



# Impact Report

gold Youth Development Agency



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# 2025 Impact Snapshot



**324**

Youth Facilitator  
Interns employed  
and equipped



**10,003**

Teenage Peer  
Educators trained  
and mentored



**14,919**

Peers and younger  
children reached and  
influenced

**BOTSWANA  
MALAWI  
RWANDA  
SOUTH AFRICA  
ZAMBIA  
ZIMBABWE**



**6**

The gold Model is creating  
impact in 6 African countries



**652**

Youth connected to  
employment

# Africa Reach

**gold-youth** partners with existing grassroots organisations (Implementing Partners) to roll-out the **gold** Model. We develop at least one Test and Reference (T&R) site in each country as a best practice, learning model.

## Rwanda

17 Implementing Partners  
2 T&R sites

## Zambia

7 Implementing Partners  
1 T&R Site

## Zimbabwe

6 Implementing Partners  
1 T&R Site

## Botswana

5 Implementing Partners  
1 T&R Site

## Malawi

1 T&R Site

## South Africa

17 Implementing Partners  
2 T&R Sites

# Stories of Impact



gold Grads from across Africa share their successes...

## RWANDA gold Grad, Centia Uwayezu:

"Before I joined the programme, after I dropped out of school, I did not have a job. I did not know what I could do to improve my life. During **gold-youth's** peer education programme, we learned how to change negative behaviours into positive. The Facilitators trained us on how to develop ourselves through small businesses and basic farming. After the training, I started a small business. I began selling maize and other vegetables. **I now understand how to improve my life and become self-reliant. I also advise my fellow youth to change their behaviour and start small businesses to improve their lives.**"

## MALAWI gold Grad, Christopher Kim Chimutu:

"I grew up in a low-income family in Malawi and was supported through school by African Vision Malawi (AVM). Life was tough, but I was lucky to get sponsorship from AVM to pursue my education. After AVM was handed over to **gold-youth**, I was selected as a Facilitator Intern, continuing the legacy of support that helped me complete my degree at Malawi University of Business and Applied Sciences in 2025."

“ The training was a catalyst that transformed my life and helped me turn my passion into a career

## ZAMBIA gold Grad, Charity Chilufya:

"After completing **gold-youth's** Micro-Business training, with my new-found knowledge I launched my business, selling bed comforters and towels. The training had a profound impact on my life. Not only did it provide me with the skills and confidence I needed to succeed but also earned second prize in the competition. The training was a catalyst that transformed my life and helped me turn my passion into a career".

## SOUTH AFRICA gold Grad: Sboniso Mabunda:

"As a **gold** Peer Educator, I gained confidence, discipline, and leadership skills while learning to serve and inspire others. Through the Micro-Business Training, I developed entrepreneurial skills that prepared me to launch Bundene Sound System Rentals.

Today, I provide professional sound equipment for community functions. The business has increased my household income and established me as a young entrepreneur in my community. Despite challenges like marketing and maintenance costs, I've built loyal customers, financial discipline, and a reputation for reliability."



## BOTSWANA gold Grad, Amantle Letsholo

"**gold-youth** taught me that value grows with consistency; every step matters. From my first peer education activities in school to microbusiness trainings, business pitches, and TVET applications, I learnt that daily effort polishes ordinary work into results.

Through **gold-youth** and my mentors, I learnt that small, steady actions build over time. Beyond skills, **gold-youth** shaped my character, taught me to lead by example and to be a role model for my Peers and younger siblings, showing them that discipline and persistence create opportunities."



As a gold Peer Educator, I gained confidence, discipline, and leadership skills while learning to serve and inspire others.



## ZIMBABWE gold Grad: Kudzai Gwenhure:

"Before joining the **gold** Programme, I was confused about which career path to follow and struggled to believe I could pursue higher education. My family discouraged my dream of becoming a teacher and financial challenges also made it difficult to continue my studies. Through mentorship, encouragement, and savings clubs, I gained confidence to pursue my passion. I used my internship stipend and personal savings to begin my Degree in Education. I am now in my second year at United College of Education, affiliated with the University of Zimbabwe, and preparing for my teaching practical in 2026."

# CEO's Letter



**Every young person is created with gold inside of them;** carrying inherent worth, purpose, and potential. This is a belief that has shaped everything **gold-youth** has built over more than twenty years. And 2025, in all its complexity, deepened that conviction..

Personally, it was one of the most humbling seasons of my life. I spent two months in hospital with malaria complications and experienced a level of vulnerability I had never known before. I was carried by the prayers of hundreds of people across the world, held by my family, friends, colleagues, and a global community that surrounded us with extraordinary love and faith. I came home slower, initially. More grateful. And reminded with fresh force of why this work matters and why it cannot wait.

Real progress in Africa will be built from within. A generation of young leaders is already here, already capable, already carrying what their communities need. They are waiting for systems that see them, formation that roots them, and pathways that release their potential rather than contain it. Building those systems, with rigour and love, at scale across a continent, is exactly what **gold-youth** exists to do. That mission has never felt more relevant. This moment has never felt more urgent.

While I was away, the **gold** team and our social franchisees demonstrated what it looks like when young leaders are trusted, equipped, and rooted in communities

that believe in them. Across every **gold** community, they kept showing up for young people, leading with courage, wisdom, and extraordinary faithfulness. And I returned deeply moved by what I found.

Then there are the young people themselves. They are the reason for all of it. In 2025, **gold-youth** reached 25,278 young people across 152 schools and communities in South Africa, Zambia, Botswana, Zimbabwe, Rwanda and Malawi, equipping 324 Facilitator Interns to train and equip 10,003 Peer Educators and changemakers to lead their 14,919 Peers toward purpose and possibility. Behind every number is a life in motion.

