

DRIVING SOCIAL INNOVATION + INVESTMENT + IMPACT  
**THE NGO WHISPERER®**

Issue 14, 2023

£ 4,00

MAGAZINE

**CELEBRATING**

31 Women Driving  
Innovation & Tech  
for Gender Equality  
Across the Globe

**SPECIAL FEATURE**

The NGO Whisperer®  
Global Fellows  
Class of 2022

**+ PLUS**

- The 67th Session of the Commission on the Status of Women (CSW67)
- Unveiling the Theme of The NGO Whisperer® Global Summit 2023

*... and so much more!*

*Did you know there is a marketplace for social outcomes?*

**PHYLLIS KURLANDER COSTANZA**

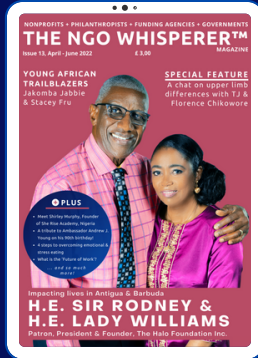
**Co-Founder and President, OutcomesX**

DRIVING SOCIAL INNOVATION + INVESTMENT + IMPACT

# THE NGO WHISPERER®

£ 4,00 per Issue


MAGAZINE



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 Jactin House, 24 Hood Street, M4 6WX, Manchester, United Kingdom

# Letter from the Editor-in-chief

Dear Reader,

I am delighted to present Issue 14, 2023, of The NGO Whisperer® Magazine.

The NGO Whisperer® Magazine and The NGO Whisperer® Show are online platforms that bring you industry best practices on trending topics as we celebrate men and women who are positively impacting people's lives.

Gracing the cover of this issue is Phyllis Kurlander Costanza, Co-Founder and President of OutcomesX, an innovative marketplace for social impact.

In this issue, we featured nine of our Global Fellows, Class of 2022, who completed a six-month rigorous fellowship programme from July to December 2022 and graduated on 25 February 2023.

In March 2023, our Women in Leadership Programme honoured 31 women driving innovation and technology for gender equality.

The 67th session of the Commission on the Status of Women took place from 6 to 17 March 2023. In this issue, we share our takeaways from the conference and how one can contribute to achieving gender equality.



Once again, we will be honoured to host you at The NGO Whisperer® Global Summit on 02 – 03 November 2023. This year our theme is *The Future is Here!*

This quarter, we are reading "Invisible Women: Exposing Data Bias in a World Designed for Men" by Caroline Criado Perez.

Together we are driving #socialinnovation, #socialinvestment and #socialimpact for a sustainable world now and in the future!

Best wishes,

Carolayne A. Opinde



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United States

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### Phyllis Kurlander Costanza

Co-Founder and President  
OutcomesX

Phyllis talks about OutcomesX the world's leading marketplace for social outcomes that she co-created in collaboration with Jason Saul, a renowned social impact measurement expert.

Photograph by: Snappr



**Dr. Carolyn A. Opinde** shares *Key Takeaways from the 67th Commission on the Status of Women* in her capacity as one of the UN Women UK Delegates.

Photograph by: The NGO Whisperer® Centre For Social Impact



08

**Catherine Kaloko Mongella**  
Tanzania



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**Creseldah Cassandra Ndlovu**  
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**Yael Uzan-Tidhar**  
The Kingdom of Eswatini



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**Clifford Lesiba Legodi**  
South Africa



# THE NGO WHISPERER® GLOBAL FELLOWSHIP AWARDS 2022 ALUMNI CATEGORY



**GRACE NJERI WANJOHI**  
Founder, MULIKA Institute For Social Accountability, Kenya



**FLORAH NKATHA MUGAO,**  
Executive Director, Frolics of Hope Africa, Kenya



**ELFAS M. Z. SHANGWA,**  
Founder, Farmer's Pride International, Botswana



# THE NGO WHISPERER® GLOBAL FELLOWSHIP AWARDS 2022 FACULTY MEMBERS CATEGORY



**FLORENCE CHIKOWORE**  
Founder and Managing Director, FLOCONSULT, South Africa



**SHERYL PUTERMAN**  
Co-Founder, Nourishment Vitality, Israel



**STEVE PUTERMAN**  
Co-Founder, Nourishment Vitality, Israel



**PATRICIA ALLEN**  
Wealth Advisor, PARIS Financial Planning, United States



**CHARLES WARRIA**  
Team Leader, Kenya Catalytic Jobs Fund, Kenya

# PROFILE

## SPECIALITY

Organisation Leadership and Development

## ORGANISATION & ROLE

Action For Women Organisation  
Founder and Executive Director

## LOCATION

Mwanza  
Tanzania

## EXPERIENCE

14 years of experience in  
Community Development

## EDUCATION

Masters in Public Policy and  
Administration  
Kenyatta University, Kenya

## SOCIAL MEDIA



[hca.or.tz](http://hca.or.tz)  
[dochas.co.tz](http://dochas.co.tz)  
[awo.or.tz](http://awo.or.tz)



@CatherineKakoloMongella

“

*In a world where you can be anything – be humble and kind.*

**Anonymous**



# Meet Catherine Kakolo Mongella, Founder and Executive Director of Action For Women Organisation and one of The NGO Whisperer® Global Fellows Class of 2022, from Tanzania.

**Tell us about yourself and what inspired you to step into the nonprofit sector.**

I am a lawyer by training, but I after practising Law for six months I knew it was not my path. The best way to explain it – I felt incomplete and not authentic.

In 2010 I was introduced to the nonprofit sector – working for an NGO in Kenya which served underprivileged women. I was bitten by the bug and have never looked back.

Everything I do and have done is a reflection of my love, passion and faith for my community and my people.

I am a mother, and nothing gives me greater joy than knowing my two children can look up to me and see me using my skillset to do good, and help others give back to their communities.

**What is the focus of your work, where do you implement it, and who are your partners?**

I get teased that I am the queen of working remotely – though if you ask me, I would say I am an expert in getting

“ I felt whole and knew that I was made for this – to use my skill set to give back to the community.”

**Catherine Kakolo Mongella**

things done regardless of the location.

Here are the roles and responsibilities that I hold in my organisations:

**i. Founder and Executive Director at Action For Women Organisation,** a

women empowerment community-based organisation in Mwanza, Tanzania.

**ii. Founder and Senior Consultant at HC&A Solutions,** a Tanzanian-based private consulting firm that offers organisation capacity building, human capital, policies, corporate governance, and general administration services.

**iii. Co-Founder and Director at DOCHAS Limited,** a Tanzanian-based mental health company that provides affordable mental health sessions and therapy to social workers to ensure they can

have a sounding board and serve clients without compromising their mental health and well-being.

**iv. Executive Director of EARTH Guardians Inc.,** a global intergenerational NGO with youth at its centre.

We train youth to be effective leaders in the global environmental, climate and social justice movements - using art, music, storytelling, on-the-ground projects, civic engagement and legal action to advance solutions to the critical issues we face as a global community.

I strongly believe in building partnerships with likeminded organisations. We have worked with United States Agency for International Development, Foreign, Commonwealth & Development Office as well as smaller organisations such as We See Hope and Rain Action Network.

# On The Global Fellowship Programme

Now that you have graduated from The NGO Whisperer® Global Fellowship Programme, share with us:

## a) Why did you apply to be one of our Fellows?

I applied to develop my leadership skill, particularly in leading nonprofits. I saw the resources being offered along with the facilitators would be a match, and I could learn from and improve in my leadership skills.

I also applied as this was one of the few fellowships that were rigorous – but had a manageable time investment.

## b) What are the top three new areas of knowledge and insights you learned from the Fellowship Programme?

My top three areas of new knowledge and insights are:

### i. The Health and Wellness

**Masterclass** taught me to be intentional about making sure my cup is full before serving others. I joined the fellowship not fully aware that this was a gap I had as a leader. Since applying all that I have learnt – I have noticed a significant improvement in the quality of my work. I am able to identify when I need to take a step back and take care of myself.



Catherine Kakolo Mongella during a biannual Monitoring and Evaluation Meeting on the shores of Lake Victoria in Mwanza, Tanzania.  
Photograph by: Bosco Massawe

**ii. Communication:** It emphasized the importance of having an open flow of communication with your team. I loved that I was able to learn new techniques to have open communication with my teams both locally and internationally. We use a common Slack channel to communicate important updates like potential grants and upcoming donor visits. I also remind my team how much I value them. This small gesture has helped me manoeuvre what were previously difficult conversations.

**iii. Development plan and donor relationships:** I came into the Fellowship Programme not knowing how to build donor relations, where to find large grants and how to evaluate returns on investment for grants we bid on. Learning about grant writing has been worth the time I invested.

## c) How has your organisation changed due to participating in this Fellowship Programme?

Here are the immediate changes we have made:

- i. I had a shift in my mindset as the head of my entities.
- ii. I used the Fellowship Programmes resources to streamline our work strategically, identify existing gaps in our leadership and systems, and find a way to address them.
- iii. I built a 2023 development plan and a SWOT analysis with my teams. I am amazed at the insights I have received from my team that will see us serve our clients better.
- iv. As a team, we now have set aside Mental Health days, when team members can take a day off when they feel they are not at their best.

# Contributing to the Global Goals



**What Sustainable Development Goals are you passionate about, and what would you advocate for governments, civil society, and the private sector to do to achieve them by 2030?**

Our work contributes to achieving the following SDGs:

- a) SDG 3: Ensure healthy lives and promote well-being for all at all ages;
- b) SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all ;
- c) SDG 5: Achieve gender equality and empower all women and girls;
- d) SDG 6: Ensure availability and sustainable management of water and sanitation for all;
- e) SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all;
- f) SDG 10: Reduce inequality within and among countries; and
- g) SDG 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

# Dream Project: Women's Centre



Catherine Kakolo Mongella with Action for Women Organisation and other Tanzania delegates at the Annual Meeting hosted by the International Federation of Business and Professional Women (BPW) Tanzania on 28 August 2022. Photograph by: BPW International

**If The NGO Whisperer® Centre For Social Impact awarded you a grant worth one million pounds today, what dream project would you implement, where would you implement it, and who would be your beneficiary group?**

My dream project would be to establish a Women's Center in my hometown Mwanza, Tanzania. This centre would be a safe haven for women to heal from past traumatic experiences and receive

training on self-defence for personal safety and protection. The centre would also offer financial literacy and sustainable bio-intensive farming skills to improve food security at the household level.

**What should we expect from your work in the next 12 months?**

Our motto for this year is 'progress over perfection'. 2023 is my year of victory over all the challenges and overall self-doubt I had in 2022.

We plan to host an in-person fundraiser in Tanzania to mobilise resources for our projects. We want to impact our community and provide employment opportunities for our youth through our mental health company and consultancy firms.

DRIVING SOCIAL INNOVATION + INVESTMENT + IMPACT

# THE NGO WHISPERER®

GLOBAL SUMMIT



## THEME: FUTURE IS HERE

02 – 03 November 2023 (Virtual)



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Jactin House, 24 Hood Street, M4 6WX, Manchester, United Kingdom

## DOREEN KAJUJU KIMATHI

## PROFILE

**SPECIALITY**

Gender Activist and Widows' Rights Advocacy

**ORGANISATION & ROLE**

Together As One Kithirune CBO  
Founder and CEO

**LOCATION**

Meru County  
Kenya

**EXPERIENCE**

3 years of experience in  
Community Development

**EDUCATION**

Diploma in Front Office  
Mountain View College, Kenya

**SOCIAL MEDIA**

@kajujukimathi79



@KajujuKimathi



@kajuju\_kimathi



@kajujukimathi79

“

*The greatest tragedy in life is not death but life without purpose.*

**Dr. Myles Monroe**

## Meet **Doreen Kajuju Kimathi**, Founder and CEO of Together As One Kithirune Community-Based Organisation (CBO) and one of The NGO Whisperer® Global Fellows Class of 2022 from Meru County, Kenya.

