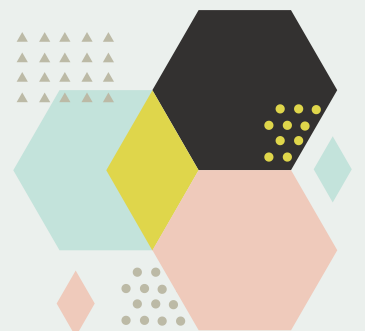
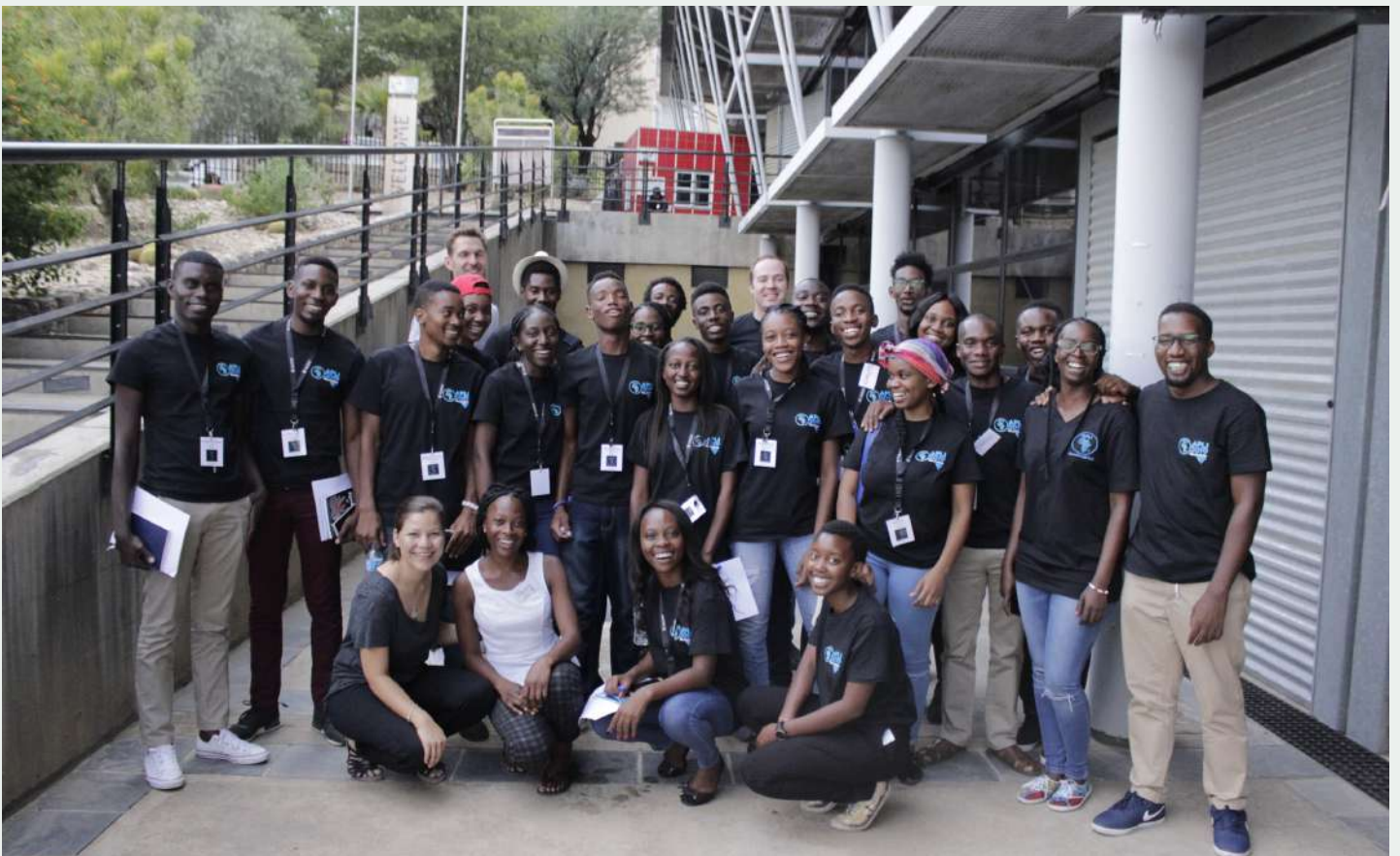




# AFRICAN PATHFINDER LEADERS INITIATIVE (APLI) ANNUAL IMPACT REPORT 2018 - 2019



# PARTNERS AND SPONSORS



## SHOPRITE

### Authors:

Sem Mandela Uutoni, Gerrit Keyter, Lazarus  
Amukeshe and Hilja Eelu

### Contributors:

Mberiuka Mauha and Lebbeus Hashikutuva

### Editor:

Marjorie Maggie Cross  
Wagner College, New York, USA

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without permission in writing from APLI.



## TABLE OF CONTENTS:

1	Message from the Founder and Executive Director	13-23	Chapter 4: The Fellows at work
2	Message from the Chairperson of the Board of Directors	24-27	Chapter 5: Sharing the dream – Partnerships
3-6	Chapter 1: Who is APLI	28	Chapter 6: Media Coverage
7-8	Chapter 2: Why we do what we do	29-30	Chapter 7: Financial overview
9-12	Chapter 3: How we do what we do	31-32	Chapter 8: Creating the future - Conclusion

# MESSAGE FROM THE FOUNDER AND EXECUTIVE DIRECTOR

## Why APLI?

In 2011, at age 17 I was selected to be part of the Namibian Children's Parliament. In the same year I established the Oshakati Junior Town Council, in close collaboration and support from the Oshakati Town Council. These opportunities gave me the confidence and agency to do something greater than myself, and which served a purpose other than my own. Through this experience, I learned that having a leadership encounter at an early age gives young people the foundation and confidence to do greater things later on in their lives.

After my involvement with the Children's Parliament and subsequent personal development opportunities, I explored ways to create a space that would provide transformative and empowering opportunities for other young people. These early thoughts are the genesis of APLI. As young people, we know the solutions to the problems we face. What stands between solutions and problems is usually opportunity, resources, and networks. APLI aims to build a bridge over these barriers.

The World Economic Forum has deemed that to remain competitive from 2020 and beyond, one should possess certain critical skills including complex problem solving, critical thinking, creativity, people management and emotional intelligence. The role of APLI is to use these global concepts to curate local training content for young Namibians, and to ensure that they are capable and competitive for this new era of work.

Of late, there has been a lot of enthusiasm and investment (scholarships, fellowships and grants) in African youth from outside rather than from within the continent. There is a deficit in similar investments by African leaders. APLI is a direct answer to this call as we aim to invest in and groom young leaders through a platform that is designed for the youth and by the youth, and for Namibians by Namibians.

As I think about the current and future success of APLI, one of the best things I have done is to surround myself with a team that is really good at what they do. This helps greatly in us completing our individual tasks but then also collective tasks. It certainly helps us achieve more, with minimal time and resources.

I believe that one of the fundamentals to an organisation's success is the stalwartness of the team and particularly the governance structure.

Our Inaugural Class of Fellows makes me extremely proud. We have managed to select a group that is diverse both in their perspectives and their works, a group which is eager to learn, and most importantly a group which is proactive about their personal growth and adding value to their communities. Their work and reputation precedes them and they have reminded us of the fact that when young people promise, young people deliver.

A value which we have instilled in the Fellows is that leadership is learned through hands-on practice. No amount of desk study or seminars will completely equip one to be a better leader. Like other skills such as driving or swimming, the best way to become a better leader is by leading, implementing taught principles and skills.

The access to opportunity divide is fairly wide in Namibia. In all our programs, the priority is always making sure that Namibian youth have equal access to opportunity, and encouraging them to take advantage of the various opportunities we advertise.

As the global marketplace evolves and changes, APLI will certainly not be left behind. One of our priorities in the upcoming years is to expand into other African countries and to look into new ways to do our work more effectively. In this regard we are exploring ways to leverage and optimize technology in order to provide trainings more effectively.

This report encapsulates our work and impact for the past year. To say that I am proud of my team is a genuine understatement. We have accomplished unimaginable successes and impacted more lives than we could ever have imagined.

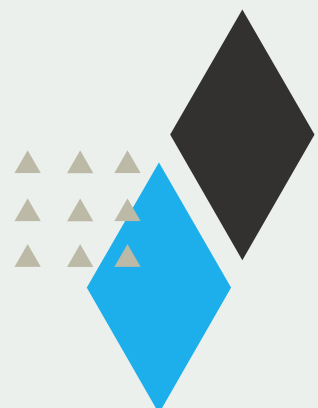
We are excited to continue this work in the upcoming year, and I hope you read something in the report which will trigger you to join hands with us as we execute this collective mission.

Happy reading and sending you APLI Hugs

Sem



"A value which we have instilled in the Fellows is that leadership is learned through hands-on practice. No amount of desk study or seminars will completely equip one to be a better leader."





# MESSAGE FROM THE CHAIRPERSON OF THE BOARD OF DIRECTORS



In October of 2019, American anti-apartheid and social justice activist Jennifer Davis passed on. Our sadness as a country faced with the enormous need for changemakers is matched only with the values that Ms. Davis's life embodied. Ms Davis, like those who went before her, bequeathed to us the importance of human agency: it is human beings who have the power to make the change they desire. The African Pathfinder Leaders Initiative (APLI) exists on the basis of these principles.