Chantal in Rwanda, now running her own small business after dropping out of school at fourteen. Gugulethu in Zimbabwe, who turned gang involvement into a platform for peacebuilding. Kudzai, who saved money from her Facilitator stipend to begin a Teaching Degree she once believed was beyond her reach. They are signs of what becomes possible when a young person is truly seen and supported. 2025 asked hard things of us. The global funding environment shifted in ways that affected

organisations across our sector, and we were not exempt. We faced real constraints, and we are walking into 2026 having made difficult decisions – narrowing our scope, pausing partnerships we deeply value, and releasing what we cannot sustain. These decisions are not easy, and we do not make light of them.

But we are not simply surviving a difficult season. We are building something. The pruning we are embracing in 2026 is not retreat. It is the deliberate work of an organisation committed to getting the scale foundations right, so that what we build next can hold the weight of genuine continental scale. Africa's young people do not need programmes that grow fast and fracture. They need infrastructure that lasts – community-rooted, locally owned, and resilient enough to outlive any single funding cycle or global disruption.

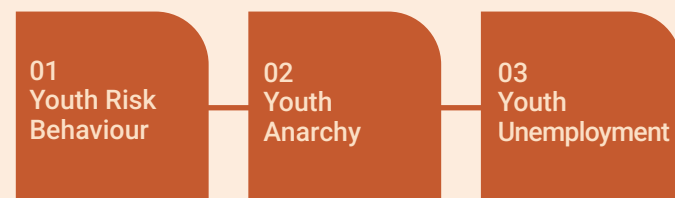
We are becoming that kind of organisation. Not because the path is clear or the resources certain, but because we believe the work is worth the long obedience. We press on. Together.

**Susannah Farr**

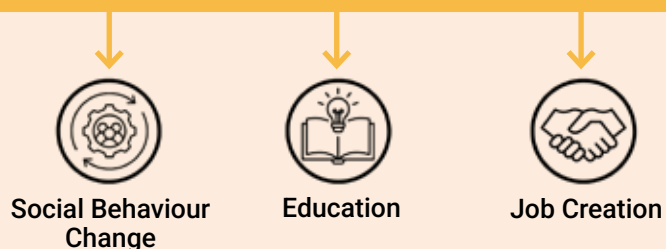
# About gold-youth

Across Africa, millions of young people are growing up without role models, purpose, or opportunities to recognize the **gold** within them, while many grassroots organisations lack the systems and capacity to support them at scale.

We see these challenges play out in three critical ways across the communities we serve:



To change this trajectory, we partner with the local organisations best placed to support young people, to implement the **gold** Model. The most powerful solutions are rooted in the communities where young people live and grow; solutions that are sparked from within these young leaders, and are mobilizing outcomes in:



Guided by a Christ-centred worldview, **gold-youth** believes that every young person is created in the image of God, carrying inherent dignity and potential. Recognising this truth inspires hope, resilience, and responsibility that can transform lives and communities.

## Our Vision

We see an Africa where every young person uncovers the gold within them and boldly lives out their purpose.

## Our Mission

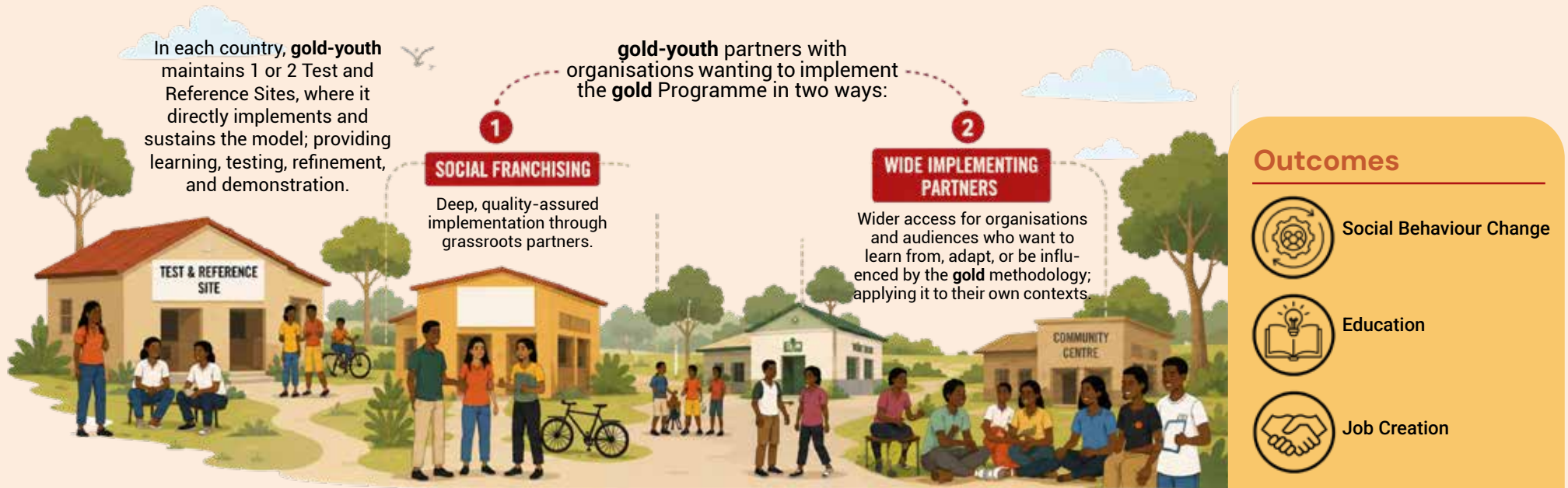
**gold-youth** equips grassroots organisations across Africa through a tested Peer-led development model, activating young leaders in schools and communities to shift social norms, strengthen education, and unlock pathways to economic opportunity.