**Tell us about yourself and what inspired you to step into the nonprofit sector.**

When I lost my dear husband eight years ago, I experienced the plight of widowhood. Like many widows, I was discriminated against, stereotyped, stigmatised and disinherited.

Having suffered all these social ills, I decided to be a voice for other widows by advocating for their rights, offering psychosocial support and empowering them with skills to start sustainable and profitable businesses within their communities

**What is the focus of your work, where do you implement it, and who are your partners?**

I founded Together As One Kithirune Community-Based Organisation to advocate for widows' rights, offer psychosocial support and empower them with skills to start sustainable businesses.

We also create awareness on ending and preventing harmful traditional cultural practices that are common in



Doreen Kajuju Kimathi with widows from Mararal at an event in Samburu County, Kenya, on 14 December 2022.  
Photograph by: Alex CTWOO

rural Kenya, like female genital mutilation, gender-based violence and early child marriages.

Our organisation is based in Meru County in Kenya. Our main partner is Come Together Widows and Orphans Foundation, a national NGO that works with widows in Kenya.

# On the Global Fellowship Programme

**Now that you have graduated from The NGO Whisperer® Global Fellowship Programme, share with us:**

**a) Why did you apply to be one of our Fellows?**

I started my organisation with limited knowledge of how to run an NGO. When I the Global Fellowship Programme advert on social media, I applied because I wanted to learn and grow.

**b) What are the top three new areas of knowledge and insights you learned from the Fellowship Programme?**

Allow me to share four areas of knowledge and insights:

**i. The Grant Writing Masterclass** helped me to understand the different types of grants that are available to NGOs, terms used and what is expected from me as a grant applicant.

**ii. The Change Management Masterclass** taught me how to manage change as it occurs in my organisation, whether positive or negative. It has also helped me understand how to handle change that happens to my volunteers and within the community that I serve.



Doreen Kajuju Kimathi with widows from Lekenji at an event in Lodungokwe in Samburu County, Kenya, on 11 October 2021. Photograph by: Irene Naanyu

**iii. The Monitoring and Evaluation Masterclass** helped me understand the value of collecting and analysing data to gauge the impact of our project. I learnt that whatever is not recorded or written is not done.

**iv. The Financial Well-being and Health and Wellness Masterclass** taught me to prioritise self-love. I am now making intentional decisions about my health. Previously I could not sleep well, but now I put everything down when my alarm indicates it's time to sleep. I have better moods and well-balanced emotions. I am a better person today.

**c) How has your organisation changed due to participating in this Fellowship Programme?**

The difference is visible. The NGO Whisperer® Global Fellowship Programme helped us adopt new organisational and governance structures. Our staff have clear reporting lines and roles and responsibilities. Everyone in our team now knows what is required of them.



# Contributing to the Global Goals

**What Sustainable Development Goals are you passionate about, and what would you advocate for governments, civil society, and the private sector to do to achieve them by 2030?**

Our work contributes to the following SDGs:

- a) SDG 1: End poverty in all its forms everywhere;
- b) SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture;
- c) SDG 3: Ensure healthy lives and promote well-being for all at all ages;
- d) SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all; and
- e) SDG 5: Achieve gender equality and empower all women and girls.

I would love to see the government and the private sector promote gender equality. Our country has laws set, but implementation has become so complex.

For us to be poverty-free, economic growth should be emphasised and policies put in place to ensure we change some of our old ways of doing things. We need to raise awareness and empower communities socially and economically so everyone understands they have a role to play in economic growth.

Education is essential in any country that wants to see some progress. Education should be made mandatory and accessible. We should put a policy that makes education accessible to all our children despite their background.



Doreen Kajuju Kimathi at an event in Samburu County, Kenya, on 11 October 2021.  
Photograph by: Irene Naanyu

The differently-abled learners should have facilities within our schools and institutions that meet their learning needs.

Peace and justice institutions should be allowed to work independently without interference from politicians. We need our courts to reduce the time for succession and make beneficiaries access the deceased estate without delay.

For peace to prevail, we need policies that punish bandits severely and an approach that supports peace awareness campaigns that all stakeholders can uphold.

## Dream Project: Inua Jamii



Doreen Kajuju Kimathi speaking at an event in Mararal in Samburu County, Kenya, on 14 December 2022. Photograph by: Alex CTWOO

**If The NGO Whisperer® awarded you a grant worth one million pounds today, what dream project would you implement, where would you implement it, and who would be your beneficiary group?**

My dream project is Inua Jamii. Every year we plan to train 600 widows with vocational education and training skills in a trade to start sustainable small businesses in rural Kenya.

**What should we expect from you in the next 12 months?**

In the next 12 months, we plan to partner with the government, private sector and other NGOs to serve over 1,000 widows who live in rural Meru.

We are also looking forward to helping widows who started their businesses last year to put systems in place to ensure their businesses are profitable.

We will continue holding community engagement activities to end female genital mutilation, gender-based violence and early child marriages.

# PROFILE

## SPECIALITY

Sustainability Specialist  
Agripreneur

## ORGANISATION & ROLE

Kulima Kotsogola 2223  
Founder and CEO

## LOCATION

Mazale 1 Village  
Malawi

## EXPERIENCE

12 years of experience in  
Community Development

## EDUCATION

Bachelor of Arts (Humanities)  
University of Malawi (Chancellor  
College), Malawi

## SOCIAL MEDIA



@EmmanuelGiftMulangeni



@KulimaKotsogola2223  
@EmmanuelGiftMulangeni

“A tailor-made financial system should uplift enterprises with innovative food systems ideas and scale the project to end unemployment and hunger among the youth and women.

**Inkosi Emmanuel Gift Mulangeni**

## Meet Inkosi (Chief) Emmanuel Gift Mulangeni, Founder of Kulima Kotsogola 2223 and one of The NGO Whisperer® Global Fellows Class of 2022, from Malawi.

### Tell us about yourself and what inspired you to step into the nonprofit sector.

I am passionate about solving socioeconomic problems in my community.

I have over 12 years of experience working in various roles within the nonprofit sector in Malawi.

I established Kulima Kotsogola 2223 to enable youth and women actively participate in community and national development.

Kulima Kotsogola 2223 is registered as a sole enterprise as of 02 October 2019. Our goal is to promote food security in rural Malawi.

### What is the focus of your work, where do you implement it, and who are your partners?

Kulima Kotsogola 2223 is a youth and women led social agri-environmental enterprise focusing on creating food systems in rural areas of Blantyre, Malawi.

We focus on technologically driven agriculture for crop and livestock production and



environmental management and care in Mazale 1 Village in Lunzu.

#### Our partners include:

- i. Village Development Committee;
- ii. Lunzu Market;
- iii. Evangelical Reborn Christian Church;
- iv. Lunzu Catholic Church;
- v. Lunzu and Likulu Primary Schools; and
- vi. Ministry of Youth, Jobs4Youth, and Ministry of Trade and Industry.

# On the Global Fellowship Programme

Now that you have graduated from The NGO Whisperer® Global Fellowship Programme, share with us:

## a) Why did you apply to be one of our Fellows?

The NGO Whisperer® Global Fellowship Programme provides a platform for transparent, accountable, and continuous professional development. I saw the Fellowship Programme as an opportunity to build my capacity as the Founder of Kulima Kotsogola 2223.

I want to create a sustainable social agrienterprise that will be an excellent centre for food production in Malawi and across the globe.

## b) What are the top three new areas of knowledge and insights you learned from the Fellowship Programme?

My top three areas of new knowledge and insights are:

**i. The Finance and Well-being Masterclass** where I learnt that lack of a personal financial plan could lead to poverty in one's family. For many people, even though finances may be available, but a failure of finance management acumen will not sustain it.



Inkosi Emmanuel Gift Mulangeni at a farm in Mazale 1 Village in Malawi in 2022. Photograph by: Kulima Kotsogola 2223

It is important to track how we spend our finance as individuals and as an enterprise.

**ii. The Grant Writing Masterclass** where I learnt the fundamentals of successful granting writing and programme design. This knowledge alongside the manual provided will be valuable to the growth of Kulima Kotsogola 2223.

**iii. The Health and Wellness Masterclass** where I learnt to prioritise health and also that of my team. It has enabled me to strategise to help team members care for their mental health. Using insights from the Monitoring and Evaluation Masterclass, I identified a robust framework that we can to track wellness across my organisation.

## c) How has your organisation changed due to participating in this Fellowship Programme?

Kulima Kotsogola 2223 is undergoing a restructuring phase. Our focus is shifting to the enterprise's sustainability detached from the founder. There is delinking of roles to enable the enterprise to grow and flourish by recruiting partners that can enable the enterprise to grow.

# Contributing to the Global Goals

**What Sustainable Development Goals are you passionate about, and what would you advocate for governments, civil society, and the private sector to do to achieve them by 2030?**

We contribute directly to the following SDGs:

- a) SDG 1: End poverty in all its forms everywhere;
- b) SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture;
- c) SDG 12: Ensure sustainable consumption and production patterns; and
- d) SDG 13: Take urgent action to combat climate change and its impacts.

We advocate for our government, civil society and the private sector to support youths in agrifood systems in Malawi.

A tailor-made financial system should uplift enterprises with innovative food systems ideas and scale the project to end unemployment and hunger among the youth and women.

In doing so, we will promote responsible consumption and production and end food insecurity by 2030.



# Dream Project: Expand our reach



Kulima Kotsogola 2223 Farm in Mazale 1 Village, Lunzu in Malawi in 2023.  
Photograph by: Kulima Kotsogola 2223

**If The NGO Whisperer® awarded you a grant worth one million pounds today, what dream project would you implement, where would you implement it, and who would be your beneficiary group?**

A one million pound grant will help us scale up programmes at Kulima Kotsogola 2223. We intend to expand our reach across Blantyre, alongside the Shire River in Zalewa.

This project will benefit 1,500 youth aged 18 to 35 and 1,500 unemployed women.

**What should we expect from you in the next 12 months?**

Our 2023 plans include the following:

- a. Raise funds for all our projects, especially the *Collective Youths Action in Maize and Bean Production*;
- b. Build our veterinary science team's capacity to improve livestock production in rural areas;
- c. Increase local chicken production from 100 to 500 hens among five identified farmers in Lunzu; and
- d. Strengthen the knowledge of our farmers in financial management and bookkeeping.



