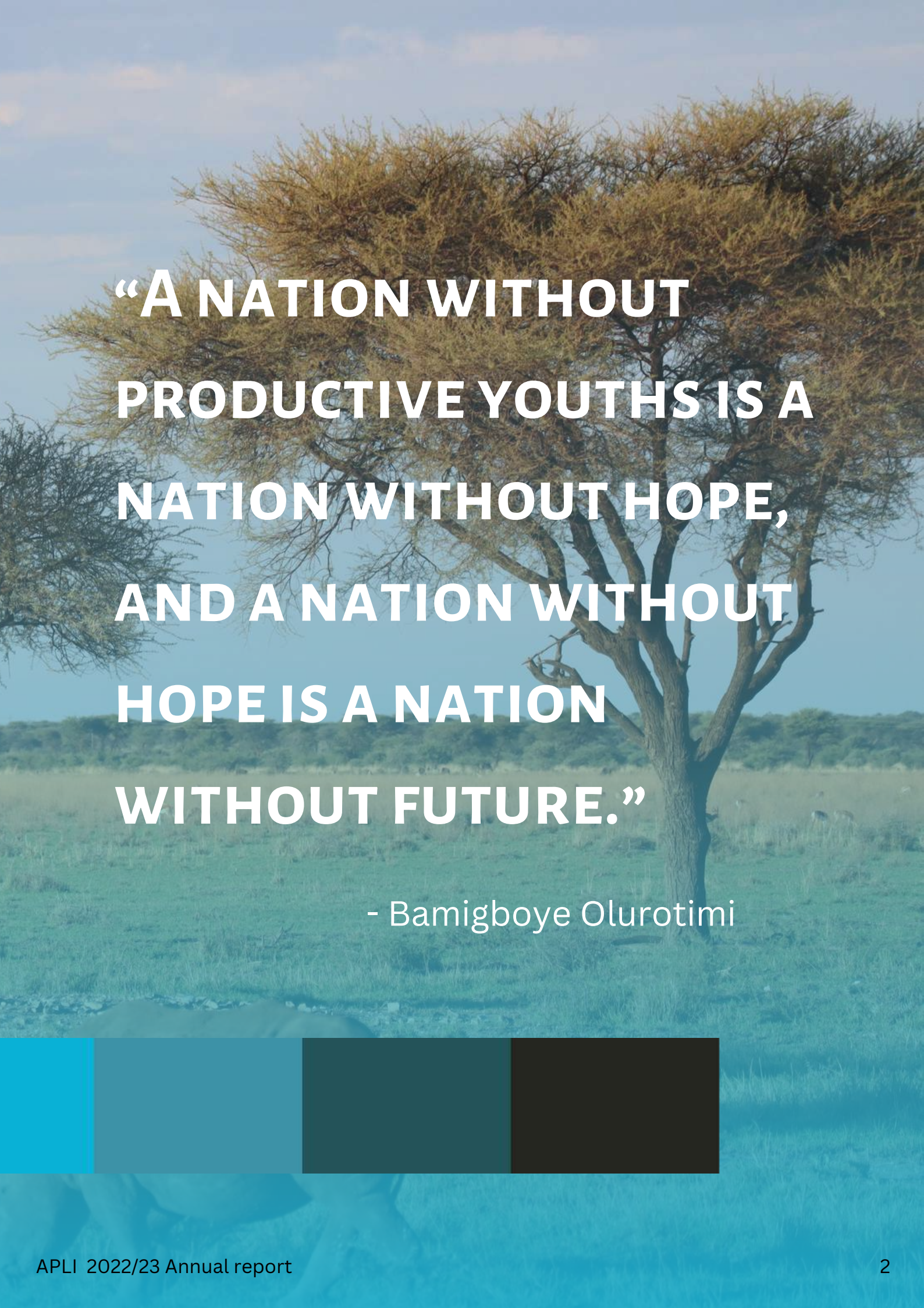


2022/23 Annual Report

Connecting Greatness





**“A NATION WITHOUT
PRODUCTIVE YOUTHS IS A
NATION WITHOUT HOPE,
AND A NATION WITHOUT
HOPE IS A NATION
WITHOUT FUTURE.”**

- Bamigboye Olurotimi

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1.