## Our Audacious Goal

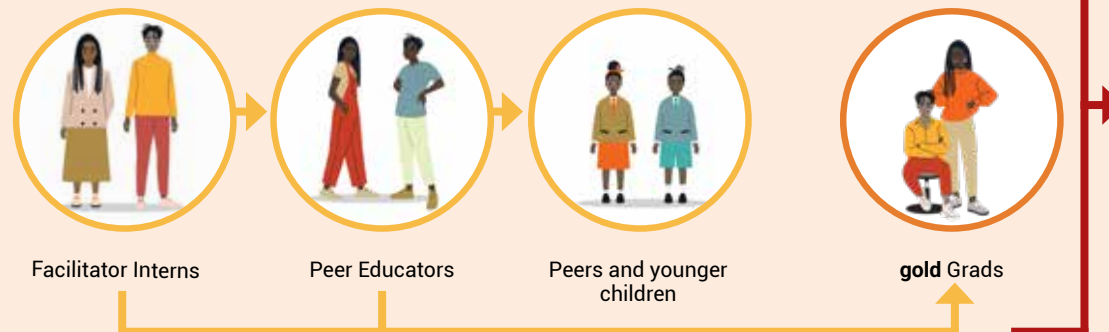
To develop 10 million young African leaders.

# The gold Model

The **gold** Model is our community-based approach to youth transformation. It is built on trusted relationships and supports young people to form a strong sense of identity, learn from their Peers, and develop practical skills that open pathways to livelihoods and meaningful contribution. The model is intentionally designed to work within local communities, where support and opportunity are closest to home.



Out-of-school youth are employed and trained as Facilitator Interns who train and mentor teenage Peer Educators using participatory learning methods. In turn, Peer Educators influence their Peers and help spark positive change in their schools and communities.



## The gold Programme Curriculum:

The **gold** Peer Education Programme is delivered in schools and communities. Partners are equipped to implement and measure the programme in their local contexts. The **Peer Educator curriculum** covers six core areas:



- **Peer Educators** additionally participate in numeracy and literacy academic support sessions.
- **Facilitator Interns** are equipped and skilled through an aligned curriculum.
- **gold Grads** participate in varied employment-related, microbusiness and entrepreneurship trainings.

# gold-youth's Enabling Ecosystem



The **gold** Model is strengthened by a wider set of ecosystem actors:



## **Foundations & Funders**

Provide catalytic and platform-level funding that helps the model grow and demonstrate impact.



## **Friends of gold-youth**

A community of individuals from across the world who contribute as part of the **gold** Movement through their generosity and investment of time and donations.



## **Governments**

Contribute systems access, policy alignment, and legitimacy, while also benefiting from credible, evidence-based youth outcomes.



## **The Wider Community**

Including other non-profits, health services, education centres and local community structures, creating the enabling environment, referral pathways, and support systems that help young people thrive.

# gold-youth's Story

2004

gold-youth was founded to develop young African leaders through peer education.

2006

gold-youth received its first major international recognition, winning the **Commonwealth Good Practice Education Award**.

2011

gold-youth **Enterprises** was launched to support long-term sustainability and create pathways to youth employment.

2015

gold Grads was created to strengthen and equip gold Programme alumni through community, connection, and opportunity pathways.

2019

gold-youth celebrated 15 years of impact, having reached more than 74,000 young people and deepened alignment with the SDGs, won the African Union's *Innovating Education in Africa Innovator's Award* and participated in Ashoka's Globalizer Accelerator.

2020

- In response to COVID-19, gold-youth expanded digital delivery, community support, and partnership work, including with the HSRC.
- gold-youth launches its African expansion in **Rwanda**.

2021

African Scale **Proof of Concept** Strategy 2021-2026 commenced.

2022

Innovation and testing expanded across five African countries, including work in digital scale, literacy, disability inclusion, youth services, and microbusiness development.

2024

gold-youth celebrated **20 years of youth-led change**, marking two decades of impact across multiple African countries.

2025

- **Malawi** is onboarded.
- In its **21st year**, gold-youth has now reached 45,003 Peer leaders and 123,826 Peers, supported 2,825 internships, and facilitated 3,239 jobs, while looking ahead to expansion into 38 countries by 2032.



# Impact Review

**gold-youth** is an award-winning organisation with a 21-year track record of developing an evidence-based youth development solution.