### CELEBRATING 31 WOMEN IN LEADERSHIP

THEME: #DigitALL - Innovation & Technology for Gender Equality

01  
MARCH



2023

**PROF. MAMOKGETHI PHAKENG**  
Vice Chancellor, University of Cape Town  
South Africa

02  
MARCH



2023

**PHYLLIS MIGWI**  
Country Manager, Microsoft  
Kenya

03  
MARCH



2023

**AUNNIE PATTON POWER**  
Academic, Author, Advisor & Angel Investor in  
Innovative Finance, Impact Investing &  
Technology for Impact  
South Africa

04  
MARCH



2023

**TERESA GRAY**  
Founder, Mobile Medics International and  
2022 Top 10 CNN Hero  
United States

05  
MARCH



2023

**AOIFE BROPHY**  
Lecturer in Innovation and Enterprise, Saïd  
Business School, University of Oxford  
United Kingdom

06  
MARCH



2023

**ANNA EKELEDO**  
Executive Director, AfriLabs Foundation  
Nigeria





### CELEBRATING 31 WOMEN IN LEADERSHIP

THEME: #DigitALL - Innovation & Technology for Gender Equality

07  
MARCH



2023

**DR. ANINO EMUWA**  
Founder, Avandis Consulting and  
100 Women@Davos  
France

08  
MARCH



2023

**H.E. PROF. AMEENAH GURIB-FAKIM**  
1st Female President of the Republic of  
Mauritius, 2015 - 2018  
Mauritius

09  
MARCH



2023

**H.E. LADY SANDRA WILLIAMS**  
Founder and President, Halo Foundation Inc.  
Antigua and Barbuda

10  
MARCH



2023

**NTHABELENG LIKOTSI**  
Executive Chairperson and First Female Bank  
Owner, Young Women in Business Network  
South Africa

11  
MARCH



2023

**SHEENA RAIKUNDALIAI**  
Country Director, UK - Kenya Tech Hub  
Kenya

12  
MARCH



2023

**ANNIE CHANG**  
Founder, Women in Technology Japan (WITJ)  
Japan



### CELEBRATING 31 WOMEN IN LEADERSHIP

THEME: #DigitALL - Innovation & Technology for Gender Equality

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MARCH



2023

**NELLY CHATUE-DIOP**  
Co-Founder and CEO, Ejara  
Cameroon and France

14  
MARCH



2023

**MIISHE ADDY**  
Co-Founder and CEO, Jetstream Africa  
Ghana

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MARCH



2023

**LYDIAH KEMUNTO BOSIRE, DPHIL**  
Founder and CEO, 8B Education Investments  
Kenya and the United States

16  
MARCH



2023

**MEGHAN MCCORMICK**  
Co-Founder and CEO, OZÉ and Dare to Innovate  
Ghana

17  
MARCH



2023

**LESLEY MARINCOLA**  
CEO, Angaza  
Kenya and the United States

18  
MARCH



2023

**HASNA KOURDA**  
Founder and CEO, Save Your Wardrobe  
Tunisia and the United Kingdom



### CELEBRATING 31 WOMEN IN LEADERSHIP

THEME: #DigitALL - Innovation & Technology for Gender Equality

19  
MARCH



2023

**ANU ADEDOYIN ADASOLUM**  
Co-Founder and CEO, Saabi  
Nigeria

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MARCH



2023

**TARNEEM SAEED**  
CEO, Alsoug.com | Cashi  
Sudan

21  
MARCH



2023

**DANA ENDUNDO FERREIRA**  
Founder and CEO, Pavillon54  
Congo and the United Kingdom

22  
MARCH



2023

**HADJARA AHOUANTCHEDE**  
Co-Founder and CEO, Mara Academy  
Benin

23  
MARCH



2023

**AYUMI MOORE AOKI**  
Founder and CEO, Women in Tech® Global  
France

24  
MARCH



2023

**UGWEM I. ENEYO**  
Co-Founder and CEO, SHYFT Power Solutions  
Nigeria



### CELEBRATING 31 WOMEN IN LEADERSHIP

THEME: #DigitALL - Innovation & Technology for Gender Equality

25  
MARCH



2023

**LUCREZIA BISIGNANI**  
Founder, Kukua and Staanoi  
Italy and Kenya

26  
MARCH



2023

**JOANNA BICHSEL**  
Founder and CEO, Kasha Global, Inc.  
Kenya and Rwanda

27  
MARCH



2023

**AISHA R. PANDOR**  
Co-Founder, Pandora Biosciences and  
SweepSouth  
South Africa

28  
MARCH



2023

**SONJA BERNHARDT OAM**  
Founder, Women in Technology  
Australia

29  
MARCH



2023

**BENTE KROGMANN**  
CEO and Director, mTek Services  
Kenya

30  
MARCH



2023

**SANDRA A. C. GLASGOW**  
Founder and Managing Director, BizTactics  
Limited  
Jamaica



## CELEBRATING 31 WOMEN IN LEADERSHIP

THEME: #DigitALL - Innovation & Technology for Gender Equality

31  
MARCH



2023

**PHYLLIS KURLANDER COSTANZA**  
Co-Founder and President, OutcomesX  
**United States**



*Congratulations to Women in Leadership Honourees, Class of 2023.*

*The NGO Whisperer® Centre For Social Impact celebrated Women's History Month in March 2023 by honouring 31 distinguished women from 19 countries in Africa, Asia, Australia, Europe, North America and the Caribbean region who are driving innovation and technology for gender equality.*

*Every one of our Women in Leadership honourees has excelled in impacting their communities. Among them are notable personalities who include:*

- H.E. Prof. Ameenah Gurib-Fakim
- H.E. Lady Sandra Williams
- Prof. Mamokgethi Phakeng

*As we celebrate our 31 Women in Leadership Honourees, we acknowledge women in leadership within their families, communities, organisations, academia, and politics.*

*We applaud you and wish you the best as you continue to advocate for women and girls everywhere.*

*Together we are driving social innovation, investment and impact for a sustainable world, now and in the future.*

*Carolyn A. Opinde*

*Founder & CEO, The NGO Whisperer®  
Centre For Social Impact*



**Phyllis Kurlander Costanza** talks about OutcomesX the world's leading marketplace for social outcomes that she co-created in collaboration with Jason Saul, a renowned social impact measurement expert.

**Interview by:** Dr.Carolyn A. Opinde  
**Photographs by:** Snappr

# Meet Phyllis Kulander Costanza, Co-Founder and President of OutcomesX, an innovative marketplace that is transforming social impact into an investable asset.

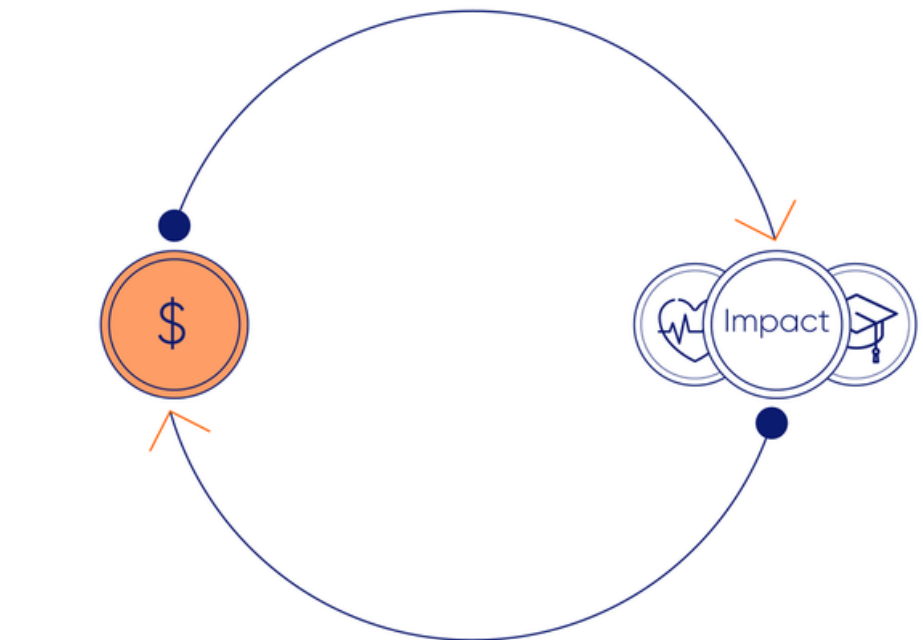
**Phyllis, would you please tell us about yourself and your journey to becoming the celebrated social innovator you are today?**

My background inspired my journey. I have worked for private companies, non-governmental organisations (NGOs) and in state government. My personal experiences have led me to believe firmly that the way we are financing social enterprises needs to be revised for several reasons.

Firstly, small NGOs or community-based organisations are at a considerable disadvantage. They need large grants or highly experienced grant writers and fundraisers to access the capital that the more prominent International NGOs typically receive. The level of inequality in funding in the sector is appalling.

Secondly, the NGO sector does not compete based on quality and price. Like everything else, it is time we started looking at organisations and asking questions about who delivers the best outcome, at the best price.

I have been involved in numerous outcomes-based financing initiatives over the last 15 years. We used to call these instruments social impact bonds. It is a way to finance outcomes by incentivising NGOs to deliver results, not just carry out activities.



OutcomesX is transforming social impact into an investable asset; creating the infrastructure to standardize, price, trade, and verify social impact credits.

Social impact, like any asset, can be standardized, priced, and sold. However, measurement and verification have taken a back seat to funding and executing social projects. As such, there is no return on investment metric to inform capital allocation, reward impactful social programs, and credit funds to the corresponding impact.

Diagram by: OutcomesX

For example an education project might have activities like building a school or training teachers which will result to improving language, literacy, numeracy, and children's learning. These social impact bonds would pay an

investor a return when a nonprofit delivers outcomes like these for education. That is what inspired me to start OutcomesX, creating a marketplace to buy and sell social outcomes.



Phyllis Kurlander Costanza posing with children while visiting Educate Girls in Rajasthan, India in May 2019. Photograph by: Educate Girls



# The power of partnership

**You co-founded OutcomesX alongside Jason Saul, one of the world's leading experts on measuring social impact. What inspired you to partner and work together?**

Like most things in life, serendipity plays a significant role. Jason and I went to graduate school at the Harvard Kennedy School more than 30 years ago; we met there and then lost touch. I moved to Ukraine, Austria, and Switzerland; and Jason lived in Chicago.

Jason Saul is a serial entrepreneur; he started several companies, including a consulting firm called Mission Measurement and then Impact Genome Project, the first and only registry which has developed a standardised taxonomy for 132 social outcomes covering all the current social sectors.

I learned about Impact Genome Registry Project when I was at UBS Optimus Foundation. The Impact Genome Registry is the world's leading impact registry that independently reports and verifies the impact of social programmes, enterprises, corporations or governments.

For example, if I am interested in improving mental health outcomes for children, I could look at the registry and see the benchmark around average cost for an NGO to deliver that

“ So I called Jason and said, 'we have 400 projects at UBS Optimus Foundation. I am interested in uploading all these projects to Impact Genome's registry to calculate the average delivery cost'.

## Phyllis Kurlander Costanza

outcome. Or, the Registry can show benchmarks for the average efficacy rate. The Impact Genome Registry offers a more efficient way to assess costs and enable outcomes purchasing compared to social impact bonds which tend to be complex, time-consuming and expensive to structure.

Jason and I shared a vision of creating an outcomes marketplace, and shortly after we discovered our shared interests, we co-founded OutcomesX.

**OutcomesX is transforming social impact into an investable asset. Why is this important? Who are your partners, and what role do they play in redefining resource mobilisation for development and humanitarian work?**

During the COVID-19 pandemic and after the murder of George Floyd, we saw a massive shift in how people think about social outcomes and their expectations around the role of corporations in delivering equity.

In the United States, many consumers will boycott companies that do not stand up for social issues.

We also see changes in regulations for corporations that publicly claim to deliver outcomes when they actually do not.

Looking at the United Nations-led Sustainable Development Goals (SDGs), we all have until 2030 to deliver these ambitious goals.

Unfortunately, we are not on target. We need to ensure resources are going to the organisations that are best placed to deliver on outcomes associated with the SDGs.

A viable solution would be to purchase outcomes through outcome-based financing mechanisms like OutcomesX.

It is critical for development and humanitarian actors to adopt outcome-based financing mechanisms if we want to achieve the 17 Sustainable Development Goals by 2030.

# The Impact Genome Registry



IMPACT GENOME  
REGISTRY®



2.2 Million  
Social Programmes in Registry



3,900+  
Verified Social Programmes



US\$ 5.1 Billion  
Verified Social Spend

# On leading social impact globally

**You have worked in Austria, Switzerland, Ukraine and the United States; what are some of your most memorable moments?**

There are so many; I can single a few out.