INTRODUCTION



MESSAGE FROM THE BOARD



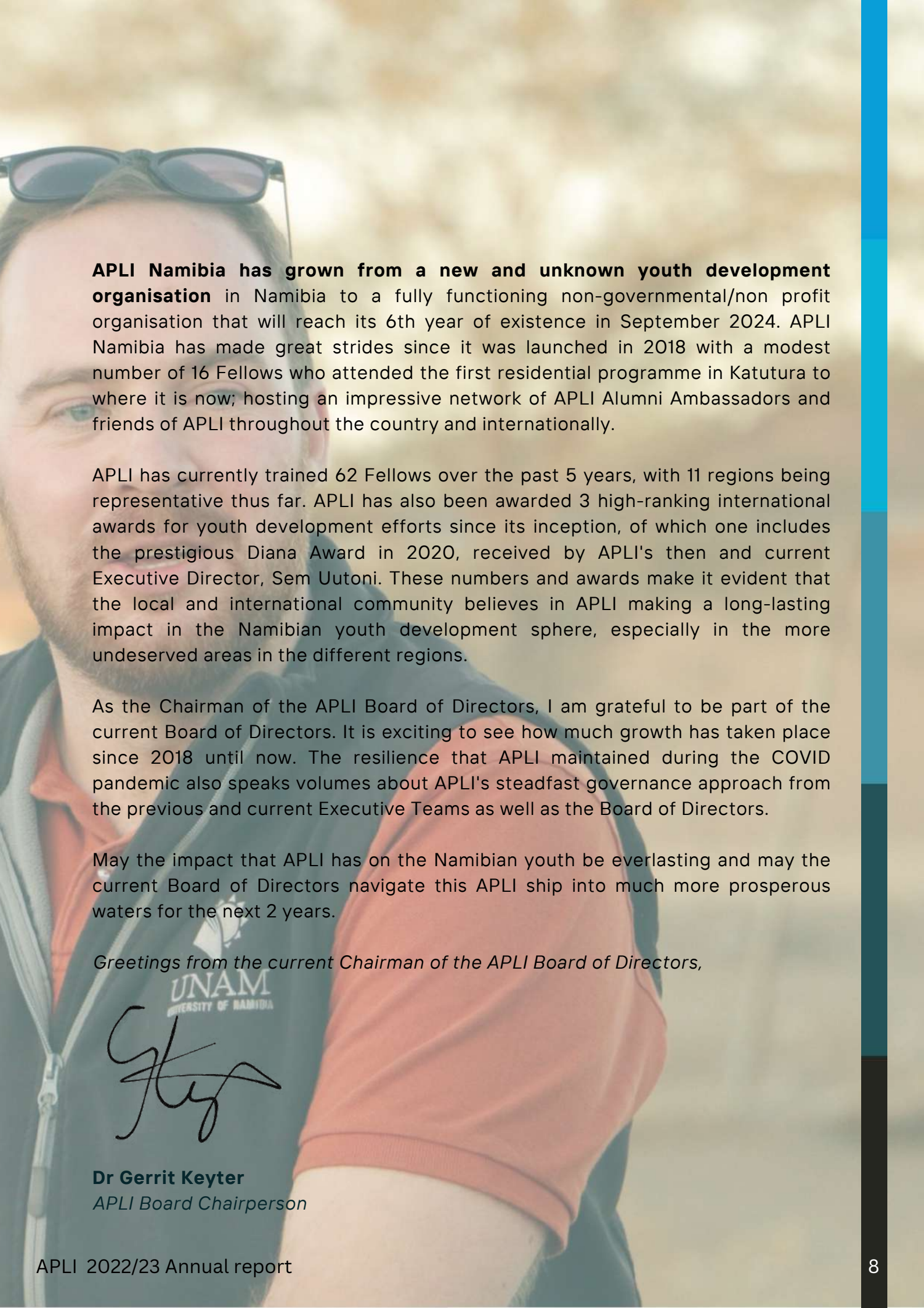
APLI truly encompasses a vibrant and exciting youth development sphere — a sphere that has an everlasting impact on each and every APLI fellow that is currently being trained, part of the Alumni Association or just a friend of APLI.



