

# ANNUAL REPORT


20  
23



changemakers since 2013

# 10 YEARS OF CHANGEMAKING

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**Daniel Thomae**  
co-founder &  
International Director

*"We are a tide that's rising,  
and we cannot be contained.  
Gathered under one name."*

In one of the office rooms that we had years ago we had a quote written on the wall that said, "We are a tide that's rising, and we cannot be contained. Gathered under one name." When Kendra and I first started brainstorming the idea of training4changeS, and when the framework started to take shape with the incredible input of Quinton, Sylvester and others, we could have never imagined how much life would be packed into the first ten years of our journey together. Our team has weathered so much adversity, and we have defied the odds to make it this far. When we gathered under one name we felt a growing assurance that the training4changeS model was destined to be impactful. Although we've experienced a subtle rising year after year, we have faced our fair share of doubters and setbacks. It has been so encouraging to see training4changeS gain more recognition recently

for our commitment to long obedience in the same direction, but it has been even more of a joy to see the smiles of diverse faces around Stellenbosch as we frequently run into people whose lives have been impacted by our first decade of changemaking. I believe a firm foundation has been laid, and I am excited to see training4changeS continuing to grow in the years ahead.

Soli Deo Gloria,



# ABOUT US

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We create antiracist safe spaces where we provide a unique blend of high-level coaching and mentoring alongside quality education inside and outside the classroom. Our long-term relationship-based approach has clearly demonstrated high impact in communities marked by unhealthy lifestyles, inequality, unemployment, and violence. We empower young leaders, address gender-based violence and health, help reduce alcohol and substance abuse, and promote social cohesion. The strength of our approach is reflected in our strong network, and collaborative approach.

Our work is guided by the UN Sustainable Development Goals, with a particular focus on: Goal 3: Good Health and Well-being, Goal 4: Quality Education, Goal 5: Gender Equality, Goal 10: Reduced Inequalities, Goal 16: Peace, Justice and Strong Institutions, and Goal 17: Partnerships for the Goals. Our work also contributes towards South Africa's National Development Plan 2030 and the Stellenbosch Municipality Strategic Goals.



## Mission

training4changeS exists to utilize sport as a catalyst for holistic community transformation and to intentionally equip young leaders with essential life skills and values.

## Vision

training4changeS creates safe spaces to educate and equip the next generation of positive changemakers

# ETHICS CHARTER

Guided by these ethical principles,  
at training4changeS we always strive to be:  
ANTIRACIST | TRUSTWORTHY | RESPONSIBLE  
RESPECTFUL | FAIR | CARING  
CHANGEMAKERS | SAFEGUARDERS





# Theory of Change

this is our journey with young people through education inside & outside the classroom towards holistic transformation



## The CHALLENGES

facing young people in Stellenbosch stem from systemic injustice, including unhealthy lifestyles, substance abuse, low quality education, gender-based violence, high unemployment, limited advancement opportunities, pervasive inequality, violence, gangsterism, and racism, causing continuous traumatic stress.



## Innovative SOLUTIONS

to these challenges are developed by our team including our Board, Strategic Supporters, Financial Supporters, Operations Team, Coaches, and other Community Stakeholders who collaborate to provide long-term individualised support to the young people we engage.



## Our ACTIVITIES


provide quality education inside and outside the classroom to improve participants' overall well-being, encourage healthy lifestyles, champion gender equality, equip young people with skills for work, create coaching jobs, bridge social divides, prevent violence, and pursue justice.

## We IMPACT

young people by helping them discover hope for the future, gain new life skills, pursue education and work opportunities, become positive antiracist role models, and grow holistically. They leave better prepared to lead fulfilling lives, and contribute to sustained change in their communities and beyond.

# 2023 IMPACT SNAPSHOT

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47  54   
boys girls



14  
schools engaged



8  
communities served

61  
coaches equipped



4  
new jobs created



## *Looking Back At 10 Years Of Impact*

# 1800+

children engaged through our unique relationship-based approach. Behind every number there is a name, and it has been a privilege to get to invest in these young girls and boys as we've journeyed together.

# 860

coaches equipped to use sport for good through our various coaching courses and employability initiatives. These coaches have an important role to play in building a brighter future for children in their communities.

# 44%

overall female participation in our numerous activities with children as well as our efforts to educate and equip coaches from across the world. In a space where national leaders have told us there is no hope for female participation in sport, we are trying to change the narrative.

# 40+

new jobs created in Stellenbosch through our various initiatives. In an environment where youth unemployment hovers around at least 44% we are extremely happy to have been able to make a small contribution to the lives of some incredible people and their families.

# UNSDG 3

## 3 GOOD HEALTH AND WELL-BEING



### Our Key Targets for SDG3

3.3 Fight Communicable Diseases

3.4 Reduce Premature Mortality

3.4 Promote Mental Health

3.5 Prevent Substance Abuse



We believe in the healing power of sport. Research we conducted showed that 100% of our kids have endured some Adverse Childhood Experiences. These have proven links to chronic health problems, mental illness, and substance abuse, as well as having a negative impact on education and future employment. This year all of our staff completed Trauma Care Training, and we were able to partner with Courageous Care to provide trauma counseling to a number of our most at-risk children.