**Since 2004:**

## 168,146

**Youth have found the gold within them**

## 6513 Connections

**To jobs, study opportunities and internships have been initiated.**

## Theory of Change and Impact Framework

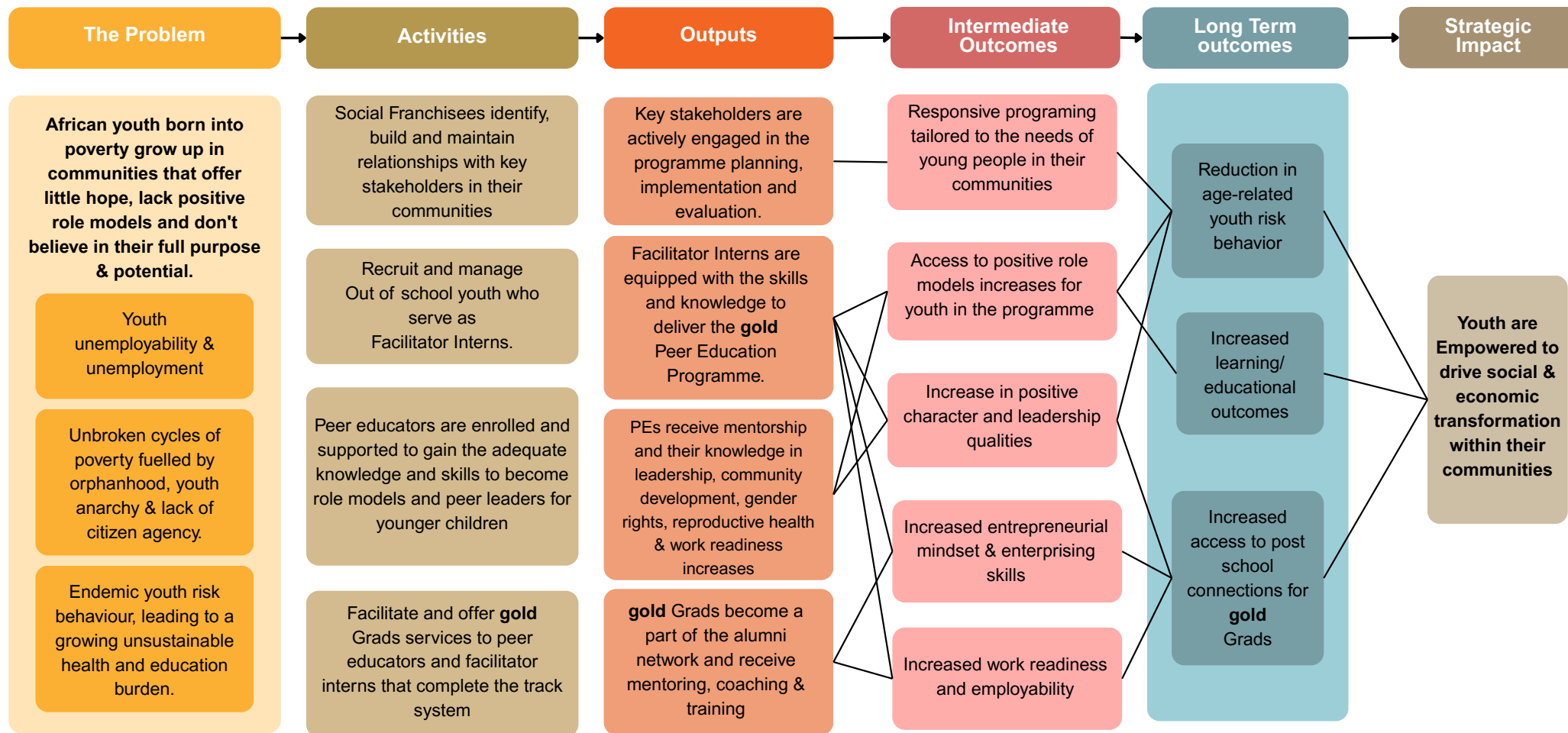
Our Theory of Change (on the following page) sets out how we believe change happens: from the problem facing African youth born into poverty, through the activities we deliver, the outputs they produce, and the intermediate outcomes they unlock, to the long-term outcomes and our strategic impact of youth empowered to drive social and economic transformation within their communities. This causal pathway is what determines what we measure and why. The three outcome areas reported in the pages that follow are the long term outcomes named in that pathway: Social Behaviour Change corresponds to a reduction in age-related youth risk behaviour, Education to improved learning and educational outcomes, and Job Creation to increased access to post-school connections and employment.

To assess these consistently and credibly, we use Impact Frontiers' 5 Dimensions of Impact, a framework used widely by impact investors and organisations around the world. It helps us look past what we delivered to what actually changed for young people, and how much that change matters. **'What'** is the change we set out to see, taken from the outcomes in our Theory of Change. **'Who'** is the young people we reach: Facilitator Interns, Peer Educators, and their Peers and younger children. **'How Much'** is how big the change was, and for how many. **'Contribution'** is how much of that change happened because of **gold-youth**, rather than for other reasons. **'Risk'** is what could go wrong, or where the change may not hold. Together, the Theory of Change sets out the change we are aiming for, and the five dimensions test how well the evidence backs it up.



\* Source: Impact Frontiers, "Five Dimensions of Impact" (<https://impactfrontiers.org/norms/five-dimensions-of-impact/>), a globally recognised framework developed through a multi-year consensus of over 2,000 organisations.

# Theory of Change



The **gold** Theory of Change: the causal pathway from problem to strategic impact, and the foundation for the outcomes measured in the following section.

# Outcome 1

## Social Behaviour Change



Peer Educators from selected mature sites in 5 countries (Botswana, South Africa, Rwanda, Zambia and Zimbabwe) were surveyed before and after participating in the 3-4 year **gold** Programme. Peers were surveyed after involvement in peer education activities for one year.



### HOW much change happened?

#### 1. Positive Character and Sense of Purpose

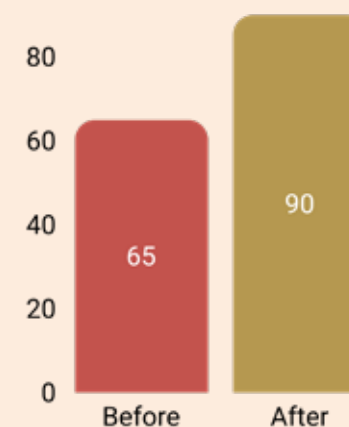
##### Peer Educators:

- Positive self-perception improved from 65% – 90%.
- 88% feel more resilient and confident in overcoming challenges.

##### Peers:

- Over 93% of Peers reported increases in confidence and hope for the future.