The birth of APLI was necessitated by the national need to develop leaders, changemakers and innovators who are willing and able to identify problems in their communities and provide practical solutions to those problems. The Section 21 Not-For-Profit organisation serves as an incubator for Namibian youth leaders from all parts of the country, and seeks to establish connection between these individuals and their projects. The latter aim is equally important because, like the stories of Ms. Davis and other anti-apartheid activists show, the work of changemakers amplifies when done without isolation.

Our flagship program, the APLI Fellowship Program, offers a year-long training (partly residential) to such changemakers from all corners of the country. It is the first and only of its kind in Namibia and provides leadership and technical skills to its beneficiaries through one-on-one consultations, workshops and talks, practical exercises as well as on-going mentoring.

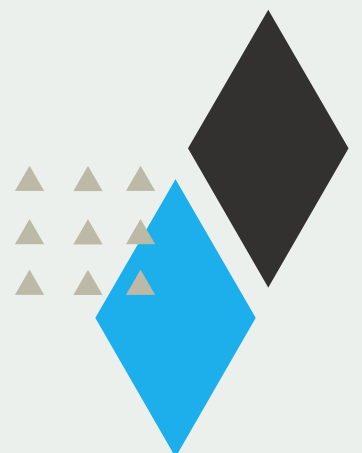
Another program which is consequential to the achievement of our aims and objectives is the APLI Foundation Program, which was piloted at the Winnie du Plessis Secondary School this year, and whose primary objective is to empower high school learners with the necessary skills to lead at that stage.

The work we do is the yield of the support we receive from our stakeholders – whether monetarily or otherwise. This report details to these stakeholders – as comprehensively as possible – the work of APLI in its first year of existence and presents the challenges thereof.

Best Wishes,

Lebbeus

"The APLI Fellowship Program, offers a year-long training to changemakers from all corners of the country. It is the first and only of its kind in Namibia and provides leadership and technical skills to its beneficiaries through one-on-one consultations, workshops and talks, practical exercises as well as on-going mentoring."





# CHAPTER 1: WHO IS APLI

## Connecting, Engaging and Empowering Greatness

### WHO WE ARE

African Pathfinder Leaders Initiative (APLI) is a Non-Profit Association Incorporated under Section 21. The main aspiration of APLI is to develop and mobilize changemakers, innovators and young leaders in diverse fields across Namibia. The Initiative was created on the basis that young people lacked necessary skills, resources and networks to fully realize their goals and potential. More than the acquisition of soft and hard skills, the Initiative aims to work alongside the young people to ensure that these skills are translated into successful ventures.

APLI provides rigorous and tailored training to groups of young Namibians to equip them with the necessary set of skills to effectively establish and manage viable ventures. Furthermore, the organization identifies and invests in leadership from an early age by training and empowering high school leaders in civic leadership. Lastly, the special program for boys aims to re-establish and anchor the potential of the boy child by providing them with transformative educational opportunities which they wouldn't otherwise have access to.

The aspiration of the APLI is to empower youth to be the leaders of their own development, and be at the forefront in solving the most intractable challenges that face their communities. APLI also strives to assist them in becoming better versions of themselves, thus creating skilled and developed leaders in various sectors across the country.

### PROBLEM STATEMENT

Young people are at the forefront of global and national issues as change agents, researchers, and advocates who are effecting and inspiring change in unimaginable ways. Even so, the potential and abilities of young people are still overlooked and undermined. Similarly, young people are precluded from a lot of personal and professional development opportunities as they do not have the know-how and capacity to access and optimize said opportunities.

### OUR VISION

The primary vision of the APLI is to be a prestigious provider of relevant and thorough opportunities and leadership training for young people in Namibia. We envision that our interventions will change the narrative ascribed to youth potential and leadership in our society, consequently empowering young Namibians to be active contributors of change in their communities rather than passive observers.

### OUR OBJECTIVES

- To empower young Namibians to become active contributors to societal change by:
- Nurturing leadership, personal development and social responsibility
- Nurturing social and entrepreneurial innovation
- Identifying and developing leadership potential
- Providing trajectory-changing education opportunities
- Providing young Namibians with a network to ensure their ventures to reach their full potential.
- Equipping young Namibians with the necessary hard- and soft-skills for establishing and sustaining their ventures

# APLI IMPLEMENTATION TIMELINE

2018 -2019

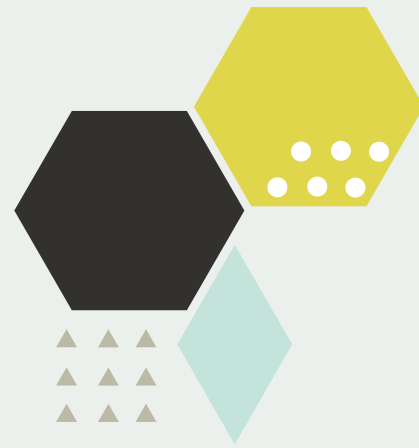


CONNECT, ENGAGE & EMPOWER

# THE TEAM

APLI has a two-tier governance structure consisting of a board of directors and an executive team. The governance of APLI is consistent with successful corporate governance principles. Executive and Board oversight responsibilities are adequately segregated to allow for effective checks and balances. The board primarily focuses on defining priorities and strategic direction, as well as securing the long term sustainability of APLI.

The executive team is responsible for the overall management of APLI, which includes the development, execution and monitoring of APLI's programs, plans and budgets.



## THE EXECUTIVE TEAM



**MR. SEM MANDELA UUTONI**

FOUNDER AND EXECUTIVE  
DIRECTOR

- Masters of Science in Regional Development and Environmental Economics (Summa Cum Laude);
- Bachelor's Degree in Regional and Rural Development.



**MS. HILJA EELU**

DIRECTOR: PROGRAMS

- Postgraduate Diploma in Health Professionals Education;
- Bachelors of Science Honours in Molecular and Cell Biology;
- Bachelors of Science in Human Genetics.



**DR. GERRIT KEYTER**

DIRECTOR: TALENT AND DEVELOPMENT

- Bachelors of Science in Earth Sciences;
- Bachelors of Medicine and Bachelors of Surgery (MBChB).



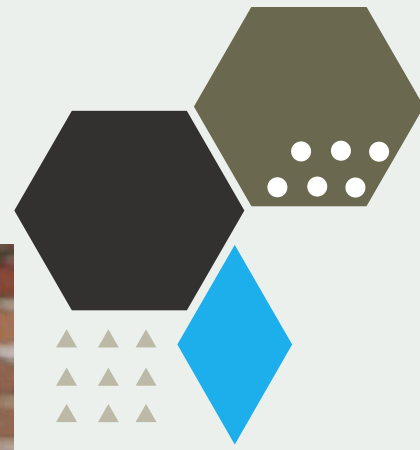
**MR. LAZARUS AMUKESHE**

DIRECTOR: FINANCE

- Higher Diploma in Tax;
- Bachelor's Degree in Accounting and Finance (CA Stream).



# THE BOARD OF DIRECTORS



**MR. LEBBEUS HASHIKUTUVA**  
BOARD CHAIRPERSON



**MS. EBBA KALONDO**  
MEMBER: COMMUNICATIONS



**MS. ASMARA KAFFER**  
MEMBER: PROGRAMS



**DR. MARIA MOSES-SHIPOMBO**  
MEMBER: PARTNERSHIPS



**MR. VINCENT SHIMUTWIKENI**  
MEMBER: PROGRAMS



**MR. SEM MANDELA UUTONI**  
MEMBER AND EXECUTIVE DIRECTOR

# CHAPTER 2: WHY WE DO WHAT WE DO



We live in a society with a 46.1% youth unemployment rate. Job vacancies are somewhat scarce, and a university degree no longer guarantees employment. Moreover, entry-level jobs demand three to five years of work experience, are unattainable for a recent graduate, and highly competitive. Certain industries are flooded with more annual graduates than workplaces can absorb, whilst other expected skills and competencies remain mismatched to the taught knowledge of a bachelor's degree.

With such a crisis, it is only natural that we turn to self-employment as a means of income. An entrepreneur provides value and solves problems for a target customer. Entrepreneurs are habitually prone to an over-reliance on external capital, inflating market size, neglecting customer relationships and key partners outside of government. Regardless, young people entering this space can start and scale impactful businesses and projects that solve problems in their communities.

The young job-seeking professional and the individual that tests their idea each need support: the former to “set themselves apart” in the pool of the unemployed, and to distinguish their value to the company. The latter seeks to exploit opportunities, to test innovations, to gain access to market, and build a solid brand. These goals consume young entrepreneurs for much of their early journey.

In Namibia, the youth development ecosystem mainly focuses around areas of skill development and entrepreneurship. Specifically, it focuses on interventions that provide vocational training often intend to give youth tangible skills that can be used for self-employment, frequently directed at out-of-school youth. Entrepreneurship, as encouraged by the National Youth Council, is also widely trained, with free courses for the youth on the fundamentals of business management and idea creation.

In contrast, at APLI's first residential program, incoming Fellows commonly lacked awareness of their own strengths and development areas, a consciousness around their personal and organizational brand. Fellows who focused on entrepreneurship exhibited drive and ambition, yet were generally without skills on reporting cash flow, communicating their value proposition, and scaling their projects. On the other hand, Fellows engaging in community development projects were inclined to be reluctant to quantify impact, report financial information and engage target beneficiaries prior to launching their project. In general, incoming Fellows tended to fall in love with their ideas, businesses and projects, and remained committed to the solution.





APLI's value proposition is to merge the approaches of the aforementioned interventions. While acknowledging that Fellows gain technical expertise and knowledge from their informal settings, educational institutions and workplaces, APLI supplements these with our residential program sessions. Our organisation is considerate of the holistic individual, mindful of their personal and professional development, and inclusive of sessions on mental health and strengths discovery. We are a strong community of like-minded individuals, promoting peer support and insight.

