

THE GO GROUP
Annual Report



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Leadership Statements.

Craig Sagar (Chairman)

On behalf of the board, I extend heartfelt thanks and appreciation for all the effort, ingenuity and passion invested by our management team, Supply/ Input Partners and Funding Partners, in particular Belgotex Floorcoverings who initiated this venture. Without their commitment, drive and energy, none of the awesome details of what follows could be realised.

As a board we are extremely proud of The Go Group's achievements and are committed to promoting its continued success and growth. We are excitedly anticipating new programs to supplement the 7 already in place. We are also committed to providing the highest level of governance to all our Stakeholders.

While the B-EEE benefits which our programmes facilitate for Funding Partners are welcomed, it is vital to note that these are NOT, nor should they become our primary goal. The commitment and resultant success of our endeavours stems from the passion of our humans to make an impact that matters in our communities - this is our core objective. In pursuing this, our thanks must go to Ed Colle for constantly being our "North Star" (or rather our "Southern Cross" in South Africa) and ensuring that our choices match our vision.

As we continue our journey of adding value to the people, the environment and the business community in our areas of operation, we look forward to a society freed from the chains brought about by dependency and handouts - and facilitating more "I can do it" moments that make a difference that matters in our ecosystem.

Thank you,

Craig

Bronwen Bainbridge (General Manager)

The team and I are so proud to be presenting this report. We are a new team, navigating our way to what we want to achieve while learning how we each walk out our individual purpose in this ecosystem. We have landed on a great mix of characters, perspective and technical skill sets which bring about programmes and projects across very different industries. The result of this is to be seen in the zest and uniqueness that you will find in this report, and when you spend time with us.

As a member of this team, I have increasingly become comfortable with hard conversations, being vulnerable and most importantly, conscious of myself and my impact on others. I believe this is only possible when you are in a team that has a collective vision, where no one person is pushing their own agenda, but rather the agenda of the team and where every human is encouraged to be just that... HUMAN. We lean into embracing both our competencies and inadequacies with as little fearmongering in the ecosystem as possible, and in so doing, commit to bring the best version of ourselves to the task every day.

It has been astounding to me to experience the effect of having the courage and permission to shift focus away from the audit tick boxes and rather create capacity and operational excellence around the right way of doing things. In this way we have seen agency and accountability emerge in the value chain. This in turn creates the willpower to move out of the comfort zone into creativity and contribution, while simultaneously achieving the tick boxes required by our governance and compliance ethos. This is what we mean when we say "Human before Task" and we have proof that this approach creates sustainability and depth to our goals that we are only seeing the fruits of now.

To my team... you are EPIC.

Bronwen

Who We Are.



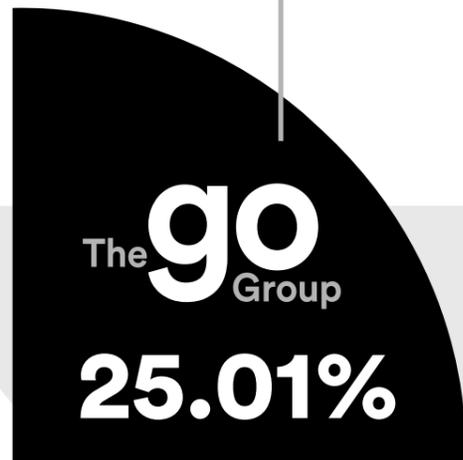
We cultivate personal growth environments that shift “I need” thinking to “I can” action through collaborative leadership and business development. We’ve designed various programmes that use proven development practices from the applied sciences, to pursue our goal of enabling positive change within our sphere of influence.

In 2019, The Go Group NPC acquired a stake in Belgotex Floorcoverings Pty Ltd and is now responsible for many research and development activities that lead to economic and social development within Belgotex’s value chain. The same management team are responsible for activities within The Go Group NPC, The Belgotex Educational Foundation Trust and within Belgotex. This is to ensure the golden thread of HOW we implement and report on impact is maintained throughout activities regardless of the funding entity.

Who We Are.

Entities.

- 1 The Go Group NPC
- 2 The Belgotex Educational Foundation Trust PBO



Belgotex™

TGG Organogram.

NPC Board of Directors



Edward Colle
(CEO of Belgotex)



Craig Sagar
(Chairman)



Smangele Tshabalala
(Director)



Lesego Moagi
(Director)

PBO Board of Trustees



Bronwen Bainbridge
(The Go Group General Manager)



Steve Truter
(Trustee)



Edward Colle
(Trustee)



Ann Colle
(Trustee)



Doc Louw
(Trustee)

Management



Bronwen Bainbridge
(The Go Group General Manager)

Team that reports to management:



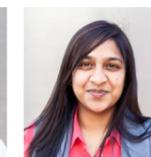
Akhona Sikhakhane
(Programme Manager)



Nompumelelo Sikotane
(Programme Manager)



Ranley Sewduth
(Protector of the Ecosystem)



Serena Reddy
(Accounting and Finance)

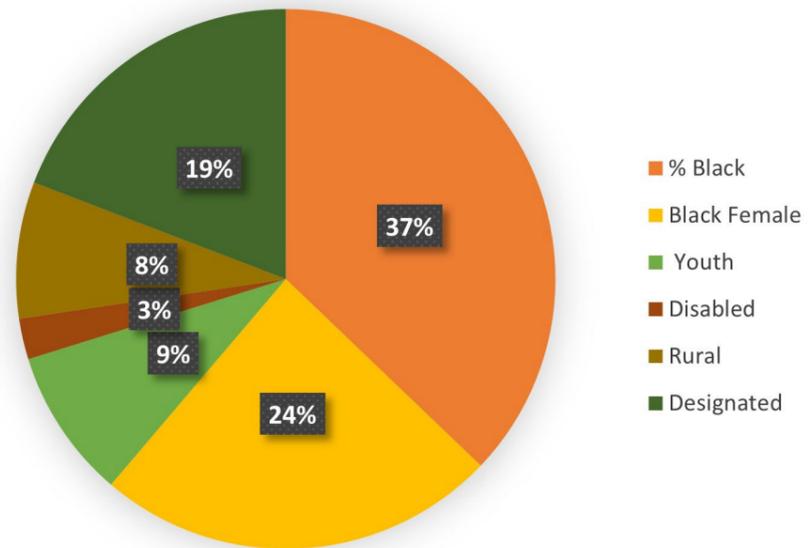


Helen Davies
(Criss Cross Unit Manager)

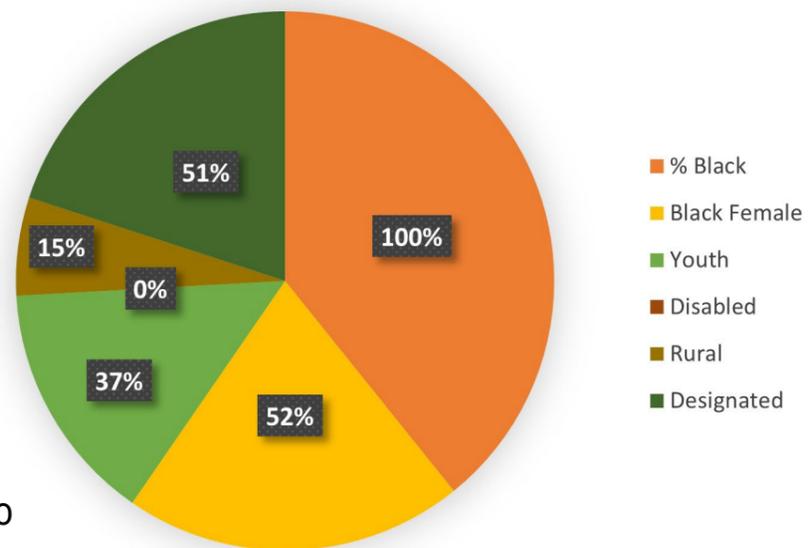
Who We Are.

TGG Organogram.

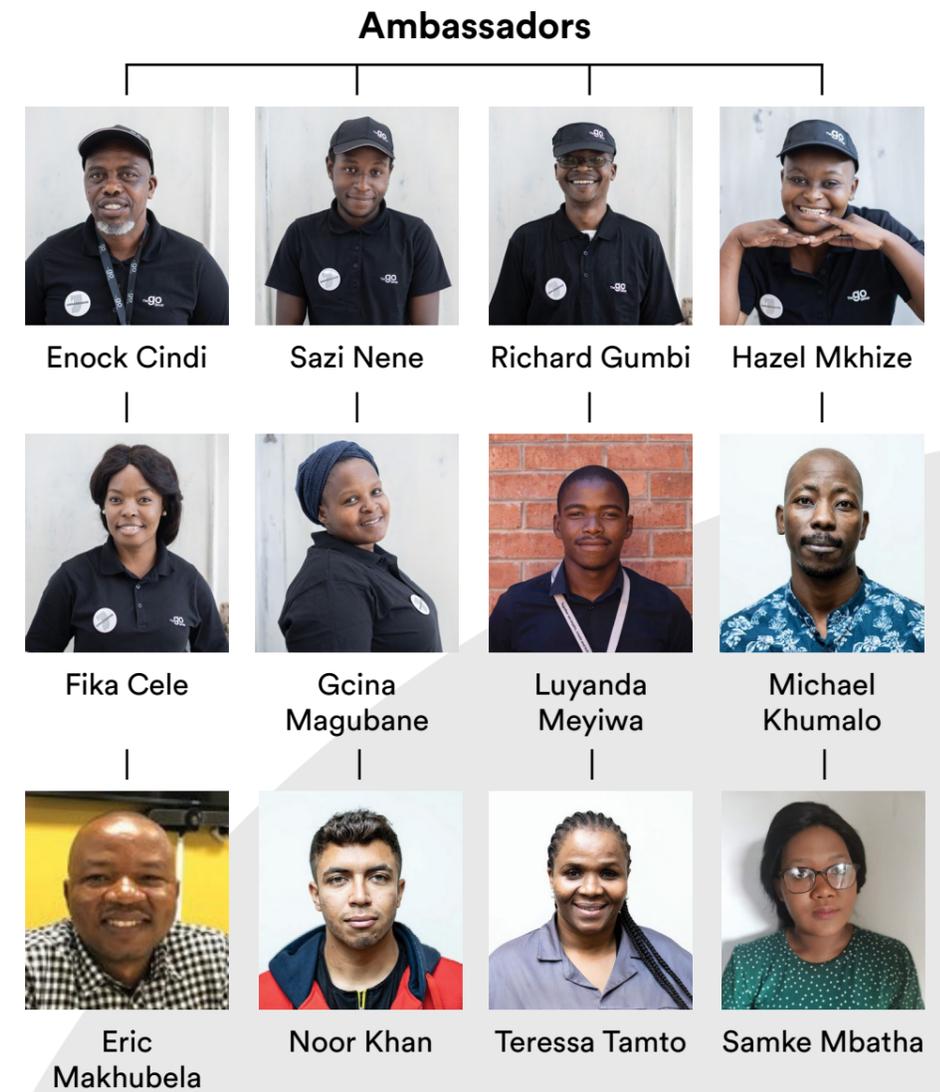
Demographics for Voting Members for 2021 (Schedule A)



Demographics of Programme Participants for 2021 (Schedule C)



Facilitation Team Organogram.



Who We Are.

Facilitating Partners.

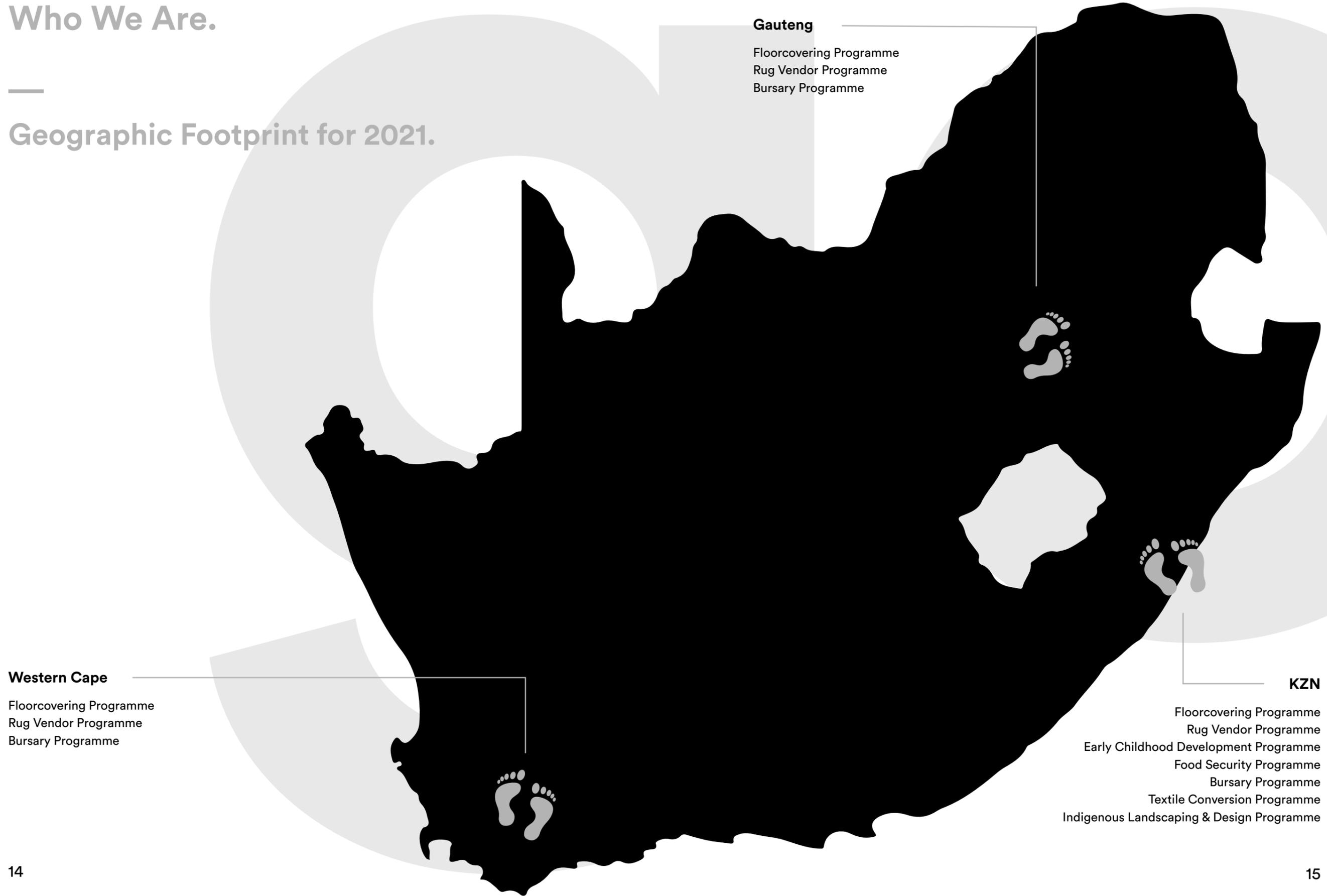


“A leader is anyone who takes responsibility for finding the potential in people and processes and has the courage to develop that potential.”

- Brene Brown

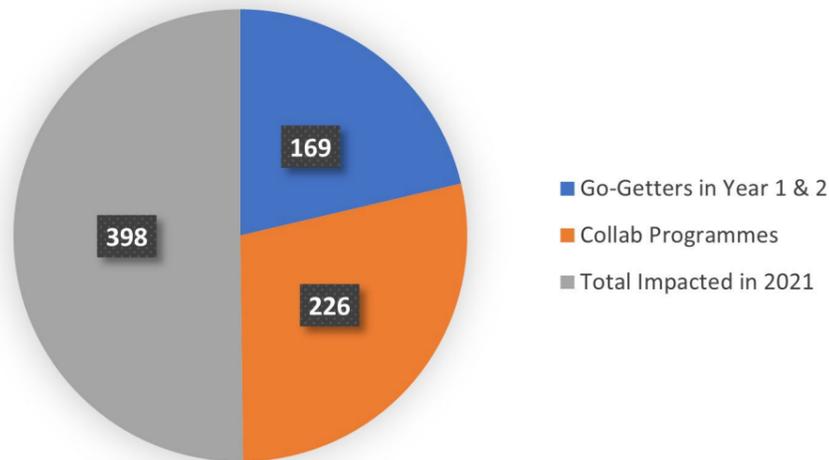
Who We Are.

Geographic Footprint for 2021.

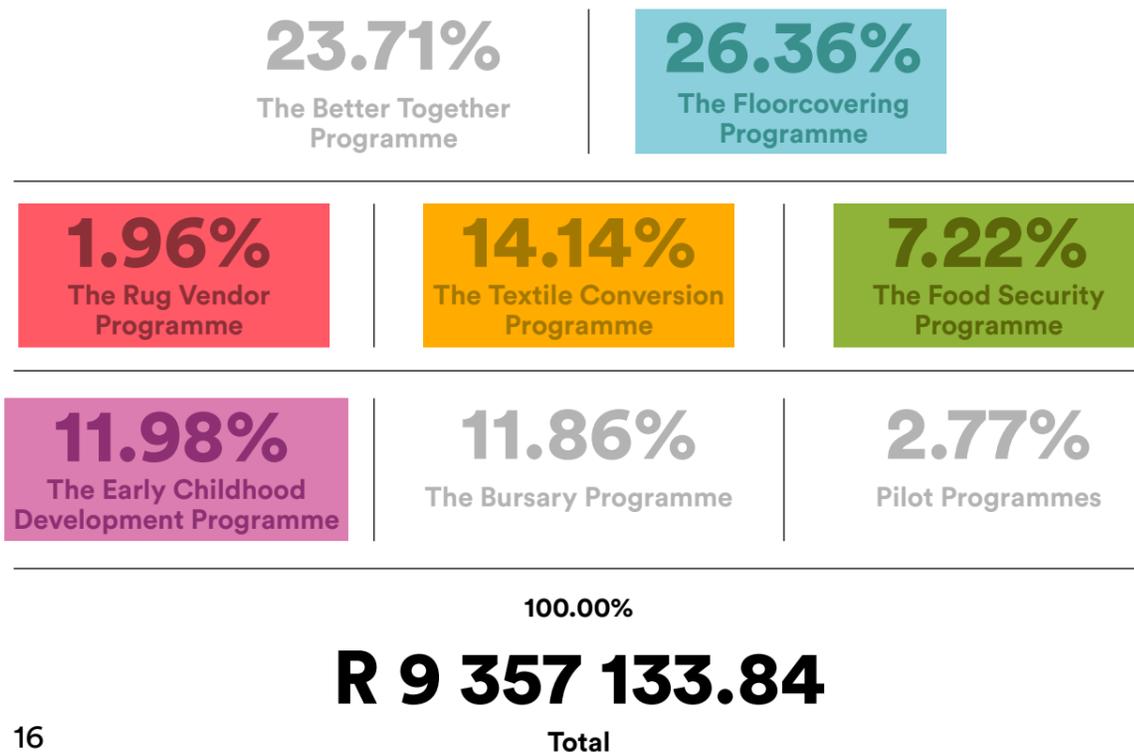


Highlights.

1 2021 Better Together Totals.