100 Positive self-perception



### WHAT changes occurred?

1. Youth demonstrate positive character growth and clearer sense of purpose
2. Increased youth leadership and community action
3. Reduced risk behaviours (substance use, bullying, gang involvement, teenage pregnancy)

### WHO was impacted?

- 659 Peer Educators who completed the **gold** Programme in 2025
- 1 521 Peers and younger children



**86% of Peer Educators more motivated to serve their communities**

#### 2. Leadership and Community Upliftment

##### Peer Educators:

- 86% are more motivated to serve and uplift their communities

##### Peers:

- 93% feel equipped to advocate for change

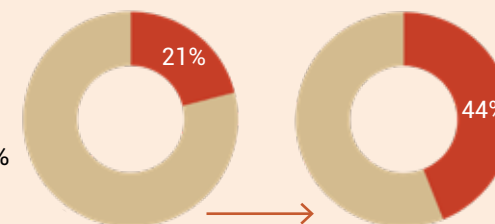
#### 3. Risk Behaviour Reduction

##### Peer Educators:

- HIV testing increased from 21% to 44%
- Non-use of alcohol increased from 80% to 90%
- Non-use of drugs increased from 80% to 95%

##### Peers:

- 39% went for an HIV test after gaining knowledge on substance use; HIV; and gender, rights and relationships



HIV testing increased from 21% to 44%



# Outcome 1

## Social Behaviour Change



### Contribution: the difference gold-youth made beyond what would have happened anyway

Beyond sessions, Peer Educators receive ongoing mentoring and support from Facilitator Interns, helping them sustain change in daily life. In surveys and interviews, 93% of parents and 90% of Educators reported improvements in behaviour, confidence and leadership, suggesting that the programme reinforced change beyond normal development alone.



90% of Educators and 93% of parents saw improvements in behaviour.



### Risk: the likelihood that the impact will be different from what we expect

Young people face growing mental health challenges, while the need for counselling increasingly exceeds the capacity of our Facilitator Interns and available support services in many communities.

**gold-youth** is offering 'Equipped to Serve' training to help Facilitator Interns better support Peer Educators and young people facing difficult circumstances, while strengthening referral partnerships with local organisations.



### Gugulethu Dube:

Peer Educator, Zimbabwe



"Before joining the **gold** Programme, I was part of a gang that bullied and sometimes beat up other learners. We wanted belonging and respect, and believed that fear and violence were the way to get it. We didn't have positive role models, and were under a lot of negative peer pressure.

Through the **gold** Programme, I received mentorship and guidance that helped me see leadership differently. I learned self-awareness, conflict resolution, teamwork, and how to use my influence positively. I also had opportunities to serve others, facilitate discussions, and share my story.

**I am no longer involved in bullying or gang activity. I now promote peace, respect and unity at school and in my community. My academic performance has improved as I am more focused and motivated."**



Note: this photograph is not representative of the above case study

## Case Study

# Outcome 2

## Education



Peer Educators from selected mature sites in 5 countries (Botswana, South Africa, Rwanda, Zambia and Zimbabwe) were surveyed before and after participating in the 3-4 year **gold** Programme.



### HOW much change happened?

#### 1. Commitment to Education

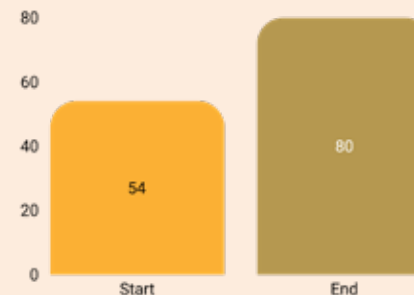
##### Peer Educators:

- 90% of Peer Educators said they valued education at endline, up from 77% baseline

#### 2. Academic Support Sessions

##### Peer Educators:

- Participation in academic support groups rose from 54% to 80%



Participation in academic support groups rose 26% from start to end of participation in the **gold** Programme.

90% of PEs valued education at endline



### WHAT changes occurred?

- Improved commitment to education
- Academic support sessions enrolment increase
- Increased school completion and school-leaving pass rate

### WHO was impacted?

659 Peer Educators who completed the **gold** Programme in 2025, across all 5 countries.



#### 3. School Completion and Pass Rate

##### Peer Educators:

- 0% school repetition and dropout in all countries except South Africa where the repetition rate was 3% and a 7% dropout rate
- Strong academic outcomes across all countries, with Peer Educators in Botswana and Zimbabwe performing better than national averages at junior secondary level, and high school senior secondary pass rates in Rwanda (69%), Zambia (88%) and South Africa (91%)

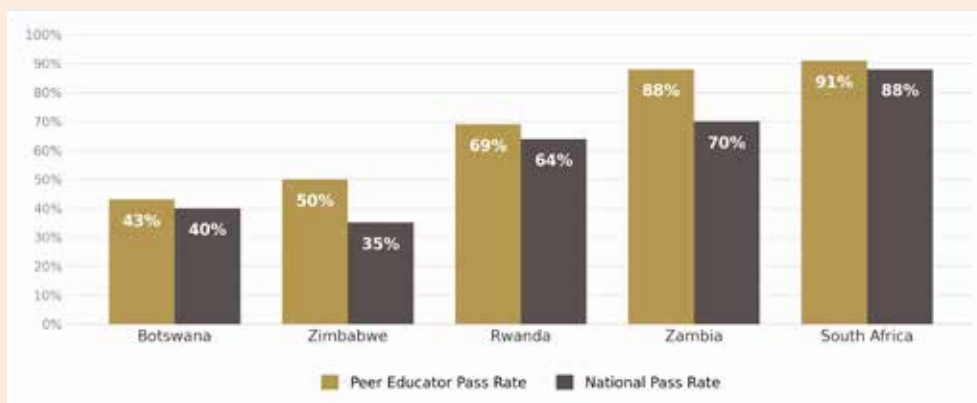
# Outcome 2

## Education



### Contribution: the difference gold-youth made beyond what would have happened anyway

To assess our level of contribution, we compare the pass rates of our Peer Educators with national and provincial pass rates. The graph below presents these comparisons across all the countries where we operate.