The vibrancy of an APLI Fellow is clear: full of potential, they surprise those around them with their willingness to learn and take action. Constantly challenged, they push onwards relentlessly, yet remain willing to pivot when necessary. In addition, our Fellows are committed to their own growth, and acknowledge that the value they provide to others is contingent on the value within themselves: the skills, knowledge and networks they hold. APLI Fellows are consistently intentional about achieving these goals.

In the coming years we expect various young people, and APLI Fellows in particular, to gain traction in their specific industries and regions, changing the status quo and being catalysts for change. We also anticipate Fellows putting their best foot forward as they enter a classroom and boardroom, having gained insight into the nuances of a professional setting.

In general, we are building a generation of young people that are better equipped to be effective in the aforementioned ways. In this way, young people exert influence over time by finding agency in their voice within the spaces they occupy and with the people they relate to.

The theme of the APLI Fellowship program is "Connecting Greatness". Our belief is that our Fellows are within themselves great, and need only be connected to great individuals, opportunities and activities that multiply the effect of their impact. Most important is their connection to each other. We live in a society, in which 20.35% of Namibians are aged 15-24. APLI exists to train the next generation of the economically active, for the betterment of national development.

# CHAPTER 3: HOW WE DO WHAT WE DO

During a conversation with one of APLI's stakeholders, the question was asked: "So, give me the meat – how does APLI do what it does?" To answer it straight, APLI does what it does through hard work, and of course a bit of fun and craziness mixed into the recipe. We have a multifaceted approach considering our diverse target populations. Our interventions are described below:

## APLI FELLOWSHIP PROGRAM: THE RESIDENTIAL PROGRAMS

One of the major aspects of APLI's work is organising and hosting 3 residential programs throughout the year, based on three priority themes, specifically personal leadership, community development and entrepreneurship. These residential programs are the main components of training the APLI Fellows. The residential programs are hosted in different locations throughout Namibia. This is done to expose the Fellows to different environments within the country and see what stakeholders, local entrepreneurs and influential people in their respective communities are doing. The APLI Fellows also get the chance to meet and engage with these local changemakers and influencers and hear from them about their experiences working in the different towns and regions.

An essential part of APLI's programs is the way we ensure we meet the beneficiaries' needs. Led by the youth, the executive team is intentional about creating a culture of openness that allows beneficiaries to communicate feedback and criticism. In order to do so, APLI incorporates anonymous feedback forms after each speaker and session, and details this feedback both to the speaker and to the Director of Programs in subsequent planning. Prior to the residential program we gauge an idea of the Fellows' expectations and needs by survey, and source trainers and facilitators accordingly. At the end of the Residential program a similar anonymous survey is sent out, allowing Fellows to comment on whether their expectations were met, their needs were catered to, and which activities were found lacking.

The first residential program for 2019 took place from the 17th to 21st January in Windhoek. Windhoek was chosen as the first starting block for the residential programs and can be said to be the "ice-breaker" in terms of hosting the residential programs. The first residential program, held at the Katutura Multipurpose Youth Centre, was an eye opener in terms of executing our vision.

The January Residential Program was the starting point for APLI's yearly activities, and indeed, it would establish a foundation and expectations very high for the upcoming activities and residential programs. The Program hosted a variety of competent and well-informed subject experts to train the Fellows.

For instance, following the first residential program, fellows commented on the mismatch between the "strengths finding and leadership" session and the content delivered. While the session delivered on Wounded Leadership was in fact valuable, and was in fact the highest rated session of the first residential program, the executive team felt the discovery and awareness of one's strengths was just as valuable. Thankfully, due to a sponsorship from IREX and the US embassy, Maggie Cross, a certified Clifton's StrengthFinder coach was able to join us for the second residential program, and delivered exceptionally in this regard. Similarly, we noted that while we had focused on quantity of sessions and covering a variety of topics, Fellows preferred a more qualitative approach, specifically that we have fewer, but longer sessions to ensure understanding and increased engagement around a particular session.





Right before the second residential program, fellows called to “#MakeAPLIoneWeek”. In response to this, the June Residential Program took place in Keetmanshoop from the 21st to 26th June 2019, a two day increase from the intended four days. The town was chosen as it is one of the regions that was least represented among APLI 2019 Fellows. Part of our intention was to sensitise relevant stakeholders on APLI’s mission, and the opportunities available to them in the organisation. Keetmanshoop and the entire //Karas region is one of the regions least known and explored by the majority of Namibians.

The Program took place at the Keetmanshoop Youth Centre in Tseiblaagte towards the end of June - a time known for notoriously chilly nights in Southern Namibia. The Fellows held daily morning jogs in the cold air, something that Fellows did not look forward to when the program schedule was sent to them. However, the morning jogs became a warm initiative that kept the Fellows’ spirits high and the mood cheerful.

At present, preparations for the third residential program are underway. The program is scheduled for the 5th to 9th December at the Swakopmund Multi-Purpose Youth Center. Whilst the residential program will again include training sessions from various industry professionals at the coast, it goes without saying that the highlight of this program is the graduation of our inaugural cohort of fellows.

## PROGRAM DEVELOPMENT

The Residential Program is carefully planned and thought-out by the Executive Team. Ms. Hilja Eelu, the Director of Programs for APLI, has the main responsibility to develop the sessions for each residential program. The programs are developed in a way that will introduce the Fellows to various topics which they may find beneficial for their projects. It comprises a wide variety of topics such as community engagement, social development, entrepreneurship, personal growth, and organisational development, along with more corporate related topics such as market research, financial literacy and skills development. The Programs are designed in such a way that a variety of topics are covered across our priority areas, leaving room to learn from Fellows’ lived experiences.

APLI encourages an iterative process amongst the Fellows, inclusive of trials and errors, and sees failure as an opportunity to learn new and better ways to execute solutions that may be successful in the future.

The Programs are not set in stone and are in constant development for the sake of our most important stakeholder, our beneficiaries. Program development plays a key role for the APLI team to reach their vision of leadership development and youth mentorship, and is largely reliant on feedback from our main beneficiaries, the Fellows. The program is constantly evaluated in order for the team to develop a curriculum that is curated to Fellow’s needs. One of the Fellows illustrated this by saying the following: “The fellowship offered a unique chance for self-reflection, allowing one to think of where they are and where they would like to go to pursue their goals.”

## APLI FOUNDATION PROGRAM

October was a busy month for the APLI executive, from shortlisting candidates for the 2020 Fellowship program to piloting the Foundation program in Gobabis on Saturday, 19 October. APLI recognizes that young leaders in high school are often selected on the basis of popularity and/or good grades, yet are expected to lead within their communities and be a role model to other students. Unfortunately, schools are often not resourced enough to provide leadership training, nor are teachers specifically equipped to do so. To fill this skills gap, the APLI Foundation program is targeted at identified leaders in their school contexts and/or junior councils, with the aim to create more intentional action around leadership and influence at a high school level.

The relationship between Wennie du Plessis and APLI was forged after a teacher reached out to APLI in October 2018 to provide leadership training at the school’s leadership camp designed for 43 incoming 2019/2020 hostel prefects and LRCs, across grade 10 and grade 11. The leadership training was delivered in a series of sessions led by the APLI team under the oversight of the teachers. Some of the sessions covered topics such as: strengths testing, creativity, budgeting, and conflict management. The sessions were very engaging and designed not only to provide information to the young leaders, but to promote critical thinking and written and verbal communication. Within the first few hours of the training, the learners already started to articulate how they planned to use knowledge from the camp to improve the negative attitude of their fellow learners, which they collectively considered the biggest challenge facing their school.

The participants of the leadership training were asked to give feedback on the training sessions. The sessions that were found to be the most valuable to the participants were the sessions on conflict management and creativity. The least valuable sessions were the sessions on budgeting and written communication. We acknowledge however, that at a high school level much of the budgeting is done by the teachers themselves, as is much of the formal communication. We anticipate these skills becoming more valuable as they progress into young adulthood. On how to improve the training sessions, the majority of the participants said that the sessions should be more interactive and engaging with the audience and the use of technology. The participants suggested that the team do follow up sessions and interact with participants on a one-on-one basis and get involved with more community outreach sessions to the regions. The APLI team will use the feedback to improve the Foundation Program as we expand into other regions.



The participants of the leadership training were asked to give feedback on the training sessions. The sessions that were found to be the most valuable to the participants were the sessions on conflict management and creativity. The least valuable sessions were the sessions on budgeting and communication. The majority of the participants would recommend the training sessions to other schools. On how to improve the training sessions, the majority of the participants said that the sessions should be more interactive and engaging with the audience and the use of technology. The participants suggested that the team do more follow up sessions and workshops and get involved with more community outreach sessions to the regions. The APLI team will use the feedback to improve the Foundation Program as we expand into other regions.

The participants also suggested that these training sessions should also be expanded to local businesses and other community organizations and NGO's in their local communities. In response to the question, "What is your biggest take away from the training sessions?", the participants gave a wide variety of answers. Most of them said that they gained a lot of confidence by attending the training sessions. They felt that their leadership skills improved and that a lot of the sessions opened their eyes to new opportunities for personal and leadership-development. All of the participants said that they would attend the sessions again in the future as it was very inspiring and enriching for them. One attendee stated: "At first I didn't really understand the leadership required from me but now at this point and after all the information I got I do feel that my confidence as a leader has been boosted."