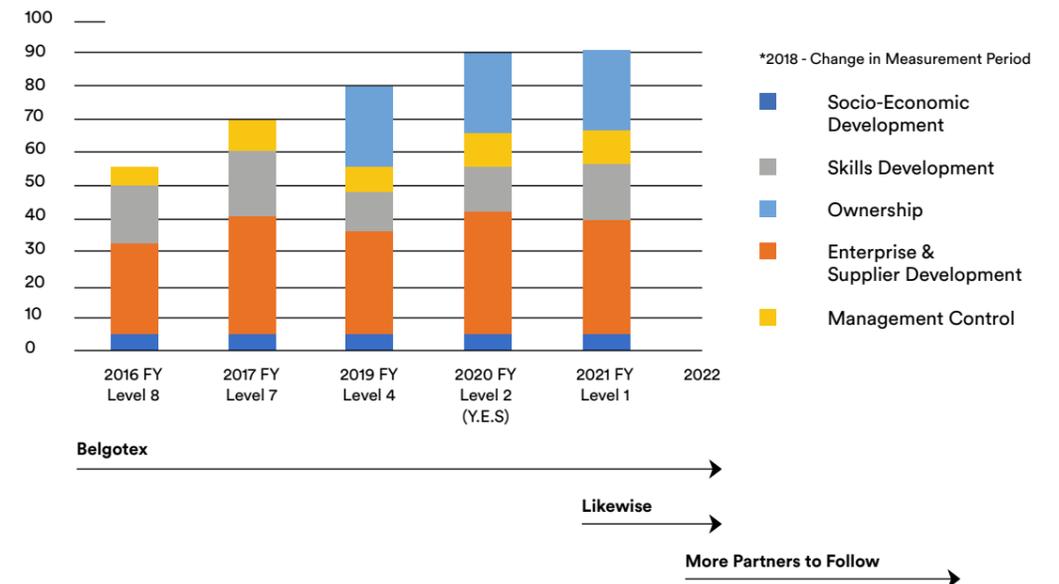


2 Economic Impact - Programme Split.



3

Belgotex B-BBEE Scoreboard Elements over 5 year period.



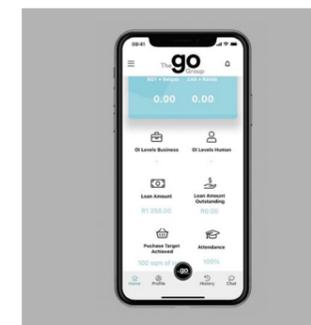
4

2021 New Developments.



CRISSCROSS

CrissCross is our locally designed and hand-made rug range – an alternative to Belgotex Floorcovering's imported rug range. The artisans who make the rugs are graduates from The Go Group's Textile Conversion programme.



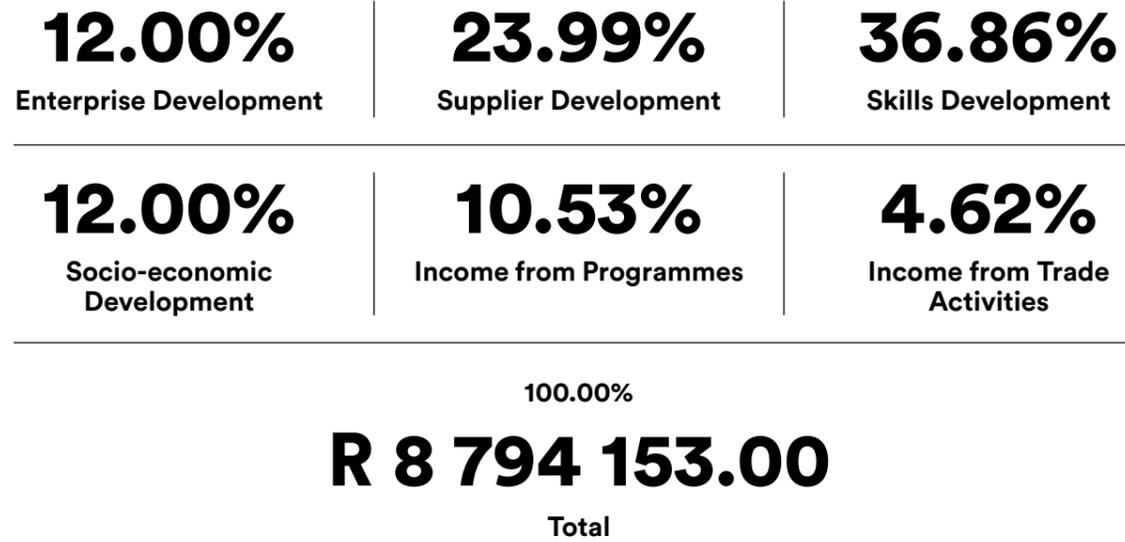
THE GO EXCHANGE

We have been building our management systems which includes creating the Value Exchange App in collaboration with A2B Transformation Movement. In time, this app will be made available to any development practitioner or financier interested in using the Occupational Intelligence methodology to facilitate human responsiveness.

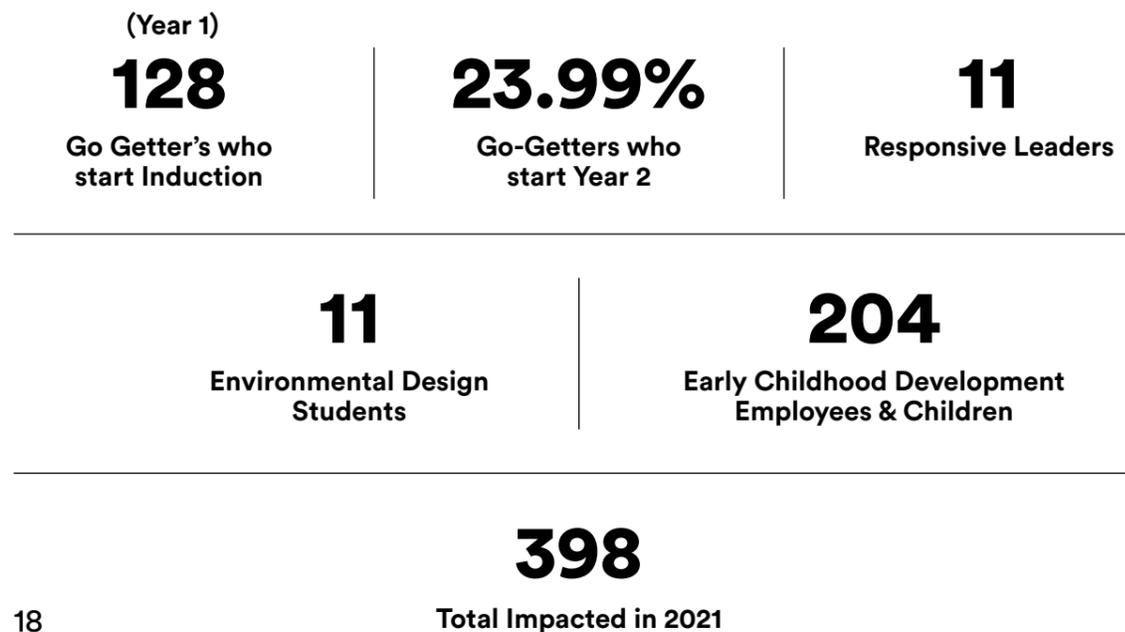
The purpose of our exchange application is for Go-Getters in the ecosystem to transact with us through a series of smart norms and standards agreements related to their specific programme.

Highlights.

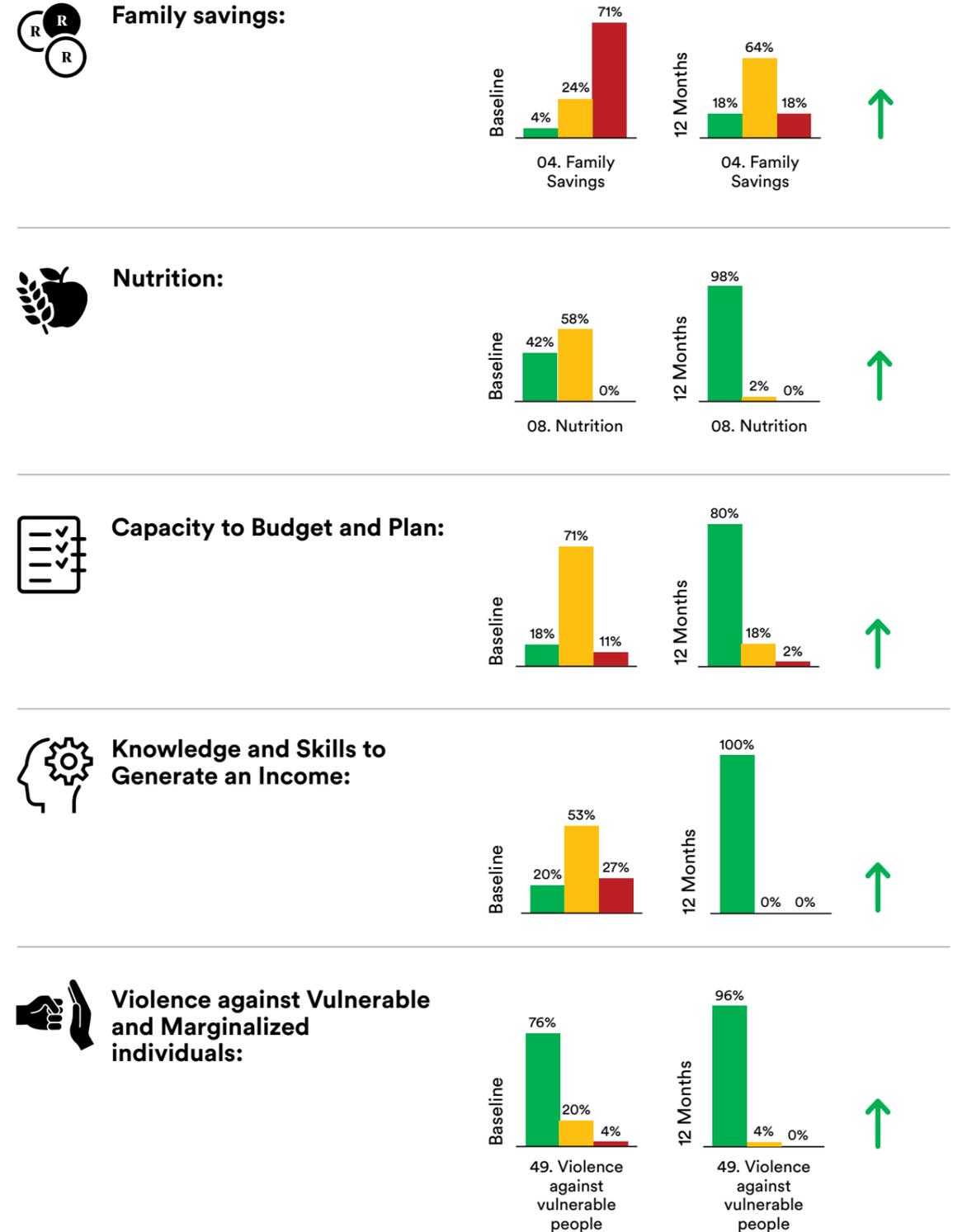
5 Type of Funding for 2021.



6 Humans Impacted in 2021.



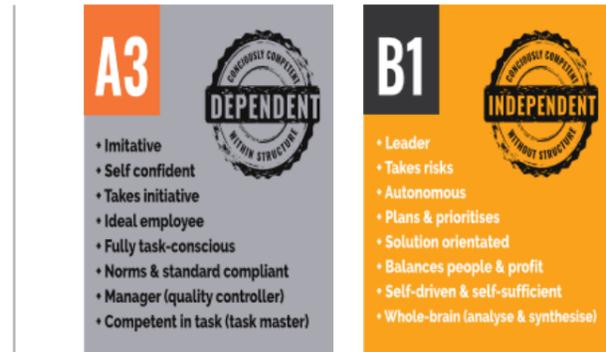
7 Belgotex B-BBEE Scoreboard Elements over 5 year period.



Ecosystem for Change.

Our End Result.

The Go Group is an ecosystem made up of the community of people within our operational environments that are actively contributing toward positive changes in our society. The Go Group achieves this by financing economic development, and to secure our investment, we apply a Human Optimization methodology to each enterprise that joins us. This process cultivates responsibility within each individual by offering action steps they can use within themselves, and their business, to better contribute to the economy and society. As individuals become more responsive within a programme, the positive impact begins to ripple beyond their immediate business ecosystem.



Our work always begins with an individual's Occupational Intelligence level, which reflects their ability to respond to challenges. We are concerned with 2 responses:

1. How the individual's response to challenges is keeping them stuck.
2. How the individual's response to the programme affects their business performance.

Our programmes are designed to enhance a person's ability to respond to challenge and thereby enable change. Employees within our programmes need to achieve an A3 level response to their roles, and enterprise owners need to achieve B1 levels of responsiveness.

We achieve our End Result by:

1. Designing empowering ecosystems in partnerships. We don't work alone.
2. Approaching all things from the basis of human first, and task second.
3. We actively lean into 'out-of-comfort-zone' situations and discussions.

The collaborative nature of our work fits well with our name – The Go Group. We have found that with partners, we GO far.

The Why.

Many people living in South Africa have experienced symptoms of dependency resulting from a society that has low levels of Occupational Intelligence. These symptoms show up in the form of crime, litter, low quality products and service delivery, poor environmental stewardship, and so on. They are indicators that a person is not responding to challenge in an able way, or at all. The view that someone else needs to 'fix' these problems is inappropriate when each of us is directly affected by or could even contributing to the cause. Our goal is to overcome this dependency syndrome by enabling Go-Getters to be agents for change.

The How.

We have built our work upon **THREE RULES** and we outline what is ok and what is not ok when applying these rules.

Value Exchange

Value exchange is the key ingredient to combat the dependency syndrome. Each Go-Getter has a clear set of attendance and performance targets when signing up for the programme. The programme architecture ensures that anyone we invest in, builds up their self-worth by exchanging value for what they extract out of the programme.

1. It is ok to use value exchange to combat the dependency syndrome.
2. It is not ok to devalue humans by saying "shame, you can't and I can, let me do this or give you this".

Just Right Challenge

We set gradually escalating challenges that build willpower and self-esteem. This process typically includes moments of anxiety, and the implementation team need to deal with these responses appropriately.

1. As development practitioners it is ok if we set challenges at a level that stretches Go-Getters just outside of their comfort zone, but not too far that self-esteem is impacted.
2. It is not ok to set disempowering challenges. When a Go-Getter has an "I can't" moment in response to a challenge that we set, the first thing we ask ourselves is if we were lazy in our facilitation or neglected to put the human before the task or checkbox.

Zero-tolerance of rescuing behaviour shown by The Go Group facilitation team.

1. It is ok for the facilitators to support each person's journey. It is ok to walk alongside them and provide tools that help the human stand on their own feet to overcome challenges.
2. It is not ok to rescue humans. This is a symptom of a victim mentality and creates the dependency syndrome when people compulsively give things for free (money, time, things) or validate excuses when someone is not achieving what they are capable of achieving. This behaviour is called "stealing I CAN moments". The impact is detrimental because it keeps the development practitioner in a position of "I can" and the Go-Getter in a position of "I can't unless you help me".

'Choice is where dignity starts. The world will only change when we view truly low-income individuals as participants in their economy, as producers and consumers, rather than as passive recipients of charity.'

- Dr C.K Prahalad - "The Fortune at the Bottom of the Pyramid"

Ecosystem for Change.

How we measure the impact of our programmes.

We measure and track our impact across three dimensions, Performance, Attendance and Occupational Intelligence.



Performance



Attendance



OI Appraisals

Our impact within these dimensions is measured according to 73 indicators that we have adopted from 5 sources that are relevant to how we approach our work.



Greenlight Survey (50 Indicators)

The Greenlight Office and its members have created a successful movement of likeminded organizations, such as The Go Group, whose shared intelligence allows for informed decision-making and also an operational culture that is unafraid to ask whether our investments and programmes are truly moving the needle of authentic transformation.

In support of this, the Greenlight Movement created a self-assessment survey specifically designed for the South African context. Each participant uses this tool to self-diagnose their quality of life and that of their family unit over 50 indicators. When shown the results they have to consciously make a choice to shift out of their poverty status, or to stay in denial. Participants who choose to acknowledge their responsibility and agency to change often respond with statements like, “Wow I am not as poor as I thought I was” and “I can change this” (Bergh, 2019). Thereafter, upon entering a transformative programme with facilitator support, they begin their shift out of poverty by searching within and reflecting on what their family is in denial about or may not be ready to face head on.

Our Go-Getters complete this assessment every 12 months. This tracks changes in their quality of life and also helps The Go Group to reflect on whether our programmes optimally tap into each person’s will to change.



Hardwires (16 Indicators)

HARDWIRES™ is an in-depth, non-threatening tool that helps us identify hidden limiting beliefs from our early childhood which hold us back. Because of the remarkable ability of our brains to make new connections, we are able to “re-wire” our thinking if we first tackle the cause and recognise the effects. The 16 hardwires are assessed yearly, and presented to our Go-Getters in the form of a graph: a snapshot they can use to see the role it plays in their lives and how their brains have changed in the previous 12 months.

Business Optimization (4 Indicators)

This includes technical training, quality control and accountability for business performance related to each programme goal. The Go Group team are responsible for setting the challenges at the correct quantity, frequency, and size to ensure Go-Getters meet the programme’s norms and standards. Each Programme defines these within the Go-Getter’s development contract, quarterly.

Attendance (1 indicator)

We have a strict 80% attendance requirement in order to remain in the programme.



Occupational Intelligence Levels of Responsiveness (2 Indicators)

Our team are trained to implement the A2B Transformation Movement’s approach to Occupational Intelligence (OI). We specialise in setting ‘just-right’ challenges for each Go-Getter within the programme, and evaluate each response to unlock further personal change. In everything we do, an individual’s “I CAN” moment is fundamental to growth and prosperity both in their quality of life and their business success. These “I CAN” moments build self-belief that breaks the cycle of dependency on something outside of themselves to help them. Responses to challenges evolve as Go-Getters boost their capacity to overcome challenges.

These 73 indicators measure how effective The Go Group teams are at facilitating human responsiveness. All these measurement tools use self-diagnostics rather than an outside judgement of the Go-Getter. This empowers the individuals and family units to be in a position of choice to make the changes that they feel will unlock potential to achieve the goals that they have set for themselves. We offer these tools in such a way that provides agency to each human in our organisation so that eventually, they may act independently from The Go Group.

Programme Design.

Our programmes are designed upon three frameworks:

1. The United Nations Sustainable Development Goals

Every programme we design is based on the UN's Sustainable Development Goals (SDGs) compass <https://sdgcompass.org>.

The SDG goals take an integrated, collaborative and participative approach to sustainable development, with the aim of eliminating poverty whilst improving quality of life on the planet. The pathway to achieve this is laid out in the 2030 Sustainable Development Agenda and Goals which seeks to encourage sustainable consumption and production, foster progression in harmony with nature and create full and meaningful lives for all (The United Nations, 2015c).