Dr. Gerrit Keyter



Connect with Gerrit
[@Gerrit Keyter](#)




APLI Namibia has grown from a new and unknown youth development organisation in Namibia to a fully functioning non-governmental/non profit organisation that will reach its 6th year of existence in September 2024. APLI Namibia has made great strides since it was launched in 2018 with a modest number of 16 Fellows who attended the first residential programme in Katutura to where it is now; hosting an impressive network of APLI Alumni Ambassadors and friends of APLI throughout the country and internationally.

APLI has currently trained 62 Fellows over the past 5 years, with 11 regions being representative thus far. APLI has also been awarded 3 high-ranking international awards for youth development efforts since its inception, of which one includes the prestigious Diana Award in 2020, received by APLI's then and current Executive Director, Sem Uutoni. These numbers and awards make it evident that the local and international community believes in APLI making a long-lasting impact in the Namibian youth development sphere, especially in the more undeserved areas in the different regions.

As the Chairman of the APLI Board of Directors, I am grateful to be part of the current Board of Directors. It is exciting to see how much growth has taken place since 2018 until now. The resilience that APLI maintained during the COVID pandemic also speaks volumes about APLI's steadfast governance approach from the previous and current Executive Teams as well as the Board of Directors.

May the impact that APLI has on the Namibian youth be everlasting and may the current Board of Directors navigate this APLI ship into much more prosperous waters for the next 2 years.

Greetings from the current Chairman of the APLI Board of Directors,



UNAM
UNIVERSITY OF NAMIBIA

Dr Gerrit Keyter
APLI Board Chairperson

MESSAGE FROM THE CO FOUNDERS



Since our establishment, we have watched with profound fulfilment as the many APLI Fellows led a long-lasting and well thought-out impact activities in their communities, starting and continuing important work of driving positive change across Namibia.



Hilja Uusiku & Sem Uutoni

connect with Hilja
@ Hilja Eelu

connect with Sem
@ Sem Mandela Uutoni

About 6 years ago, we were on a WhatsApp call, scratching our heads on how we can make a difference in the lives of Namibian youth. We asked ourselves: Considering the work they put in, why aren't young Namibians having the impact that they should? Why does there seem to be a gap between the work young Namibians are doing and what they can do? How can we set youth up for success, in their personal and professional lives? How can we pay forward the numerous youth development opportunities we have been beneficiaries of?

These questions plagued our minds as the days went on. The genesis of APLI was ultimately completed at a brainstorming session in 2018. More than an NGO, we set out to create a life-changing community of future leaders, entrepreneurs and community developers!

Statistics indicate that over 70% of Namibia's population are youth, and it is important, now, more than ever, that there are intentional investments in youth programmes, led by and for young people to drive sustainable change in the world. As APLI, we are privileged to contribute towards this mandate by equipping youth for exponential impact.

APLI has grown into something bigger than we imagined, and has gone on to transform the lives of thousands of youth for the better. As you read this report, we hope you are inspired and moved by our groundbreaking work!

We are proudly building on this outstanding legacy with the great support of our partners and stakeholders. In addition, we recognise the generosity of all our #FriendsofAPLI, graciously executing a personal version of corporate social responsibility in working with us.

As we look forward, we do so with excitement and anticipation of a bigger, better, and brighter future, powered, in part, by APLI's youth.

We hope you can join hands with us to pave the path to empowerment, resilience and development of youth.

Together we are unstoppable!

Two handwritten signatures in black ink. The first signature is 'Sem' and the second is 'Hilja'.

