059</td>
</tr>
<tr>
<td>Security</td>
<td>7 741</td>
</tr>
<tr>
<td>Subgrants</td>
<td>747 000</td>
</tr>
<tr>
<td>Telephone &amp; Fax</td>
<td>46 334</td>
</tr>
<tr>
<td>Travel and Accommodation Local</td>
<td>763 139</td>
</tr>
<tr>
<td>Travel International</td>
<td>15 106</td>
</tr>
<tr>
<td>Training Materials</td>
<td>23 242</td>
</tr>
<tr>
<td>Visibility and Advocacy</td>
<td>22 914</td>
</tr>
<tr>
<td><strong>Total Operating expenses</strong></td>
<td><strong>8 514 724</strong></td>
</tr>
</tbody>
</table>

| Surplus / (Deficit)                                                      | **446 294** |

**Note:**

Does not include interest received or paid, profit or loss on exchange differences, depreciation or bad debts. The surplus represents an investment in assets.

*Note:* These financials exclude the additional funds mobilised towards **gold** Model activities that went directly by additional donors to funding **gold** Franchise Partners. These financials also exclude the funds contributed directly by Government partners towards collaborative activities where their budget funded Peer2Peer Facilitator stipends as part of **gold** supported Government Programme.
Statement of Funding and Expenditure for the year ended December 2018

Currency in Zambian Kwacha

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Total Income</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>401,188</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Operating expenses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising &amp; Promotions</td>
<td>800</td>
</tr>
<tr>
<td>Bank Charges</td>
<td>6,881</td>
</tr>
<tr>
<td>Cleaning</td>
<td>2,035</td>
</tr>
<tr>
<td>Computer Expenses</td>
<td>150</td>
</tr>
<tr>
<td>Courier &amp; Postage</td>
<td>11,762</td>
</tr>
<tr>
<td>Electricity &amp; Water</td>
<td>620</td>
</tr>
<tr>
<td>Leasing &amp; Hire Costs</td>
<td>2,000</td>
</tr>
<tr>
<td>Legal Fees</td>
<td>250</td>
</tr>
<tr>
<td>Per Diem</td>
<td>6,549</td>
</tr>
<tr>
<td>Printing &amp; Stationery</td>
<td>39,430</td>
</tr>
<tr>
<td>Rent Paid</td>
<td>31,549</td>
</tr>
<tr>
<td>Repairs &amp; Maintenance</td>
<td>105</td>
</tr>
<tr>
<td>Salaries &amp; Wages</td>
<td>219,841</td>
</tr>
<tr>
<td>Telephone &amp; Fax</td>
<td>9,725</td>
</tr>
<tr>
<td>Refreshments</td>
<td>25,864</td>
</tr>
<tr>
<td>Travel &amp; Accommodation</td>
<td>53,494</td>
</tr>
<tr>
<td>Visibility and Advocacy</td>
<td>4,707</td>
</tr>
<tr>
<td><strong>Total Operating expenses</strong></td>
<td><strong>415,763</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Surplus / (Deficit)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-14,574</td>
</tr>
</tbody>
</table>

**Note:**
Does not include interest received or paid, profit or loss on exchange differences, depreciation or bad debts
The surplus represents an investment in assets

**Note:** These financials exclude the additional funds mobilised towards Peer2Peer partner sites.
## Statement of Profit/(Loss) and other comprehensive income for the year ended December 2018

**Currency in South African Rands**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td><strong>1 041 588</strong></td>
</tr>
<tr>
<td>Service / Sales Income</td>
<td>104 191</td>
</tr>
<tr>
<td>Training Income</td>
<td>371 649</td>
</tr>
<tr>
<td>Grant Income</td>
<td>565 748</td>
</tr>
<tr>
<td>Cost of Sales</td>
<td><strong>743 015</strong></td>
</tr>
<tr>
<td><strong>OTHER INCOME</strong></td>
<td><strong>92 727</strong></td>
</tr>
<tr>
<td>Donation Income</td>
<td>92 727</td>
</tr>
<tr>
<td><strong>GROSS OPERATING INCOME</strong></td>
<td><strong>391 300</strong></td>
</tr>
<tr>
<td><strong>OPERATING EXPENSES</strong></td>
<td><strong>350 154</strong></td>
</tr>
<tr>
<td>Gold Agency Management Fee</td>
<td>114 336</td>
</tr>
<tr>
<td>Accounting / Audit Fees</td>
<td>9 504</td>
</tr>
<tr>
<td>Bank Charges</td>
<td>3 165</td>
</tr>
<tr>
<td>Computer Expenses</td>
<td>2 812</td>
</tr>
<tr>
<td>Consulting Fees</td>
<td>31 500</td>
</tr>
<tr>
<td>Insurance</td>
<td>2 368</td>
</tr>
<tr>
<td>Legal and Registration Fees</td>
<td>4 248</td>
</tr>
<tr>
<td>Rent Paid</td>
<td>24 636</td>
</tr>
<tr>
<td>Salaries &amp; Wages</td>
<td>123 656</td>
</tr>
<tr>
<td>Salaries &amp; Wages - COIDA</td>
<td>1 153</td>
</tr>
<tr>
<td>Staff Welfare</td>
<td>10 000</td>
</tr>
<tr>
<td>Telephone</td>
<td>22 776</td>
</tr>
<tr>
<td><strong>OPERATING PROFIT</strong></td>
<td><strong>41 146</strong></td>
</tr>
<tr>
<td>Interest Received</td>
<td>1 624</td>
</tr>
<tr>
<td>Pft/Loss on Foreign Currency Exchange</td>
<td>9 245</td>
</tr>
<tr>
<td><strong>NET PROFIT</strong></td>
<td><strong>52 016</strong></td>
</tr>
</tbody>
</table>
11. Acknowledgment of donors

gold is very thankful for the generous support and partnerships that it enjoyed in 2018 with our stakeholders listed below:

<table>
<thead>
<tr>
<th>The Edward and Catherine Wray Charitable Trust</th>
<th>FirstRand Trust (WesBank Grant Committee)</th>
<th>Craiglea Charitable Trust</th>
<th>Allan Gray Orbis Foundation Endowment</th>
<th>Creda Communications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alternative Prosperity Foundation</td>
<td>Western Cape Education Department</td>
<td>Scatec Solar</td>
<td>Sneaker LAB</td>
<td>Mergon Foundation</td>
</tr>
</tbody>
</table>

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.
12. Our Future

Almost 15 years on, and with the support of our partners that join us in a vision to scale systemic change efforts, the gold Model is ready to grow.

We have measurably reached over 71 000 young people.

We have achieved small-scale policy change and we are proud of what we have achieved as a team.

YET we have only scratched the surface so far, as our targeted market is 10 million young leaders across 38 priority countries... a tenth of the full market affected by the big problem, but these 10 million are critical catalysts for wider impact.

A systems change approach is needed whereby an enabling environment is created so that youth across Sub-Saharan Africa are given the agency to be the key role players in their own development.

2019 will be a key year for us to prepare well for the decade ahead where we dream to see the gold scale vision become a reality. This will mean prioritising the funding of Phase 2 of our technology scale strategy, commencing a proof of concept for how we incubate business in a box solutions as a critical job creation strategy for all future gold communities and strengthening our leadership DNA as a team.
INTERNATIONAL HUB & SOUTH AFRICA OFFICE
22 Station Road, Rondebosch, Cape Town, South Africa, 7700

ZAMBIA OFFICE
NAMS Complex Room C9, Plot No. 87B Buntungwa Rd, Kabwe

Contact the International Hub for details of Zimbabwe, Botswana and South African provincial sites offices.