Although some progress was made with the Millenium Development Goals (MDGs) adopted in 2000, there are still 800 million living in extreme poverty, vulnerable to environmental impacts and economic degradation, with Sub-Saharan Africa and Southern Asia consistently achieving lower progress. In light of this, 2015 saw these goals revised into SDGs that actively integrate people with disabilities, indigenous groups, rural communities and women within their 17 goals, valuing that human prosperity and protecting the planet are inseparable, so that nobody should be left behind (CAFOD, 2016).

The SDGs are meant to transform development approaches sustainably. Firstly, the goals are universal and can be applied to developed and developing countries through coordinated global solutions or local solutions that impact on other parts of the world. Secondly, economic development should not increase inequality or poverty, and should be integrated with social progress that restores dignity to the marginalised and promotes environmental protection. A practical example is the ability to grow enough food without destroying the biodiversity, soil or overusing water (CAFOD, 2016).



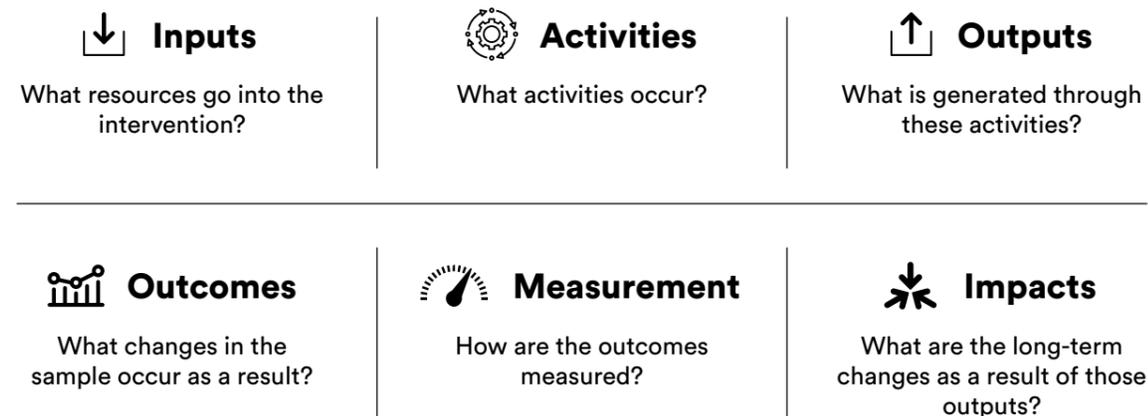
Ecosystem for Change.

2. Aspen Institute's Outcome Framework

The DG Murray Trust's Theory of Change is used to evaluate our programme design to understand whether our investment was worth it. On many occasions merely going through the process of TOC, helps us to deal with risks, constraints and limitations upfront before resources have been disbursed (Harrison, 2014).

The TOC model assists investors and development practitioners to define their target market, the desired outcome of their investment (or definition of success), and the steps required to achieve this. It is used to first define a business model for solving a social or environmental problem, and then proposes a graphic representation of the change process needed (Aspen Institute, 2004). Change pathways are mapped out with measurable inputs and outputs that are meant to achieve the desired outcomes. Once the TOC is defined, a sustainable intervention using customised value-add business principles over profits (as a social enterprise would) is implemented (Aspen Institute, 2004).

Elements of the impact framework



3. A2B Transformation's String Tool

The planning process used in the Occupational Intelligence Methodology requires our programmes to include the Human Responsiveness of our Go-Getters. Once we complete the Impact Framework for a new programme and align it to the Greenlight indicators it is targeting, then we run the string tool process with the programme team. This ensures co-ownership and alignment to the end result and acknowledges the following:

1. Define the End Result using both zoom in and zoom out functions of the team's collective brain power.
2. The Task Completion Point for each activity.
3. Assign the human suited to each activity.
4. The red flags which may cause an activity to fail – these red flags create co-ownership roles by assigning precautionary tasks to those skilled to solve the challenge.
5. Where the team do not have the internal resources to achieve a task, which power partners are required to ensure its completion.

'Everything humans occupy themselves with in life, requires a response. This is the science of the unique interplay between the task and the man, in which the man is the responder and the task is the challenge. This dynamic acts as the mechanism for ignition of volition (the will to act and respond to life challenges).'

- Vivienne Schultz, A2B Transformation Movement

Partners.

Industry and Supply Partners:



THE CLOTHING BANK

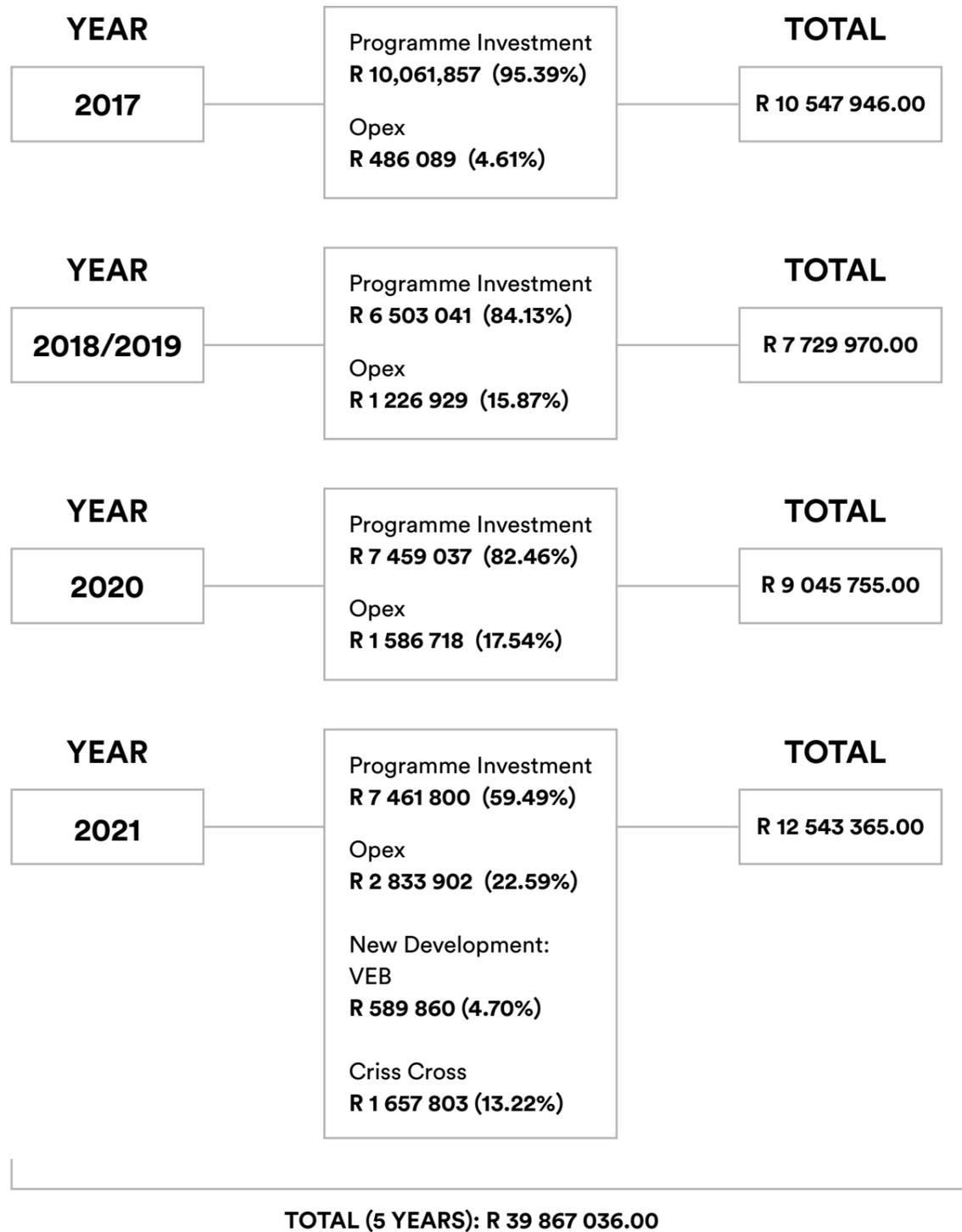


Implementation Partners:

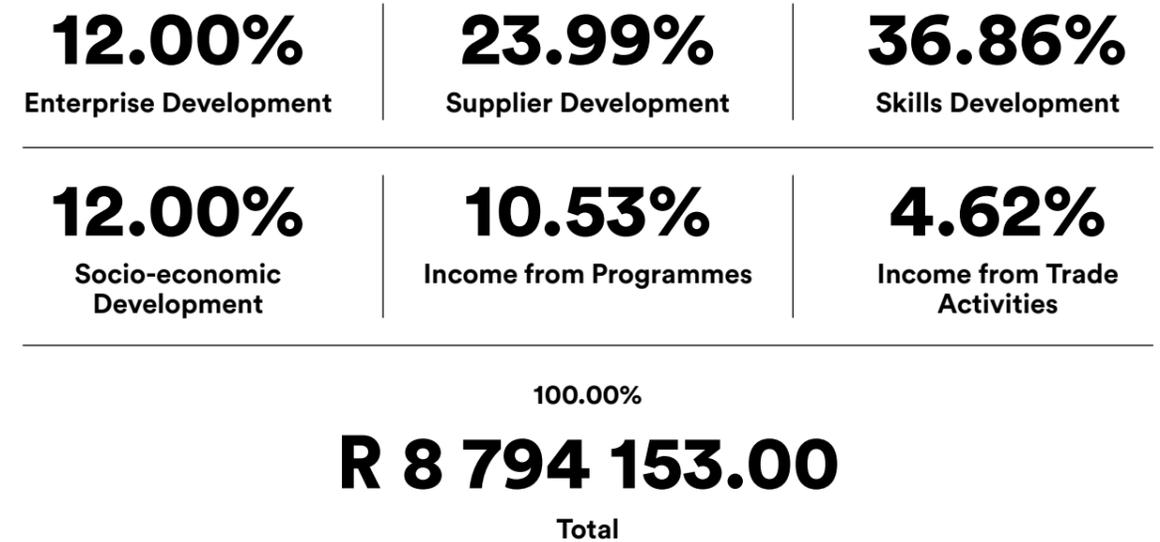


Economic Impact.

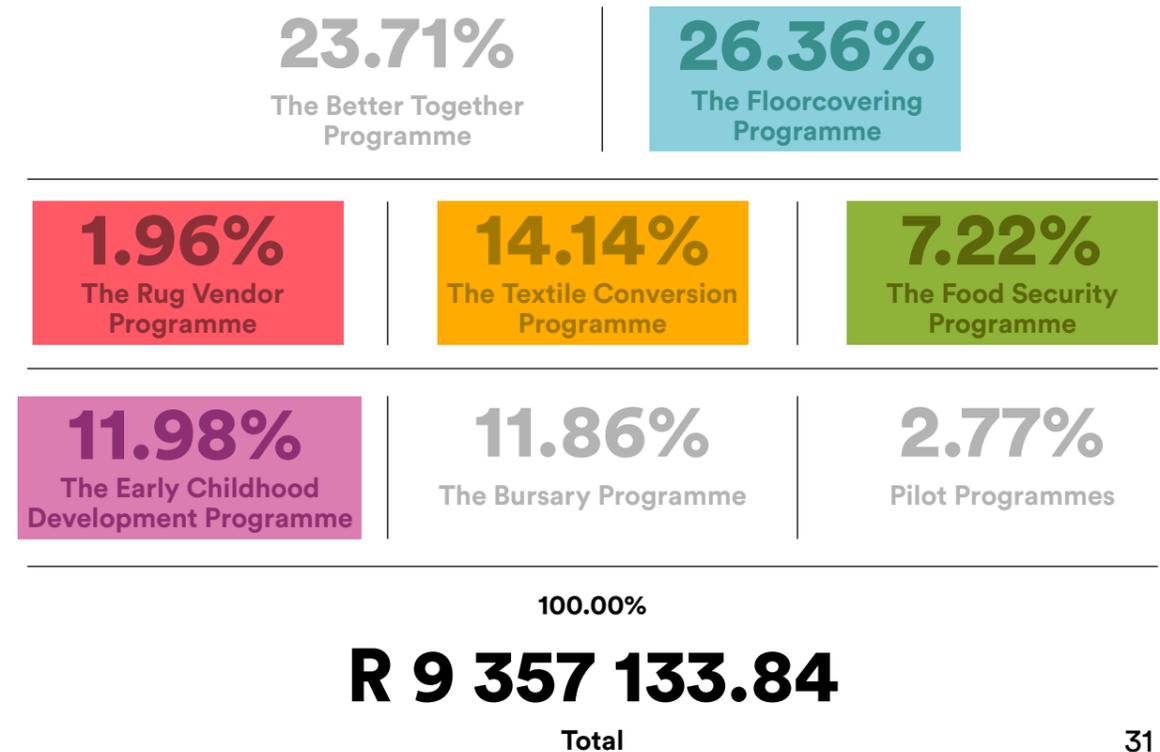
5 Years of Impact - 2017 to 2021



Type of Funding for 2021



Programme Split



Economic Impact.

Direct Return on Investment to Funders

71.13%
Floorcovering

18.87%
Rugs

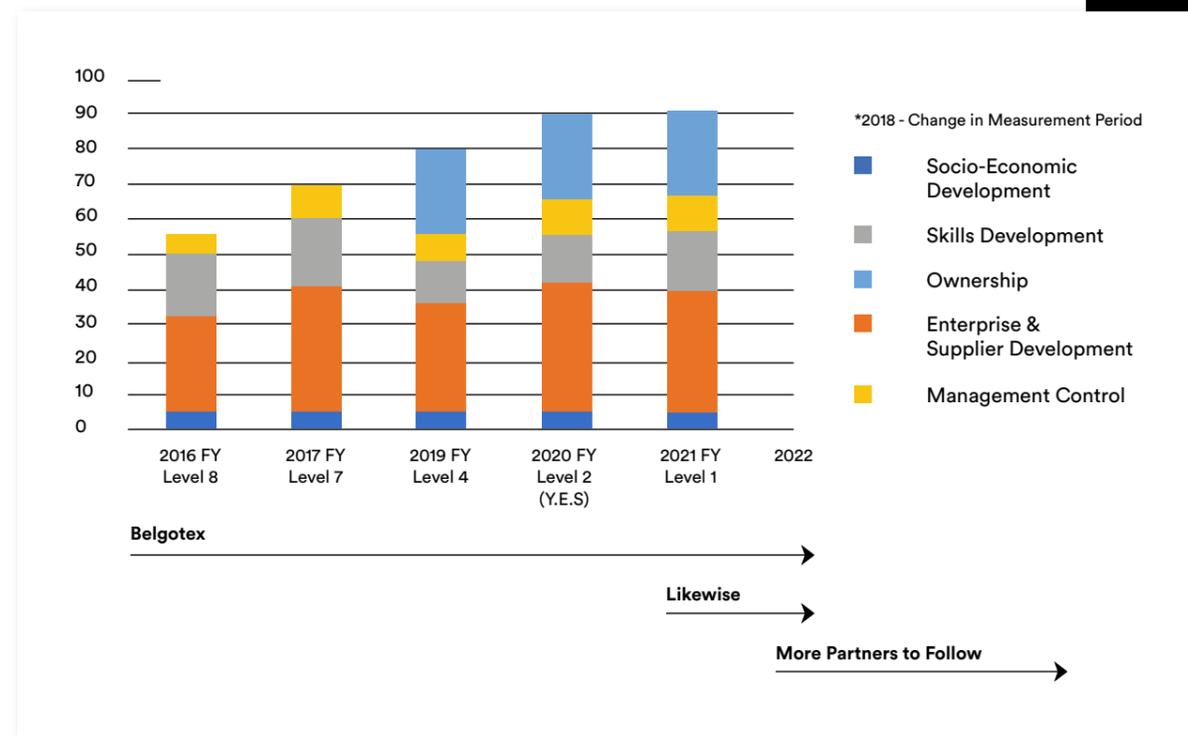
8.92%
Yarn

1.08%
Seedlings

B-BBEE Scorecard elements

Our management team work closely with our funder's B-BBEE scorecards. Below is a representation of Belgotex's commitment to the Revised Codes of Good Practice as a result of programme investment with us over the last 5 years.

Belgotex B-BBEE Scoreboard Elements over 5 year period:



Dear Stakeholders,

In 2016 – the Belgotex Shareholders and Leadership Team believed that if we embraced the B-BBEE Act that we could ignite significant impact in our community and industry - which would unlock new opportunities that previously seemed unattainable. We made the deliberate choice to transform the way we think, to learn from experiments and to believe in the power of progression.

The last 4 and a half years have required dedicated focus to experiment with various interventions that felt right, and we are now starting to achieve scale which translates to meaningful impact to many stakeholders. After experimenting with several pilot projects, The Go Group was formed to put 5 programs in place that we are scaling. These foundational programs are:

1. The Floorcovering Programme
2. The Rug Vendor Programme
3. The Textile Conversion Programme
4. The Food Security Programme
5. The Early Childhood Development Programme

All our programs are based on a methodology that uses the applied science - Occupational Intelligence. We have worked hard with occupational therapists, psychologists, and experienced development practitioners to understand what ingredients are needed in a program that moves people from dependency to dignity. We have also specifically used products that are made in our factory as key inputs to four out of the five programs, making them truly shared value investments.

Having a Shareholder (25,01%) and genuine Partner like The Go Group in our business has forced us to be for more deliberate about how we invest and measure success. There are no handouts or pure donations in any of our programs, this is something that we celebrate because we have found a way to invest in people without further disempowering or de-valuing each human's innate free-will and choice. Belgotex's only objective is to be part of the growth of our industry – as we believe that through collaboration with stakeholders, industry sustainability is possible. We cannot do this alone and as stakeholders we need to evaluate the status quo and make changes and choices with tomorrow in mind. This will push us out of comfort zone but together we can action what is required.

Edward Colle
CEO
Belgotex

New Developments.

X CrissCross

1. CRISSCROSS

CrissCross is our locally designed and hand-made rug range – an alternative to Belgotex Floorcovering’s imported rug range. The artisans who make the rugs are graduates from The Go Group’s Textile Conversion programme. They also make smaller items like handbags and baskets as a means to develop the skill required to make the rugs.

Belgotex and The Go Group spent over a year developing a range of rugs, baskets and handbags made from Belgotex yarn. The range started with 8 colours and two yarn types – braided and twisted. The rug range is split into two manufacturing processes – crochet and woven.

After we developed the range, technical training began with just over 20 women from the Pietermaritzburg area. Testing the stitch types and time studies began in March 2021 with all sampling complete by the end of 2021. During this time, photography, videography, and digital media collateral has been built to launch the range in 2022 within a new brand called CrissCross.