Sem and Hilja
APLI Co founders

A *PLI is one of a few, youth development organisation's, for Namibians by Namibians and for the youth, by the youth. APLI offers youth a distinctive opportunity for personal and professional development, as well as entrepreneurial success through our cutting-edge programmes.*

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



We are building a generation of young people that are better equipped to be effective in the aforementioned ways. In doing so, young people develop influence over time and find agency in their voice within the spaces they occupy and with the people they relate to.




Applying this theory of change, we are building generation of young leaders with integrity, who have the skills, networks and resources to unleash their potential and contribute to socio-economic development in their communities!



OUR TRUE NORTH



Nurturing leadership, personal development and social responsibility amongst youth



Supporting youth to start and scale robust, sustainable and profitable businesses and social enterprises;



Connecting youth to industry leaders, financiers and entrepreneurs for funding, mentorship and development opportunities

Building a community of likeminded peers and leaders, conscious of their role in building a better world and supporting each other in their work.

2.

PROGRAMMES



FEOLLOWSHIP PROGRAM

*Since 2019, we have seen
3 cohorts, resulting in 48
alumni engaged in various
projects and professions.*

The background of the page features a photograph of several young individuals, likely fellows, sitting around a table and working on papers. The image is partially obscured by semi-transparent text boxes. The text is white, providing high contrast against the darker background.

The APLI Fellowship Programme caters to young individuals eager to make a positive impact on their communities. Prospective participants are required to have a business, social enterprise, or an idea aimed at community development to qualify for the program.

Over the course of a year, the Fellowship equips its members with the essential skills, tools, and connections necessary to initiate or expand their ventures. This program offers a unique opportunity for both personal and professional advancement, with guidance from APLI's team and industry experts.

The Fellowship's primary objective is to bridge the gap between young individuals and the expertise or networks they lack, focusing on leadership, personal growth, entrepreneurship, and community development.

APLI's 3rd cohort of fellows has community projects, startups and ideas in areas such as Agriculture, Education, Finance, Sports, Health, Energy and Gender Equality.



Rakkel Teofilus

Mental Health Advocate, Auditor in Charge and Final Year Audit Trainee and the Founder of Chile Get Up.

Neza Cilunda

Education Enthusiast, Medical Student, Founder of Student Diary Hub and Career Master Podcast.

Nondumiso Ngwenya

Sustainable Development Champion, Social Work Student and Founder of Dev_Implement Society.

Thadeus Haingura

Farmer and Entrepreneur, Teacher and MBA Candidate, Owner of Green Yard Namibia.

Kondjashili Shaimemanya

Woodworker and Skateboarding Enthusiast. Director at United By Skateboarding Namibia at Coordinator and Deluded Bros Arthouse.

Johannes Shikongo

Youth Leader, Biochemist & Medical Student and the Founder of Kill Poverty The Dream Killer.

Gabes Nghipandwa

Clean Energy and Sustainability Enthusiast, Engineering Graduate

Kristine Shetunyenga

Advocate for Youth Empowerment. Member of the European Union Youth Sounding Board in Namibia. Accounting Student.



Dr. Rauha Uugwanga

Health, Nutrition and Community Development Advocate. Medical Intern and Owner of Maternal Hampers.

Olga Shavuka

Public Health Advocate, Research Laboratory Technologist and Master of Science Student.

Gideon Shilikomwenyo

Entrepreneur and Community Development Enthusiast.

Josua Tuutileni

Aspiring Farmer and Teacher.

Maria Lukas

Multipotentialite with a passion for agriculture, youth and community development.

Gennoh Ashipala

Boy child empowerment advocate, Aspiring Chartered Accountant, Founder of Boy Child Initiative.

Wilkka Iileka

Education Champion and Aspiring Teacher.

Tjino Tjipura

Education Advocate, Teacher and Founder of Edu Care.

Fred Manyando

Entrepreneur and Youth Leader. Geoscience Student.