The APLI team thanks Wennie du Plessis for their initiative in contacting APLI and their great hospitality. The day was surely a fruitful pilot of the APLI Foundation program as the majority of the participants recommended the training sessions to other schools. Following this, APLI is excited to expand to interested high schools and junior councils around the country. Interested principals and school teachers may contact the Director of Programs at [hilja@apli-nam.org](mailto:hilja@apli-nam.org) for further information in this regard.

## PANEL DISCUSSION

Over time, there has been a call for APLI its activities to expand its activities beyond the beneficiaries, to reach and interact with a wider audience. Unlike the residential programs, these activities are open to the public.

APLI organised African Youth Day Celebrations which took place on Friday 1, November 2019 at the American Cultural Centre (ACC) Offices in the Sanlam building in Windhoek's Independence Avenue. The event would host a panel discussion on the Role of the Private Sector in Youth Development in Namibia. The venue was made possible by the US Embassy Namibia.

The event was organised by the APLI Executive Team, with Mr. Lazarus Amukushe taking the lead in the organization of the event – and what an event it was! The event was very attended by over 90 people, of who most were youth. The venue was packed to the point that ACC staff had to turn people away at the door because the room was at capacity.



The event started off with Dr. Gerrit Keyter welcoming everyone and called Ms. Hilja Eelu to the stage. In high spirits, she introduced herself and gave a brief introduction to the African Youth Day Celebration panel discussion and what the discussion aimed to achieve. She also talked about APLI and what the organization has achieved up to that point. Mr. Lazarus Amukushe was then called to stage where he read a poem that he wrote for the African Youth Day Celebrations. His poem was received with hearty applause.

Then, a video displaying APLI's progress since its inauguration in 2018 was played. The video showed the APLI 2019 Fellows – their projects, the residential programs, feedback on residential programs sessions, and their aspirations for the future of APLI. The video also displayed an interview session with Hilja that elaborated more about APLI and its aspirations. The video was a great display of the work APLI is doing and what the future holds for this young and dynamic organization.

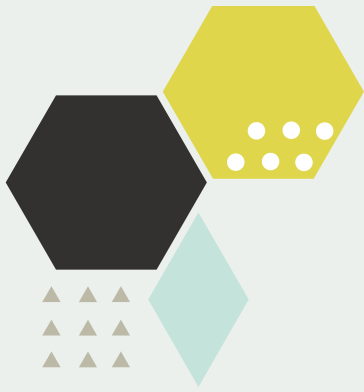
After a 10 minute break, the panel discussion began. The discussion was led by Mr. Sem Mandela Utoni and the panellists were Mr. Danny Meyer (Director of SME compete), Ms. Indileni Nanghonga (Junior Analyst, Simonis Storm) and Mr. Holger Oberprieler (Old Mutual, Operations Executive). The panel started off by reflecting on the role of private sector in outh development thus far, with Old Mutual Executive and Director of SME Ciompete sharing their involvements and impact areas. The audience was very involved during the discussion, and many questions surfaced regarding the different topics that were touched on during the panel. The questions that arose were about how the Namibian private sector is more inclusive towards Namibian youth, especially in more rural areas; what the main challenges are that the private sector faces in youth development in Namibia; how the private sector aims to interact more with Namibian NGO's and Government Agencies and how important it is that the Namibian private sector and Government embraces foreign investment and capital.

It was mentioned that the Namibian Society is very welcoming to foreigners, but that challenges are faced with keeping the money in the country rather than leaving Namibia's borders. At the end it was concluded that the Namibian society faces many challenges in this tough economic climate, but a lot can be changed if a culture of discipline and creative thinking arises in the spirit of all the young and upcoming entrepreneurs in the country.

This panel discussion was an eye-opener for the APLI executive team, and we will plan more of these events in order to provide a platform for constructive dialogues which will enhance our overall objective of youth development.

The APLI team would like to thank the American Cultural Centre team, the panellists and the audience who gave up their free time on a Friday evening to come and listen to the discussion. It was very well received by everyone who attended the event and definitely set the stakes high for future public discussions that will be organised by the APLI team.





# CHAPTER 4: THE FELLOWS AT WORK

## 2019 Fellows Profiles



**Andreas Elifas**

- Graduate: Visual Media and Desktop Publishing;
- Project Manager: Kino Namibia Film Festival;
- Founder: Jumper Namibia.

**WINNER: APLI ENTREPRENEURSHIP EXCELLENCE AWARD 2019**



**Beatha Iileka**

- Student: Bachelor of Accounting;
- Founder & President: United Youth Charity Association.

**WINNER: APLI PARTNERSHIP DEVELOPMENT (INTERNAL) AWARD 2019**



**Djeimo Mwanyekele**

- Student: Bachelor of Medicine and Bachelor of Surgery;
- Co-founder: Youth Cancer Association of Namibia.

**WINNER: APLI ITERATIVE INITIATIVE AWARD 2019**



**Fillemon Shatipamba**

- Graduate: Geo-Information Science;
- Co-Founder and GIS Consultant: Namibia Earth Observatory Solutions;
- Co-Founder: Shongola Agri-Processing.

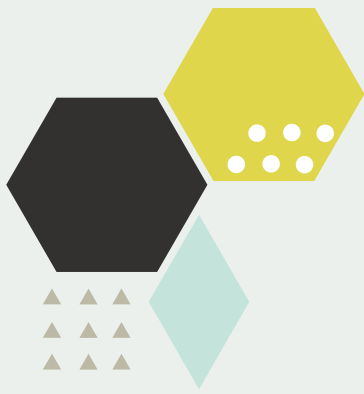


**Immanuel Tuyapeni**

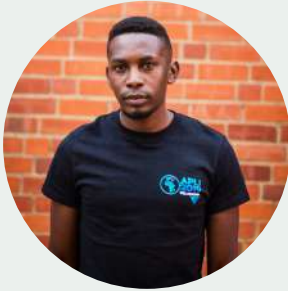
- Graduate: Bachelor of Computer Science & Masters of Business Administration;
- Founder: Ompundja Projects and Initiatives.

**WINNER: APLI IMPLEMENTATION AWARD 2019**





# 2019 Fellows Profiles



**Lamek Ndjaba**

- Student: Bachelor of English
- Musician;
- Co-founder: Helao Printing Shop;
- Founder: Free Books Nation Project.



**Linda Nakashololo**

- Completed Private Pilot License;
  - Board Member: Hatika Adult Education Centre.
- WINNER: APLI PERSONAL DEVELOPMENT AWARD 2019**



**Likius Hashikutuva**

- Student: Bachelor of Law;
  - Founder: Winterfell Charity Fund.
- WINNER: APLI PARTNERSHIP DEVELOPMENT (EXTERNAL) AWARD 2019**



**Lowbousky Kaalushu**

- Student: Bachelor of Travel, Tourism and Hospitality;
- Founder: Kosmima Hotdog Trailer;
- Founder: Project Motivation.



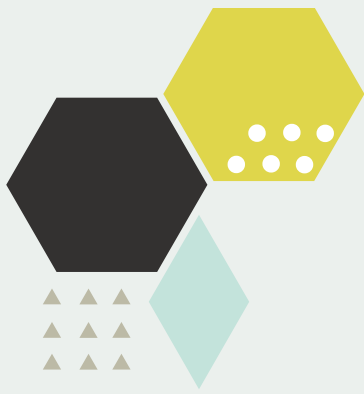
**Lylie Fillemon**

- Student: Bachelor of Education;
  - High School Debate and Public Speaking Trainer;
  - Former Faculty Representative: UNAM Faculty of Education.
- WINNER: APLI KICKSTARTER AWARD 2019**



**Maria Panduleni Erika**

- Graduate: Bachelor of Town and Regional Planning
- Student: Bachelor of Quantity Surveying;
- Management Officer: Namibia Youth Coalition on Climate Change.



# 2019 Fellows Profiles



**Vilho Mukuve**

- Student: Bachelor of Education;
- SRC Chairperson: IUM Nkurenkuru Campus;
- Co-Founder: Kavango Youth Development Organisation

**WINNER: APLI COMMUNITY DEVELOPMENT AND IMPACT AWARD 2019**



**Naboth De Celestino**

- Student: Bachelor of Law;
- Faculty Representative: UNAM Faculty of Law;
- Founding Member: Kavango Debate Association.



**Omagano Hilma Nampweya**

- Student: Bachelor of Education;
- Founder: Namibia Allied Youth Organization (NAYO)



**Paulus Amuthenu**

- Student: Bachelor of Commerce in Chartered Accountancy;
- Co-Founder & Tutor: Friends of Education.



**Victorina Amunime**

- Student: Bachelor of Nursing Science;
- Founder: VicHealth;
- SRC Finance, Welwitschia University.

## INTRODUCTION

The Fellows' impact segment aims to highlight the impact that the Fellows have had in different sectors within the country, their response to social and economic challenges experienced in Namibia, and their geographical reach in addressing difficulties experienced by Namibians. Furthermore this chapter will draw attention to the Fellows' impact, particularly among marginalized, disadvantaged and vulnerable groups. Assessing the impact of Fellows enables for better planning, interventions, fundraising, and creating a platform to ask "Have the Fellows hit the mark through their projects, and have they added value to their communities?"

## CHAPTER OBJECTIVES

- Assess the impact that Fellows have had since joining the APLI Fellowship program within their communities and the country at large;
- Measure the reach of their projects specifically within regions, informal settlements, rural areas and geographically disadvantaged locations;
- Highlight the total value of the Fellows projects;
- Highlight the personal growth and development of the Fellows, and the Fellows' skills and abilities in areas of empowerment, engagement and making connections.