At a quality and pricing perspective, CrissCross products are on par with local and international markets and therefore are not positioned as an emotional purchase. This is why the CrissCross artisans who handmake the products are captured in a light of empowerment, strength, equality



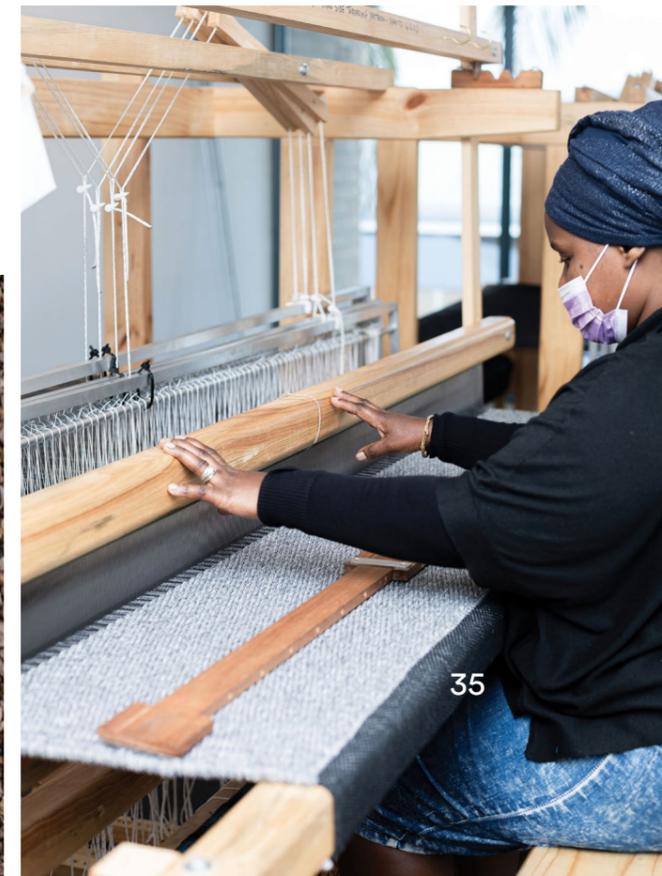
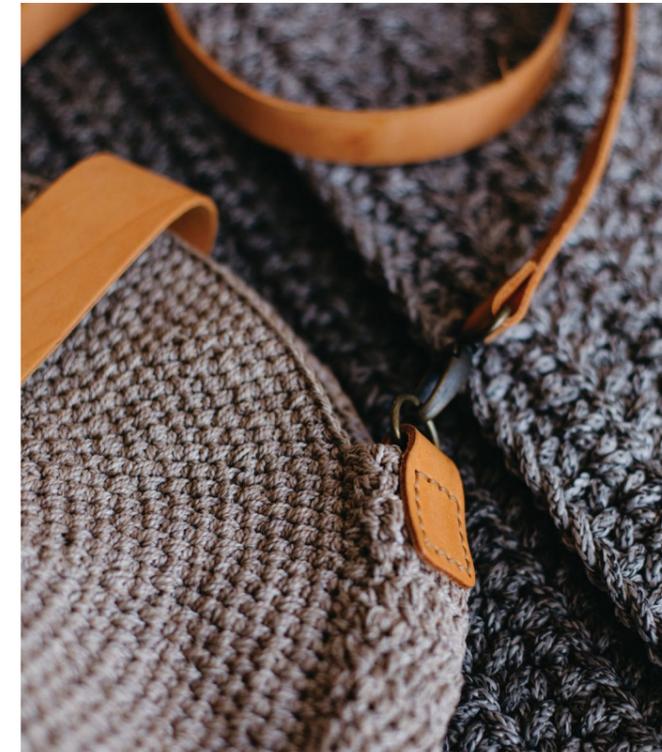
and freedom to set their own income goals based on market demand. We feel this has been captured accurately at crisscross.co.za.

We purchased looms for the woven rugs and Belgotex are importing a braiding machine to reduce our raw material costs to braid the yarn in house. We have specifically partnered with Esigo Leatherworks, a local social enterprise, who supply the CrissCross logo in veg tan leather to finish off our product detailing. Natal Tanning Extracts and Equator Belts are both

partners to the Textile Conversion Programme as a result of this collaboration.

Lastly, not every artisan starting in the smalls range – baskets and handbags – moves on to rug-making within the Textile Conversion Programme. This is because smalls give women flexibility to work around family responsibilities and transport constraints, allowing them to collect yarn from The Go Group Head Office and later deliver the finished product. The artisans who move on to the larger range however, must manufacture the rugs at our office work spaces. This is due to the large dimensions of the rugs, equipment and amount of raw material used, stock and quality control and the inefficiency of transporting rugs on public transport.

Check it out here:



New Developments.

2. The Go Exchange

We have been building our management systems which includes creating the **Value Exchange App** in collaboration with A2B Transformation Movement. In time, this app will be made available to any development practitioner or financier interested in using the Occupational Intelligence methodology to facilitate human responsiveness. The purpose of our exchange application is for Go-Getters in the ecosystem to transact with us through a series of smart norms and standards agreements related to their specific programme. These transactions include purchase of business inputs, repaying start-up loans, earning tokens related to attendance and responsiveness and being paid for products and services that the Go-Getter may provide to The Go Group while in the programme. The app provides an attendance and performance evaluation wallet that lets the Go-Getter self-manage and self-correct when it is clear that they have fallen short of the terms of their development agreement, and also holds The Go Group accountable for the same.

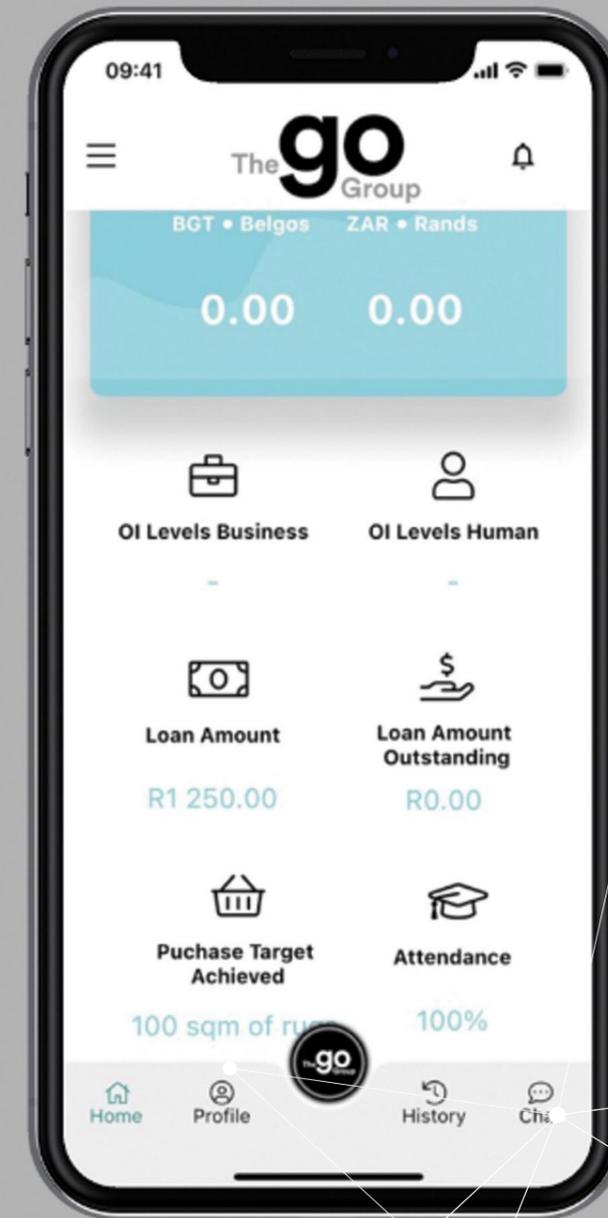
Transformative Power of Blockchain

Blockchain technology drives transformational opportunities in three ways so that enterprises, economies, and ecosystems flourish. This transformation trilogy is composed of new organizational structures, new business models, and new ecosystems” - The Belgotex Tokenised Network

“Blockchain for Good”

The trust model that underlies blockchain networks provides a natural setting for solutions that are unmatched in delivering social good. Blockchain is poised to deliver strong business returns and when used correctly, it can deliver user experiences that are respectful of user privacy and literally saves lives.

Check it out here:



Programmes Overview.



Programmes Overview.

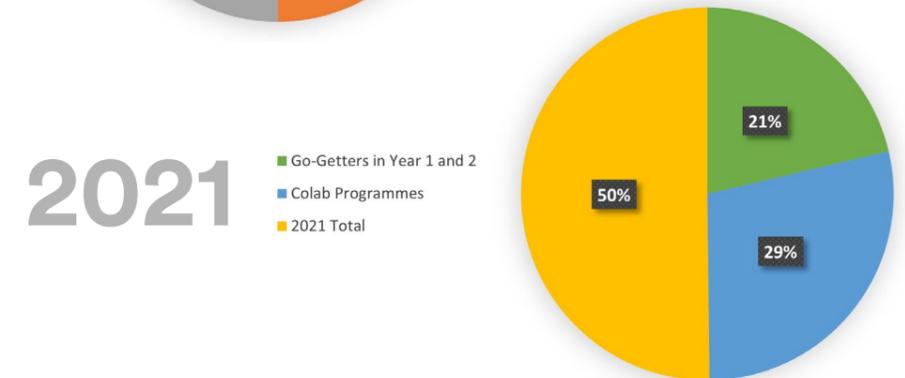
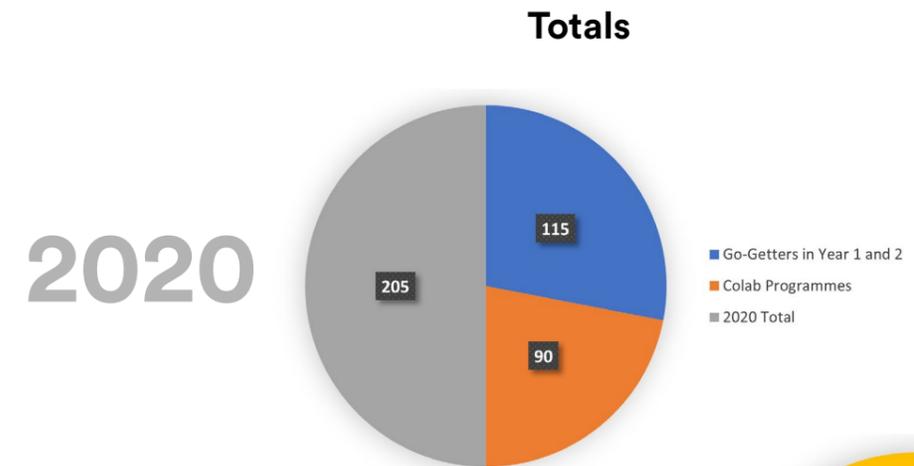
Year 1

The Go Group Year 1

2020 Totals	2021 Totals
115 Go Getter's who Start Induction	128 Go Getter's who Start Induction
98 (15%) Induction Vs Year 1	123 (4%) Induction Vs Year 1
61% Average Capacity at the Start of the Year 1 modules	90% Average Capacity at the Start of the Year 1 modules
Graduate: 55% Retention Ratio for the Year	Graduate: 55% Retention Ratio for the Year
13 Number of people offered a Year 2 learning opportunity	34 Number of people offered a Year 2 learning opportunity
0 Number of Ambassadors appointed	13 Number of Ambassadors appointed

Collab Programmes

2020 Totals	2021 Totals
13 Environmental Design Students	11 Environmental Design Students
NA Responsive Leaders	11 Responsive Leaders
77 Early Childhood Development Employees & Children	204 Early Childhood Development Employees & Children
90 Total for 2020	226 Total for 2021



Year 2

The Go Group Year 2

2020 Totals	2021 Totals
NA Go-Getters who Start Year 2	41 Go-Getters who Start Year 2
NA Retention Ratio for the Year	56% Retention Ratio for the Year

2021 Pilot Project.

Pilot programme: Indigenous Landscaping and Design.

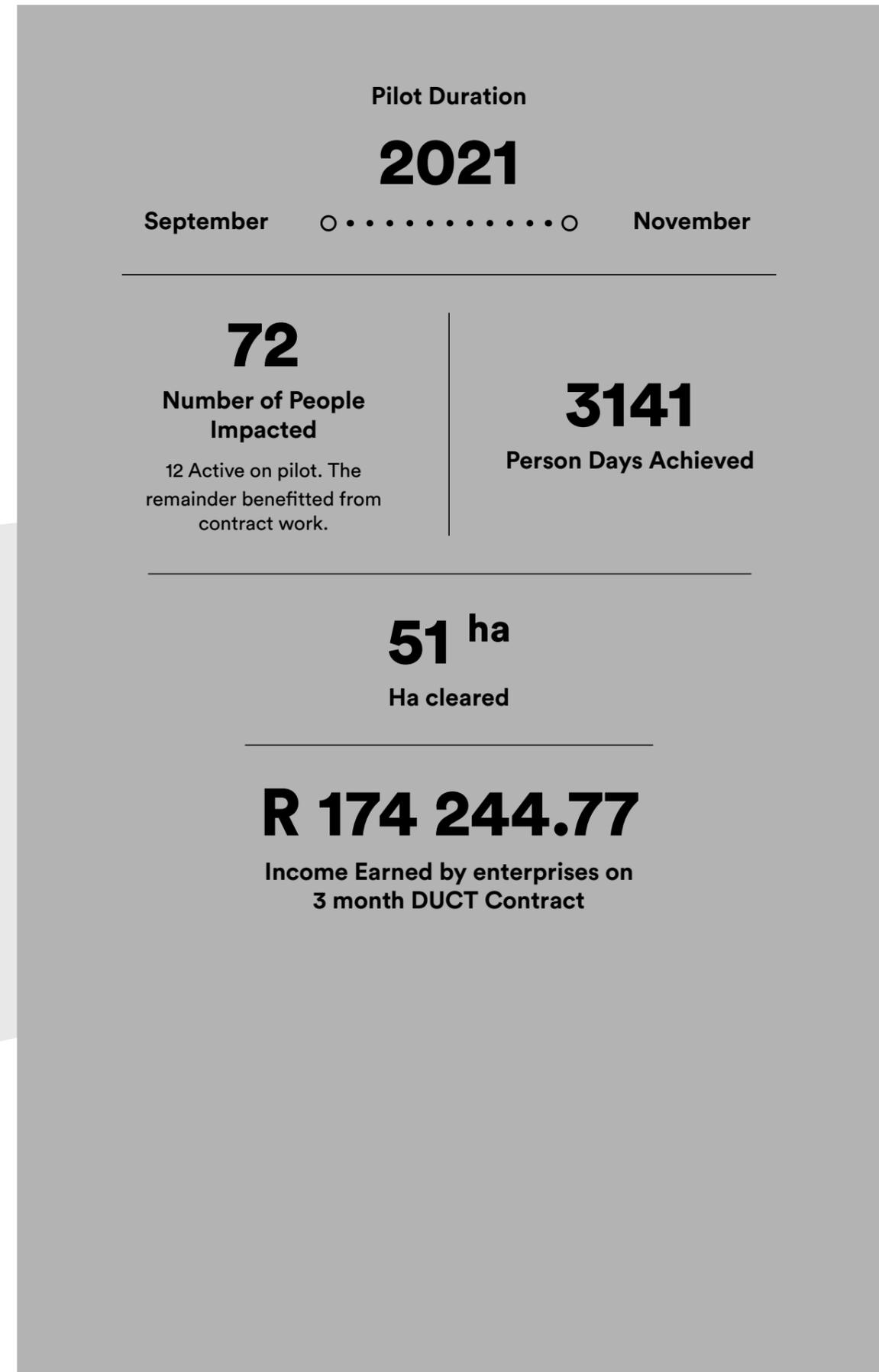
We recognize that the health of our environment and the health of our communities are completely reliant on one another. That's why we launched **Indigenous Landscaping and Design** in collaboration with DUCT (Duzi Umgeni Conservation Trust). DUCT is championing the health of the uMngeni and Msunduzi catchments and has been participating in the Natural Resources Management (NRM) government programme since 2015. DUCT has trained, equipped and managed hundreds of people working on restoration and invasive alien plants control projects along our local rivers.

Following the devastating Willowton Oil spill, DUCT reached out to Belgotex in early 2020 as part of an initiative to set up the Baynespruit Conservancy with industries and other stakeholders in the catchment to tackle the pollution problem. A potential opportunity for the long-term involvement of Belgotex in the catchment conservancy was identified – with DUCT as a technical training partner to The Go Group.

Together our organisations piloted the Indigenous Landscaping and Design Programme in 2021 which aims to establish independent contractors to operate within the green economy, using the Baynespruit catchment conservancy at the primary impact area.

The Go Group's Investment in the pilot:

R 280,981.22



The Better Together Programme.



Overview.

All of our programmes have core modules designed to help Go-Getters find what is keeping them from achieving their goals coupled with practical activities to assist in increasing levels of responsiveness to challenges in life. These modules make up The Better Together Programme and performance in these modules is evaluated through the Human Optimization appraisal. A second series of modules provides the skill and business model the Go-Getters are operating. These streams are called Business Optimization and we currently have 6 programme options available.

The BT programme begins on the second day of recruitment. Our recruitment process is intense to carefully identify individuals who want to make a change in their lives and are ready to learn in our ecosystem. We are skilled in catalysing change, but where we may be setting a human up for failure in a programme we decline their application and provide truthful feedback as to why. In some cases, the applicant may not be emotionally ready to take on the programme and we invite them to apply the following year. The tools used at the start of the BT programme assist the human entering our ecosystem to become conscious of self and to take ownership of their journey in becoming responsive, adaptive, and contributive human beings.

This programme has modules that include the following themes:

1. One on One Mentorship
2. Money Management
3. Marketing Skills
4. Record-keeping Skills
5. Out-of-comfort zone Occupational Intelligence activities
6. Let's Talk Disability
7. Gender-Based Violence and Neurological Reformation
8. Quality of Life Diagnostics
9. Responsive Leaders Course and Hardwires

One of the achievements of completing this programme is to be appointed as an ambassador. An ambassador has met all the attendance and performance requirements and demonstrated a "more than self" leadership style. Ambassadors collaborate, work with others who need a crutch for competence, and they are active changemakers at home and within The Go Group. Once appointed, ambassadors join our team by offering their services where we need their energy and expertise and they are also offered opportunities to facilitate classes for the following year's intake. In addition, they begin the Responsive Leaders Course to understand the theory behind the methodology we use and start understanding how to design programmes and facilitate human responsiveness effectively. In 2021, **11 ambassadors were appointed for 2022.**

The Goals for this programme are:



Goal 1

Human becomes conscious of self and can make choices to become more responsive, adaptive, and contributive.



Goal 2

Tools to use money in and money out to achieve their goals, both personally and in their business.



Goal 3

For new leaders to become effective provocateurs in the ecosystem.

Financial Impact

169*

Number of Go-Getters

R 1 132 718.50

Total Cost For 2020

R 2 218 595.90

Total Cost for 2021

*The number of people who interacted with the Better Together Programme during the year.

The Better Together Programme.



Attendance

The average overall attendance percentage for 2021 reported on was 77,41%. This includes both their business optimization and human optimization programme commitments. We aim for a percentage of 80%.



OI Appraisals

Responsiveness in the Programme

The Occupational Intelligence appraisals show that Go-Getters have shifted at least 1 level and at most 2 levels. These appraisals correlate with the attendance and performance of the programme. We aim to recruit humans have an A2 response to task at the Better Together Programme.