2023 EXCELLENCE AWARDS



Nondumiso Ngwenya

Founder of Dev-Implement Society aimed at exploring the role of youth in reaching the SDGs
Community Development and Kickstarter Award



Tjino Tjipura

Founder of Educare Namibia aimed at providing students with career guidance and counselling.
Internal partnership Development Award



Neza Cilunda

Founder of Student Diary Hub aimed at educating high schoolers about careers and improving access to information.
Implementation and External Partnership Development Award



Rakkel Teofilus

Founder of Chile Get Up, a mental health Initiative in the Accounting space.
Iterative Initiative Award



Thadeus Haingura

Founder of Green Yard Agriculture, a farming enterprise employing over 30 Namibians.

Entrepreneurship Award



Fred Manyando

Founder of a Cash Loan Business in the Southern region of Namibia.

Entrepreneurship Award



Olga Shavuka

A public Health Advocate and Research Laboratory Technologist.

Personal Development Award



Kondjashili Shaimemanya

Woodworker and Skateboarding Enthusiast, Director at United By Skateboarding Namibia and Coordinator at Deluded Bros Arthouse.

Community Development and Innovation Award

ALUMNI ENGAGEMENT

At APLI, we believe *alumni involvement serves as a foundational element* of a thriving APLI community, facilitating enduring connections beyond graduation and enabling past fellows to maintain ties with the organization and connecting fellows from different cohorts with the aim that it may bare fruitful relationships.

We hosted two events “The Game Changers summit” and a meet and greet which best exemplifies this belief.

The Game Changers Summit

The event was aimed at upskilling our alumni on topics of goal setting, mental health, positioning oneself in the job market and breaking barriers among others. The event was based on the belief that it is crucial that we not only maintain a relationship with our alumni but also seek opportunities to upskill them with critical skills to grow their businesses, social enterprises as well as supporting them in their personal and professional development.



APLI meet and greet

Following the challenges posed by the Covid-19 pandemic, the event sought to reunite the fellows and reinforce the connections between APLI and the fellows, as well as among the fellows themselves.

The itinerary comprised outdoor pursuits like hiking, team-building exercises, and a mental health check-in session, highlighting the importance of taking a moment to assess our well-being and find a balance amidst our busy lives.



Justine has qualified as a chartered accountant and registered with the Institute of Chartered Accountants of Namibia (ICAN). She is a true trailblazer, having trailed through both her career and the APLI fellowship during the Covid pandemic. She has continued her journey of self-transformation after she graduated from the fellowship.

With a focus on her non-profit project for the widespread use of free, easy-to-understand and accessible financial education in Namibia, she has grown her influence and spread the value of the project to a national audience. Her YouTube channel, Financial Zula has reached over 20 thousand views, with continued engagement and growth.

She also spent a year being a columnist for a national financial newspaper The Brief, where she shared articles in pursuit of her financial education initiative.



Justine Domingues

Due to the exposure to other APLI fellows and the importance of integration, she has taken up a role as a board member of MUKWE OVCS, a community project founded by Aron Mundanya, one of her fellow Trailblazers. She has been actively involved in the projects initiated by the project and fulfilling her role on the board.

Vilho is a dedicated high school teacher who currently holds the position of secretary for the Namibian National Teachers' Union (NANTU) in his circuit. Additionally, he is the youngest board member of APLI.

His application to join APLI's board was driven by his strong desire to share his experiences and insights, which he gained while working with young people.

His role on the board has not only honed his skills but also enabled him to make significant contributions to the education community and develop strategic leadership abilities.



Vilho Mukuve

He is committed to leveraging his expertise to continue making a positive impact on education in Namibia.

Lylie has been a Geography Teacher at Oshela Secondary School in the Ohangwena region for four years.

As a former high school debater, she is dedicated to nurturing debate and public speaking skills among her learners, hence she coordinates debate activities, providing training to both teachers and student leaders.

Her efforts have resulted in her students' participation in national competitions. Additionally, she imparts essential leadership skills to school Leaders of Representative Councils (LRCs) and aims to extend this opportunity to other rural schools in her region.