### Risk: the likelihood that the impact will be different from what we expect

Many of our Peer Educators and their Peers face barriers beyond the programme's scope such as poverty, limited access to learning resources, and unstable home environments, which can affect their ability to fully engage in academic support.

**In 2025, more focus was placed on closer collaboration with teachers to provide more tailored academic support.**



### Shaun Keatlhotse:

Peer Educator, Botswana



"Before joining the programme, I was struggling academically. I didn't perform well in my exams and found it difficult to understand many concepts. I often felt discouraged and doubted my ability to do well in school.

The **gold** peer education programme completely changed my attitude towards education. Through individual and group mentoring sessions, I gained confidence and self-belief. It helped me to become more disciplined, set goals, and work hard. The support from mentors and fellow Peer Educators inspired me to strive for excellence. I have improved in my academic performance.

**I now participate actively in class, understand lessons better, and feel proud of my progress. Most importantly, I believe in myself and ability to succeed."**



## Case Study

Note: this photograph is not representative of the above case study

# Outcome 3

## Job Creation



Peer Educators from selected mature sites in 5 countries (Botswana, South Africa, Rwanda, Zambia and Zimbabwe) were surveyed before and after participating in the 3-4 year **gold** Programme. The **gold** Grads connections tracker and employment contracts, as well as the Facilitator Intern Database also informed these outcomes.



### HOW much change happened?

#### 1. Work Readiness & Employability:

- Career planning increased from 47% to 80%
- Communication and teamwork skills improved from 63% to 90%

#### 2. Greater Access To Post-School Opportunities - For Unemployed Youth (Including gold Grads):

- 211 previously unemployed youth were employed as **gold** Facilitator Interns
- 597 work connections facilitated for unemployed youth
- 71 post high school study opportunities initiated
- from 54% to 80%

#### 3. Enhanced Entrepreneurial Mindset & Enterprising Skills:

- 54% of Peer Educators expressed interest in starting their own enterprises after participating in the entrepreneurship training



### WHAT changes occurred?

1. Stronger work readiness and employability
2. Greater access to post-school opportunities
3. Enhanced entrepreneurial mindset and enterprising skills



### WHO was impacted?

- 659 Peer Educators who completed the **gold** Programme in 2025
- 211 Facilitator Interns: 18-30-year-olds employed to train and mentor Peer Educators
- 597 Unemployed youth (including **gold** Grads) placed in jobs



54% of Peer Educators expressed interest in starting their own enterprises.

# Outcome 3

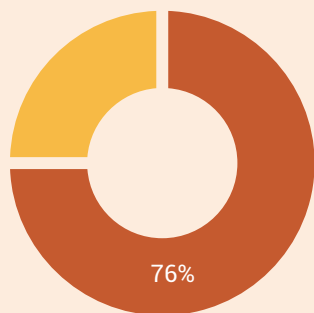
## Job Creation



### Contribution: the difference gold-youth made beyond what would have happened anyway

In contexts where jobs are scarce, most young people would struggle to access work opportunities. gold-youth directly addresses this gap by creating Facilitator Internships and linking graduates to employment pathways.

Of 808 work opportunities, 76% were created directly through the **gold** Peer Education Programme; opportunities that would likely not have existed otherwise. The remainder came from self-placement and entrepreneurship, often enabled by skills gained through the programme.



*Of 808 work opportunities, 76% were created directly through the **gold** Peer Education Programme*



### Risk: the likelihood that the impact will be different from what we expect

Rising youth unemployment across Africa presents a major risk. The mismatch between supply and demand can lead to disillusionment, underemployment, and increased vulnerability among youth. Aside from creating the Facilitator Internship which offers direct employment for eligible youth in our pipeline, **gold-youth** intentionally partners with other organisations in its ecosystem who are building the capacity of young people and helping them gain access to formal employment opportunities.



### Hope Hlahla

gold Grad, South Africa



"I participated in **gold-youth's** entrepreneurial training which helped me gain business skills to turn my ideas into reality. The training shaped my entrepreneurial journey, and I'm confident in my ability to navigate the business world.

My business, MrsThing hair, specializes in creating homemade hair oil using natural ingredients. My customers have reported positive results, and I'm committed to continuously improving and expanding my product line. I'm excited to share my products with the community and explore new ways to innovate and grow my business.

**I'm passionate about empowering others to take control of their hair care and wellness, and I believe that my products can make a real difference in people's lives."**



Note: this photograph is not representative of the above case study

## Case Study

# Building for Scale

**From 2019**, building on a consistent vision for Pan-African relevance, we drew on deep learnings from pilot **gold** Programmes in South Africa, Botswana, and Zambia.

From there, we embarked on a structured African Scale Proof of Concept (PoC) to build and test the enabling environment needed to replicate our youth-led model across multiple diverse African countries. This work is laying the foundation for future scale validation.

**Between 2021 and 2025**, The **gold** Model was tested and refined in sites across South Africa, Zambia, Botswana, Zimbabwe, and Rwanda, with Malawi added in 2025. We also explored test sites in East and West Africa to gather specific insights.

## We focused on four strategic areas:

### Leadership And Systems Capacity:

Strengthening leadership, governance, and operational systems, as the foundation for youth-led, community-rooted implementation.

### Technology Scale Engine:

Building the digital tools and systems needed for onboarding, delivery, data and quality assurance at scale.

### African Scalability Through Partnership:

Testing and refining the **gold** Model across diverse African contexts through grassroots and government partnerships.

### Outcomes-Based Financing Design:

Laying the groundwork for a future where **gold** implementing organisations are funded based on results achieved against milestones toward impact outcomes.