	OI Levels			
	A1	A2	A3	B1
Starting OI	10.65%	48.52%	37.86%	2.97%
Graduation		26.66%	68.00%	5.34%
Total	100%	100%		

Greenlight Survey Trends

The Greenlight Survey trends that emerged from 2021 baseline surveys indicated the following top indicators which needed focus. With a retention ratio of 55% the impact presented below

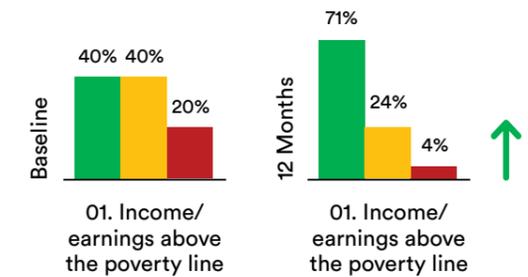
is based on those who stayed for at least one year of the programme. We had indirect impact with those stayed for a portion of the programme. People may have left for a range of reasons such as:

1. Learner was not emotionally ready to complete the norms and standards expected of the programme.
2. Learner was dismissed due to non-attendance or other behaviour.
3. Learner was offered full time employment.
4. Learner had health issues.

Direct Social Impact and Success.

Income/earnings above the poverty line:

2021	40%
2022	71%
Change	31%

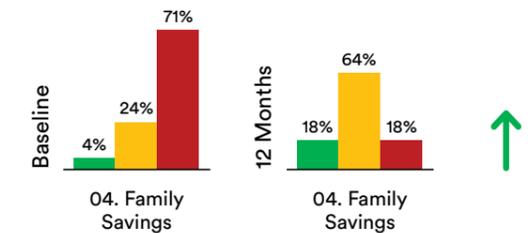


What does this mean?

31% more family units are earning above the poverty line (>R5000). Family units who were depending on social grants dropped from 27% to 4%.

Family savings:

2021	4%
2022	18%
Change	14%

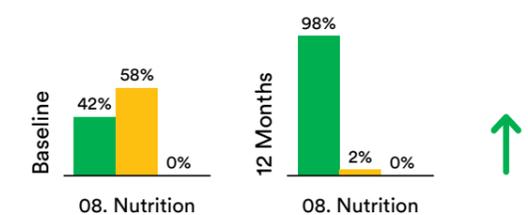


What does this mean?

71% of families had never saved. A year later they are trying to save with many family members reducing debt first before putting money into savings.

Nutrition:

2021	42%
2022	98%
Change	56%



What does this mean?

Families have more money to spend on food and are making better choices. Very little yellow left at the end of 2021 which confirms the suspicion of malnutrition as the real issue rather than undernutrition.

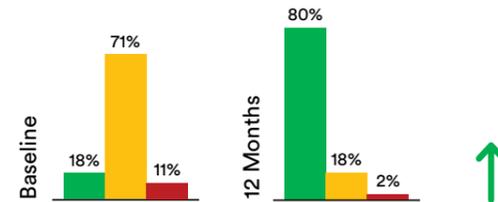
The Better Together Programme.

Direct Social Impact and Success.



Capacity to Budget and Plan:

2021	18%
2022	80%
Change	62%



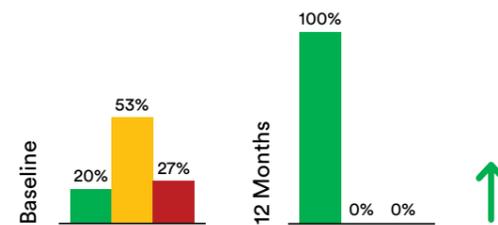
What does this mean?

A small percentage of the learners are finding it difficult to budget and plan and this could be because the source of income is not stable therefore it becomes challenging to plan and budget on the unknown. The learners were aware of their inadequacy in turning their goals into reality through good planning. This means that the learners were eager to learn business principles and how to manage their personal Money in Money Out.



Knowledge and Skills to Generate an Income:

2021	20%
2022	100%
Change	80%



What does this mean?

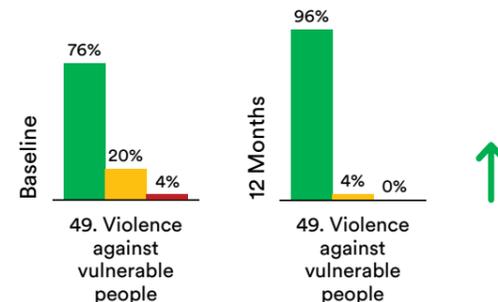
This indicator looks entirely opposite to the beginning of the year. It looks like there is a lot of enthusiasm here and potentially over belief. We expect a dip in this indicator next year after graduation when learners are not involved in the ecosystem daily and running their businesses using their knowledge.



Violence against Vulnerable and Marginalized individuals:

What does this mean?

We expected this indicator to get worse because Go Getters felt they could talk about GBV and have more honest conversations during the second survey. However, it looks as if the situation really is better for the family units.



The above impact shows that we met all the key impact areas that we targeted for 2021 and more. Spin off impact on the following indicators that we had not specifically focused on are identified in the following:

DIMENSION 3: Housing

1. Separate Sleeping Spaces: 23 % more households have found a way to separate adults from teenagers and the boys from the girls. They understand the importance of this now. The money earned may have assisted with housing development to be able to do this.
2. Families have more basic kitchen appliances.
3. Clothing has improved from 69% to 84% which is often the case when more disposable income is available to the family.

DIMENSION 4: Education and Culture

1. The indicator showing addiction to alcohol and drugs has hardly moved which we are concerned with.
2. Social networks increased to 100% which shows that learners are sharing more and relying on others more which could be a result of being a member of a programme group.

DIMENSION 5: Participation and Organisation

1. The change now shows us that the go getters are feeling a lot more confident in the public sector, and they feel they have a voice and contribution.
2. We are seeing less people wanting to vote which according to the Greenlight Office matches the trend across the country. People are discontent with current government and saying it is not worth it to vote.

DIMENSION 6:

1. Results in this dimension show that confidence amongst the learners are booming.
2. The awareness of impact on others, increased from 60% to 96% green more tolerant with each other, empathetic, compassionate, walk-in different shoes, don't respond in the same way.
3. 50 – 60% of the families were concerned about the future and did not want to take a risk. Had self-doubts and doubts about whether they were capable. 40% green to 98% green. We have shown them through I can moments that they are able to make good on their personal goals and objectives. By seeing things happen in front of their eyes and they can learn and do new things. Trust the future more and more motivated to take risks and to put themselves out there. Always want 44 and 50 to look like each other. Must have similar graphs. It was disconnected when they started. It now matches what is authentic and real. We have held them in a safe space so that their ambitions match their personal goals and their life map.

The United Nations Sustainable Development Goals



1 NO POVERTY
End Poverty in all its forms everywhere.

2 ZERO HUNGER
End Hunger, achieve food security and improved nutrition, and promote sustainable agriculture.

3 GOOD HEALTH AND WELL-BEING
Ensure healthy lives and promote well-being for all at all ages.

4 QUALITY EDUCATION
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

8 DECENT WORK AND ECONOMIC GROWTH
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

11 SUSTAINABLE CITIES AND COMMUNITIES
Make cities and human settlements inclusive, safe, resilient and sustainable.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

The Better Together Programme.

Gender Based Violence

It is for this reason that we introduced two new modules focused on Gender Based Violence. In conjunction with Mark Grobler who owns an organization called Inpowered we delivered the following modules



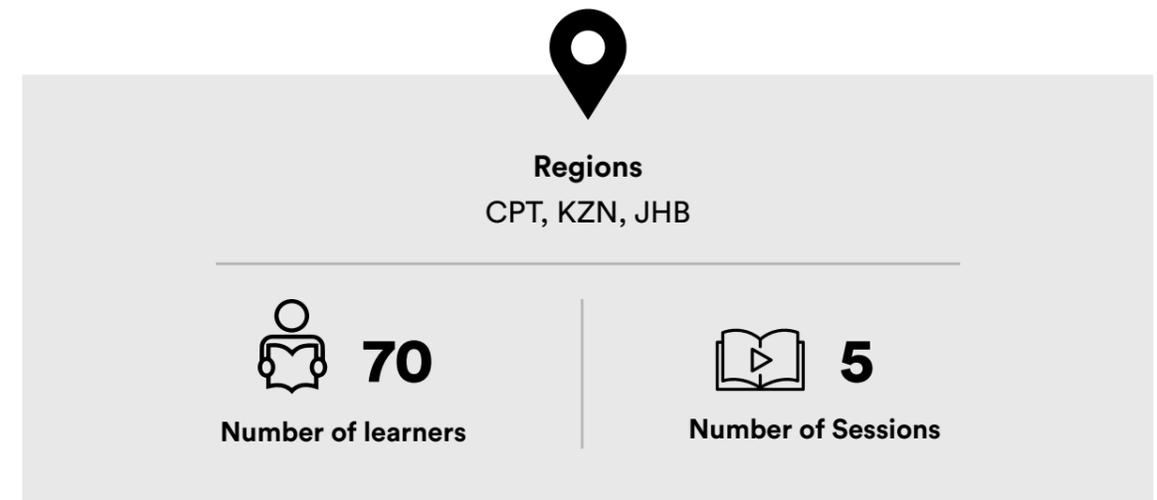
The lead on this implementation was Nompumelelo Sikotane, who shared what the impact on neural pathways is after experiencing trauma at the hands of another. Mark Grobler carried out an incredibly empowering practical activity to equip individuals with a simple self-defence action that both men and women can use in a time of self-preservation.

Lets Talk Disability

Shonaquip Social Enterprise is our inclusion partner. The SSE believes that building ecosystems for inclusion can shift systems towards sustainable change in communities. Through facilitating community support and disability awareness programmes and equipping community partners, parents, health-care workers, and the general public with knowledge and tools, we have shown our commitment to a broad ecosystem approach and the inclusion of people with disabilities and their families (Shonaquip, 2021).

The Go Group subscribes to the social model of inclusion as defined by Shonaquip as the coming together of multiple stakeholders to assume the collective responsibility to remove the barriers that exclude people living with disability and their families from being able to participate equally with others in the environment.

And as such in 2021, we initiated the Let's Talk Disability programme in our programmes. Shonaquip's 2021 Impact Report shares that through the Let's Talk Disability programme, a significant shift in perception about disability has been recorded. The majority of barriers have been identified as assistance-related, of which transport has been by far the most pressing, as well as a lack of support and resources such as assistive devices. The majority of referrals made were for children with cerebral palsy (CP) who were identified as being most in need of assistive devices. More than a third of referrals were for people/families requiring emotional and social support. A breakdown of referrals shows that the referrals for education have been highest for children with CP, followed by children with Autism. Referrals for social assistance show similar trends, highest for children with CP, with 19% families of children with autism and 11% for children with intellectual impairments.



Responsive Leaders

The Go Group were excited to host 2021's Human Optimization Working Group in KZN for its leaders and network partners. This working group offered an intro into the applied science of neuroplasticity - trained by Occupational Therapist, researcher, and founder of the Occupational Intelligence methodology- Vivienne Schultz. The purpose of the working group is to learn:

1. What it means to grow intelligence at every task you occupy yourself with.
2. Learn to identify the seven (7) response-ability growth levels and how to eventually use all components of the brain.
3. Discover your hardwires and how it unconsciously drives your behavior.
4. How to empower people with dependent mindsets and limiting beliefs about their abilities.

In 2021, we funded 11 individuals to complete all 4 modules. The group was a combination of internal team members, facilitation team members and programme partners from the Duzi Umngeni Conservation Trust and Focus on iThemba.

Hardwires

During 2021, The Go Group together with The Clothing Bank invested in training on Hardwire Interpretation for our teams. This training equipped our facilitation team to introduce modules on hardwires in context of current events so that Go-Getters had the ability to conceive how their hardwires were driving behaviour. In 2021, we used two main events to contextualise hardwires – the aftermath of the KZN Riots and the Gender Based Violence modules. Our facilitation team focused on 5 out of the 16 hardwires:

These were:

1. Unconductive Parenting
2. Victim
3. Locus of Control
4. Abuse
5. Vengefulness

In 2022 – we have scheduled deep dive modules into all 16 hardwires after our learnings from 2021. The hardwires are linked to a human's occupational intelligence making it prudent for our team to link the hardwire modules to the feedback provided to students.

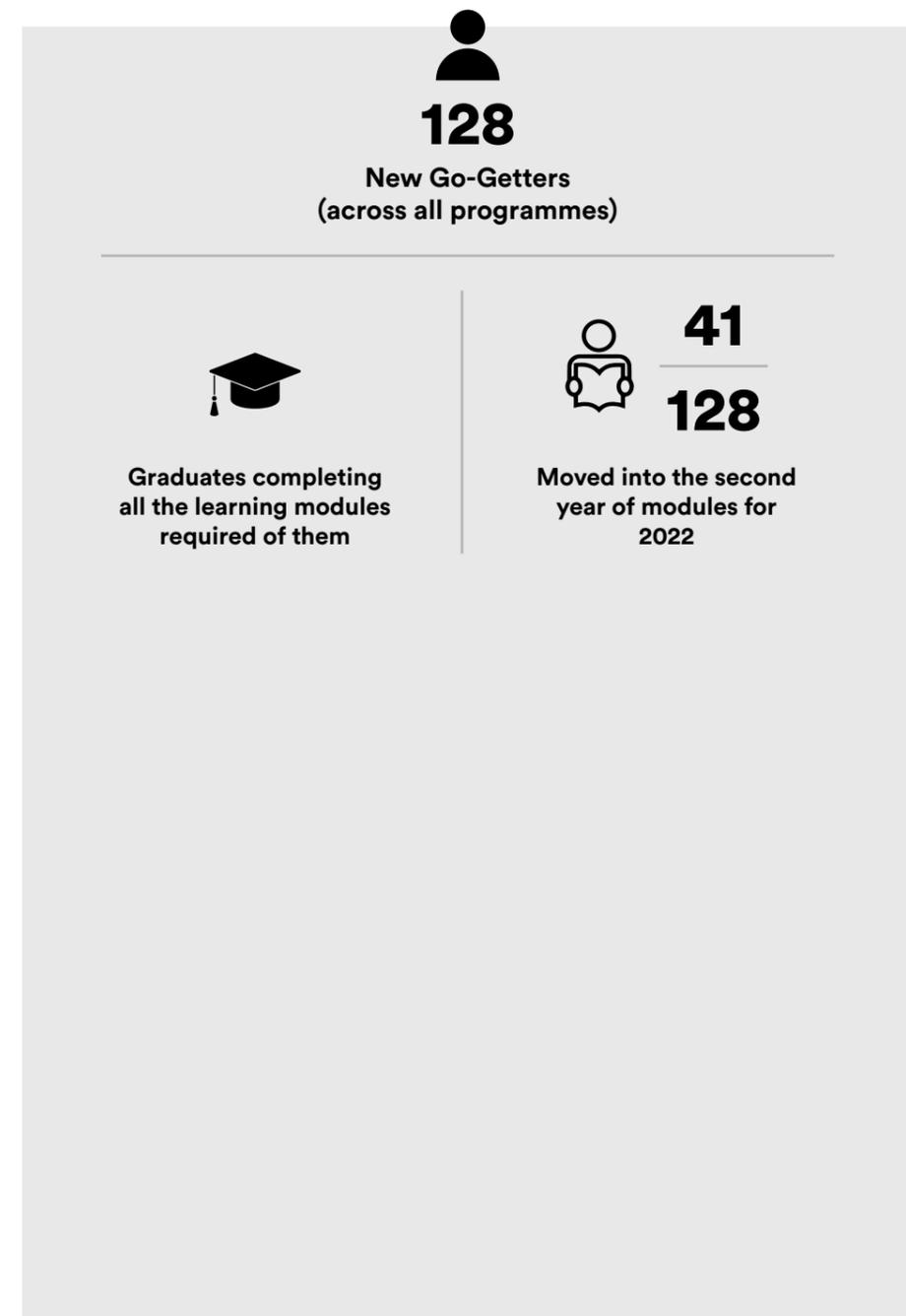
The Better Together Programme.

Learning Modules

Every human who participated in our programmes completes a series of modules starting from facing fears and learning to debate difficult topics. These sessions are following up with a series of modules in financials skills, business skills, marketing, life skills and one on one mentorship. The first year of The Better Together Programme includes 30 modules with Year 2 have 6 with a heavier focus on one-on-one mentorship. During this time the human journeys from keeping track of money in a small pocket-sized book to completing business forecasts using a tablet on excel. The programme accountability sessions are included in this journey.

During 2021, 128 new Go-Getter's joined the ecosystem across all programmes with those who graduated would have completed all the learning modules required of them. 41 out of the 128 were offered the chance to move into the second year of modules starting in 2022. The implementation team that delivers on these modules engage with learners on a bi-weekly basis both in a group and on-on-one. This team are therefore well placed and informed to discuss and assign the Human Optimization appraisal. This team are also the most experienced facilitators in our ecosystem and often need to lean into courageous conversations with learners as well as other stakeholders in the ecosystem in their pursuit to always place the human above task.

Power Partners to this programme:



Testimonials from Learners.



Fika Cele



Being part of The Go Group has been an amazing journey. Starting from taking the crochet talent to make it a business, learning and understanding customer services, pricing, trends... etc of which that was part of SETA. Learning about parenting, communication, goal setting and then A2B, this one made me realize my strength to do things, to be independent mentally and to respond differently... I'd recommend everything I've learned so far to anyone. I've learnt a lot.



Noor Khan, Floorza



Better Together... whew, what an adventure, looking back to the day we first walked into an ecosystem out of our comfort zones, uncertain, on edge, and with a shiver running through our bones, what were we in for?!

As days turned into months better together in conjunction with The Go Group enabled us to reach new heights and explore a vast array within ourselves that we were rather oblivious to. We were thrown into the deep and instead of been given a hand to save us from drowning were given the abilities to rewire and unlock our true potential, giving us a superpower, no individual would ever take from us.

Through TGG we were given a platform where we could truly express ourselves without fear of judgment.

Through TGGs numerous projects and workshops we as individuals were able to upskill and build our confidence within our personal and business relationships.

We are given an environment where different personalities and abilities come together to work as one, Better Together.

As we look back, we notice how days turned into months and how small improvements a day contributed to the outstanding individuals we see ourselves as today.

We would like to convey a heart felt gratitude to the Better Together initiative, The Go Group and all its members involved for the time and effort taken to allow the betterment of its individuals and partners.



Richard Gumbi



Being part of the Go Group as an upcoming farmer has been great for me. Yes there has been many challenges. But they do supersede the gains from the program. When I joined the Go Group, I was an A1. I didn't know what I didn't know. I was defensive and arrogant about what I had achieved to that point. As the time went, I realised that I needed a lot of help. There was a lot that I didn't know. So, I put my head down and obediently listened to those who have gone before me. I was also observing as to their motive in relation to where they were taking me. The motives were clear. I just had to allow them to lead me.