## **Children's Investment Fund Foundation (CIFF):**

Over 25 years ago, my dear friend Jamie Cooper and her husband started a foundation focusing on paediatric HIV and AIDS.

It has now evolved into Children's Investment Fund Foundation (CIFF), working in Africa, India, China and Europe.

I'll never forget our very first trip. Jamie invited me to join her on a trip to Kenya. I met families whose children were going blind from a disease that would cost less than US\$ 100 to treat.

I was heartbroken by what I saw, but knew I had found my place. I quit my job and went to work for CIFF for almost ten years, funding paediatric HIV and AIDS programmes in India and Sub-Saharan Africa.

CIFF worked with the Government of India to pay for HIV treatment. We also collaborated with Clinton Health Access Initiative (CHAI) to reduce the cost of HIV treatment.

**“** *Educate Girls is one of the most innovative programmes I know of that uses mobile phones to improve on educational outcomes.*

**Phyllis Kurlander Costanza**

## **UBS Optimus Foundation:**

When I was at UBS Optimus Foundation, we collaborated with Educate Girls, an NGO that works with girls in India. I am now on their board.

Safina Hussain, the Founder and CEO, said that in many Indian communities, 'a goat is an asset, while a girl is a liability'.

Educate Girls promotes girls' education and uses artificial intelligence to identify which communities have the most out-of-school girls. Using mobile phones, they have a performance management system to track the educational outcomes and find ways to improve academic performance by subject.

**Living Goods** is a Ugandan-based organisation that uses the Avon-style model to sell essential goods to families.

Living Goods uses a robust performance-based management system measure whether how essential goods are changing health outcomes for children and their families.

**Last Mile Health** is another great organisation, training community health workers into some of the most remote places in Liberia.

Amongst other things, they help address maternal healthcare and ensure every women they serve can deliver a healthy baby. We have seen maternal and newborn mortality rates plummet due to their work.

**CIFF** CHILDREN'S INVESTMENT FUND FOUNDATION

UBS Optimus Foundation



**LivingGoods**  
Saving lives, Door-to-Door

**LAST MILE HEALTH**

These NGOs deliver outstanding outcomes on the ground at a very reasonable cost. They are examples of organisations that should receive funding to contribute to the SDGs.

# Ukraine Relief Programme

**OutcomesX is contributing to humanitarian action in Ukraine by localising investment in children's education and mental health through the financial support of a large financial institution.**

## **a. What criteria did you consider when matching local NGOs to this investor?**

Ukraine is our first trade, and we are excited about it. We have the pleasure of working with UBS Optimus Foundation, which has raised over US\$ 50 million from their clients and from the bank to support Ukrainians during the war.

Unlike other funders who channel 98 per cent of their humanitarian assistance to international organisations, we work with community-based organisations doing great work on the ground.

Our goal is to improve mental health and learning outcomes for children over a 12-month period. The COVID-19 pandemic and the war have severely compromised these two outcomes.

My experience working in Ukraine and the great relationships I have with people on the ground came in handy. We hired a great contact of mine who has extensive experience working with UNICEF and the World Bank.



Phyllis Kurlander Costanza speaking at TEDx Hamburg in Germany on Charity: The bumpy road paved with good intentions  
Link: <https://www.tedxhamburg.de/en/>

Another great resource was the Civil Society platform GURT, which helped us identify over 60 community-based organisations. After conducting training and due diligence, we now have 25 community-based organisations ready to receive unrestricted funding from UBS Optimus Foundation to deliver children's educational and mental health-related outcomes. We are giving back the power to local organisations to deliver results in whatever way they deem most effective.

## **b. What are some of the immediate results of Ukraine Relief, and what is the performance period?**

We hope this project will positively impact the lives of thousands of children. The timeframe for this particular Ukrainian Relief programme is 12 months. In the future, the implementation period will be longer. At the same time, we are working with the remaining 40-plus organisations to improve the quality of their evidence so that they can be included next time. We want to continue to leverage every relationship we build for more impact.

## **c. How can other NGOs and social enterprises work with you?**

Excellent; well, there are so many ways to partner with us.

- i. If you are a nonprofit, contact us to work together. Even though the Impact Genome Registry is open for NGOs to upload their outcomes, we want to ensure you can receive immediate funding.
- ii. For buyers, we certainly would love for you to purchase outcomes on the marketplace and help great NGOs make an impact.
- iii. We welcome investors who are keen to support our work. We received a grant from Gates Foundation and Google.org to help us build this platform to address the inefficiencies in the social outcomes space.

**The 2023 International Women's Day theme is #digitALL. How can society address the root cause of biases that undermine women and girls today?**

Public policy influences what women and girls do in all sorts of ways. We need to change how we teach Science, Technology, Engineering and Mathematics (STEM) in high school and college to incentivise more girls to be more interested. I, too, was fascinated by mathematics but lost interest in high school, which I regret.

The saddest thing is, we have seen little change since the 80s in the number of women and girls going into this field, despite all the rhetoric around it.

I encourage everybody to read a great book called *Invisible Women: Exposing Data Bias in a World Designed for Men*, by Caroline Criado Perez. The author discusses policy changes affecting women and girls and what we can do to promote gender equality across myriad subjects, not just STEM.

**What strategies can governments, civil society, and the private sector implement to achieve the Sustainable Development Goals 2030?**

We all need to contribute to achieving the Sustainable Development Goals (SDGs) by 2030.

“

*A gift of a million pounds will help us automate many of our processes to make purchasing outcomes on the marketplace even more accessible for people, and impact lives positively.*

**Phyllis Kurlander Costanza**

When we lift the most marginalised in society, it helps us all. We have seen that with the COVID-19 pandemic and campaigns against racial inequality.

I am impressed with how the environmental movement has mobilised people around carbon neutrality and net-zero commitments. They have motivated hundreds of corporations to commit to carbon neutrality.

Using the same approach, if we can mobilise people around an impact pledge for Sustainable Development Goals, we will move substantially towards achieving them.

**What should we expect from OutcomesX in the next 12 months?**

We are building a coalition around an impact pledge and launching the company. So be on the look out for that. We hope to have several new trades on the books by the end of this year. We are unique, and Ukraine Relief was our first trade and proof of concept.

It has demonstrated that the OutcomesX model works and can be a potent tool for achieving social outcomes.

By the end of the year, you will see many more of these trades on our books and some case studies highlighting how this is a better alternative.

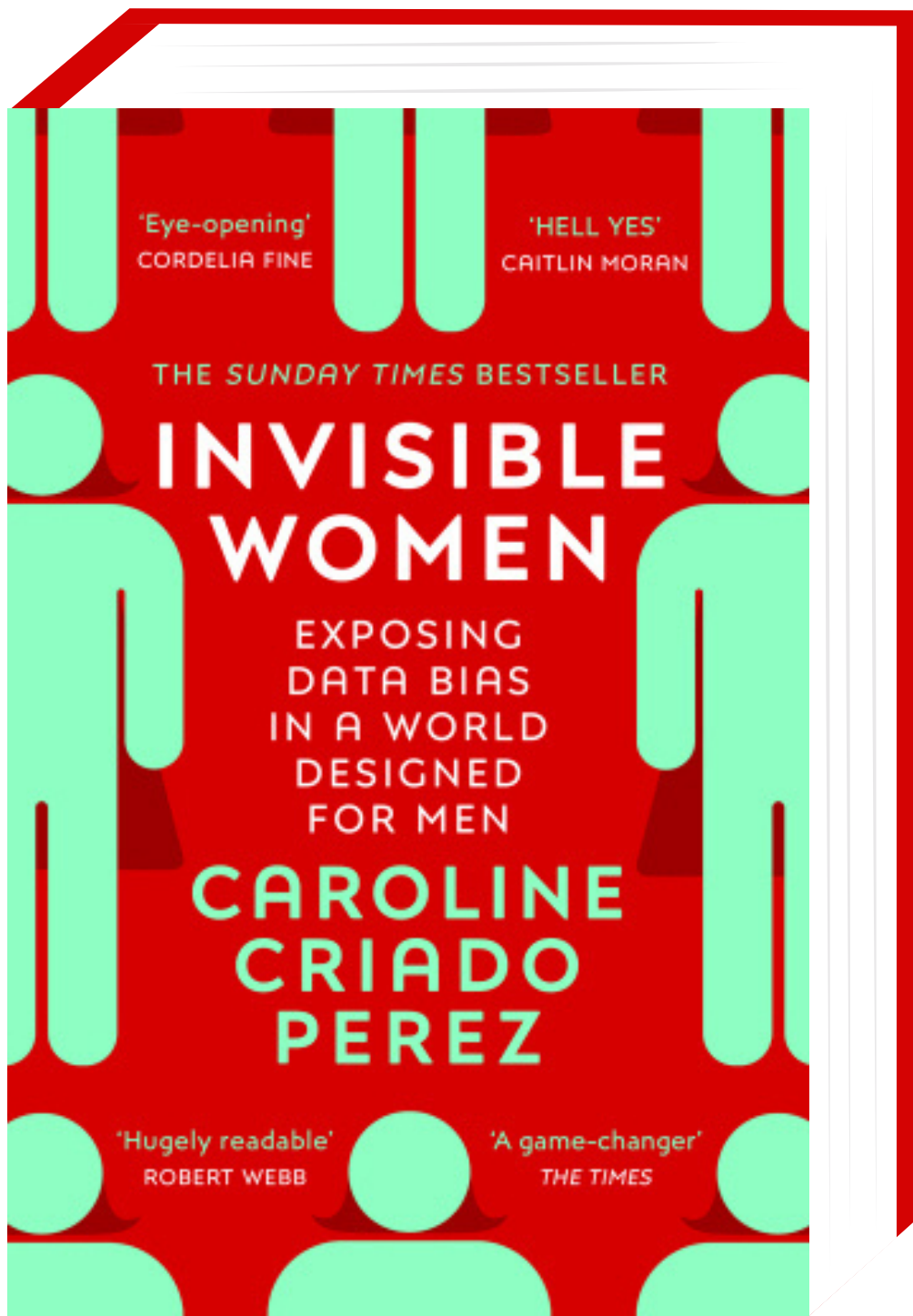
**What would you do differently if you could do this again, and why?**

Interesting question to reflect on. I wish I had more confidence as a younger child. One thing I would have done differently would be to study finance because it is a critical lever in society to change outcomes for the poorest.

We need to understand how to get resources to people who need them most and understanding financial markets and how they work is something. I learned it later in life.

Whenever anybody asks me what they should do to get into the social sector, I say study finance because that will help you figure out how we move money to the issues that matter most.

# Exposing bias against women



**Available on Amazon**

# PHYLLIS KURLANDER COSTANZA

## PROFILE

### SPECIALITY

Social Finance

### ORGANISATION & ROLES

OutcomesX

Co-Founder and President

### LOCATION

New York


United States

### EXPERIENCE

25 years of experience in Social Finance

### SOCIAL MEDIA

 [outcomesx.com](https://outcomesx.com)

 [@OutcomesX](#)  
[@PhyllisKurlanderCostanza](#)



“  
*If you don't like the road you're walking, start paving another one.*  
Dolly Parton

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CENTRE FOR SOCIAL IMPACT



## Our Service Delivery Model



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6-17 March 2023 **INNOVATION AND TECHNOLOGICAL CHANGE**  
**CSW67** **EDUCATION IN THE DIGITAL AGE**  
 COMMISSION ON THE STATUS OF WOMEN Progress toward gender equality

## KEY TAKEAWAYS FROM THE 67TH COMMISSION ON THE STATUS OF WOMEN

### INSIGHTS FROM A UN WOMEN UK DELEGATE

By **Carolyne A. Opinde Dr. h.c.**, Manchester, United Kingdom

“Promoting women's full contribution to science, technology and innovation is not an act of charity or favour to women. It is a must, and it benefits everybody.”