**These areas are enabling the refining of an architecture for youth transformation in Africa that is:**

**Youth-led and  
Community Rooted**

**Digitally Enabled &  
Deeply Relational**

**Scalable Through  
Grassroots Partnerships**

**Sustainably Financed  
For Long-Term Impact**



# The Road Ahead

**gold-youth now stands at an important bridge between pioneering and long-term scale. The years from 2026 to 2029 mark a new season in the journey: moving from proving the model to strengthening the foundations that will validate its potential to endure and scale its impact across Africa.**

Over the past several years, we have built and tested our model across multiple countries, strengthened partnerships, and demonstrated meaningful outcomes in the lives of young people. The next step is to ensure that the enabling infrastructure behind the model is equally effective to achieve impact at scale.

This season will focus on strengthening leadership and systems, deepening excellence across 8 Test and Reference Sites in 6 countries, exploring sustainable financing and enterprise models, and securing the support needed for stewarding the next strategic phase. It is a season of consolidation, validation, and continental preparation.

From 2030 onward, gold-youth aims to be ready for a new phase of growth: a validated model for grassroots replication, stronger country-level operations, more durable financing, and a movement capable of carrying youth transformation across Africa for the long term.

# Our People

## gold-youth Board



### **Susannah Farr – Founder And CEO**

Social entrepreneur and peer education specialist leading the organisation's vision to scale youth-led change across Africa.



### **Sandile Swana – International Board Chairperson**

CEO of Africa Media Online, governance and risk specialist, and former Wits Business School lecturer with deep expertise in strategy, risk, and ethical leadership.



### **Ayanda Moropane – People And Culture Lead | International Board**

Senior HR leader with global, multi-industry experience. Currently Group Human Resource Head for an international YUM! brand and founder of Mindz Connect, a strategic HR consultancy.



### **Alicia Davids – Education Lead | International Board**

CEO of the ASISA Academy. Former teacher and education practitioner with deep experience in training, school leadership, and empowerment through education.



### **Andrew Stegmann – Enterprise Lead | International Board**

Business leader and director of Relocation Africa Group and myresidence. Brings enterprise leadership and a strong commitment to African development.



### **Chedza Moon Ntobedzi – Legal Lead | Botswana Focus**

Attorney, conveyancer, and notary public in Botswana. Former Council member of the Law Society of Botswana and passionate advocate for youth and women in law.



### **Wedzerai Chiyoka – Technical Programme Lead | Zimbabwe Focus**

Community development consultant with extensive NGO capacity-building and programme management experience across national, regional, and international development agencies.



### **Tamanda Ng'ombe – Marketing And Brand Lead | Malawi Focus**

Customer experience and marketing executive with 14+ years' experience in brand, service delivery, and change management. Leads marketing and brand strengthening in Malawi.



### **Nfwama Chisola Mfula – Finance And Investment Lead | Zambia Focus**

Finance professional with experience in audit, microfinance, business development, and commercial sales. Brings strong financial oversight and a commitment to inclusive development and education in Zambia.



### **Christianne Williamson – Communications, Advocacy And Campaigns Strategist | UK Focus**

Communications, advocacy, and campaigns strategist with 20+ years' experience in global social change communications, including human rights, health, and social justice campaigns.

# The gold Team



**gold-youth** is served by an International Hub team based largely in Cape Town, South Africa and Kigali, Rwanda, with satellites in Johannesburg, South Africa; Harare, Zimbabwe; Lusaka, Zambia, and Lilongwe, Malawi.

This Hub team is supported with national field teams and community-based Test and Reference Site Team Leaders across selected regions in South Africa, Zambia, Botswana, Zimbabwe, Rwanda and Malawi.

Note: Youth Facilitator Interns and Implementing Partner teams are not included in this collage.

For more detailed Board bios and **gold** Team information, please visit <https://goldyouth.org/our-people/>

# Financial Summary

**Consolidated Statement of Comprehensive Income for the year ended 31 December 2025 across all gold non-profit entities in Botswana, Malawi, South Africa, Rwanda, Zambia, Zimbabwe and UK**

|                                 | USD<br>2024      | USD<br>2025      |
|---------------------------------|------------------|------------------|
| <b>Revenue</b>                  | <b>3,637,176</b> | <b>2,795,141</b> |
| Funds income                    | 3,575,303        | 2,773,652        |
| Other Income                    | 61,873           | 21,489           |
| <b>Expenditure</b>              | <b>3,409,485</b> | <b>2,614,739</b> |
| Admin and Operation costs       | 1,023,017        | 476,119          |
| Consulting Cost                 | 112,301          | 89,429           |
| Employee Cost <sup>1</sup>      | 1,712,670        | 1,475,176        |
| Subgrants expenses <sup>2</sup> | 561,497          | 574,015          |
| <b>Surplus</b>                  | <b>227,691</b>   | <b>180,402</b>   |

<sup>1</sup> Central support and programme team, field services team and community youth team

<sup>2</sup> Youth job creation stipends

|                                       |                  |                  |
|---------------------------------------|------------------|------------------|
| <b>Reserves and Liabilities</b>       |                  |                  |
| Reserves and accumulated surplus      | 821,536          | 1,001,938        |
| <b>Current liabilities</b>            |                  |                  |
| Loans and related parties             | 9,754            | 56,698           |
| Trade and other payables              | 291,646          | 131,608          |
| Funds received in advance             | 359,791          | 488,339          |
| <b>Total Current Liabilities</b>      | <b>661,191</b>   | <b>676,646</b>   |
| <b>Total Reserves and Liabilities</b> | <b>1,482,726</b> | <b>1,678,584</b> |

Detailed AFS for each of the **gold** entities in Botswana, Malawi, South Africa, Rwanda, Zambia, Zimbabwe and UK available on request.