Towards the end of last year Rod Spencer approached me to help him and Enoch Cindi in giving support to my fellow students as they were doing their farming. This meant that I went around checking gardens and encouraging those who struggling or just needed that push or support to move forward. It was such an honour for me to be given that opportunity. I didn't realize that Rod was watching and looking for someone who can help in that position. I am grateful that I am the one. It has been a challenging position because I need to lead by example. My garden was also used for videography.

At the end of the year at our closing party. I was one of the people who were appointed as one The Go Group's ambassadors for the food security programme. It was such a shock and a surprise for me. Another opportunity I never seen coming. Since then, I have been receiving training in this area. The training now as an ambassador is A2B, Human Intelligence.

From the time I entered Belgotex and joined the Go Group I have been experiencing success after success, favour upon favour.



The Floorcovering Programme.

Floor Covering Programme.



Overview.

The Floorcovering Programme trains candidates to become installers and contractors in the floorcovering industry. The aim of the programme is to work with candidates to develop skills required to establish and run a viable flooring business. The Floorcovering programme has two components customized to installers, and enterprise owners (those who employ the installers).

Business Optimization includes technical training, quality control and accountability for business performance. Our team in this area are responsible for setting the challenges at the correct quantity, frequency, and size to ensure the installers and enterprise owners can handle sound floorcovering installation projects from start to finish, inclusive of any challenges that arise during installations.

This programme has 3 phases, Accredited with Construction Education & Training Authority (CETA)

- Phase 1 Carpet: Entry level where the learners are trained on base preparation and installation of carpets.
- Phase 2 Vinyl: A technically advanced training only offered to installers who have mastered phase 1 of the programme.
- Phase 3 Grass: This training is offered to small number of enterprises who have shown an interest in installing landscape artificial turf.

Programme Goals:

Goal 1 Develop the technical capabilities of self-sufficient and self-driven installers and contractors in the floorcovering industry.

Goal 2 Allocate development funds towards economically viable businesses that ultimately generate a clear ROI.

Goal 3 Enable recommendation of successful contractors.

Economic Impact.

Element	Amount Received
Skills Development	R 734 017.28
Supplier Development	R 813 390.00
Enterprise Development	R 122 360.00
ITE Income	R 312 747.66
Flooring Sales	R 278 013.00
Total	R 2 260 527.94

Cost of Programme:



Allocation of Funds within The Go Group	Quantity	Amount
Business Mentorship		R 615 784.75
Accounting and Tax Compliance		R 8 900.00
Marketing		R 5 606.26
Training Projects (Materials and Labour)	3323 SQM	R 597 833.20
PPE		R 3 706.30
Programme Tools		R 149 030.00
Go-Getter Tool Loans Outstanding	2	R 27 426.39
Go-Getter Vehicle Loans Outstanding	2	R 403 912.86
Programme Management (General 001)		R 161 914.99
Total		R 2 466 332.03

Return on Investment:

Purchases of Floorcovering materials made by enterprises in the Floorcovering Programme	R 790 417.42
Purchases of ITE products made by enterprises in the Floorcovering Programme	R 178 319.00

The Floorcovering Programme.

Floor Covering Programme.

Programme Impact:

2020 Totals

25 New Go Getter's joining the programme	16 Number of Enterprises active for the year	Graduate: 47% Retention Ratio for the Year	NA Number of Ambassadors appointed
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2021 Totals

27 New Go Getter's joining the programme	12 Number of Enterprises active for the year	Graduate: 41% Retention Ratio for the Year	5 Number of Ambassadors appointed
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Attendance

The average overall attendance percentage for the 2021 reporting period was **76%**. This includes both their business optimization and human optimization programme commitments. We aim for a percentage of 80% or higher so we are looking at the programme structure to enable a higher percentage without jeopardizing project work.



Responsiveness in the Programme

The Occupational Intelligence appraisals for the task of installing floorcoverings show that the owners and installers have shifted at least 1 level and at most 2 levels. These appraisals correlate with the attendance and performance of the programme.



Performance

Enterprises have minimum sales targets, time that needs to be volunteered to projects and some enterprises have loans with The Go Group that they have used to purchase tools or vehicles with. At least one installer in an enterprise needs to be accredited with the Belgotex Academy in order for the enterprise to remain in the programme.

2020	2021
8020.70 m² Flooring Installed	10 747 m² Flooring Installed
NA Business Loans in Repayment	R 405 950.32 Business Loans in Repayment
13 Number of Installers trained by the Academy	26 Number of Installers trained by the Academy
27 Value Exchange Days Used	24 Value Exchange Days Used
Indirect Impact:	
R 1 679 116.45 Flooring Income made by businesses	R 988 370.00 Flooring Income made by businesses

OI Levels	A1	A2	A3	B1
Starting OI Installers	Carpet Phase 1 18.75% Vinyl Phase 2 22.22%	Carpet Phase 1 68.75% Vinyl Phase 2 55.55% Grass Phase 3 71.42%		
Starting OI Owners		Vinyl Phase 2 22.22%	Carpet Phase 1 12.5% Grass Phase 3 28.57%	
Graduate Totals	Carpet Phase 1 25% Vinyl Phase 2 44.44% Grass Phase 3 14.28%	Carpet Phase 1 62.5% Vinyl Phase 2 33.33% Grass Phase 3 57.14%	Carpet Phase 1 12.5% Vinyl Phase 2 22.22% Grass Phase 3 28.57%	

The Floorcovering Programme.

Both the Business Optimization and Human Optimization accountability partners provide appraisals every quarter on the installers and owner's progress. These appraisals are given on a 7-level scale and each level is aligned to the Go-Getter's ability to meet the norms and standards of installing floorcoverings to the standard expected by The Academy (Belgotex's technical team). The appraisal also acknowledges the intensity and energy displayed in responding to the task of operating his business.

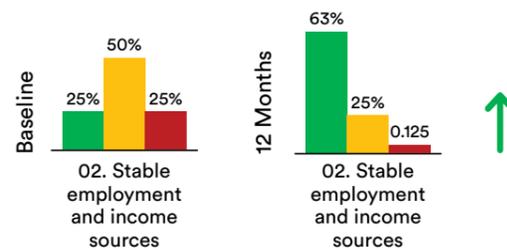
Greenlight Results (Quality of Life Diagnostic)

The below graphs illustrate the results from our greenlight surveys conducted amongst the installers and owners done when they start the programme and then at least 12 months into the programme. The green light survey requires our learners to identify the impact of 50 quality of life indicators by rating them on a scale where red= stuck, orange= struggling, green= doing ok. A graphical representation and explanation from the facilitator of each option is provided to the family.

Direct Social Impact and Success.

Stable employment and income sources:

2021	25%
2022	63%
Change	38%

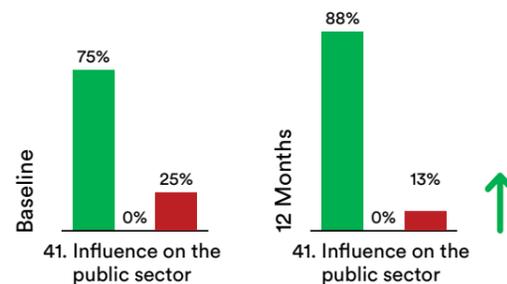


What does this mean?

At the start of the programme the family units did not have stable income. Double the number of family units have stable income a year down the line. Many of the family units were in debt when they joined the programme.

Influence on the public sector:

2021	75%
2022	88%
Change	13%



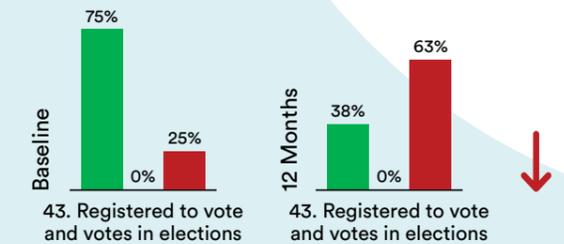
What does this mean?

Most family units now feel they have influence over their communities and no longer feel voiceless and out of control of their environment.

Floor Covering Programme.

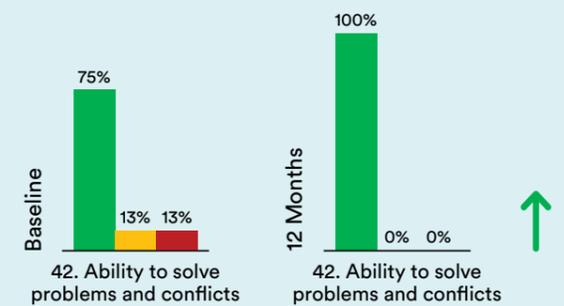
Registered to vote and votes in elections:

2021	75%
2022	38%
Change	-37%



Ability to solve problems and conflict:

2021	75%
2022	100%
Change	25%



What does this mean?

All Go-getters have an increased energy and motivation a year into the programme.

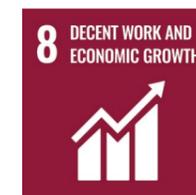
Power Partners to this programme:



The United Nations Sustainable Development Goals



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

The Floorcovering Programme.

Floor Covering Programme.

Showcase Project for 2020 Devland.

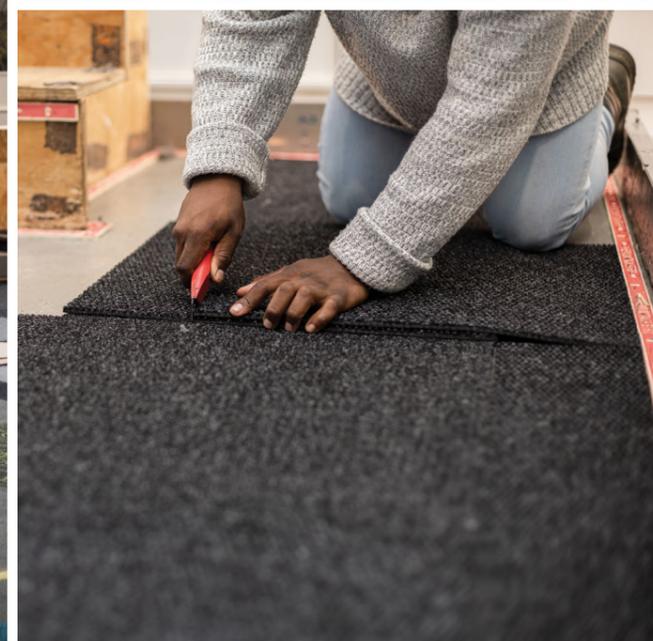
This collaboration project was completed by Go-Getters based in Johannesburg. The site used to be a dumping ground and the developer, Grow Up Africa, have turned this space into a learning campus which will be managed by the University of Johannesburg. ITE donated materials and labour to assist with this large-scale installation. The project was used as the practical component of the Vinyl technical training for the second-year students.

Gauteng Hospital - Commercial Work.

Leratong Hospital installation was completed by Immanuel Blinds and Flooring, owned by Michael Khumalo. Michael is one of the owners who has reached the highest form of responsiveness since joining the programme in 2019.

Learning and Challenges during this period.

1. 2022 brings an opportunity to focus on route-to-market collaborations that flooring enterprises can take advantage of to meet their flooring sales targets.
2. The programme needs a deeper focus on the practical training within the industry for installers who have never had experience in the sector prior to learning the technical skill with the Academy.
3. We have found that enterprises need encouragement to make use of the Belgotex Showroom space to engage with clients who are choosing their floorcoverings.



Testimonials from Learners.



Sebenziwe Hlengwa; T&S Civils



Thank you, Go Group, for giving a skill in flooring and opening doors and equipping us as women in this industry and making it conducive for us to work with men, with business mentorship you taught us a lot on how to run and manage our businesses and gave us right tools for us to be able to enable us to have positive attitude and maintain work ethics and integrity.



Takalani Mudau, TKPER Holdings



I have gained a lot of skills such as how to make the budget of the company and personal, marketing strategies on social media something I was not doing before, Last but not least how to behave or handle the customer, all are working in my company, and I am busy since implementing this. They really helped me, and I really appreciate.



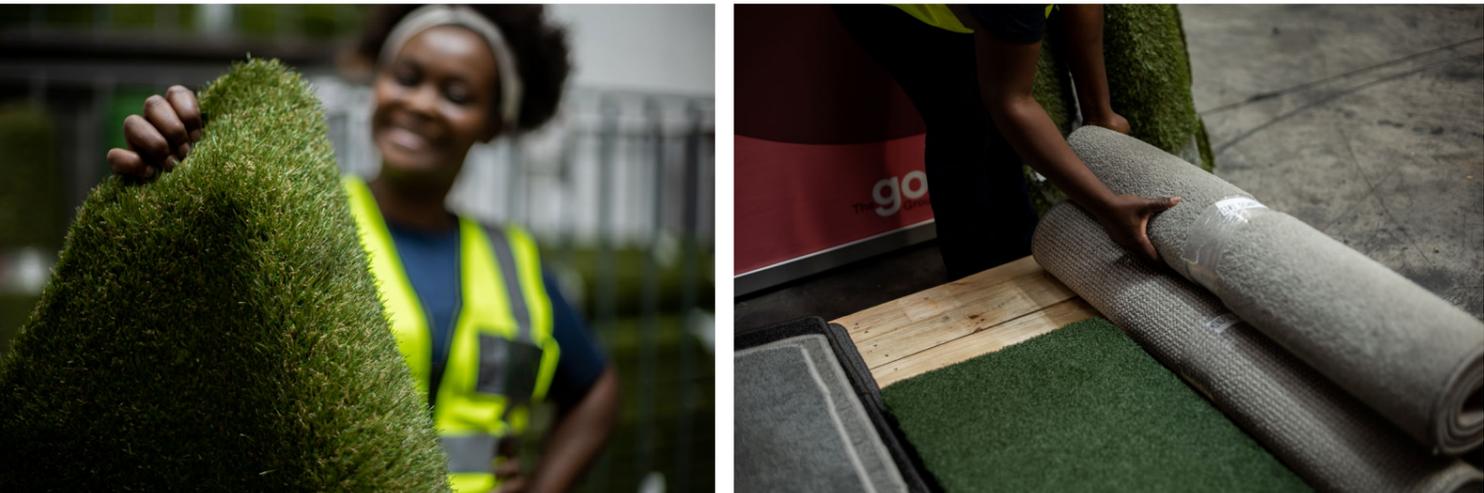
Terresa Tamto



My money matters, the Importance of record keeping helped me to see the Importance of budgeting and have accounts for every cent that goes In and out of your personal and business account, I have realized how I used to misuse my funds, Parenting also helped me to understand the mistakes I was doing when raising my kids and gave me tips of good parenting.



The Rug Vendor Programme.



Overview.

This programme targets people who love to hustle! It is an opportunity for people already trading other goods and to add quality rugs to their stores. It is also an ideal opportunity for parents who are needing to trade from home. This programme is the perfect vehicle for middle to low Income populations to access Belgotex flooring. The rug vendor programme includes modules focused on trading rugs, running a customer-centered trade business, and setting a store up for success.

The Business Optimization stream of this business includes technical training, quality control, and accountability for the vendor's performance. The training seeks to ensure that the vendors understand how the supplier-client relationship works and all the procedures Involved In the day-to-day running of a rug business.

This programme includes 1 year of learning how to run a successful rug trading business.

Programme Goals:



Goal 1 Income for vendors who can hustle!



Goal 2 To use product from the Belgotex factory for maximum income earning impact.



Goal 3 For vendors who need flexible time to take care of families can buy and sell when they want to.

Rug Vendors Programme.

Financial Impact.

Element	Amount Received
Skills Development	R 183 791.05

Cost of Programme:

Allocation of Funds within The Go Group	Quantity	Amount
Conversion Costs		R 84 403.96
Programme Modules		R 95 220.85
Programme Management		R 4 166.24
Total		R 183 791.05

Return on Investment:

Material Sales – Direct Impact	R 310 805.50
Indirect Impact : Sales made by Rug Vendors	R 210 870.00

2020 Totals

6 New Go Getter's joining the programme	3 Number of learners active for the year	Graduate: 50% Retention Ratio for the Year	0 Number of Ambassadors appointed
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2021 Totals

15 New Go Getter's joining the programme	15 Number of learners active for the year	Graduate: 13% Retention Ratio for the Year	2 Number of Ambassadors appointed
--	---	---	---

Programme Impact:

The Rug Vendor Programme.

Rug Vendors Programme.



Performance

Rug Vendors have minimum sales targets, time that needs to be volunteered the Go Group and loans that they have used to purchase their start-up stock with.

2020	2021
2119 sqm Rugs Purchased	6804 sqm Flooring Installed
R 68 125 Sales made	R 209 644 Sales made
R 2455 Business Loans in Repayment	R 1200 Business Loans in Repayment
6 Number of Vendors trained by TGG	15 Number of Vendors trained by TGG
4 Value Exchange Days Used	6 Value Exchange Days Used
Indirect Impact:	
R 68 125 Sales made	R 210 870.00 Sales made



Attendance

The average overall attendance percentage for the 2021 reporting period was 84%. This includes both their business optimization and human optimization programme commitments. We aim for a percentage of 80% or higher so this is a pleasing result for the 2021 year



Responsiveness in the Programme

The Occupational Intelligence appraisals for the task of selling rugs for of the rug vendors have been a mixture of impressive shifts as well as backward movement mainly due to operational issues internally making this programme challenging for all stakeholders in 2021. Therefore the retention ratio for this programme is the poorest. We were pleased that 2 of the vendors have taken up a leadership role to work through the operational issues with us. Selling and ordering flooring is complex due to the channels involved in so this programme clearly showed how fragile human responsiveness is when the challenge is not task-man fit. The following table depicts the OI levels of the rug vendors when they started then program and where they were at by the end of 2021.

OI Levels	A1	A2	A3	B1
% Vendors when they joined		87%	13%	
% Vendors at the end of 2021	27%	33%	27%	13%

The Rug Vendor Programme.

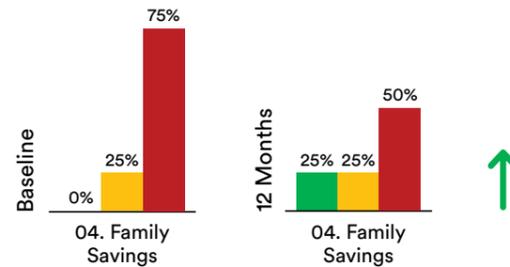
Greenlight Results (Quality of Life Diagnostic)

The graphs illustrate the results from our greenlight surveys conducted amongst the Rug Vendors done when they start the programme.

Direct Social Impact and Success.

Family Savings:

2021	0%
2022	25%
Change	25%

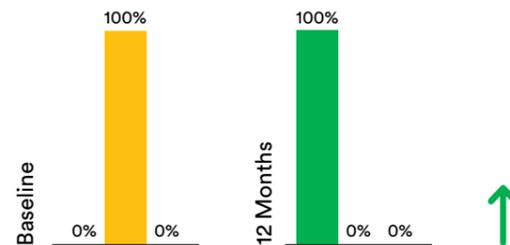


What does this mean?

75% of our learners were struggling with stable income and family savings, this is a common trend with all learners, many are not money conscious when they join our programmes. This then becomes a direct impact on the family's ability to save as they find themselves living from hand to mouth. We see a 25% decrease in those saying they have no way of saving has been.