## STUDY DESIGN

The study design for the impact report was a systematic review. This design was chosen to best measure the impact of the projects through qualitative and quantitative means. Given that the projects had clear goals, targets, and beneficiaries, a systematic review best extrapolated the needed data and offered flexibility to ensure all variables of impact were captured for accurate and consistent measurement of change.

## APLI FELLOWS' IMPACT

Since the beginning of the APLI Fellowship program, the Fellows have developed and implemented life-changing projects that have responded to a plethora of issues encountered by Namibian communities. The projects extend across key areas of investment, growth and social change that are at the heart of the Namibian nation.

Below is a closer look into the impact that Fellows have had across 6 areas of social and economic development:

### EDUCATION

Paulus has reached over 28 school learner pupils from the Khomas region through an after school tutoring programs aimed at improving the pass rate, learning outcomes and knowledge gain of learners within high failure-rate subjects. The Kavango East and West regions have been hard hit by adolescent girls dropping out of school due to various reasons which include teenage pregnancy and poverty rates. In Kavango West, Vilho reached 455 adolescent girls and 390 adolescent boys from disadvantaged backgrounds with career guidance in 5 secondary schools through a guidance tour aimed at broadening pupils' knowledge of career options and fields of study. In addition, a total of 160 pupils were reached in Oshakati with motivational talks centered on identity, goal setting and life after school by Hilma. Collectively, all these initiatives have impacted:



484 Adolescent boys



551 adolescent girls

8 Schools



## YOUTH EMPOWERMENT

Youth empowerment is a catalyst for change. To invest in youth is to invest in the future. Fellows made innovative strides to empower youth in rural and urban areas. A total of 35 aspiring debaters were equipped with debating, public speaking, critical thinking and social action skills through debate trainings held by Lylie and Naboth through their projects in the Kavango and Khomas regions. In addition, in an effort to empower the boy-child, 10 adolescent boys from informal settlements, orphanages and single parent homes were mentored in personal development, emotional intelligence, and career guidance and as well offered academic guidance by Lowbousky.

## CAPACITY BUILDING

With the world moving towards the Forth Industrial Revolution, Namibia will need to make investments today to ensure that the youth are prepared. In addition, it is crucial to narrow the technology divide which exists especially between rural and urban communities. One such investment is an Information Communication Technology (ICT) training centre initiative by Immanuel within the Ompundja constituency. The trainings target youth in schools, community members, and out of school youth with basic ICT training. The centre has acquired computer terminals for the school Vertical Digging System, raised N\$29000 and has equipped a total of 12 community members with ICT facilitation skills, with the aim for the trained members to facilitate the ICT trainings at the centre upon launch.







#### PHILANTHROPIC & NON-PROFIT WORK

Through a philanthropic initiative by Likius targeting the informal settlements within the Khomas region, a total of 179 individuals (comprising of 52 families, 87 women, 45 men and 47 children), received over 1000 household items, including clothing, shoes and blankets. The initiative was aimed at assisting families to manage the harsh winter season experienced in the country.

Djeimo's philanthropic work focused on raising funds and cancer awareness interventions in Windhoek. He raised N\$5900 through fundraising initiatives involving community outreach and school based activities. All proceeds were donated to the Cancer Association Of Namibia. The donations are an investment in cancer awareness, early testing, and supporting the work at Children with Cancer (CHICA), an interim home for children fighting cancer.

#### HEALTH AND WELL-BEING

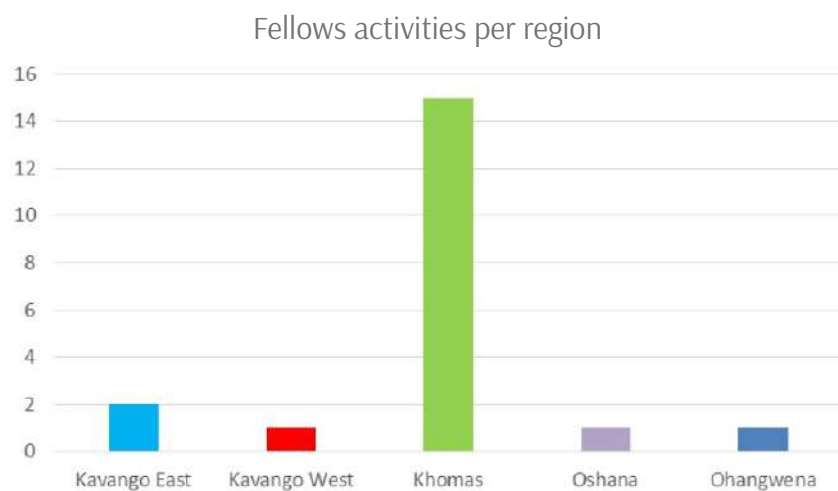
Through a community health nutrition project, Victorina identified over 30 households living in informal settlements with low or no income. The project provided health assessments, health education and donations. The project has provided 70 women and children, and 40 men with clothing donations valued at an estimated N\$7000. Additionally, 5 cases were referred to relevant institutions for socio-economic and psycho-social support.

#### CLIMATE ACTION

Maria initiated platforms where youth have developed sustainable solutions on issues within society. A total of 44 youths were trained through situational role play on the effects of climate change, the actions needed to mitigate climate change within Namibia, and the role of youth in the climate change response in the country and the continent at large.



## FELLOWS GEOGRAPHICAL IMPACT



## PARTNERSHIPS AND COLLABORATIONS



## IMPACT OF PROJECTS TO GLOBAL GOALS

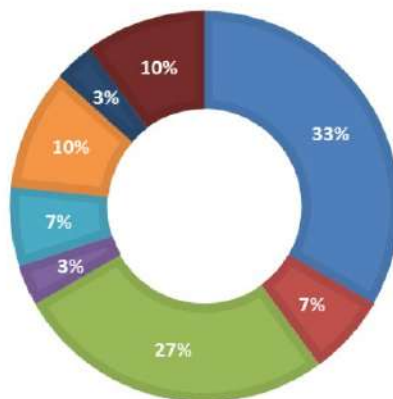
The Fellows' projects contributed mainly to 5 global goals, and the impacted was geographically spread across over 5 regions in Namibia. They reached urban and rural communities through 17 youth-led initiatives focused on climate action, health and well-being, improving knowledge and skills of pupils, youth empowerment, skills development and gender specific interventions.



## FELLOW'S GROWTH AND DEVELOPMENT IMPACT

### AREAS OF SELF DEVELOPMENT

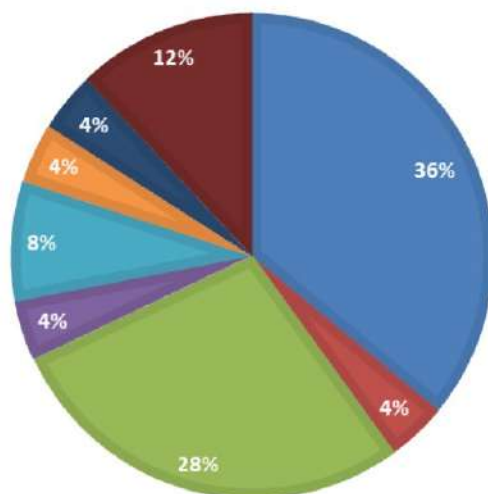
Academics Public Speaking Develop new skills Networking Skills  
Leadership skills Financial Management Time management Career Development



The APLI Fellowship has facilitated continuing personal development, which is a deliberate and direct realization of APLI's mandate to connect greatness within the Fellows. Over 11 areas of key personal development were identified by Fellows through the personal development self-assessments.

### NUMBER OF FELLOW WHO ACHIEVED SET GOALS

Academics Public Speaking Self-development Networking Skills  
Leadership skills Financial Management Time management Career Development



In the above-cited areas of personal development, Fellows have been able to indicate the following growth and/or improvements over a period of 8 months of the Fellowship program. The growth can be attributed to Fellow trainings, mentorship, development opportunities, and one-on-one coaching sessions.



## FELLOWS' ACHIEVEMENTS

Likius Hashikutuva



### "Prioritizing communities most in need"

With a passion for philanthropic work, Likius has gone on to address communities' needs, and reached those who are most vulnerable. He has shown initiative, leadership and growth. That leadership and forward-thinking has resulted in his participation in the Student Representative Council 2019 elections at the University of Namibia in the Community Development and Gender portfolio.

Beatha lileka



### "Empowering the youth"

Beatha is a Fellow with a passion for community development, education and youth empowerment. She epitomizes growth and engagement. Beatha has achieved great milestones including being selected to represent Namibia in a regional students conference around Sexual Reproductive Health Rights (SRHR) in Zambia, and graduating with a gold merit from the Youth Leadership Development Program under the National Youth Council.

Naboth De Celestino



### "Speaking for the voiceless"

Naboth has made great strides in leadership. He is currently serving the student populous and using his passion and skill for public speaking as the Law Faculty Representative 2020. Lastly, he has participated in the Student representative counsel elections for the University of Namibia 2019 in the Academic Affairs portfolio.

Fillemon Shatipamba



### "Cultivating sustainable agriculture"

A young, passionate, game-changing agricultural entrepreneur, Fillemon's work around food security embodies the principles of the Fellowship program by being innovative and solution-oriented. Fillemon has obtained 40 hectares of land in Ohangwena region for the community agricultural project and he has further solidified his knowledge on business and entrepreneurship at the YALI Regional Leadership Centre training in Johannesburg, South Africa.



## FELLOWS' ACHIEVEMENTS

Hilma Omagano Nampweya



### "Investing in girls and young women"

A passionate education student with a heart for education, adolescent girls, and women empowerment, Omagano has displayed this passion by being selected to represent the African Youth and Adolescents Network (AfriYAN Namibia) at the Youth Indaba conference held in Pretoria.