Lylie is deeply committed to education and strives to empower her students and their communities.



Lylie Fillemon

By imparting skills beyond the standard curriculum, she prepares her students for life beyond the classroom and continues mentoring them even after graduating high school. To help her in her endeavour, she has decided to pursue a Master's in Educational Psychology.

Hilya is an Economist with a Bachelor's and Honors degrees in Economics and is currently pursuing a Master's in Applied Economics.

She is actively engaged in the CLE network, an African initiative advocating for financial inclusion among young people.

Hilya serves as an advisor to the Mukwe Orphan and Vulnerable Children project in the Kavango East region and has provided coaching to 10 SMEs, offering financial advisory services to 5 SMEs in the Ohangwena region.

She has sponsored 55 underprivileged children with school uniforms over the past 2 years. Furthermore, she is in the process of establishing the Young Namibian Economist Network.



Hilya Indongo

Hilya is driven by her desire to effect positive change within society. Her motivation lies in taking proactive steps to bring about the changes she wishes to see, rather than waiting for others to initiate them.



Hon. Emma Kantema-Goamas,
*Deputy Minister of Sport, Youth and
National Service, Namibia*



As a Ministry, we are pleased that the APLI initiative epitomizes the principles and aspiration of National Development Plan 5, our National Youth Policy and more broadly, the UN Sustainable Development Goals in increasing opportunities for young people. Being a changemaker comes with relentless sacrifices and consistent effort, initiatives such as APLI which invest in young people deserve appreciation and recognition."

On APLI's 4th birthday we hosted a celebratory event. This was a momentous event as we launched our website revamp. In an era where digital presence is paramount, it was crucial that we revamp our website in order to tell a compelling story of not only our work but that of the fellows and their impact in their communities. The new website offers a blend of a go to hub for all things APLI and a seamless navigation experience.



Go to Hub for all things APLI

The new Website offers a comprehensive resource centre where all stakeholders and interested parties can visit and learn about the work that APLI does. From the latest updates on APLI's initiatives and events to fellow and alumni profiles which tell us more about who our fellows are, the website serves as a gateway to the community which is APLI.



Seamless Navigation experience

The cornerstone of the revamp is the enhancement of user experience. Ensuring that our various stakeholders have a seamless experience as they walk with us through the journey. This is made possible through, an intuitive design and user friendly interface.



OTHER HIGHLIGHTS

Appointment of new executives

We appointed 3 new executives, signalling a new era of innovation and growth. With the appointment of Djeimo Mwanyekele as our new Director of Communications, Omagano Nampweya as our new Director of programs and Paulus Amuthenu as our new Finance Director.

We embraced new dynamic leaders whose vision and expertise are ready to drive APLI towards greater success.

This transition infused our team with fresh enthusiasm and anticipation, laying the groundwork for promising prospects and accomplishments in the coming years.

Appointment of new trainees

We welcomed 6 new trainees into our team, we were inspired by their eagerness to contribute to making a lasting change to the community while improving their own skillsets. Their presence injected new perspectives and energy into our workplace, fostering a culture of innovation and collaboration.

The trainee body is made up of fellows from previous cohorts and their inclusion brings a unique perspective which can only be obtained by going through the program.

Strategic Events

We hosted 2 strategic retreats by bringing together the board, the executive team and the trainee body in a collaborative setting.

The retreats provided a valuable opportunity to align our vision, set strategic priorities, and chart a course for future success.

Through engaging conversations, collaborative brainstorming, and team-building exercises, we deepened connections, promoted cohesion and laid the groundwork for innovative initiatives.



3.