Capacity to budget and plan:

2021	0%
2022	100%
Change	100%



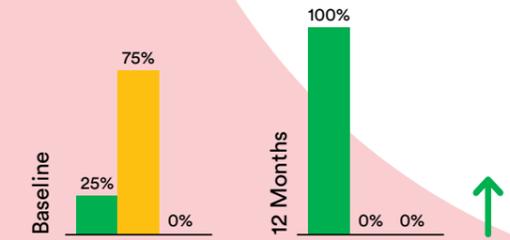
What does this mean?

Most the family units indicated that there was a gap in their ability to plan and budget most likely attributed to the fact that there wasn't much income to plan and budget around. Initially learners aren't aware of the importance of accounting for all money in and out of their pockets until they are exposed to the My Money Matters mentoring session which capacitates the learner through consciousness. Once learners are conscious of their spending habits, they then begin the shift towards better money handling habits.

Rug Vendors Programme.

Knowledge and skills to generate an income:

2021	25%
2022	100%
Change	75%

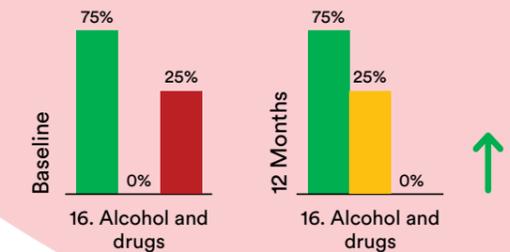


What does this mean?

At the start of the programme the family units reported that they did not have stable income and had no idea where to begin to generate an income. Having been on our programmes, which are designed to gear learners into income generation, 100% of the learners have acquired a skill that enables them to generate an income, in this particular area it would be the rug vendor business.

Alcohol and Drugs:

2021	75%
2022	75%
Change	0%



What does this mean?

25% of the families had an addiction issue to drugs and alcohol and had no idea where to turn for help. The 2nd survey indicates that although they were not completely stuck yet, they were still struggling.

Power Partners to this programme:



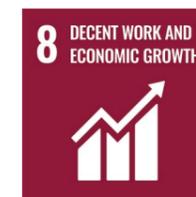
The United Nations Sustainable Development Goals



End Poverty in all its forms everywhere.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



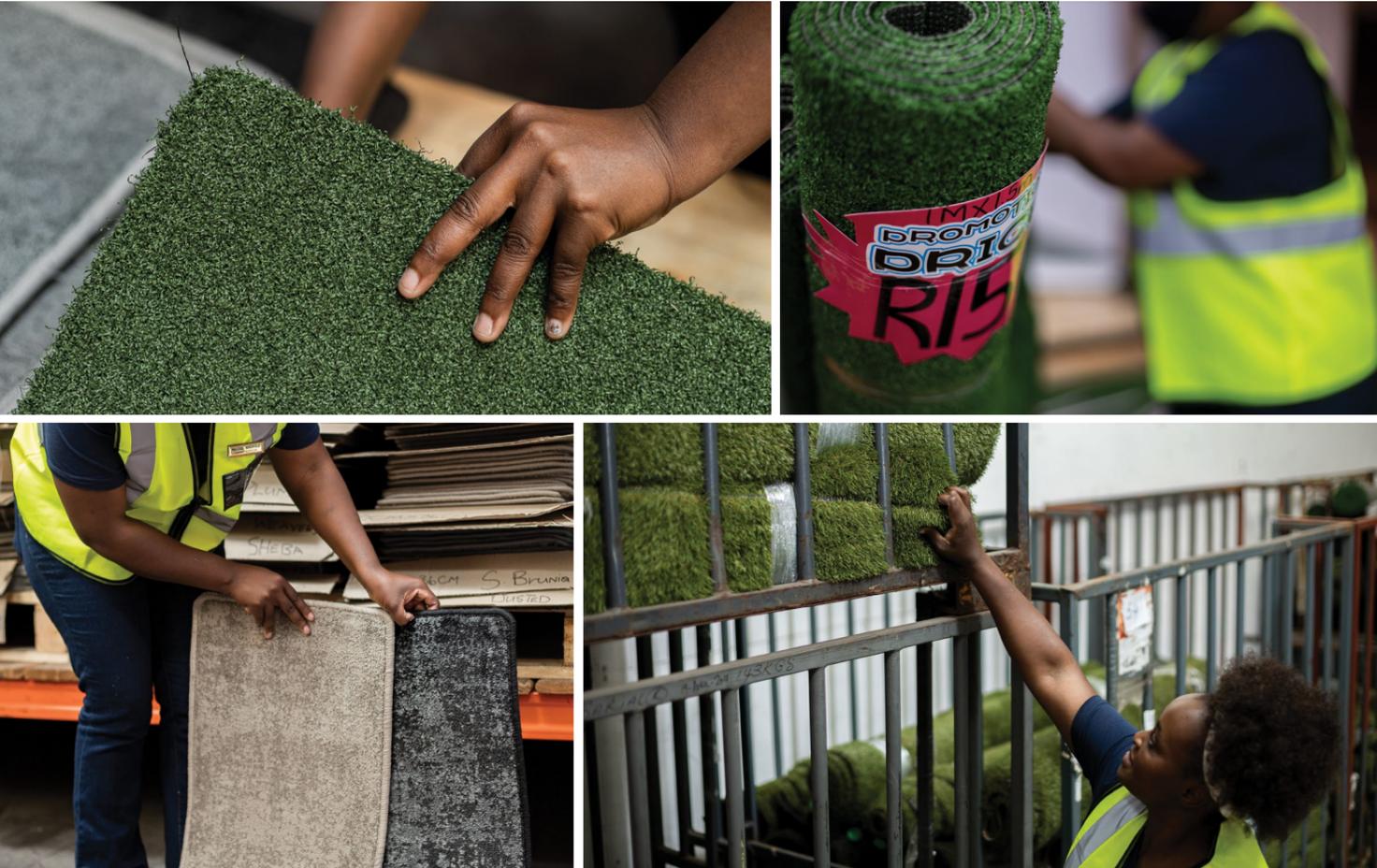
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Ensure sustainable consumption and production patterns.

The Rug Vendor Programme.

Showcase of Events.



Learning and Challenges during this period.

1. The process of operationalising this programme at the factory level for vendors was cumbersome with despatch and a manual delivery system. This is improving as operational teams become used to the purpose of the programme as well as vendors learning and following the ordering procedures.
2. The operational issues resulted in order fulfilment issues which compromised the value of The Rug Vendor programme in the eyes of the vendors who were unable to effectively order their business inputs (Stock).
3. We also noticed a lower-than-expected level of sales experience amongst new recruits. We have since created a rug vendor business support stream and created a shadow week to encourage Go-Getters in this programme to cultivate willpower to approach people and make sales.

Testimonials from Learners.



Hazel Mkhize



I've learned to be independent (work hard), not to blame other people about my past but to face the reality(challenges). Working hard each and every day in order to achieve my goals. My biggest goal was to own land, which I have achieved.



Samke Mbatha



I have learnt to live outside of my comfort zone, to keep myself occupied with things that challenge me. I have enjoyed Interacting with all the people in the Go Group and of course making good money in the process...



The Food Security Programme.

Food Security Programme.



Programme Goals:

- Goal 1** Food security at all Early Childhood Development Centres within Go Group programmes.
- Goal 2** Farm enough produce for home consumption.
- Goal 3** Generate income by selling farmed produce.

Overview.

Embedded in The Go Group's Early Childhood Development investment strategy is a Food Security Program. Our primary objective is to enable small-scale permaculture farming within the communities we have invested in, starting with the educentre's own market garden as the training venue. We believe that access to local, fresh produce for meal preparation at the educentre is critical to children learning and developing into response-able adults. This is only achievable if the market garden earns an income to avoid setting it up and coming back a while later finding the garden has deteriorated and not serving its food security purpose. Family members of the children who attend the educentre are our primary target market. However, the programme is open to anybody within the immediate geographic footprint of each educentre where we have a demo garden for training purposes.

Food Security means three things to us:

1. Food security at Early Childhood Development Centres.
2. Food secure homes through consumption out of the market garden.
3. Food secure homes through commercial practice ensures the community at large has access to the produce.

This programme includes three phases of AgriSeta credits and Agribusiness training in crop production and poultry farming.

Financial Impact.

Element	Amount Received
Skills Development	R 675 159.39
Sunshine seedlings 24320 seedlings	R 12 160.00
Total	R 687 319.39

Cost of Programme:

Allocation of Funds within The Go Group	Quantity	Amount
AgriSETA and AgriBusiness		R 650 884.38
Start-up Loans		R 19 000
Programme Management		R 5 275.01
Total		R 675 159.39

2020 Totals				
Programme Impact:	30	20	Graduate: 67%	NA
	New Go Getter's joining the programme	Number of learners active for the year	Retention Ratio for the Year	Number of Ambassadors appointed
2021 Totals				
Programme Impact:	38	52	Graduate: 55%	3
	New Go Getter's joining the programme	Number of learners active for the year	Retention Ratio for the Year	Number of Ambassadors appointed

The Food Security Programme.



Performance

Farmers have minimum sales targets, time that needs to be volunteered the Go Group and loans that they have used to purchase their startup seedlings with. Each farmer needs to make a purchase of no less than R200 worth of seedlings per month.

2020	2021
R 277.52 Seedlings Purchased	R 12 012 Seedlings Purchased
R 2 750 Business Loans in Repayment	R 17 943 Business Loans in Repayment
R 2455 Business Loans in Repayment	R 1200 Business Loans in Repayment
2 Value Exchange Days Used	72 Value Exchange Days Used
Indirect Impact:	
R 35 332 Sales made	R 120 412 Sales made



Responsiveness in the Programme

The Occupational Intelligence appraisals for the task of running a food security business show that the learners have shifted in their OI levels with 4 farmers portraying a more than self characteristic of wanting to bring other learners up to a better OI level by acting as a crutch for competence or mentor (B1). During Phase 1; 19 of the farmers had already reached task mastery level and 2 were struggling though still willing to learn and showing a high prognosis for change. These appraisals correlate with the attendance and performance of the programme. As at end of December 2021 the OI ratings are:

OI Levels	A1	A2	A3	B1
% Farmers at the start	Phase 1 (10x10) 9%	Phase 1 (10x10) 89% Phase 2 – larger farms 14%	Phase 1 (10x10) 2% Phase 2 – larger farms 67%	Phase 2 – larger farms 19%
% Farmers at end of 2021		Phase 1 (10x10) 9%	Phase 1 (10x10) 91% Phase 2 – larger farms 86%	Phase 2 – larger farms 14%

Greenlight Results (Quality of Life Diagnostic)

The inserted graphs are the results from baseline surveys conducted with our farmers from Hilcrest and PMB.



Attendance

The average overall attendance percentage for the 2021 reporting period was 81%. This includes both their business optimization and human optimization programme commitments. We aim for a percentage of 80% or higher so this is a pleasing result for the 2021 year.

The Food Security Programme.

Direct Social Impact and Success.

Stable employment and income sources:

2021	45%
2022	53%
Change	8%

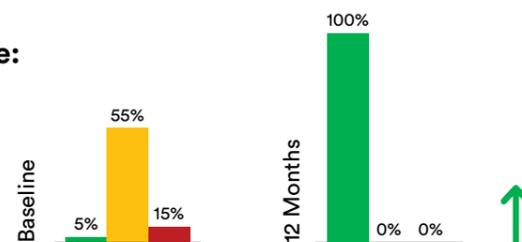


What does this mean?

Only 45% were bringing in earnings and most families living below the poverty line. By the end of the year although families were still struggling there was a slight increase in those generating an income.

Knowledge and skills to generate an income:

2021	5%
2022	100%
Change	95%



What does this mean?

Only 5% of the population were feeling confident that they had some knowledge and skills that could help them to generate an income. At the end of 2021 100% were confident they had the skills and know-how of generating an income.

Capacity to Budget and plan:

2021	0%
2022	67%
Change	-67%



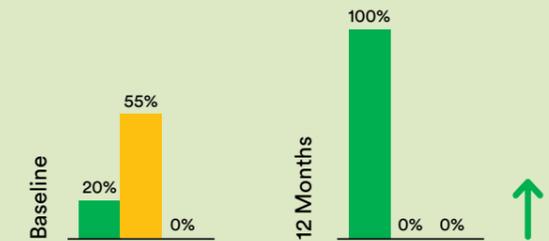
What does this mean?

The surveys indicate a significant jump from a group of people that felt that they had no capacity to budget and plan due to there being no income to budget around. The significant 67% increase shows that the family units say they have it figured out!

Food Security Programme.

Nutrition:

2021	20%
2022	100%
Change	80%



What does this mean?

The most important take-home here was that families were not starving, they just were not having the correct nutritional intake. The food security programme is engineered so that farmers not only sell their crops but are also encouraged to eat from their gardens thus ensuring nutritious food security.

Power Partners to this programme:



The United Nations Sustainable Development Goals



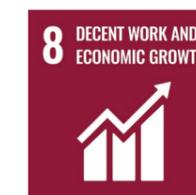
End Poverty in all its forms everywhere.



End Hunger, achieve food security and improved nutrition, and promote sustainable agriculture.



Ensure healthy lives and promote well-being for all at all ages.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Testimonials from Learners.

Food
Security
Programme.



Sazi Nene



When I started, I had my fears, Frustrations and also Expectations. But i have learnt to rely on myself, mostly financially. I have developed critical skills that are so RICH to make a life change for me and people around me. I have understood that most of the things i need will be found within myself. Listen to understand, observe then respond. Not to listen then just Respond. Because if you open your mouth that where you tell the world who you truly are. You will always have people who are willing to help you if you understand your true self if you also put some energy in yourself. Work hard on your Job. Work smart on yourself.



Ambassadors:

Enock Cindi, Sazi Nene, Richard Gumbi

Learnings and Challenges.

Some of the learnings and challenges we have faced in the last year has told us the following:

1. The time horizon to earning an income from the first harvest is long in comparison to the other programmes that are run concurrently to Food Security. This impacts the “Money In Money Out” component for the farmers in comparison to others in their class. In order to mitigate the Issue of lack of Income which affects attendance, we have Introduced loan produce for the new farmers to sell over the fence for the days they will need to travel to class. our aim Is to ensure that they purchase vegetables from the old farmers sell to their neighbors and start creating a demand for when their crop is ready for consumption.
2. Although the programme was designed around earning an amount equivalent to school fees that parents typically pay for their children to attend one of the Early Childhood Development Centres, an income of at least R3500 into the household is where we want to build this programme up to. At the moment this can only be earned by participating in 2 of our programmes concurrently in the initial stage. This complicates the technical training calendar as well as places the human under dual pressure for attendance and performance targets. We are working on a phased approach so that farmers with enough access to land can build up to this target within 2 years. We have also Introduced poultry farming to our year 2 farmers this should Increase their chances of making higher profits as they work on the crops and poultry farms concurrently.
3. We need to install a framework to accurately measure the impact of good nutrition in the household and Early Childhood Development Centre.
4. We attempted a skills share programme prior to recruitment but found that people who took part in this did not understand the value of learning the commercial principles in addition to the technical skills required to grow food. We have gone back to the drawing board with Value Exchange days and have used packaging of seedlings and assisting fellow farmers that were hit by the floods as an alternative, we are also looking at starting an on sight garden for better management and impact of Value Exchange days used in the programme.



The Textile Conversion Programme.

Textile Conversion Programme.



Overview.

CrissCross is our locally designed and manufactured rug range. We have worked with Belgotex to create this range as an alternative to importing rugs to serve the market demand. The artisans who make the rugs are trained and graduate from The Go Group's Textile Conversion Programme. You can also buy smaller items like handbags and baskets, which are items made by Go-Getters at home because they are easy to transport and do not need to be manufactured at The Go Group's premises. All the products are made from Belgotex yarn that meets international standards. There are two ranges of product – a smalls range and a large range.

This programme includes two phases of technical training and textile manufacture FP&M Seta credits.

Programme Goals:

 Goal 1 To create international quality products made from Belgotex Yarn to replace imported versions.	 Goal 2 To skill South Africans to be able to manufacture these products.	 Goal 3 Each Go-Getter to earn their income as a self-employed individual by producing locally handmade products.
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Financial Impact.

Element	Amount Received
Skills Development	R 1 322 972.84

Cost of Programme:

Allocation of Funds within The Go Group	Quantity	Amount
Technical Training 1. Phase 1 – Smalls Range 2. Phase 2 - Large Range 3. Phase 3 – Weaving	14 People & 2 Trainers	R 727 456
Products Bought during Training Phase Goods Including yarn expenditure	328	R 555 052.38
Programme Management		R 40 464.46
Total		R 1 322 972.84

Return on Investment:

Yarn bought by artisans	R 2006.65
Retail value of A3 products sold by CrissCross Market Day + Helen Sales Belgotex Large items	R 95 795.00 R 1 054 731.41
Total	R 1 152 533.06

	2020 Totals			
Programme Impact:	10 New Go Getter's joining the programme	2 No. of Enterprises active in programme for the year	NA No. of Go Getters moving to phase 2	NA No. of Go Getters moving to phase 3
	Graduate: 20% Retention Ratio for the Year	0 No. of Ambassadors appointed		
	2021 Totals			
	23 New Go Getter's joining the programme	14 No. of Enterprises active in programme for the year	9 No. of Go Getters moving to phase 2	9 No. of Go Getters moving to phase 3
	Graduate: 61% Retention Ratio for the Year	3 No. of Ambassadors appointed		



The Textile Conversion Programme.

Textile Conversion Programme.



Performance

Enterprises have minimum sales targets of their own products outside of orders that the CrissCross range orders, time that needs to be volunteered to projects and all artisans have a start-up loan to cover the equipment required to start their businesses.

2020	2021
43kg Kg's of Yarn used	82.4kg Kg's of Yarn used
R 600 Business Loans in Repayment	R 3650 Business Loans in Repayment
6 Value Exchange Days Used	45 Value Exchange Days Used
Indirect Impact:	
R 33 374 Sales made	R 267 209 Sales made



Responsiveness in the Programme

The Occupational Intelligence appraisals for the task of producing textile products have shifted at least 1 level and at most 2 levels. These appraisals correlate with the attendance and performance of the programme. As at end of 2021 the OI ratings were:

OI Levels	A1	A2	A3
% Artisan at the Start	Small Range 43%	Small Range 50% Large Range (Rugs) 64%	Small Range 7% Large Range (Rugs) 36%
% At Graduation		Small Range 14%	Small Range 86% Large Range (Rugs) 100%

Greenlight Results (Quality of Life Diagnostic)

The below graphs illustrate the results from our greenlight surveys conducted amongst the artisans when they start the programme and then at least 12 months into the programme.

Some trends we picked up in the baseline assessment of the ladies in the Textile conversion programme were as follows:



Attendance

The average overall attendance percentage for the 2021 reporting period was 83% This includes both their business optimization and human optimization programme commitments. We aim for a percentage of 80% or higher so we are looking at the programme structure to enable a higher percentage without jeopardizing project work.