Djeimo Mwanyekele



### "Moving towards quality healthcare"

Djeimo is a medical student with a personal passion for cancer awareness, and working toward improved service provision and treatment of cancer within the health sector of Namibia. He has achieved great work as an ambassador for the YouthQuake initiative organized by the Namibia Media trust aimed at engaging and empowering youth with skills and knowledge around topical issues and opportunities.

Lylie Fillemon



### "Ensuring quality education"

Lylie has a zeal for reaching adolescents in school with extracurricular activities as a crucial investment to their development and growth into active members of society. She has made great breakthroughs in advocating for adolescents and students as a student leader at the University of Namibia Housing Committee, and by being selected to participate in the Teacher Education Indaba held by the University of Namibia.

Linda Nakashololo



### "Providing learning opportunities for all"

A Fellow with a heart for equity within education and creating learning opportunities for all persons, Linda greatly embodies the ethos of servitude. She has been able to achieve this as a board member of the Hatika Adult Education Centre. The centre focuses on providing learning through basic skills development for adults within the informal settlements.

## FELLOWS' ACHIEVEMENTS

Immanuel Tuyapeni



### "Imparting ICT skills in rural communities"

An ICT guru employed by one of the largest technological companies, Immanuel is working to ensure that the rural community in Ompundja has access to basic ICT training. In an effort to bring quality service to communities he has managed to raise a total of N\$29 000.00 towards the ICT training, and has partnered with an American company to facilitate computer exchanges for the ICT training.

Lamek Ndjaba



### "Breaking barriers through music"

An entrepreneur ensuring quality services provision within the informal settlements and a talented musician using the art of music to inspire and empower the youth, Lamek has gone on to successfully produce and release an album titled Ohole. The album tells a strong message of hope, hard work and encouragement to live for what life has to offer.

# CHAPTER 5: SHARING THE DREAM – PARTNERSHIPS

The role of the private sector and development partners in contributing to the socio-economic advancement of a country cannot be overlooked. Thus, sharing the APLI dream with stakeholders who can add value to our work is a key priority. The partnerships we have forged have allowed us to work with companies and individuals alike in order to achieve common objectives, add cumulative value, and amplify our efforts. This section will highlight and appreciate our sponsors and partners for their financial and in-kind contributions that enable our work at APLI.

## COMPANIES

### Embassy of the United States of America in Namibia

Sponsorship value: N\$ 250 310.00



The US Embassy is the largest financial sponsor to APLI, having sponsored over N\$250 000.00 in two years. Two APLI Executive members are Alumni of the prestigious Mandela Washington Fellowship and one Executive is an alumni of the YALI Regional Leadership Center. It is this collaborative effort among alumni of the State Department programs which is appreciated and encouraged by the US Embassy.

In 2018 when APLI started, we received our first grant from the US Embassy as part of the YALI Alumni Engagement Program. This grant amounted to US\$ 7 500.00 which was converted in N\$ 97 500.00 at the time of disbursement. This grant was used to implement the APLI Fellowship in 2019. The grant was used for paying for programmatic materials, meals, and accommodation costs for all three residential programs.

In 2019, the US Embassy published an open call for Namibians institutions to submit proposals for funding as part of the Public Diplomacy Small Grants Program. APLI submitted our application for funding specifically for the 2020 Fellowship Program. Over 100 Namibian institutions applied, and APLI was one of the 5 projects which were selected. APLI was awarded a grant of US\$ 10 915.00, which was equivalent to N\$152 810.00 at the time of disbursement. This grant will enable the implementation of the APLI Fellowship Program in 2020, ultimately increasing our reach and impact.

When asked why they decided to sponsor APLI, the US Embassy said: “Upon their return from the MWF program in the United States of America, Sem Utoni and Gerrit Keyter presented the APLI proposal which the Embassy funded through the 2018 Public Affairs Implementation Plan for YALI Alumni Engagement. What impressed us about the proposal was APLI’s goal to establish platforms and spaces for youth, to create understanding, share knowledge and develop skills required for everyday life.”

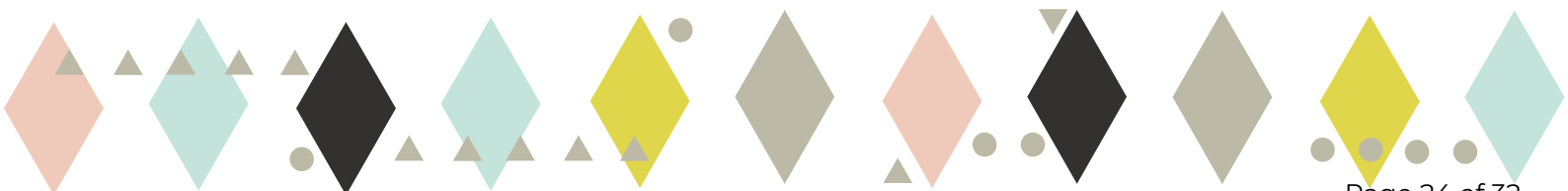
### U.S. Department of State through the Mandela Washington Fellowship

Sponsorship value: N\$ 65 027.84

As alumni of the Mandela Washington Fellowship (MWF), two APLI Executives ( ) had a unique opportunity to apply for numerous funding opportunities. In 2019 APLI received two grants from the U.S. State Department through the Mandela Washington Fellowship for approximately N\$ 65 027.84.



In January 2019 Sem Mandela Utoni and Luleka Mkuzo applied for and received the Collaboration Fund Grant. The grant is designed to provide financial support to MWF Fellows and Alumni in order for them to collaborate and add value to each other’s’ projects. Luleka is a MWF Fellow from South Africa who was placed at the University of Minnesota with Sem during their Fellowship. The grant was valued at N\$ 7000.00 and it supported Luleka’s travel, accommodation and living costs in Namibia from 16 - 22 January 2019. Luleka attended the First Residential Program of the APLI Fellowship in Windhoek, Namibia, where she delivered extensive training on community engagement methodologies, approaches and relevance. Luleka also provided one-on-one community engagement mentoring to all the APLI Fellows.





In June 2019 Gerrit Keyter and Marjorie (Maggie) Cross applied for and received the Reciprocal Exchange Grant. The grant is designed to provide financial support to MWF Fellowship Alumni to collaborate with American professionals that they met during their MWF experience. Maggie is the Director of Student Engagement & Activities and the MWF Administrative Director at Wagner College in New York City, which is where Gerrit was placed for his Fellowship. The grant was valued at US\$ 4 463.68 which was equivalent to N\$ 58 027.84 at the time of disbursement. The grant was used cover Maggie's travel to and from Namibia, accommodation, programmatic materials and living expenses in Namibia. Maggie travelled to Keetmanshoop, Namibia to attend the Second Residential Program of the APLI Fellowship from 20 -27 June 2019 where she delivered training on Strengths Finding, Intergroup Dynamics, Conflict Resolution, and Social Change Model for Leadership. This is in addition to providing one-on-one strengths coaching to the APLI Fellows.

#### Coca-Cola Namibia Bottling Company (CCNBC)

Sponsorship value: N\$ 29 400.00



Coca-Cola Bottling Company Namibia (CCNBC) has developed and maintained supporting social development causes in Namibia, so they were one of the first sponsors we considered while brainstorming possible partners and sponsors who align with our values. We pitched APLI to CCNBC and how we envision their involvement. CCNBC believed in the vision for APLI and agreed to come on board as an APLI sponsor.

From 2018–2019 CCNBC provided refreshments for all APLI events. These refreshments were valued at approximately N\$ 14 400.00. In addition, CCNBC also sponsored a cash amount of N\$ 10 000.00 which was mainly used to purchase program merchandise. Finally, CCNBC also sponsored 50 t-shirts to the APLI Executive Team and Fellows valued at N\$ 5000.00. The total value of CCNBC sponsorship to APLI for 2018-2019 is approximately N\$ 29 400.00

On their reason for supporting APLI, CCNBC said “It has been an honor to partner with APLI for the past 2 years, not only because of their professional conduct and their burning desire to educate and mold leaders of tomorrow, but it is also our ambition to better Namibia and Africa at large through initiatives like APLI. That we have proven through our many other commitments where we partner with Namibian Youth as to give them the opportunity to continually improve themselves and ultimately their communities. CCBA Namibia wish APLI well and we are proud of the work they do.”

#### Grans Investments

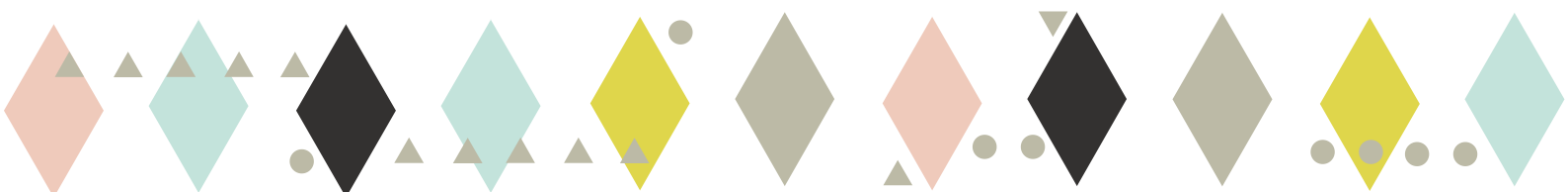
Sponsorship value: N\$ 22 000.00



As one of the best developers of websites that the we have come across, we decided to approach Grans to inquire how much it would cost to them to develop, host and maintain the APLI website. The Grans Team was impressed by APLI and its vision for change and influence in the community, and they decided to sponsor their services to APLI in support of youth development in Namibia. The Grans Team developed the APLI website and ensured that it has a great balance between our youthfulness, vibrancy and the main message of our organization.