**Antonio Guterres, United Nations Secretary-General**

## KEY TAKEAWAYS FROM THE 67TH COMMISSION ON THE STATUS OF WOMEN

By Carolyne A. Opinde Dr. h.c., Manchester, United Kingdom

“Empowering women and girls is more than just the responsibility of policymakers and experts. Everyone can play a role in promoting gender equality. Dr. Carolyne A. Opinde

## Introduction

UN Women held the 67th Commission on the Status of Women (CSW) from 6 to 17 March 2023. It was a powerful reminder of the work that still needs to be done to achieve gender equality in our lifetime. This year's theme was *"Innovation and technological change, and education in the digital age for achieving gender equality and empowering all women and girls."*

The CSW brought together policymakers, activists, and experts worldwide to discuss how to empower women and eliminate gender-based violence. The conference highlighted the importance of meaningful participation of women as leaders and decision-makers in this digital age and the need to address the root causes of violence against women.

In this article, we will explore some key takeaways from the 67th CSW and what they mean for the future of women's empowerment.

## The theme of the 67th CSW

This year's theme focused on driving innovation and technology for gender equality.

The theme highlights the importance of technology and education in empowering women and girls worldwide.

The CSW recognised that technology could be a powerful tool for women's empowerment but can also perpetuate gender inequality if not used properly. The conference aimed to explore how technology can promote gender equality and empower women and girls.

## Key takeaways from the CSW

The UN Women UK had over one thousand women and men join as Official Delegates to the 67th CSW.

Here are some key takeaways from the conference:

### i. Women's rights and gender equality around the world

Women's rights and gender equality are still significant issues worldwide. Women still face discrimination and violence in many parts of the world, and their voices are often silenced.

There is a need to address the root causes of gender inequality, including patriarchy, social norms, and economic and political power imbalances in our society.

The CSW also highlighted the importance of intersectionality in addressing gender inequality, recognising that women face discrimination based on race, ethnicity, religion, sexual orientation, and other factors.

### ii. The role of education and economic empowerment for women

Education is a powerful tool for empowering women and girls and can help break the cycle of poverty and inequality.

The CSW also recognised the importance of economic empowerment, including access to finance, entrepreneurship, and decent work.

Women can improve their lives and contribute to their communities when they have access to economic opportunities.

### iii. The importance of political representation for women

The conference emphasised the need to increase women's political representation and ensure women sit at the table in all decision-making processes.

The CSW also recognised the importance of supporting women's leadership and political participation at all levels.

## KEY TAKEAWAYS FROM THE 67TH COMMISSION ON THE STATUS OF WOMEN

By Carolyn A. Opinde Dr. h.c., Manchester, United Kingdom

**iv. How technology is changing the landscape of women's rights**

Technology is changing the landscape of women's rights. Technology can be a powerful tool for women's empowerment but can also be used to perpetuate gender inequality and violence against women.

There is a need to ensure that technology is designed and used in ways that not only promote gender equality and empower women and girls but improve digital literacy and access to technology.

**v. Fostering gender-responsive digital and science and technology education in the digital age**

Promote evidence-based programmes and the exchange of best practices to ensure the full, equal and meaningful access to participation in and leadership of all women and girls in diverse situations and conditions in Science, Technology, Engineering, Arts and Mathematics (STEAM).

This should include the teaching of computational thinking and interdisciplinary approaches.

For example combining the teaching of social sciences and scientific fields and encourage efforts to mentor, attract and retain women and girls in STEAM education and research and to support them in leveraging science and technology.

**vi. The impact of the COVID-19 pandemic on women**

The CSW recognised the disproportionate impact of the COVID-19 pandemic on women. Women have been on the front lines of the pandemic as healthcare workers, caregivers, and essential workers. The pandemic has also exacerbated inequalities and discrimination against women, including increased gender-based violence and economic insecurity.

The conference emphasised the need to address the pandemic's gendered impacts and ensure that women's rights and needs are prioritised in the pandemic response and recovery.

**Ways to Support and Empower Women and Girls in Your Community****i. Educate yourself and others on adopting gender-responsive technology design, development and deployment**

Educate yourself and others about women's rights and gender equality.

Promote the inclusion of women and girls into innovation teams, including for the design of technology with a gender perspective. Mainstream a gender perspective in the financing, design, development, deployment, use, monitoring and evaluation of emerging technologies to prevent, identify and mitigate potential risks for all women and girls and to ensure their full and equal enjoyment of human rights.

**ii. Support women-owned businesses**

Support women-owned businesses by purchasing their products and services. This can help to promote economic empowerment for women, and create more diverse and inclusive economies.

**iii. Volunteer and donate to women's organisations**

Volunteer your time and raise funds for organisations that promote gender equality and empower women and girls. This can help raise awareness on women's issues.

## KEY TAKEAWAYS FROM THE 67TH COMMISSION ON THE STATUS OF WOMEN

By **Carolyn A. Opinde Dr. h.c., Manchester, United Kingdom****iv. Speak out against gender-based violence**

Speak out against gender-based violence and support survivors of violence. This can help to break the cycle of violence and promote a culture of respect and equality.

**v. Advocate for women's rights and political representation**

Advocate for women's rights and political representation in your community and beyond.

Contact your elected officials, participate in task teams that influence policy change, and use your voice to promote gender equality and empower women and girls.

**Conclusion and call to action**

The 67th Commission on the Status of Women highlighted the ongoing struggle for gender equality and women's empowerment worldwide.

The conference emphasised the importance of education, economic empowerment, political representation, and technology in promoting gender equality and empowering women and girls.

It also recognised the disproportionate impact of the COVID-19 pandemic on women and the need to address the gendered effects of the pandemic.

Empowering women is not just the responsibility of policymakers and experts. Everyone can play a role in promoting gender equality and empowering women and girls.

By educating ourselves and others, supporting women-owned businesses, volunteering and donating to women's organisations, speaking out against gender-based violence, and advocating for women's rights and political representation, we can contribute to a more equal and just world for all.



**Carolyn A. Opinde Dr. h.c.**, is the Founder and CEO of The NGO Whisperer® Centre For Social Impact. Dr. Opinde was selected as one of the official UN Women UK Delegates to the 67th session of the Commission on the Status of Women, which took place virtually and in person in New York at the United Nations headquarters from 6 to 17 March 2023. Learn more at [unwomenuk.org/csw](http://unwomenuk.org/csw).

**Connect with Dr. Opinde:**

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

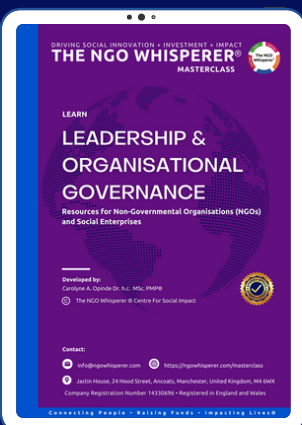
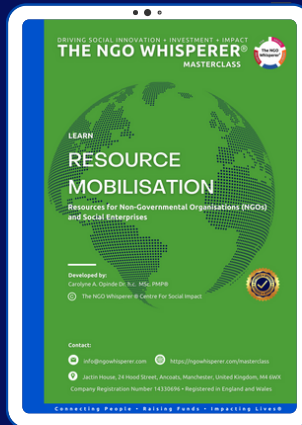


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## DUDU MARY DUBE

## P R O F I L E

**SPECIALITY**

Public Relations, Communications,  
and Business Management Specialist

**ORGANISATION & ROLE**

Marydee Isibuko Serenity Foundation  
Founder and President

**LOCATION**

The Kingdom of Eswatini and  
South Africa


**EXPERIENCE**


10 years of experience in  
Community Development


**EDUCATION**


Associate Degree in Public Relations,  
Limkokwing University of Creative  
Technology, Eswatini

**SOCIAL MEDIA**

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

 @DuduMDube

 @DuduMDube

 @DuduMDube



“We are uplifting marginalised and vulnerable women and girls out of poverty through conservation agriculture and inculcating integrity and responsibility for the boy child.”

**Dudu Mary Dube**

# Meet **Dudu Mary Dube**, Founder and President of Marydee Isibuko Serenity Foundation and one of The NGO Whisperer® Global Fellows Class of 2022, from the Kingdom of Eswatini and South Africa.

**Tell us about yourself and what inspired you to step into the nonprofit sector.**

I am passionate about developing confidence and self-acceptance among young people, both boys and girls. When we build the capacity of young people, it brings out the best in them. That is what inspired me to step into the nonprofit sector.

My vision to establish Marydee Isibuko Serenity Foundation started in 2004 in my teenage years. I formally registered it in December 2014 in the Kingdom of Eswatini, and in August 2016 in South Africa.

Marydee Isibuko Serenity Foundation is the voice for multitudes of women, a mirror of hope for girls and boys, a home for survivors of gender-based and domestic violence, and those battling mental health illness.

**What is the focus of your work, where do you implement it, and who are your partners?**

Marydee Isibuko is committed to bring a positive change for the disadvantaged, unemployed women and

vulnerable girls through sustainable, profitable, eco-friendly initiatives.

Our programme model and approaches guarantee financial stability while raising responsible and responsive boys.

We are uplifting marginalised and vulnerable women and girls out of poverty through conservation agriculture and inculcating integrity and responsibility for the boy child. In doing so we are moulding behaviour, building strong healthy families and improving the standard of living in communities.

Our partners include the following organisations:

- i. The NGO Whisperer® Centre For Social Impact;
- ii. The Embassy of the United States of America;
- iii. The National Marketing and Agricultural Board (NAM Board);
- iv. The University of Eswatini Centre For Community Services;
- v. The Prince Legacy;
- vi. Mbulazi Nursery;
- vii. Dr Tina Listen Foundation;
- viii. PELUM Eswatini;
- ix. IBoost Foundation; and
- x. Dumsile Phiri, an Agriculture Consultant based in the Kingdom of Eswatini.



# Marydee Isibuko Serenity Foundation

Now that you have graduated from The NGO Whisperer® Global Fellowship Programme, share with us:

## a) Why did you apply to be one of our Fellows?

When I established my Foundation, I had no experience in managing a successful NGO or raising funds. I wanted to gain knowledge, valuable exposure and experience while learning under the guidance and mentorship of an experienced leader, Dr. Carolyne A. Opinde.

It has been a big learning curve for me, as I started the Organisation while working full-time in the corporate sector.

## b) What are the top three new areas of knowledge and insights you learned from the Fellowship Programme?

My top three areas of new knowledge and insights are:

**i. The Fundraising Strategies Masterclass** where I learnt that building an organisation that is financially, programmatically and institutionally sustainable requires everyone's effort.



Dudu Mary Dube sharing a light moment with the United States of America Deputy Chief of Mission, Caitlin Piper at Nshakabili during the launch of MISF Women Farmers Project on 18 November 2022 in Ezulwini  
Photograph by: Bongani L. Simelane

**ii. The Grant Writing Masterclass** where I learnt how funding agencies and the funding mechanism work. I also learned how to review opportunities before pursuing a funding opportunity.

**iii. The Health and Wellness Masterclass** where I learnt the importance of cultivating healthy habits and stress management.