## Consolidated Statement of Financial Position as at 31 December 2025

|                                 | USD<br>2,024     | USD<br>2,025     |
|---------------------------------|------------------|------------------|
| <b>Assets</b>                   |                  |                  |
| <b>Non-Current Assets</b>       |                  |                  |
| Property, plant and equipment   | 93,969           | 99,803           |
| Intangible assets               | 428,488          | 586,021          |
| Investments                     | 115,968          | 49,977           |
| <b>Total Non-Current Assets</b> | <b>638,425</b>   | <b>735,802</b>   |
| <b>Current Assets</b>           |                  |                  |
| Loans and related parties       | 110,453          | 273,296          |
| Trade and other receivables     | 141,936          | 248,563          |
| Cash and cash equivalents       | 591,912          | 420,923          |
| <b>Total Current Assets</b>     | <b>844,301</b>   | <b>942,782</b>   |
| <b>Total Assets</b>             | <b>1,482,726</b> | <b>1,678,584</b> |

# Partnering In The Vision

**gold-youth** is deeply grateful for the generous giving and sustainability partnerships that carried us through 2025. The progress we made this year was possible because of their belief, support, and investment in the **gold** vision.

- Allan & Gill Gray Philanthropies
- Astron Energy Development Fund
- Alternative Prosperity Foundation
- First Rand Bank Limited – First Jobbers
- Motus Group
- Personal House Trust
- HP South Africa Proprietary Limited
- Friends of **gold-youth**
- IPIC Group
- Din Din Trust Foundation
- Dandelion Trust Foundation
- Douglas Jooste Foundation
- Oppenheimer Memorial Trust
- Athleha-Edu
- Trustlaw
- Yellow Tree Pty Ltd
- International Copiers
- My School
- Sabvest
- Partners Worldwide
- TrustBridge
- AGRA
- Love Thy Neighbour
- Love Support Unite
- Gandy's International
- The London Orthotic Consultancy
- MD of The London Orthotic Consultancy
- St Magdalene's Church, Lillington
- The JAM Trust
- Halcrow Foundation
- The Bloom Foundation
- Green Paw Project



# Youth-led Change across Africa

# Appendix

## A. Impact Measurement Methodology

**gold-youth** uses a structured monitoring and evaluation (M&E) system to track, assess, and learn from the impact of its programmes. This system supports annual reporting against agreed indicators and targets, covering both short and long-term results. To measure effectiveness, **gold-youth** uses a mix of qualitative and quantitative methods. This means performance is assessed not only through measurable outputs, but also through insights into participants' experiences and changes within communities.

| OUTCOME AREA            | SOURCE                                                        | DERIVED                    | MEASURES                                                                                                                                                                                                              |
|-------------------------|---------------------------------------------------------------|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SOCIAL BEHAVIOUR CHANGE | Outcomes Survey: Peer Educators & Focus Group Discussions     | Quantitative & Qualitative | <ul style="list-style-type: none"> <li>Character attributes, purpose-driven Interiority</li> <li>Community upliftment</li> <li>Age-related youth risk behaviour (bullying, drugs, teenage pregnancy)</li> </ul>       |
|                         | Survey & Key Informant Interviews with Principals & Educators | Qualitative                | <ul style="list-style-type: none"> <li>Youth leadership &amp; community upliftment</li> <li>Behaviour changes at school</li> <li>Age related youth risk behaviour (bullying, substance abuse, HIV testing)</li> </ul> |
|                         | Survey & Key Informant Interviews with Parents                | Qualitative                | <ul style="list-style-type: none"> <li>Behaviour changes at home</li> <li>Character Attributes</li> <li>Youth leadership &amp; community upliftment</li> </ul>                                                        |
| EDUCATION               | Outcomes Survey: Peer Educators                               | Quantitative & Qualitative | <ul style="list-style-type: none"> <li>Commitment to Education</li> <li>School attendance</li> </ul>                                                                                                                  |
|                         | Peers Survey                                                  |                            | <ul style="list-style-type: none"> <li>School leaving Results</li> <li>Commitment to Education</li> <li>Final exam results</li> </ul>                                                                                 |
|                         | Survey & Key Informant Interviews with Principals & Educators | Qualitative & Quantitative | <ul style="list-style-type: none"> <li>School performance</li> <li>School attendance</li> <li>Commitment to Education</li> </ul>                                                                                      |
|                         | Survey & Key Informant Interviews with Parents                | Qualitative                | <ul style="list-style-type: none"> <li>School leaving Pass rates</li> </ul>                                                                                                                                           |
|                         | Published national pass rates by national Exam boards         | Quantitative               | <ul style="list-style-type: none"> <li>Work readiness and employability of youth</li> </ul>                                                                                                                           |
| JOB CREATION            | Outcomes Survey: Peer Educators                               | Qualitative & Quantitative | <ul style="list-style-type: none"> <li>Access to post school opportunities for youth: Job placements; micro-entrepreneurship/self-employment</li> </ul>                                                               |
|                         | <b>gold</b> Grads connections tracker & employment contracts  | Quantitative               |                                                                                                                                                                                                                       |
|                         | Facilitator Intern Database                                   |                            | <ul style="list-style-type: none"> <li>Jobs created as part of out of school youth job creation strategy</li> </ul>                                                                                                   |

## B. Data Protection And Storage

All organisational databases are securely hosted on cloud servers, with full compliance to the POPIA Act and other national data protection regulations in the countries where we operate. The majority of surveys are conducted using Microsoft Forms, with Excel and Power BI applied for data analysis and visualization. For larger beneficiary datasets, advanced tools such as Python and SQL are utilized for data modelling and in-depth analysis.

Data access is strictly limited to authorized staff members, ensuring that sensitive information is safeguarded and managed responsibly. These processes guarantee that data is stored safely, handled ethically, and maintained in accordance with legal standards.



[goldyouth.org](http://goldyouth.org)