From the APLI launch in September 2018 to December 2019, Grans sponsored IT and web services to APLI worth approximately N\$ 22 000.00. These services are specifically domain registration and hosting; website development and maintenance; consulting; call-outs and overall web support.

Regarding their intention for supporting APLI, Grans echoed that: “We have chosen to sponsor APLI not only because it was the first of its kind, but because it was led by exemplary men & woman who have put the time in. Grans will continue to show its supporting hand as the Initiative empowers the future leaders and in-turn, the community.”



## Stratton Corporate Group

Sponsorship value: N\$ 11 000.00



Some of the APLI Executives had worked with Stratton Corporate Group on projects in the past and we were impressed with their creativity, excellence and efficiency. Because of these positive experiences, the APLI Team approached Stratton Corporate Group to sponsor APLI's design and graphic services. The Stratton Corporate Group agreed immediately and from 2018 – 2019, they provided design and graphic services which included designing the logo, social media posts and various creative content valued at N\$11 000.00.

Stratton Corporate Group is a proud supporter of the African Pathfinder Leaders Initiative (APLI). Stratton believes that leadership is key in redesigning the blueprint of the future, by giving young leaders the opportunity to transform and influence their communities, this is a vision that APLI holds firmly.

## Christian Stiebahl Photography

Sponsorship value: N\$ 8000.00



In 2017 Christian Stiebahl Photography put a call on social media offering pro-bono photography services to any NGO that is making a difference, and is in need of quality photography services. Though APLI was still in the ideation phase, we still reached out to Christian Stiebahl Photography on this offer. We had a successful Skype meeting where we presented the vision and approach of APLI. Since our inception, Christian Stiebahl Photography has provided pro-bono photography services at the value of N\$ 8000.00.

Christian Stiebahl Photography explains the decision to sponsor APLI: "I decided to support APLI because I'm in full support of their aims, developing the potential of young Namibians, enabling them to receive mentorship and connect with people who can help them in their professional and personal growth. Namibia needs young people to succeed in the future, and empowering the young generation is one of the most important tasks on the way to a prosperous nation with opportunities for all. APLI is making an important contribution to this, and I am more than happy to support this with my modest contribution."

## United States Mission to the African Union (US-AU)

Sponsorship value: N\$ 4200.00



In 2018, US Mission to the African Union selected Sem Mandela Utoni as a Mandela Washington Fellowship. At that time, he was working at the African Union. During his interview for the Fellowship, he started APLI upon his return. At this early stage, the US Mission to the AU became familiar with and a proponent of APLI. Upon his return from the US, Sem reached out to the Mission for support. The Mission decided to sponsor what they could in support of the work of APLI. The Mission sponsored a grant of US\$ 300.00 which was equivalent to N\$ 4200.00 at the time of disbursement.

This grant was utilized for two purposes. First, it was used to settle a few expenses from the 2019 Fellowship program. Second, part of the grant was also used to fund and pilot the APLI Fellowship Program at Winnie Du Plessis Secondary School in Gobabis, Omaheke Region on 19 October 2019.

On their reason for supporting APLI, the US Mission to the AU said: "The U.S. Mission to the African Union is investing in Africa's future directly by helping develop Africa's future leaders. The African Pathfinder Leaders Initiative – APLI – is the brainchild of Sem Mandela Utoni, a dynamic alumnus of the Young African Leaders Initiative Mandela Washington Fellowship. APLI is an innovative program that seeks to identify and develop young Namibians by providing leadership and mentorship opportunities. Mr. Mandela is using the lessons he learned during his YALI experience to inform the program he has developed for APLI, to great effect. We are proud to support Mr. Mandela and APLI to develop Africa's bright future."



## Shoprite Group of Companies Namibia

Sponsorship value: N\$3000.00

# SHOPRITE

During the first quarter of 2019, APLI received overwhelming media coverage about the great work and accomplishments of the APLI Fellowship Program. The Shoprite Group of companies was deeply impressed with the manner in which execute our mandate and our overall impact in the community. As a result, they decided to sponsor food items for second and third APLI Residential Trainings in June and December 2019 worth approximately N\$ 3000.00.

## Individuals and Corporate Trainers

Collective sponsorship value: N\$ 200 364.90

We have been fortunate to form formidable partnerships with industry experts and young professionals in order to facilitate skills transfer between these professionals and APLI Fellows. We are not subject experts in many of the areas of our curriculum, so we rely on professionals who graciously volunteer their time, skills and expertise to give back into the community through APLI.

These professionals are equally passionate about the work we do in youth development. As part of our efforts to expose the Fellows to knowledge, experiences and visions beyond the Namibian border, this year we had three international speakers from South Africa, United States of America and United Kingdom. We want to specifically highlight and appreciate Kafui Brese from United Kingdom who used his personal finances to travel to Namibia to add value to our work at APLI.

Collectively, the speakers below delivered sessions and materials worth approximately N\$ 200 364.90. We thank them for their invaluable contributions to the cause.

The trainers and speakers for the 2019 APLI Fellowship Program are:

Afra Schimming-Chase  
Nyeuvo Amukushu  
Arun Sharma  
Maria Immanuel  
Gerrit Keyter  
Sepiso Mwangi  
Joel Eelu

Luleka Mkuzo (South Africa)  
Mberiuka Mauha  
Marjorie Cross (USA)  
Nangula Kauluma  
Uajorokisa Akwenye  
Joseph Mukwenda  
Jesaya Hano-Oshike

Anel van der Vyver  
Dololo Namibia  
Gotlieb Nakuumba  
Hilja Eelu  
IJG Namibia  
Jeremiah Nghiwanwa  
Loide Uushona

Kafui Brese (UK)  
Seno Namwandi  
Sem Mandela Uutoni  
Sigfried Lange  
V5 Digital  
Rochelle Neidel





# CHAPTER 6: MEDIA COVERAGE

The media has been an incredible stakeholder for APLI. Having started featuring us just before the launch, the media has enabled us to reach a larger platform in sharing the APLI dream of youth empowerment.

We would specifically would like to thank the Namibian Broadcasting Corporation, who took time to listen to us and air APLI's dream before the launch on their morning breakfast show - Good Morning Namibia. NBC continues to televise APLI's events such as Africa Youth Day.

We further extend our appreciation to the print media, specifically The Namibian Newspaper (Youth paper segment) for profiling our Fellows in addition to the numerous articles published. Similarly, we appreciate other newspapers including New Era Namibia, Namibian Sun Newspaper and Namibia Media Holdings Publications (specifically Republikein Newspaper and Namibian Sun) for covering our Fellowship events, birthday celebrations and being a voice to the entire country when we put out the call for 2020 Fellowship applications.

We also recognize the invaluable opportunity to have our Founder & Executive Director, Sem Mandela Utoni, profiled in the Who's Who Namibia Magazine as well as Namibia Media Holdings Publications for putting our Director of Programs, Hilja Eelu, and our Director of Talent and Development Gerrit Keyter on a canvas. Also, we would like to thank the Namibia Institute of Democracy for featuring APLI in their important publication, "A Guide to Civil Society in Namibia".

On the radio, we acknowledge Touch FM who has been a consistent partner. Social Media has certainly been a great tool in mobilizing support for the APLI programs. A year and a few months after the launch, APLI currently boasts 1282 followers on Facebook, 912 on LinkedIn, 556 on Twitter and 431 on Instagram.

All the social media posts, shares and reposts have not gone unnoticed, and we would like to thank all of our social media followers for the support.

They say only the relevant get their stories shared, we are grateful to have met media personnel's standards of interest. We look forward to working together and shaping the Namibian youth into an ideal child fully equipped to lead an army of change makers starting in Namibia and extending across the world.



# CHAPTER 7: FINANCIAL OVERVIEW

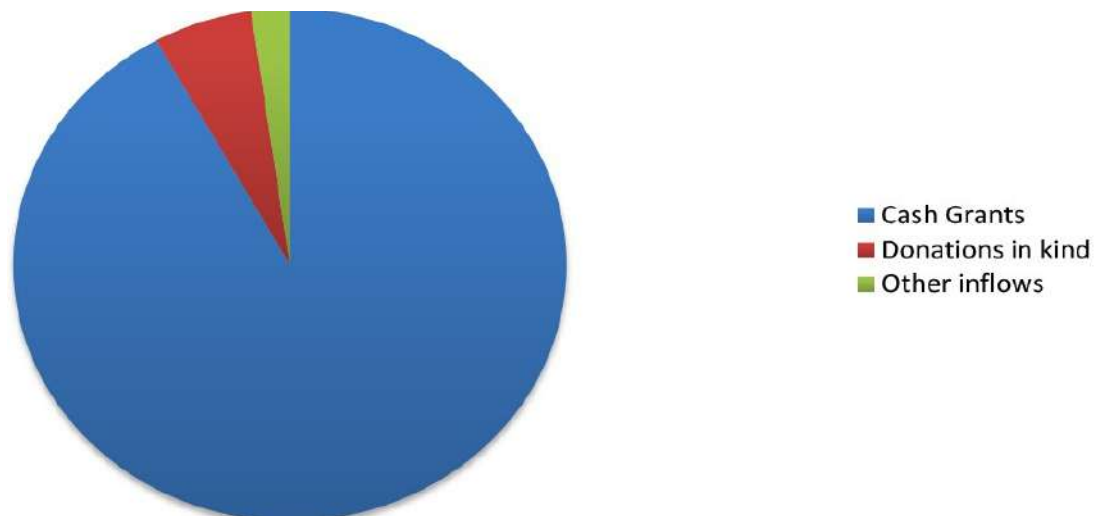
“In order to say yes to your priorities, you will have to say no to something else” - Unknown

APLI's stance on the use of resources at our disposal is always that less should be used to achieve great impact. Being a highly grant reliant organization, the 2019 activities were significantly funded by grants and in kind contributions by our partners who are our “comrade-in-arms in our ideal youth dream.