OUR TEAM



MEET THE TEAM

EXECUTIVE MEMBERS

*"By the youth, for the youth; by Namibians, for Namibians"
– this statement perfectly captures APLI's secret sauce.*



SEM MANDELA UUTONI

Co-Founder & Executive Director



DJEIMO MWANYEKELE

Director of Communications

OMAGANO HILMA NAMPWEYA

Director of Programs



PAULUS AMUTHENU

Director of Finance



JUSTUS KAPETA FERNANDO
Associate: Foundation Program



BEATHA IILEKA
Associate: Alumni Engagement



CECILIA AMUNYELA
Trainee: Communications



LOIDE ANGULA
Trainee: Programs



PAULUS KATUTA
Trainee: Finance



RUTH MWEENDELELI
Trainee: Partnerships

MEET THE TEAM

BOARD MEMBERS



DR. GERRIT KEYTER

Chairperson (Independent Non-Executive Director)



ELIZABETH IPANGELWA

Vice Chairperson (Independent Non-Executive Director)

ROBINSON HANGULA
Independent Non-Executive Director



HILJA EELU UUSIKU

Independent Non-Executive Director



MARJORIE CROSS

Independent Non-Executive Director



SEM MANDELA UTONI

Executive Director



JONAS ILEKA

Independent Non-Executive Director



VILHO MUKUVE

Independent Non-Executive Director

4.

SUCCESS FACTORS



APLI

\up-lie\ [ə'plaɪ] • noun

a community of young game-changers,
trailblazers and superstars.

GOVERNANCE



"Serving on the APLI board is a unique opportunity to contribute to the development of future leaders and changemakers, while gaining invaluable corporate board experience alongside some of the brightest young minds in Namibia."
- Jonas Iileka, APLI Board Member



APLI's youth development ethos was bolstered by the appointed of a new Board of Directors in 2022. A common objective of equipping youth with the tools to drive meaningful change and action unite the Board Members.

True to its values of being a youth-driven entity, all the appointed board members are under 35 and have extensive, varied and nuanced experience in youth development, governance and management. Guided by APLI's robust governance architecture, the board will drive the strategic, governance and fiduciary imperatives for the next 3 years.

The governance of APLI is consistent with good corporate governance principles and in line with these principals the board comprises of majority independent non-executive directors and the responsibilities of management and board are adequately segregated to allow for effective controls.

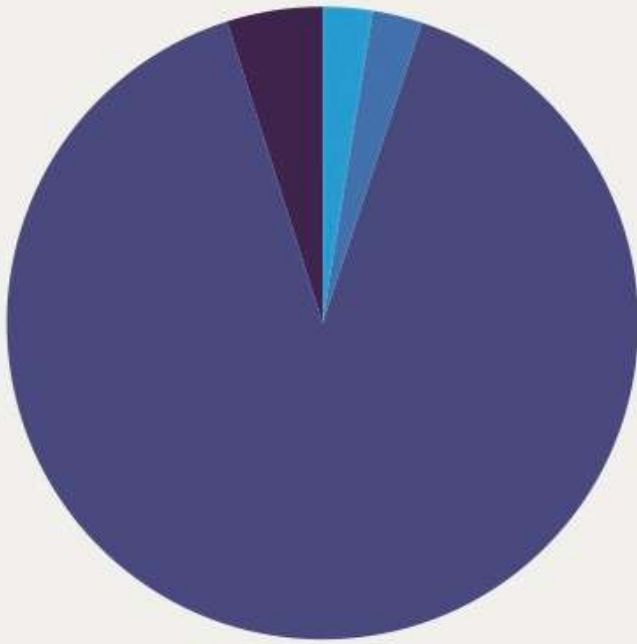
FINANCIAL REPORT

During the 24 month period ending 31 December 2023, the major cost drivers were:
fellowship residential programs, alumni engagement activities, APLI's birthday and website launch.