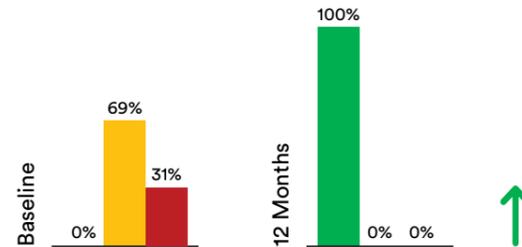
The Textile Conversion Programme.

Textile Conversion Programme.

Direct Social Impact and Success.

Stable employment and income sources:

2021	0%
2022	100%
Change	100%

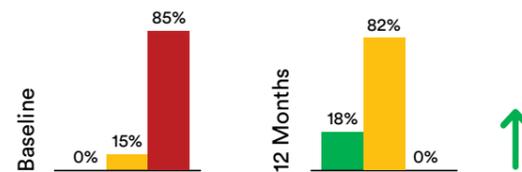


What does this mean?

At the start of the programme none of the family units had a stable income. 100% of the family units have stable income a year down the line. This can be attributed to the fact that this particular programme has ensured that all learners have product orders which they get paid for.

Family Savings:

2021	0%
2022	18%
Change	18%

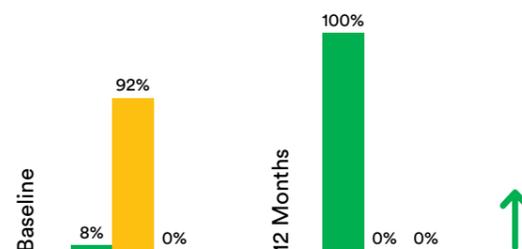


What does this mean?

85% of the family units were unable to save at the start of the programme. 1 year down the line shows that 18% have been able to put some money away while 82% were still struggling most probably because they are first trying to get rid of their debt before putting money into savings.

Nutrition:

2021	8%
2022	100%
Change	92%

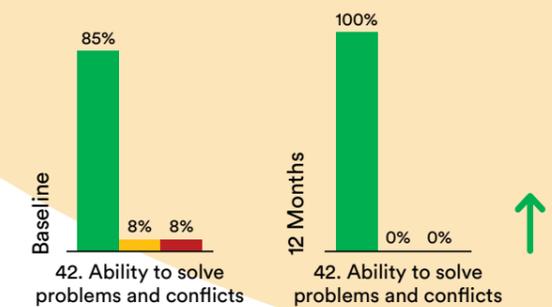


What does this mean?

The yellow in the graph indicates that the families are eating at least 2 full meals a day, they just aren't looking for the healthiest options. After a full year on the program, 100% are saying that they have better eating habit and are no longer malnourished.

Ability to solve problems and conflict:

2021	75%
2022	100%
Change	25%



What does this mean?

All Go-getters have an increased ability to take on and solve their issues a year into the programme.

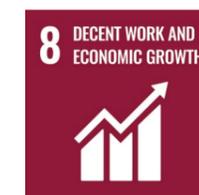
Power Partners to this programme:



The United Nations Sustainable Development Goals



End Poverty in all its forms everywhere.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Ensure sustainable consumption and production patterns.

Testimonials from Learners.



Phindile Mncwabe



So far, I've found the program to be very enlightening. There's a lot I have grown to learn about myself and my capabilities. The community that I've gotten to be part of has exposed me to new information and challenged me to think differently. I have loved every minute of the program even the moments where I had to unpick products...



Thabile Mshengu



When I joined the Go group foundation it wasn't easy because I had no idea on what I was doing but working with people who are always positive made it easy for me, being criticized in a positive way made me more eager to learn and came out of my comfort zone. I can positively say I was given an opportunity to be able to sustain my life with a skill. Also getting to meet a team of positive ladies which also made me believe I CAN....



The Textile Conversion Programme.

Ambassadors:



Nokufika Cele

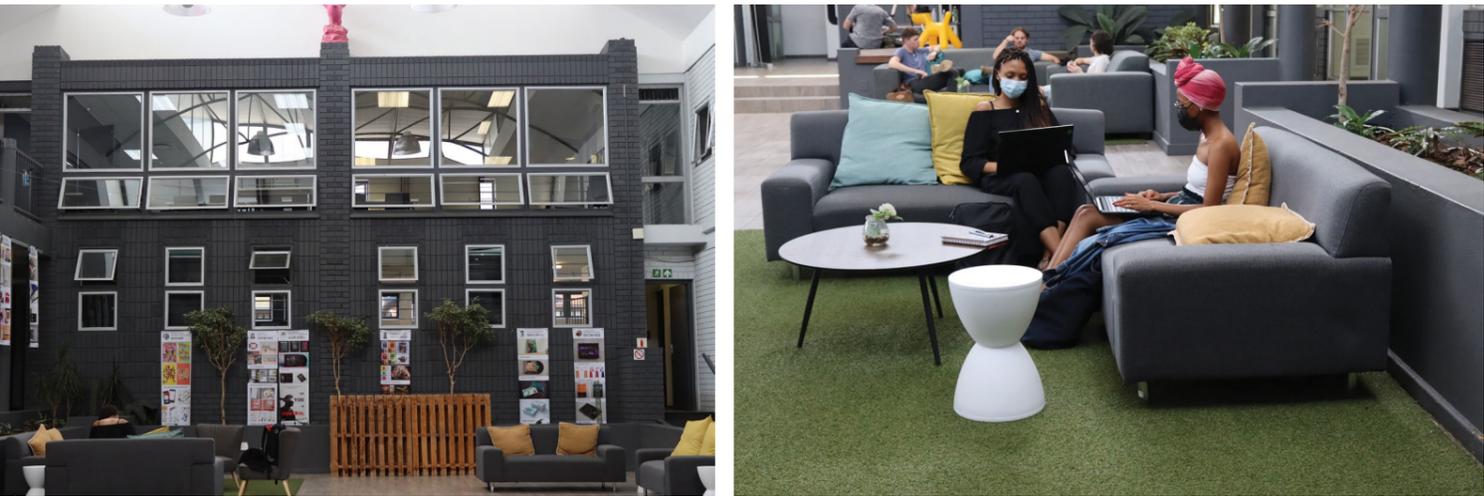


Gcina Magubane

Learning and Challenges during this period.

1. 2021 saw an evolution of the programme which meant we introduced a whole new range and raw material so the learners did not have a tangible end result to imitate during training. In future, ranges will be sampled by the previous year's intake before introducing new products to fresh recruits who are still anxious and unsure.
2. This programme has a high risk of dependency in comparison to our other programmes due to the CrissCross brand being the primary route to market for the artisans. This is largely unavoidable due to the labour intensive nature of this programme. We have mitigated dependency in the form of issuing purchase orders once quality standard have been achieved and only artisans who consistently meet the standard for each product, incentivising the other artisans to practice their skill in order to access the market. This operating model has caused issues when trialled because every artisan expected to receive orders despite the quality of their finished product. This has resulted in less quality control required during the process because artisans know that quality is directly related to income earning potential.

The Bursary Programme.



Overview.

The Bursary Programme is made up of a few different focuses. These include sports bursaries, post-retrenchment support to families, team bursaries to advance knowledge in the areas core to how The Go Group functions and lastly bursaries for young designers through Inscape Education Group. The work we do with Inscape is to build capacity for future green building designers by offering scholarships for students completing their degrees in Environmental Design. We engage with students in the Bursary Programme in a myriad of ways.

Programme Goals:



Goal 1

To invest in a body of knowledge or industry that requires our focus.



Goal 2

To invest in young minds studying topics they are passionate about and want to develop their career in.

Financial Impact.

Element	Amount Received
Skills Development	R 1 500 000.00

Cost of Programme:

Allocation of Funds within the PBO	Quantity	Amount
Post Retrenchment Support	15	R 423 957.52
Better Together Programme Modules	12	R 88 270.00
Inscape Education Group	11	R 762 605.00
Total		R 1 274 832.52

Programme Impact:

2020 Totals

NA

Post Retrenchment Support

13

Inscape Education Group

2021 Totals

15

Post Retrenchment Support

11

Inscape Education Group

Power Partners to this programme:

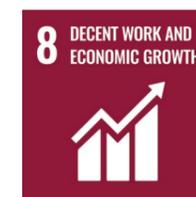
INSCAPE



The United Nations Sustainable Development Goals



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

The Early Childhood Development Programme.



This programme is a franchise model managed in collaboration with our partner Grow Educare Centres. The programme is anchored on investing in energetic centre owners who are looking to turn their existing centres into high quality, financially sustainable early learning schools associated with a strong brand. This programme includes a tight franchisee agreement, infrastructure investment, equipment, and capacity building to reach educational and business acumen milestones. Capacity building also involves inclusive caregiver training so that children with disabilities have a higher chance of participating in the economy as adults. The Food Security Programme also starts at the educentre with the primary focus being food security at the educentre.

This programme is a 5 phase programme and includes a number of expectations as outlined in the franchise agreement.

The programme includes the following elements:

1. Educational Milestones
2. Business Milestones
3. Infrastructure investment
4. Nutrition
5. Inclusion in the form of caregiver training and appropriate devices for mobility impairments

Programme Goals:



Goal 1

5-star rated school on strict education and business outcomes.



Goal 2

School to be financially sustainable.



Goal 3

Food security – through Food Security Programme and ePap.



Goal 4

School to be inclusive of children with disabilities.



Goal 5

School infrastructure supports an enabling environment and registered with the Department of Social Development.

Financial Impact.

Cost of Programme:

59.08%
Star Rating

40.92%
Infrastructure

R 1 075 124.25
Total

Programme Impact:

2020 Totals

2021 Totals

5

Number of Centres Active in the Programme

6

Number of Centres Active in the Programme

The Early Childhood Development Programme.

ECD Programme.

ECD Centre Summary



Siyabaphephisa
Since 2017

★
Star Rating at end of 2021:
3 Star

Infrastructure
Complete
Nutrition
Complete
Inclusion
Complete



Enthokozweni
Since 2019

★
Star Rating at end of 2021:
4 Star

Infrastructure
Complete
Nutrition
Complete
Inclusion
2022



Ezizamele
Since 2019

★
Star Rating at end of 2021:
4 Star

Infrastructure
30%
Nutrition
Complete
Inclusion
Complete



Little Ambassadors
Since 2019

★
Star Rating at end of 2021:
3 Star

Infrastructure
75%
Nutrition
NA
Inclusion
Complete



Siyabonga
Since 2020

★
Star Rating at end of 2021:
4 Star

Infrastructure
25%
Nutrition
Complete
Inclusion
2022



Inkanyezi
Since 2021

★
Star Rating at end of 2021:
2 Star

Infrastructure
Complete
Nutrition
0%
Inclusion
2022



Zuzulwazi
Since 2022

★
Star Rating at end of 2021:
Newly recruited

Infrastructure
NA
Nutrition
0%
Inclusion
2022

ECD Programme Elements:

Element	Target
Since	Max 5 years since inception
Star Rating	5 Stars
Infrastructure	5 Phases 100% complete
Nutrition	100% complete
Inclusion	100% complete



Continued

The Early Childhood Development Programme.

The United Nations Sustainable Development Goals



Descriptions of the ECD Programme Elements

Star Rating:

Grow Educare Centres are responsible for implementing the educational and business milestones expected of each ECD. The star rating is based on the below outcomes. The star rating is critical to unlocking the vision of the ECD programme as it keeps each centre accountable to becoming a high quality early learning centre that is compliant, practices good governance and operating as an ecosystem for change where children attending have the greatest chance at success by attending a Grow Educentre in their neighbourhood.

Outcome	What We Measure
Quality Teaching	Correct teacher child ratio 1:15 (per age group)
	Teachers and principals are qualified
	Teachers are GROW trained
	Teachers are competent - GROW assessment
Child Development	Programme is correctly implemented
	Children are being assessed regularly
	Children are developing according to milestones - GROW assessment
Business Sustainability	School is at capacity (not over 121%)
	Loan is paid on time
	Teachers are paid target salary
	Principal is earning target salary
Compliance to GROW Standards	Centre is registered with Department of Social Development
	Centre is professionally managed
	Training and Meetings are attended

Infrastructure:

The infrastructure is invested in a phased approach to match the milestones set in the star rating assessment. Compliance with the Department of Social Development is prioritized in the beginning phases alongside a high quality learning environment using flooring products that are bright and cheerful and easy to clean. Our brief to architects for the design of ECD Centres includes:

- Meet the requirements of the Department of Social Development
- Use harvested water
- Use minimal electricity
- Provide safety and security for the children
- Easy maintenance

With a design in hand, we have been able to meet with stakeholders and develop a common vision and agree ways of collaborating and communicating to support the development of an ecosystem that strives toward a common goal.

Developing ECD Centres has provided an opportunity to include SMME's in the trades sector. Participating SMMEs located close to our ECD build, install turf and flooring alongside the Belgotex technical team as part of the practical component of deepening their skills in our training courses.

Power Partners to this programme:



social development
Department:
Social Development
REPUBLIC OF SOUTH AFRICA



Nutrition:

Nutrition is a priority, coupled with income generation through small-scale permaculture farming and supplying fresh produce to the centre for use in feeding the children attending the centre. The programme starts with the ECD centre's own garden as the training venue for the farmers in the Food Security programme. Our implementation partners, Grow and Focus on iThemba supplement this element of the programme through collaboration with ePap and JAM fortified porridge.

The Early Childhood Development Programme.

ECD Programme.

Inclusion:

The Shonaquip Social Enterprise provides training, experience and resources that empowers caregivers and parents to provide equal opportunities to children with different abilities and needs. Their programme is called the Ndinagona which means “I CAN” In the Shona language. Our intention is to invest in every child’s ability to be economically included as adults by paving the way into the education system through quality early childhood development and a support system within the community. Shonaquip also manufacture, supply and provide the clinical services required for each child requiring an assistive device suited to South Africa landscape.

Siyabaphephisa

	At the start	1 year later	2 years later	Current
Date	2017	2018	2019	2021
No. of Children	28	65	27	45
Monthly Income to Centre	Baseline	↑ 682%	↑ 310%	↑ 246%
No. of Teachers	2	4	3	3
Avg. Salary of Teachers	Baseline	↑ 100%	↑ 100%	↑ 100%

% are based on the baseline year.

Summary: Bright Zondi enrolled her centre, Siyabaphephisa, in the ECD programme in 2017, they have received 100% of their infrastructure input, completed the Ndinagona Inclusion training and received a mobile device for a child that was identified as requiring one. The Centre has an ongoing permaculture market garden developed during Food Security Programme initially as the demo garden for the training. This ECD has now completed the 5 years on the program and graduated.



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Entokozweni

Period	At the start	Change 1 year later		Change 2 years later	
Date	2019	2020	2021		
No. of Children	27	27	28		
Monthly Income to Centre	Baseline	↑ 114%	↑ 169%		
No. of Teachers	4	3	1		
Avg. Salary of Teachers	Baseline	↑ 133%	↑ 144%		

% are based on the baseline year.

Summary: Bonisiwe Gwala enrolled her centre, Entokozweni, in the ECD programme in 2019, they have received 100% of the infrastructure input, completed the Ndinagona Inclusion training and have an ongoing permaculture market garden developed during Food Security Programme. This ECD has now graduated.

Ezizamele

Period	At the start	Change 1 year later		Change 2 years later	
Date	2019	2020	2021		
No. of Children	29	21	18		
Monthly Income to Centre	Baseline	↓ 75%	↑ 114%		
No. of Teachers	2	3	3		
Avg. Salary of Teachers	Baseline	0%	0%		

Summary: Lunga Nkala enrolled her ECD center towards the end of 2019. She is in the 3rd year of the programme and has completed the Ndinagona inclusion training. The center has a running permaculture garden which was initially used as a demo garden for the PMB Food security programme. The infrastructure of the ECD is 30% completed, we have come across some challenges with oversaturated land and have had to put the building on hold until Lunga can secure alternative land.



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Little Ambassadors

Period	At the start	Change 1 year later	Change 2 years later
Date	2019	2020	2021
No. of Children	56	49	29
Monthly Income to Centre	Baseline	↑ 105%	↓ 54%
No. of Teachers	4	4	4
Avg. Salary of Teachers	Baseline	0%	↓ -20%

Summary: Candace Myburg enrolled her ECD in 2019. Her infrastructure is 75% completed and has received the Ndinagona inclusion training. Unfortunately Candace's centre had no land for the permaculture garden aspect of our programme. We have had some issues with the site and Candace not fully committing herself to allowing the teachers to attend training. We have however managed to overcome these challenges and the ECD is making progress

Siyabonga

Period	At the start	Change 1 year later
Date	2020	2021
No. of Children	56	35
Monthly Income to Centre	Baseline	↑ 105%
No. of Teachers	2	3
Avg. Salary of Teachers	Baseline	0%

Summary: Thengi Majozi enrolled onto the ECD programme in 2019. She also joined our Food security programme along with her teachers to ensure the permaculture garden at the school is well looked after. Her land was used as the demo garden and continues to fulfill the nutrition aspect of the ECD. The infrastructure of the centre is 100% completed and Thengi continues to receive the business and principal support from GROW and completed the Ndinagona inclusion training.



The Early Childhood Development Programme.

Inkanyezi

Period	At the start
Date	2021
No. of Children	36
Monthly Income to Centre	Baseline
No. of Teachers	2
Avg. Salary of Teachers	Baseline

Summary: Cynthia Cibane enrolled her center onto the programme in 2021. The infrastructure at the ECD is 100% completed. We have not been able to kick off the permaculture garden due to challenges we experienced with Cynthia during our recruitment period. The ECD has received the Ndinagona inclusion training, regrettably Inkanyezi was badly affected by the floods, and we have had to work on rebuilding that is currently underway.

Zuzulwazi

Period	At the start
Date	2022
No. of Children	35
Monthly Income to Centre	Baseline
No. of Teachers	2
Avg. Salary of Teachers	Baseline

Summary: Londiwe Mbona enrolled onto the programme in 2022 as our newest centre. The centre was the host for our Food security training and has a running permaculture garden for consumption at the creche and over the fence sales in line with the food security programme requirements. The ECD received Ndinagona inclusion training and the infrastructure input is underway.



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Summary:

The impacts of the 2 years of Covid-19, the lockdown and floods in KZN have been devastating on ECD Centers with a drop in attendance from children due to regulations and uncertainty as well as loss in income experienced by parents. There was also a major impact on ECD's registered with the KZN Department of Social Development when payments were school subsidies were not forthcoming time during the lockdown. Each principal has displayed remarkable resilience in their ability to keep their doors open using other income generating opportunities open albeit centre staff and principals income being severely impacted. We are also grateful to our ECD partners, Grow and Focus on iThemba, for responding a multitude of ways during these last 2 years.



Power Partners to this programme:



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Annexures.

Programme Design.

	Pillar Task 1	Pillar Task 2	Pillar Task 3	Pillar Task 4
		Pre-incubation Phase		
Subtasks (Inputs & Activities)				
TCP (Outputs)				
Highest OI Level				
Measurement				
Red Flags				
Precautionary Measures				
Co-ownership Role				

Pillar Task 5	Pillar Task 6		Outputs Task Completion Point	Outcomes End Result	Impact
Incubation Phase		Post Incubation			

Contact Us.

WhatsApp Chatbot: 060 070 2265



CrissCross

The **go**
Group