## c) How has your organisation changed due to participating in this Fellowship Programme?

My participation in the Fellowship programme has positively impacted our work at Marydee Isibuko Serenity Foundation. We held our first annual fundraising gala dinner and Community Development awards event in July 2022. We are also implementing an online fundraising campaign.

I want to thank my staff and the Board of Directors for their diligence and teamwork in implementing the ideas and strategies we received from the Fellowship Programme. Indeed teamwork makes the dream work!



# Contributing to the Global Goals

**What Sustainable Development Goals are you passionate about, and what would you advocate for governments, civil society, and the private sector to do to achieve them by 2030?**

We contribute directly to the following SDGs:

- a) SDG 1: End poverty in all its forms everywhere;
- b) SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture;
- c) SDG 3: Ensure healthy lives and promote well-being for all at all ages;
- d) SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all;
- e) SDG 5: Achieve gender equality and empower all women and girls; and
- f) SDG 6: Ensure availability and sustainable management of water and sanitation for all.

For governments, civil society, and the private sector, I would add the following SDGs:

- a) SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- b) SDG 13: Take urgent action to combat climate change and its impacts
- c) SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.



# Dream Project: Strengthen systems



Dudu Mary Dube with the United States of America Deputy Chief of Mission, Caitlin Piper and project partners at Marydee Isibuko Serenity Foundation Nshakabili Project launch on Friday, the 18 November 2022 in Ezulwini, the Kingdom of Eswatini. Photograph by: Name of Photographer

**If The NGO Whisperer® awarded you a grant worth one million pounds today, what dream project would you implement, where would you implement it, and who would be your beneficiary group?**

I would spend it as follows:  
 i) build organisation's offices;  
 ii) build two Mental Health Clinics; iii) purchase fencing and water irrigation equipment; iv) purchase project vehicles; and

v) invest in agribusiness training for women and girls and boot camps for boys.

*In the next 12 months, we will host boot camps and reach more boys, engage more unemployed women and girls in agribusiness and positively improve their livelihoods. We are also building relationships with more partners and increasing fundraising activities to raise more resources.*

**Dudu Mary Dube**



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## RACHEL WARNICK

## PROFILE

**SPECIALITY**

Specialist Educator, Learning Designer, and Teaching and Learning Strategist

**ORGANISATION & ROLE**

Professors Without Borders  
Director of Programmes

**LOCATION**

Mauritius and the United Kingdom

**EXPERIENCE**

9 years of experience in Community Development

**EDUCATION**

MSc. in International Management  
University of London, United Kingdom

**SOCIAL MEDIA**

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



@RachelWarnickEducator



@RachelWarnickEducator



@RachelWarnick



@RachelWarnick



@RachelWarnick

“

*Everyone you will ever meet knows something you don't.*

**Bill Nye**

## Meet **Rachel Warnick**, Director of Programmes of Professors Without Borders and one of The NGO Whisperer® Global Fellows Class of 2022 from Mauritius and the United Kingdom.

**Tell us about yourself and what inspired you to step into the nonprofit sector.**

I am the Director of Programmes at Professors Without Borders (Prowibo), President and Founder of Nature Océan Indien, and General Secretary of the Southern African Development Community (SADC) Great Green Wall Initiative Civil Society Organisation (CSO) Network, Southern Africa Region.

These three entities that I represent carry a great responsibility to serve Africa and the world. I leverage this privilege to open up more seats at the table and ensure more voices can be heard.

My talents, skills, and experience make education a natural field for doing so, and I believe passionately in its power to transform lives and communities and contribute to bringing greater equity and justice to our society.

**What is the focus of your work, where do you implement it, and who are your partners?**

**Prowibo** provides skills-based educational experiences,



supplementing existing systems in Africa, Asia, and Europe. We work with local educational institutions and grassroots NGOs who know best the needs and context of their learners.

**Nature Océan Indien** provides engaging learning events for Mauritian youth to help them build the skills to become active change-makers in their communities. We partner with local activity specialists, such as scuba diving, first aid instructors, and educational institutions.

**The SADC Great Green Wall Initiative (GGWI) Civil Society Organisation Network** unites and represents environmental organisations from the 16 SADC member states in a regional action to combat land degradation, desertification, loss of biodiversity, and drought through a holistic methodology that promotes sustainable development and economic growth.

Our partners include the SADC Secretariat, the African Union Commission, Food and Agriculture Organisation, and the United Nations Convention to Combat Desertification (UNCCD).

# On The Global Fellowship Programme

**Now that you have graduated from The NGO Whisperer® Global Fellowship Programme, share with us:**

## a) Why did you apply to be one of our Fellows?

When I connected with Dr. Carolyne A. Opinde and The NGO Whisperer® Centre For Social Impact on LinkedIn, I was blown away by her work with the 2021 cohort.

For someone with her level of knowledge and experience to provide such opportunities for leaders in small NGOs to 'learn at the feet of the master' so to speak, is simply incredible! I recognised that this was exactly what I needed to take my work to the next level - and it definitely did.

## b) What are the top three new areas of knowledge and insights you learned from the Fellowship Programme?

The following topics made a impact in my work:

**i. The communications strategies** I learned have had the biggest and most immediate impact. Though not a module in its own right, communications was one of the threads that wove through the fabric of the entire experience at the Fellowship Programme.



Rachel Warnick and Southern African Development Community (SADC) United Nations Convention to Combat Desertification (UNCCD) Focal Points at COP 15 Workshop in Lilongwe, Malawi in April 2022.  
Photograph by: Rachel Warnick

**ii. Funding** is one of the most significant ongoing concerns in the nonprofit sector, so **Fundraising and Grant Readiness masterclasses** were especially riveting. I am now armed with an entire arsenal of new tools, resources, and strategies to level up in these critically important areas and help significantly increase our funding for 2023.

**iii. Finally**, another theme we learned about consistently throughout the experience was the importance of being **strategically prepared** in many aspects of our executive work and how to ensure that we do so. Dr. Opinde's methods for preparing and maintaining crucial documents and procedures mean that the time and energy investment will pay huge dividends in the long run and make our lives easier and our work more effective!

## c) How has your organisation changed due to participating in this Fellowship Programme?

Thanks to my fellowship learning, I am entirely redesigning my communications strategy at every level: internally and externally, formal and informal, using multiple media in ways I would never consider before. What I have already implemented has been highly successful and well-received, which is even more motivation to continue the exciting process. These improvements have positively impacted our team cohesion, donor inclusion, and partner relationships. What is coming will broaden our reach, increase our visibility, and bring incredible results because of this.

# On Global Goals and Dream Project

**What Sustainable Development Goals are you passionate about, and what would you advocate for governments, civil society, and the private sector to do to achieve them by 2030?**

It is difficult to select a few SDGs because they are all deeply interconnected. I feel SDG 4: Quality education, and SDG 5: Gender equality are at the heart of sustainable development.

Education is a lifelong process that encompasses formal and informal, indigenous and innovative, classroom and real-life learning experiences. I urge everyone to help build a holistic framework of what education should be.

Women must participate in all of these processes, or our world will only live up to half its potential. We must ensure that women and girls have unimpeded access to the experiences of their need and choice.

**If The NGO Whisperer Centre For Social Impact awarded you a grant worth one million pounds today, what dream project would you implement, where would you implement it, and who would be your beneficiary group?**

I am currently collaborating with an extraordinary



Rachel Warnick with Dr. Zeeda Fatimah Mohamad and Dr. Ana Faustino at the Prowibo-UCSI-MSMBB workshop in Kuala Lumpur, Malaysia in June 2022. Photograph by: Dr. Crystale Lim

professor in Canada on an extremely innovative project. He is developing a new entrepreneurship framework that includes a teaching curriculum focusing particularly on young people who have had little to no formal education and often fall outside the realm that traditional microfinance organisations would support.

A one million pound grant would finance the research, development, and pilot phase of Prowibo projects with select partners in Africa.

It would also fund follow-up research and refinement to co-create a curriculum and framework that could conceivably be rolled out worldwide with some adjustments for each culture and context.

**What should we expect from your work in the next 12 months?**

Expect more and better! Using the strategies and techniques I learned from The NGO Whisperer® Global Fellowship Programme, I will continue to take Prowibo and Nature Océan Indien to new programmatic and geographic frontiers.

We are expanding our programmes with incredible new partners in more countries and deepening our relationships with our esteemed existing partners. and, of course, fundraise more successfully for all of this!

With the GGWI CSO Network, we will enormously increase our membership, reach, and collective impact this year.

## LILIAN KAMIGWI

## PROFILE

**SPECIALITY**

Early Childhood Education and Management

**ORGANISATION & ROLE**

Destiny Shapers Foundation  
Co-Founder and CEO

**LOCATION**

Korogocho, Nairobi  
Kenya

**EXPERIENCE**

9 years of experience in  
Community Development

**EDUCATION**

Diploma in Early Childhood  
Education, Mwana Mwendu Child  
Development Centre, Kenya

**SOCIAL MEDIA**

 [destinyshaperscenter.org](https://destinyshaperscenter.org)

 @DestinyShapersFoundation

 @DestinyShapersFoundation

 @DestinyShapersFoundation



“ I am passionate about training, and equipping generations.  
Lilian Kamigwi



## Meet Lilian Kamigwi, Co-Founder of Destiny Shapers Foundation and one of The NGO Whisperer® Global Fellows Class of 2022 from Korogocho, Nairobi, Kenya.

### Tell us about yourself and what inspired you to step into the nonprofit sector.

My siblings and I lost our parents at a young age. As the only girl in the family, I took on the mother-figure role and cared for my brothers.

Managing a child-headed household was a role I was not prepared for. As I grew up into adulthood, I decided to take on a career path that would allow me to offer guidance and support to vulnerable children.

### What is the focus of your work, where do you implement it, and who are your partners?

Destiny Shapers Foundation offers quality early childhood education to orphans and vulnerable children from Korogocho, Nairobi, Kenya's third largest informal settlement.

Our learners come from child-headed households, broken homes where parents or guardians are addicted to alcohol or drugs, homes with terminally ill or differently-abled parents, and homes with imprisoned parents.



Lilian Kamigwi at Destiny Shapers Foundation office in January 2023.  
Photograph by: Destiny Shapers Foundation

Unemployment in Korogocho is high, and many families make a living by scavenging at the Dandora dumping site for a living.

Destiny Shapers Foundation partners with individual donors, local churches and corporates to fund our early childhood centre.

# On the Global Fellowship Programme

Now that you have graduated from The NGO Whisperer® Global Fellowship Programme, share with us:

## a) Why did you apply to be one of our Fellows?

I wanted to be part of this programme because I had seen the positive impact it made in the life of my good friend and colleague, Wilfred Wanjala, who was a Global Fellow in 2021. I wanted to network and connect with the outside world and learn how to run our organisation professionally.

## b) What are the top three new areas of knowledge and insights you learned from the Fellowship Programme?

My top three areas of new knowledge and insights are Change Management, Effective Monitoring and Evaluation and Fundraising Strategies Masterclasses.

## c) How has your organisation changed due to participating in this Fellowship Programme?

Our organisation has greatly improved on the management staff, especially in the flow of information, delegation of duties and evaluation of our outcomes.



Destiny Shapers Foundation Sungura Scouts welcoming guests during the launch of Destiny Shapers Library in Korogocho, Nairobi, Kenya in 2022. Photograph by: Destiny Shapers Foundation

## What Sustainable Development Goals are you passionate about, and what would you advocate for governments, civil society, and the private sector to do to achieve them by 2030?

Our work contributes to achieving the following sustainable development goals:

- a.) SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all; and
- b.) SDG 5: Achieve gender equality and empower all women and girls.

I would advocate for the government, civil society and the private sector to work together in building schools and rehabilitation centres in the informal settlements to improve access to quality education for all.