Stats show that South African children face extreme mental health challenges, more than 50% of which start before the age of 14. We are pleased that 93% of our kids reported feeling safe in their team, and 100% said feel that their coach really cares for them. Our early interventions through healing-centered sport are key to helping ensure our kids can be healthy, happy and empowered as they grow up.



This year we continued building our innovative partnership with UK-based Virtual Soccer Schools to support the mental health and well-being of our kids. Our boys were able to link up online with several inspirational professional soccer players. The boys benefited immensely from getting a glimpse at the personal side of stars they watch on TV; they were able to learn new skills for building resilience, developing a growth mindset, as well as overcoming setbacks in their daily lives on and off the pitch.



# UNSDG 4

## Our Key Targets for SDG4

- 4.4 Provide Skills for Financial Success
- 4.5 End Discrimination in Education
- 4.6 Increase Literacy & Numeracy
- 4.7 Promote skills for Global Citizenship

4 QUALITY EDUCATION



We tailor the academic support we provide in our weekly Sifunda Saam (“Learning Together”) sessions to help our boys reach academic standards that their schools cannot. Data shows that 63% of South African learners have not acquired basic mathematical knowledge, so the work we do each week to help our boys improve their numeracy skills is critical, both for their current school work and for their longterm success.

South Africa has a problem: 58% of homes in the country do not have a single leisure book; 73% of adults are not interested in reading; 78% of Grade 4 learners are unable to read for meaning. We are working hard to address this problem by cultivating a love of reading at the Futsal Academy. We place great emphasis on reading with our boys each week, and we are excited to have continued to build our levelled library this year.



100% of our boys said that our classroom sessions made learning fun for them. We aim to inspire a passion for lifelong learning so that our boys can realize their full potential on and off the field. Our partnership with the Reggie Meyer Education Fund, is an example of our commitment to creating pathways for the boys to learn skills that will help them be positive citizens and changemakers for years to come.

# UNSDG 5

5 GENDER EQUALITY



## Our Key Targets for SDG5

- 5.1 End Discrimination Against Women
- 5.2 End Gender-based Violence
- 5.4 Promote Shared Domestic Responsibility
- 5.5 Empower Female Leadership



We are so grateful for support from the FIFA Foundation Community Programme that allowed us to host a futsal for good coaching course for young ladies from around Stellenbosch. 12 participants joined us for the unique opportunity, rating their experience as 10/10 over all. "This course was very educational," one participant said. "I was able to learn many new things that will help me improve as a coach, and the practical skills can help us keep girls off of the streets. My experience was excellent!"

South Africa has the highest percentage of rape in the world, stats show that a girl is raped every 25 seconds. We feel it is imperative to help turn the tide against gender-based violence. For the 2nd year in a row we joined forces with Inspire Indonesia to bring their Pledge United curriculum to South Africa. Together we worked directly with 20 coaches and over 100 boys equipping them to Pledge to Respect so they can stand up against violence and discrimination.



One of the biggest highlights from our first decade of changemaking was launching the first ever school futsal league in South Africa's Western Cape Province through our School Futsal Initiative. This year we were so excited to relaunch our school-based work with girls! We worked in 3 primary school to deliver a mix of futsal coaching and purposeful play for over 50 young girls, and we are committed to building on this momentum in the years ahead as we create new opportunities for young girls to participate in sport.



# UNSDG 8

## Key Targets for SDG8

8.2 Innovate for Economic Productivity

8.3 Support Job Creation

8.6 Increase Youth Employment & Training

8.8 Promote Safe Working Environments

8 DECENT WORK AND ECONOMIC GROWTH



Through the years we have created over 40 jobs in Stellenbosch communities. As we celebrate 10 years of changemaking, it is a joy to keep in contact with many of the coaches that have gone through our Skills4Life Employability Initiative and continue to invest in young people through sport with different organizations. This year a number of our former participants helped launch an exciting new initiative with in Kayamandi to provide children with increased access to safe places for play.

Following our Futsal for Good course supported by the FIFA Foundation Community Programme, we were able to create 4 new jobs for female coaches. The ladies helped us achieve our goal of relaunching school-based coaching for girls. We were ecstatic to receive support for our #againstALLodds campaign from Laureus Sport for Good Foundation that will enable us to build on this momentum in 2024, and create even more new jobs for female coaches.



Cultivating a safe, joyous, and collaborative working environment is key to the sustainable impact of training4changeS. With our diverse team we place great emphasis on building strong relationships and providing continuous learning opportunities. "My time working at training4changeS has helped me grow in self-awareness," one of our coaches said. "I have been able to achieve my goals as I work with my team. I appreciate it when my teammates are supportive, and when they give me guidance to help me grow."



# UNSDG 10

10 REDUCED INEQUALITIES



## Our Key Targets for SDG10

10.2 Promote Social Inclusion

10.3 Help Create Equal Opportunities

10.3 End Discrimination

10.6 Amplify Marginalized Voices



From the beginning one of our primary aims has been to catalyze social inclusion. We have modeled diversity from the outset, and we are pleased that this year was our most diverse year so far. We had kids joining us from 8 different communities around the greater Stellenbosch area, and representing 14 schools. As a proudly antiracist organization we continue to strive for diversity and inclusion in a way that will inspire young people to bridge South Africa's stark socioeconomic divides.