This section of the report provides a snapshot into our finances - answering how much was received, what it was used for and what is remaining.

APLI's financial year-end is 28 February every year, but for the presentation of inflows and expenses since the launch are consolidated to give a more complete picture and uniformity.

For 2019, inflows received by APLI as recognizable cash and cash equivalents stood at N\$303 321 at the end of December 2019, with cash grants being the significant 91%, followed by donations in kind 6%, and inflows such, including as t-shirt sales at 2%. On to expenses, N\$139 246 was spent during 2019.

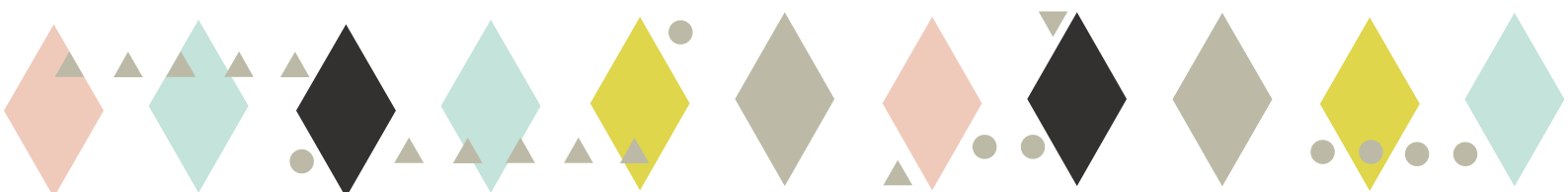


Reflecting on the responsible allocation of funds, the fellowship programme is our primary and key activity, and 80% (N\$111 144) was dedicated to this course and enable the three successful residential programmes and the graduation.

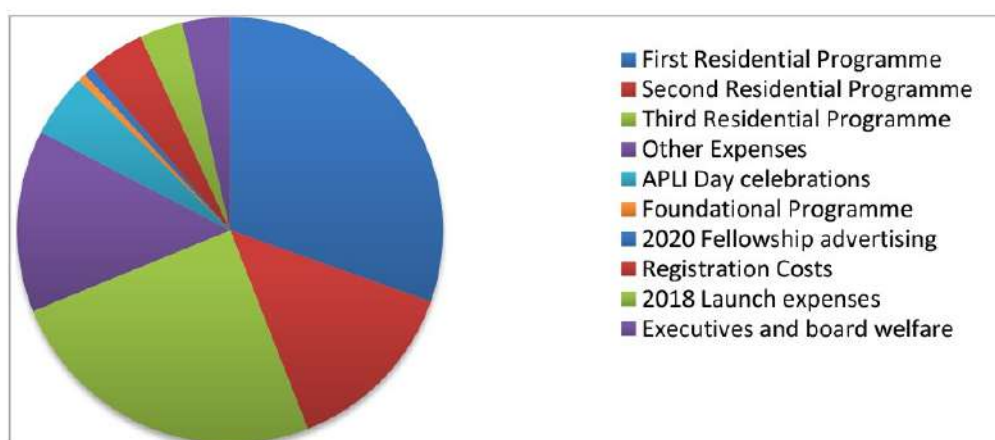
Other expenses that were included in this year's expenses that came incidentally include the launch of the foundation programme, and the APLI day celebrations. All other expenses were expended as per the budgets presented with grant applications.

Taking into account that the executive team and the board of directors are not remunerated to keep the youth development dream going, N\$5 314 was spent on the fellows, executive team and the board of director's member's welfare.

Largely included in this amount are gifts extended for significant milestones and that is reflective of the APLI's values, such as attaining academic qualifications, support of fellows initiatives, and day to day expenses that allows the teams to function with ease.



## A snapshot of APLI's expenditure



Other expenses include - registration expenses, 2020 fellowship applications and interview expenses, APLI day celebrations and the foundation programme expenses.

## Financial Statements Extract - For the financial year ended 2019 and 2020 (estimates):

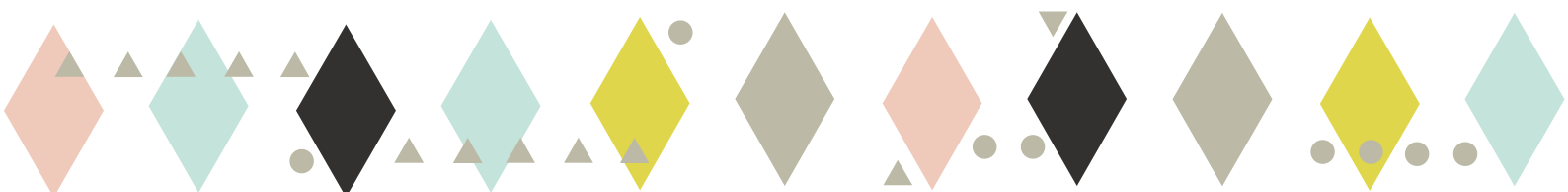
Grants/ Sales Revenue	2020	2019	Total
Cash Grants	169,409	107,500	276,909
Donations in kind	13,272	4,128	17,400
Other inflows	6,752	-	6,752
<b>Expenses</b>	<b>2020</b>	<b>2019</b>	<b>Total</b>
First Residential Programme	-	49,140	49,140
Second Residential Programme	22,005	-	22,005
Third Residential Programme	40,000	-	40,000
Other Expenses	15,443	6,814	22,257
Executives and board welfare	5,494	350	5,844
<b>Total Surplus/(deficit)</b>	<b>93,308</b>	<b>48,510</b>	<b>141,818</b>

To remain as such, the executive team will continually explore funding options to ensure the sustainability and longevity of the organization.

We have already started with such mechanisms, having managed to cut residential programme expenses by almost 40%, through accepting donations in kind and exploiting avenues provided by the state and regions for youth development.

Additionally, APLI as a brand has merchandise - momentarily only T-Shirts, however will be expanded in the following financial years as a drive off from being too grant reliant.

On that note, Franklin Roosevelt said, "we cannot always build the future for our youth, but we can build our youth for the future".





# CHAPTER 8: CREATING THE FUTURE

True of every long term-initiative that people choose to be aligned to is a strong conviction that what is believed in will continue to be relevant in the long run.

While constantly adjusting our relevance, the picture set before us at APLI is that of grooming generations of empowered people - capacitated with all the needed skill-set and ability to run businesses, holding important leadership positions and being involved in the communities they live in.

The trinity of our priority spheres (leadership, entrepreneurship and social development) present onto APLI a great responsibility - from the executive director's role, through to talent and development, the programmes we offer and the allocation of resources - will all be harmonized to ensure that we create this future and generation that we want.

Spelled out in the problem statement and our vision - we believe, that all responsible knowledgeable should contribute to this course.

The bible says, teach children in the way they should go and they will never depart from it. The greatest gift of teaching and skills impartation will continue to be our lifeblood - in building a complete bloodline of APLI fellows able and capable of directing entities and being a voice of quality leadership.

It goes without saying, the future belongs to those who prepare for it.

APLI will continue to engage, connect and empower with like minded individuals - with new developments in programmes as the need arise, publications, public engagement and every effective method that we will see fit to ensure that the youth is fully armored and ready to build a sustainable Namibia.

Also, APLI will continue to align all offerings with the national and international agenda, and ensure we do not chunk out misfits, but fitting turns to ensure the development agenda's run as they ought to.

The impact of failure to deliver the above would be catastrophic and the executive team will ensure, through the assistance of our stakeholders that this never happens.

Until then, APLI will continue to draw paths, out of the villages, forgotten towns, abandoned identities, broken dreams and frustrated set ups to the greater runway to a lift off to a greatly equipped Namibian youth.

While conclusions are hard to reach on a subject closest to our hearts, we at APLI are open, always ready to engage further on how we plan create this future.

Finally, APLI's light is shining – let's all run with it.





# HOW CAN YOU GET INVOLVED?

## CORPORATE ORGANIZATIONS / BUSINESSES

If your organization is looking for a high impact, accountable and results-driven NGO to fund through your Corporate Social Responsibility, then APLI is the initiative for you!

For this contact, [sem@apli-nam.org](mailto:sem@apli-nam.org), we will make send a proposal on how you can add value to APLI and how we can advance your business's ethos.

## INDUSTRY PROFESSIONALS

We are always looking for subject experts to deliver sessions or young professional to connect to our current and previous Fellows.

If you are interested in this, email [gerrit@apli-nam.org](mailto:gerrit@apli-nam.org) and [hilja@apli-nam.org](mailto:hilja@apli-nam.org)

## HIGH SCHOOLS & JUNIOR COUNCILS

We have developed a relevant and exciting leadership training for High School LRC's and Junior Town Councilors. The training can delivered over a weekend or one full day.

If you are interested in this training, email: [Hilja@apli-nam.org](mailto:Hilja@apli-nam.org)

## OTHER AWESOME PEOPLE

Go to [www.apli-nam.org](http://www.apli-nam.org) and subscribe in order to receive emails on opportunities, such as application dates for the APLI Fellowship.

Also, follow our social media to stay updated for events and more opportunities to get involved and bring your awesomeness to APLI.

CONNECT. ENGAGE. EMPOWER.