# Dream Project: Educational Centre



Lilian Kamigwi, donating school uniforms and books to Teacher Beatrice from Korogocho Grogon A in 2021. Photograph by: Destiny Shapers Foundation

**If The NGO Whisperer® awarded you a grant worth one million pounds today, what dream project would you implement, where would you implement it, and who would be your beneficiary group?**

I would acquire land and build a rescue and educational centre for Destiny Shapers Foundation. The centre would have a community library, and a section of it will be dedicated to providing

vocational education and training to promote upskilling and professionalism of artisans from Korogocho and surrounding informal settlements in Nairobi, Kenya.

*In the next 12 months, we want to build meaningful relationships with potential funders and secure grants and donations to help us meet our needs and expand our reach. We are also building our social media platforms to improve our visibility.*

**Lilian Kamigwi**

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With Host and producer *Carolyn A. Opinde*



<https://YouTube.com/TheNGOWhisperer>

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# PROFILE

## SPECIALITY

Innovative Social Entrepreneur and Youth Support

## ORGANISATION & ROLE

Creseldah Educational Foundation  
Founder and CEO

## LOCATION

Mpumalanga  
South Africa

## EXPERIENCE

20 years of experience in  
Community Development

## EDUCATION

Bachelor of Commerce  
University of South Africa

## SOCIAL MEDIA



creseldah.com



@CreseldahNdlovu



@CreseldahNdlovu



@Creseldah



@CreseldahNdlovu



@IAmCreseldah



“If charity costs nothing, the world would be full of philanthropists.”  
**Jewish Proverb**

## Meet **Creseldah Cassandra Ndlovu**, Founder and CEO of Creseldah Educational Foundation and one of The NGO Whisperer® Global Fellows Class of 2022 from Mpumalanga, South Africa.

**Tell us about yourself and what inspired you to step into the nonprofit sector.**

I was born and raised in rural South Africa in a single parent household. My mother was a domestic worker. With my mother working away from home for periods of up to three months, I became the primary caregiver for my three siblings and niece at the tender age of 16.

I learnt to juggle childcare, house chores, and school work and even started a hair salon to make a living and feed my family.

It was tough. I was always late for school. It is sad that no teacher was interested enough to inquire why I was always late to school.

In 2003, after my husband and I married, my childhood experience moved me to start '*Yesu i Hosi Programme*', a feeding programme serving 108 orphans and vulnerable children at a local church where we worked. We started with Sunday meals, then expanded to seven days a week and had more volunteers join us. For five years I self-funded the feeding programme.



**What is the focus of your work, where do you implement it, and who are your partners?**

In 2010 I registered the Creseldah Educational Foundation as a nonprofit organisation under the Department of Social Development, based in Mpumalanga Province in South Africa.

Doors of funding began to open, and we started paying our volunteers a stipend, expanded our project to job creation for unemployed women, accredited training for child and youth care workers and established a group home for orphans and vulnerable children.

We believe that every child has a right to learn, despite their family background. Creseldah Educational Foundation provides educational, emotional and social support to 10, 000 young future leaders. Through my fashion design skills, I have introduced a new programme called Social Enterprise for Sustainability. Our Foundation produces environmentally friendly washable and reusable sanitary pads.

Our partners include the Departments of Education, and Social Services, South Africa National Defence Forces, local businesses, game reserves and South Africans of goodwill.

# Creseldah Educational Foundation

**Now that you have graduated from The NGO Whisperer® Global Fellowship Programme, share with us:**

**a) Why did you apply to be one of our Fellows?**

I came across The NGO Whisperer® Global Fellowship Programme advertisement on Facebook inviting non-governmental organisations (NGOs) and social enterprises to apply for the scholarship.

A friend of mine from the United Kingdom also tagged me on one of Dr. Carolyne A. Opinde's posts. I was thrilled when I was accepted.

**b) What are the top three new areas of knowledge and insights you learned from the Fellowship Programme?**

The top three new areas of knowledge and insights are:

**i. The Health and Wellness Masterclass** because I want to be a healthy leader. I also know I cannot pour from an empty cup.

**ii. The Grant Writing Masterclass** has opened my mind to processes, strategies and funding opportunities as we raise resources. I have also shared this knowledge with the team.



Creseldah Cassandra Ndlovu posing at a studio in Mpumalanga, South Africa. Photograph by: Creseldah Cassandra Ndlovu

**iii. The Change Management Masterclass** taught me how to manage changes within my organisation with compassion. This has made a very significant impact on our work.

**c) How has your organisation changed due to participating in this Fellowship Programme?**

We are growing every day as we apply what we have learnt. We now have an organisational newsletter that shares monthly highlights. It is circulated to our beneficiaries, volunteers, and sponsors. As a result, some of our sponsors were thrilled by the regular updates they received and increased their support.

# Contributing to the Global Goals

**What Sustainable Development Goals are you passionate about, and what would you advocate for governments, civil society, and the private sector to do to achieve them by 2030?**

The Creseldah Educational Foundation and its partners contribute to the following Sustainable Development Goals (SDGs):

- a) SDG 1: End poverty in all its forms everywhere;
- b) SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all;
- c) SDG 5: Achieve gender equality and empower all women and girls;
- d) SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all;
- e) SDG 13: Take urgent action to combat climate change and its impacts; and
- f) SDG 17: Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.

We advocate for all parties to unite and contribute to achieving the SDGs by 2023.





# Dream Project: Skills Development



Creseldah Cassandra Ndlovu speaking at the Back-to-School campaign hosted by the Department of Education Mpumalanga Province on 18 January 2023 and sponsored by the National Heritage Council. Photograph by: Creseldah Educational Foundation

**If The NGO Whisperer® awarded you a grant worth one million pounds today, what dream project would you implement, where would you implement it, and who would be your beneficiary group?**

Wow, that would immensely contribute to the growth of a two-decade story of hope as we will implement the formal Skills Development Programme.

Our beneficiary groups are 5,000 teenage mothers and women from the Bushbuckridge region in Mpumalanga Province in South Africa. Teaching people how to fish is a long-term and sustainable way of making an impact in their lives.

*In the next 12 months, we will implement our Skills Development Programme in ten high schools in Mpumalanga Province and provide capacity building for more trainers to join us and amplify the impact.*

**Creseldah Cassandra Ndlovu**



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Jactin House, 24 Hood Street, M4 6WX, Manchester, United Kingdom



# PROFILE

## SPECIALITY

Project Management, Women and Youth Empowerment

## ORGANISATION & ROLE

Nhloso Likusasa Le'lichakazile  
Programme Director

## LOCATION

Matsapha  
The Kingdom of Eswatini

## EXPERIENCE

15 years of experience in  
Community Development

## EDUCATION

Bachelor of Arts in Business and  
Media Technology, The College of  
Administration, Israel

## SOCIAL MEDIA



likusasa.org



@YaelUzan-Tidhar



@YaelTidhar



@YaelUzan-Tidhar  
@likusasaletfu



@YaelUzan-Tidhar  
@likusasaletfu



“Kid, you will move mountains! Today is your day! Your mountain is waiting. So get on your way.

**Dr. Seuss**

# Meet Yael Uzan-Tidhar, Programme Director of Nhloso Likusasa Le'lichakazile and one of The NGO Whisperer® Global Fellows Class of 2022, from the Kingdom of Eswatini.

## Tell us about yourself and what inspired you to step into the nonprofit sector.

I have a strong sense of justice and equality. I am inspired to develop other people by the Jewish concept of *tikkun olam*, which means to make the world a better place.

I was born and raised in Israel, where I developed my passion for leading young people. After travelling the world, working at the first virtual community in Israel, getting married and studying Bachelor of Arts in Business and Media, I moved to the Kingdom of Eswatini in 1999.

I first worked as an Assistant Manager of the Times of Eswatini and joined the nonprofit sector in 2008 after completing my Advanced Diploma in Project Management.

## What is the focus of your work, where do you implement it, and who are your partners?

Nhloso Likusasa Le'lichakazile (NLL) is a local NGO that improves employability for out-of-school youth in the Kingdom of Eswatini.



I developed the Likusasa Letfu model of bursaries, life skills training and mentorship with support from the Solon Foundation South Africa.

Since 2015 NLL has provided skills development training to 150 young people with 66 per cent of our graduates earning an income and 54 per cent have declared becoming financially independent.

These remarkable outcomes are from previously underprivileged youth who depended on charities for their livelihoods and education.

In August 2022, we partnered with UNICEF to establish Likusasa Letfu Youth Centre for Employability (LLYCE) through the generous

support of the European Union.

LLYCE is a national hub serving young people who are searching for decent jobs and entrepreneurial opportunities in Eswatini.

The centre is run by interns and offers paid services like a job search kit (CV writing, job application letter, certificates and job interview training) internet cafe, and stationery services, and it has an outlet for products made by youth. We also offer free workshops, courses and information resources to all the young enrolled in our project.

Our partners include UNICEF, the diplomatic community in Eswatini and the private sector.

# On The Global Fellowship Programme

Now that you have graduated from The NGO Whisperer® Global Fellowship Programme, share with us:

## a) Why did you apply to be one of our Fellows?

Earlier in 2022, I attended an online seminar by Jill Ritchie, where Dr. Carolyn A. Opinde spoke on the topic, *Everyone is a Fundraiser*. I was captivated by her speech and when she invited us to apply to The NGO Whisperer® Global Fellowship Programme I jumped at the opportunity. I wanted to increase my leadership and fundraising skills and expand my network.

## b) What are the top three new areas of knowledge and insights you learned from the Fellowship Programme?

My top three areas of new knowledge and insights are:

**i. The Grant Writing Masterclass** taught me how to find and apply for international grants, something I did not dare before.

**ii. The Health and Wellness Masterclass** helped me to overcome stress related issues that I was going through before the Fellowship Programme.



Yael Uzan-Tidhar with Project Officers, Phumile Dlamini and Kholiwe Matsebula in a partnership meeting with Cecily Salmon from the Solon Foundation South Africa, in Malkerns, Eswatini  
Photograph by: Nhloso Likusasa Le'lichakazile

**iii. The Change Management Masterclass** was an eye-opener to the complexity and detail of the change. It ran parallel to our NGO's significant change period

## c) How has your organisation changed due to participating in this Fellowship Programme?

I was inspired by Dr. Opinde, who encouraged us to implement ideas shared during the course. Here are my immediate results:

- i. I met with the local municipality to partner with and implement a youth development centre.
- ii. Our network grew, and we were included in consultation meetings, capacity-building workshops and local initiatives.
- iii. We increased our social media exposure, and on 2022 GivingTuesday, we ran a campaign to equip our library.
- iv. I collaborated with another Global Fellow, Rachel Warnick from Professors Without Borders, to develop workshop series for our youth.
- v. I spoke at The NGO Whisperer® Global Summit on 08 – 09 December 2022 and am grateful for the international exposure.
- vi. I learned to manage stress-related issues I suffered at the end of 2022.

# Contributing to the Global Goals

**What Sustainable Development Goals are you passionate about, and what would you advocate for governments, civil society, and the private sector to do to achieve them by 2030?**

Our work contributes to achieving 10 out of the 17 SDGs. Our organisation advocates for better education and health systems, increased equality, and elimination of gender-based violence. I wish peace prevails in our country through mutual dialogue and shared will.

Majority of our youth suffer from the effects of high HIV prevalence, a lack of access to quality education, poor healthcare systems, and good role models.

Young people are our legacy; we should support them to create a thriving and sustainable nation. I want to see the government, civil society organisations and the private sector work together to implement sustainable youth programmes.