Brining Pledge United back to South Africa was an important part of our commitment to helping end discrimination. We've particularly focused on empowering young men to courageously stand up and speak out, to champion human rights for all, and to help create spaces where everyone receives equal opportunities. Our coaches are strong male role models who help our participants challenge cultural norms, and a work towards a more equitable and inclusive future.



We are overjoyed that our co-founder Daniel received an e'Bosch Honorary Award as part of Stellenbosch's 2023 Heritage Month celebration. The award was given on behalf of the Mayor of Stellenbosch & Rector of Stellenbosch University to recognize the good work training4changeS is doing to change the culture in Stellenbosch, and to honor our efforts to create a better heritage for young people. We will continue striving to foster social inclusion and amplifying marginalized voices in this next decade of chagemaking.

# UNSDG 16

## Our Key Targets for SDG16

16.1 Reduce Violence

16.2 Protect Children

16.3 Pursue Justice for All

16.7 Ensure Inclusive Decision-Making

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



Dr. Bruce Perry says, “the more healthy relationships a child has, the more likely they will be to recover from trauma and thrive. Relationships are the agents of change and the most powerful therapy is human love.” Our relationship-based approach has proven to be impactful. Children report feeling an overwhelming sense of belonging at training4changeS. As we all form healthy working relationships, we are able to equip children to become peacemakers and agents of change in their communities.

We continue to play a leading role in helping safeguard children through sport. We have embedded the International Safeguards for Children in Sport into our work, we support Safe Sport Day on August 8th each year, and we help lead Common Goal’s Safeguarding Committee. With support from Laureus we accessed new safeguarding training, and implemented new background check procedures for all of our staff this year.



A grant from the Allan Gray Philanthropy Initiative has allowed us to access incredibly valuable coaching and capacity support from The Learning Trust, which has helped us develop more robust sustainable organizational structures. We kicked off 2023 with an incredible workshop that created a platform for some of our participants, parents, volunteers, and community stakeholders to work alongside our staff in evaluating the impact of our first 10 years, and to co-create a vision for this next decade of changemaking.



# UNSDG 17

17 PARTNERSHIPS FOR THE GOALS



## Our Key Targets for SDG17

- 17.6 Enhance Knowledge Sharing & Cooperation
- 17.9 Enhance SDG Capacity in Developing Countries
- 17.G Enhance The Global Partnership for Sustainable Development
- 17.H Encourage Effective Partnerships



It was an incredible and transformational privilege for us to participate in The Mercedes-Benz South Africa Incubation Hub 2023 supported by Laureus Sport for Good Foundation. Throughout the year this unique capacity building opportunity focused on raising our standards of governance, finances, safeguarding, and program delivery, as well as MEL. Following a very competitive application process, training4changeS was recognized as the standout participant and we received R100,000 in grant funding for 2024.

Laureus connected us with School of Hard Knocks, an impactful NGO focused on tackling trauma and improving emotional wellbeing, and enabled Azola and Lorenzo to attend their #NextGenMen training focused on addressing gender-based violence through sport. We implemented the #NextGenMen curriculum with our high school boys during the year, and they enjoyed participating in a #NextGenMen soccer tournament held for Youth Day 2023.



One of our staff's biggest highlights of this year was an exciting trip to visit our friends at Inspire Indonesia. This dynamic learning exchange was made possible by support from the FIFA Foundation Community Programme. For Azola and Lorenzo this was their first opportunity to travel outside of South Africa. "It was nice to experience new cultures," Lorenzo reflected. "I was inspired by some of the coaches we met, which encouraged me in my role as a coach, but also in my effort to be a father figure to the boys I work with."



# KEY PARTNERS

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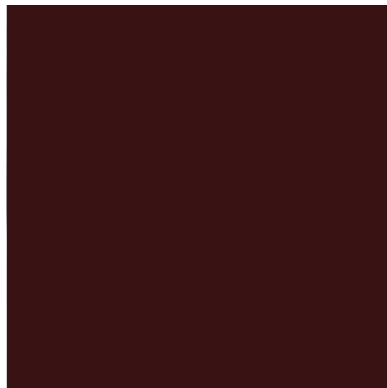
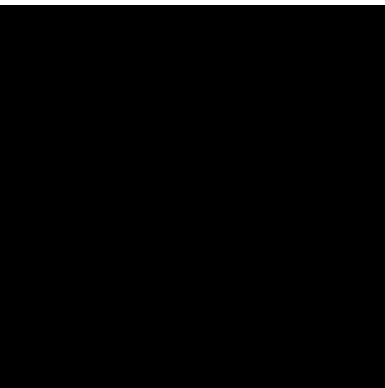
## COMMON GOAL



**INTERNATIONAL SAFEGUARDS FOR CHILDREN IN SPORT**



**THE GLOBAL GOALS**  
For Sustainable Development



#morethansport  
#changemakers