EXPENSE BY FUNCTION

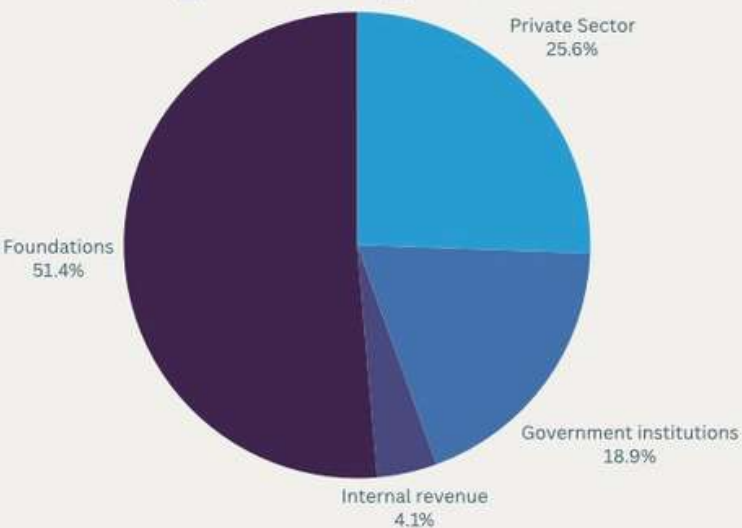
Alumni Activities Organizational costs
Fellowship Program Other Costs



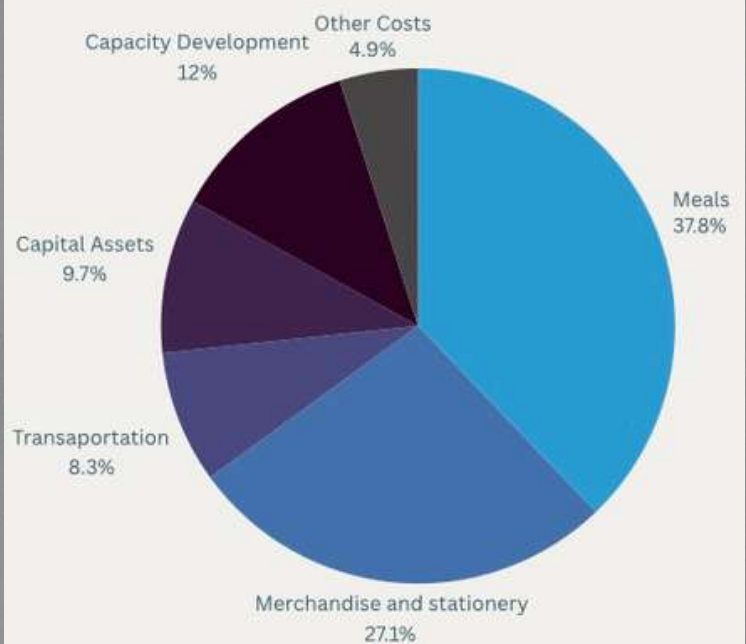
Being APLI's flagship program, the residential programs used the largest share of the funds available and accounted for over 80% of the costs expended. Additional to the residential programs, the game shapers event as well as APLI's birthday and Website launch made up the remaining portion of the costs incurred.

REVENUE BY SPONSOR

Private Sector Government institutions
Internal revenue Foundations



EXPENSE BY NATURE



5.

GET INVOLVED



PARTNERSHIP CALL TO ACTION



There are many age-old African proverbs which remind us that we cannot do anything without community. Therefore, partnerships are truly at the heart of our model. APLI's work.

Thank you for helping us shape a generation of young game-changers, trailblazers and superstars!

We extend heartfelt thanks to our partners and donors for the extraordinary support this year. Through your generosity, we have made a meaningful impact, building bridges of opportunity and inspiring positive change.

As we look into the future, we are taking intentional steps to increase our partners and supporters. Our mission is to continue providing life-changing opportunities to young people, free of charge. However, we rely on the continued support of our partners to do this this.





As the world, and Namibia in particular navigates this uncertain economical period, our focus on partnership development will be geared towards echoing APLI's message far and wide ensuring that likeminded organisations are aware of the opportunity to be a part of a terrific legacy by investing in APLI.



THANK YOU



CONNECT.
ENGAGE.
EMPOWER.





"We cannot always build the future for our youth, but we can build our youth for the future."

-Franklin D. Roosevelt

THE END