**If The NGO Whisperer® Centre For Social Impact awarded you a grant worth one million pounds today, what dream project would you implement, where would you implement it, and who would be your beneficiary group?**

My passion is to see the youth of Eswatini skilled and educated in a trade of their choice and breaking out of the cycle of poverty. In doing so, we can attest to achieving sustainability for our youth through our programmes.



# Dream Project: Youth and Children



Yael Uzan-Tidhar facilitating life skills training to enhance employability among young people at the Likusasa Youth Centre for Employability in Matsapha, Eswatini.  
Photograph by: Nhloso Likusasa Le'lichakazile

## For a million pound grant, I have three proposals:

i. I would create an endowment fund to support tertiary bursaries and paid internships for 145 young people every three years. We would pay fees for tertiary education for 30 to 40 learners, and provide six-months of internship to 30 to 35 qualified young adults per year. Our clients would commit to contributing a certain percentage to the fund, which will help grow the capital investment.

ii. I would create seven more youth centres across Eswatini to increase our reach and impact.

iii. I have a soft spot for early childhood care and development (ECCD). I would establish four regional resource centres for ECCD practitioners across Eswatini to provide access to resources and capacity building that is currently lacking.

## What should we expect from your work in the next 12 months?

By the end of 2023, I would like to secure multi-year grants and donations from new and current funders. For LLYCE, I would like to generate substantial income to sustain its operational costs through sales of products and paid services. We also look forward to launching our paid internship project with 35 youth enrolled and the International Certification of Digital Literacy course for 40 learners.

# PROFILE

## SPECIALITY

Social Entrepreneur, and  
Youth Skills Development

## ORGANISATION & ROLE

SayPro  
Chief Operations Officer

## LOCATION

Cape Town  
South Africa


## EXPERIENCE


9 years of experience in  
Community Development

## EDUCATION

Diploma in Management  
(Accountancy),  
University of Southern Business  
School, South Africa

## SOCIAL MEDIA

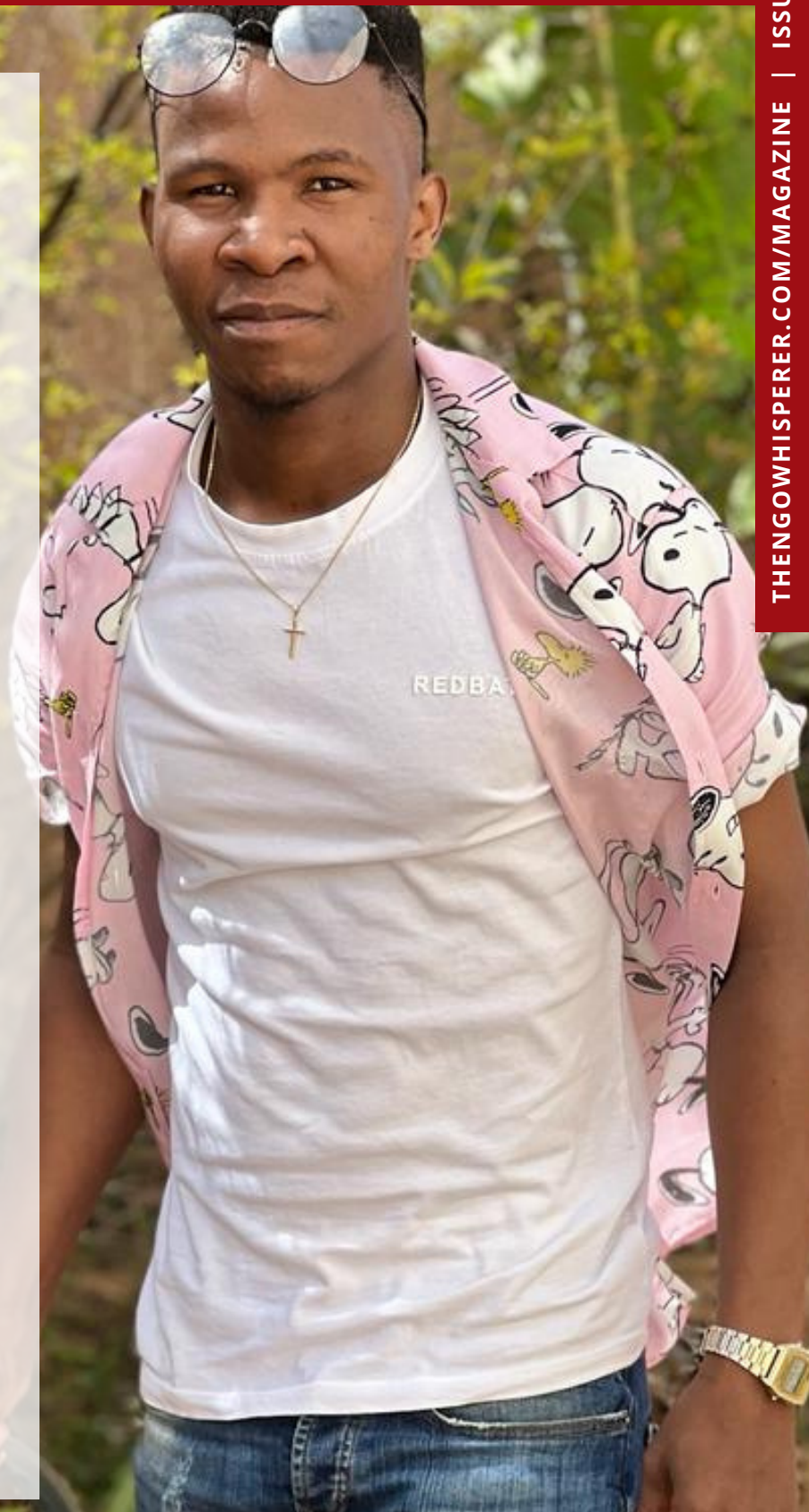
 saypro.online

 @CliffordLegodi

 @CliffordLesiba

 @Clifford\_Legodi

 @CliffordLegodi



“

*A journey of a thousand miles begins with a single step.*

**Chinese Proverb**



## Meet **Clifford Lesiba Legodi**, Chief Operations Officer of SayPro and one of The NGO Whisperer® Global Fellows Class of 2022 from Cape Town, South Africa.

### Tell us about yourself and what inspired you to step into the nonprofit sector.

Working in the social enterprise sector was not my first choice. When I was in High School employees of SayPro would come to our school to conduct career guidance sessions which got me interested in their work.

During my final year of high school, I entered a competition to be SayPro's Brand Ambassador and I won. I have been with SayPro for almost nine years, and have grown with the organisation changing positions from the Marketing Officer to Skills Development Facilitator to General Manager and now as the Chief Operations Officer.

One thing that I find gratifying about working within the social enterprise sector is being able to transform the lives of young people.

I have witnessed young people change from earning nothing to getting well-paying jobs and providing for themselves and their families.

I believe this is not a job but a calling to serve people. To this day, I say that I wouldn't change this job for anything.



Clifford Lesiba Legodi speaking at his graduation ceremony in Johannesburg on 03 March 2022. Photograph by: Gordon Harris

### What is the focus of your work, where do you implement it, and who are your partners?

SayPro is a registered NGO that provides information, communication and technology-based life and work-readiness programmes.

We facilitate linkages to opportunities such as learnership, internships, jobs and entrepreneurship.

We collaborate with various Government agencies, such as, the Department of Higher Education and Training, Sector Education and Training Authority, Technical (SETA) and Vocational and Education Training (TVET) colleges, as well as NGOs serving young people, large corporations and businesses, recruitment agencies, and local communities across South Africa.

# On the Global Fellowship Programme

**Now that you have graduated from The NGO Whisperer® Global Fellowship Programme, share with us:**

## **a) Why did you apply to be one of our Fellows?**

I applied to be one of the fellows for various reasons. One was because it is an excellent learning platform for me to network and form new partnerships.

The second reason was because I knew this programme would help strike a balance because of my professional and personal life. SayPro was going through a huge transition which required me to assume a new role. I transitioned from managing one community programme to become the Chief Operations Officer and providing services over 5,000 clients daily.

## **b) What are the top three new areas of knowledge and insights you learned from the Fellowship Programme?**

### **i. The Monitoring and Evaluation Masterclass:**

Developing the theory of change and result chain gave me a deeper understanding of the link between the problem SayPro is trying to address and the desired changes.



Clifford Lesiba Legodi at SayPro Training Centre in Johannesburg, providing End-User Computing Training on 23 February 2021  
Photograph by: Puluko Nkiwane

We are now reviewing our organisational objectives. As I write this, SayPro is going through a strategic planning process to understand better what we are trying to achieve.

### **ii. The Health and Wellness and Change Management**

**Masterclasses:** As I have mentioned before, The NGO Whisperer® Global Fellowship Programme was timely. When SayPro went through a significant transition in 2022, our workload and stress increased. The Fellowship Programme helped me adapt to some of the changes and strike a balance between my personal and professional life. I developed new skills that helped me address the issues causing stress. I am happy to report that my life has significantly improved.

## **c) How has your organisation changed due to participating in this Fellowship Programme?**

We are currently working on multiple projects. The Fellowship Programme has helped me employ new techniques to balance work across all projects. I have also learned excellent skills to manage change and inspire my team to work towards organisational goals. We successfully implemented a project with one of our biggest clients, which led to us securing another project. It's all thanks to the skills I acquired from the Fellowship Programme and passed down to some of my team members.

# Global Goals and Dream Project

**What Sustainable Development Goals are you passionate about, and what would you advocate for governments, civil society, and the private sector to do to achieve them by 2030?**

SayPro contributes to SDG 4: Quality Education and SDG 8: Decent Work and Economic Growth. I would advocate for the South African government to allocate funds and resources towards improving the quality of education and introducing effective teaching methods.

According to Statistics South Africa, youth unemployment in South Africa is currently at a shocking 64.18 per cent, which means there are not enough jobs available for the active population.

Educational institutions should build meaningful partnerships with corporations, NGOs, TVETs and professional bodies with the goal of creating employment opportunities. In doing so, educational institutions can develop demand-driven training informed by the employment industry.

**If The NGO Whisperer® awarded you a grant worth one million pounds today, what dream project would you implement, where would you implement it, and who would be your beneficiary group?**

I would implement a six-month programme that brings young innovative entrepreneurs into



Clifford Lesiba Legodi speaking at a Human Rights Seminar in Dakar, Senegal, on 16 April 2022.

Photograph by: Rebecca Maapola

a hub where they learn and develop new technologies focused on improving education, health and food security. This programme would be focused on empowering young people with skills to help them develop scalable business models to create employment opportunities for the youth of South Africa.

*In the next 12 months, SayPro plans to pilot its Young Entrepreneurship hub in three provinces. Once successful we would replicate the model across South Africa.*

**Clifford Lesiba Legodi**

DRIVING SOCIAL INNOVATION + INVESTMENT + IMPACT

# THE NGO WHISPERER®

## GLOBAL FELLOWSHIP



The NGO Whisperer® Global Fellowship Programme is a rigorous six-month virtual leadership programme for exceptional leaders and founders of Non-Governmental Organisations (NGOs) and social enterprises from around the world, especially those from low and middle-income countries.

## 20 Scholarships Available

<https://ngowhisperer.com/fellowship>


## Key Dates

- Application Opens: 31 January 2023
- Application Closes: 30 April 2023
- Recruitment: 01 – 15 May 2023
- Orientation Ceremony: 01 July 2023
- Fellowship Programme Starts: 01 July 2023
- Global Summit: 02 and 03 November 2023
- Fellowship Programme Ends: 15 December 2023
- Graduation Ceremony: 24 February 2024

## Contact

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