

*Green***Matter**^{ZA}

Greening the minds that shape our planet's future.



**ANNUAL
REPORT**
2016/2017

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Our Vision and Mission

GreenMatter intends, by 2030, to develop a socially equitable and suitably skilled workforce of biodiversity leaders, professionals and technicians. The aim of this is to optimally implement national dynamic, expanding and increasingly complex biodiversity and development mandates and goals.

The vision of GreenMatter is to be a catalyst for a sustainable and equitable life for all South Africans by growing biodiversity skills amongst its citizenry

The mission of GreenMatter is to develop human capacity for biodiversity conservation.



Strategic Objectives

South Africa's wildlife and natural resources are a precious source of wealth. In addition to its intrinsic value, the country's biodiversity supports income generation and job creation for communities, and is fundamental to the ecological infrastructure needed to sustain and enhance human well-being and development. Issues such as climate change, ecosystem degradation and resource constraints affecting supplies of food and water have increased society's desire to safeguard this vital natural capital. In order to achieve these goals, we need a steady flow of the best minds to help sustainably manage our natural resources for the benefit of all South Africans, both present and future generations.

Over the next 20 years as mandated by the National Biodiversity Human Capacity Development Strategy (BHCDS), Greenmatter aims to contribute to the growth of an equitable and skilled workforce of biodiversity professionals and technicians to optimally implement the sector's expanding and increasingly complex mandate. In response to Strategic Objective 2 of the National Biodiversity Framework of 2007, the BHCDS is an initiative of The Lewis Foundation, which funded its development, and the South African National Biodiversity Institute (SANBI), which had been mandated by the then Department of Environmental Affairs and Tourism (now DEA) to provide strategic leadership for capacity development and transformation in the sector. The strategy has been informed by a sector analysis, undertaken by the Human Sciences Research Council (HSRC), additional stakeholder consultations and research.

This document represents not a final product, but a 'living strategy' that will be reviewed every five years through continued stakeholder engagement (see www.skillsforbiodiversity.org.za).

1. Increase the supply of scarce skills through targeted higher education initiatives.
2. Promote the biodiversity sector among South Africans and key decision makers.
3. Extend existing capacity of those already in the work place.
4. Improve retention and effective deployment of skilled people in the sector.
5. Increase relevance and quality of educational provisions by a wide range of higher education institutions and other training providers.
6. Contribute to better science, maths, literacy, and environmental learning in schools.
7. Increase the impact of the collective effort of human capacity development initiatives relevant to the sector.

Message

From the Chairperson

The reality of climate change is increasingly drawing the attention of government and citizens. In 2016, drought conditions, flash floods catalysed by cyclone Dineo, veld fires and tornadoes have been some of the signs that our natural capital is a fulcrum upon which our economy and society rests. This makes our collective need to grow green skills for an inclusive and sustainable economy increasingly critical.

South Africa adopted a 20-year Biodiversity Human Capital Development Strategy (BHCDs) in 2008, that anticipated the urgency of growing biodiversity skills. This need was reinforced in the National Development Plan in 2011 and the United Nations Sustainable Development Goals in 2015.

GreenMatter's role, as a national network of partner organisations involved in implementing the BHCDs is to catalyse a national response towards building and transforming skills for biodiversity.

By connecting environmental professionals to the wider national context and mobilising all role players in our skills development system to mainstream and prioritise biodiversity skills, we equip future custodians of our natural heritage with the necessary competencies and social capital to achieve their potential while serving as a force for good for South Africa's biodiversity. It is in this background that we present our first Annual Report.

"I believe that we have reason to be proud of the achievements of GreenMatter as outlined in this report".

It has taken a while and significant effort for GreenMatter to metamorphose from concept to reality. Following national consultations with stakeholders across all sectors, we delineated catalytic programmatic areas which we showcase in this report. The recruitment of the first Core Team members in 2011 enabled the implementation of pilot projects a year later, as well as the subsequent branding of the initiative as "GreenMatter".

Having been part of this journey from the beginning, I believe that we have reason to be proud of the achievements of GreenMatter as outlined in this report. This report serves as a milestone in the transitioning of GreenMatter to an independent institutional entity. The South African National BioDiversity Institute (SANBI) has played an instrumental role in birthing and nurturing GreenMatter since its inception.



We also are grateful to The Lewis Foundation, who remain the principal funder of the programme, for supporting the gestation period. Considerable effort has gone into the process of registering the programme as a non-profit organisation (NPO), public benefit organisation (PBO) and establishing the first Board, which was all achieved in 2017.

It is difficult to recognise all the people that have contributed to the birth and development of GreenMatter. Nevertheless, we make an honest effort to acknowledge all our key partners in this report. In this message, I would like to express my gratitude to all our funding partners who continue to support our work in spite of the challenging economic climate. This support helps us to invest in the various skills development programmes that our country needs in order to respond to the challenge of biodiversity conservation and management. In a country characterised by high levels of unemployment, economic exclusion and inequality, where large numbers of the youth lack access to social capital and find themselves in a socio-economic cul-de-sac, the support that we receive goes a long way indeed.

I would also like to thank my fellow Directors who form part of the first GreenMatter Board for their oversight role that is already beginning to impact the organisation positively. Your sacrifice of your time and expertise deserves special acknowledgement and is hopefully repaid by the good progress that is presented here. Lastly, and certainly not least, our sincerest gratitude goes to the GreenMatter Chief Executive Officer and the members of his Core Team. We appreciate the dedication and conscientious effort of every one in bringing about the achievements that are contained in this report.

A stylized, handwritten signature in black ink, appearing to be 'S. Isaacs'.

Shafika Isaacs
Chairperson, GreenMatter

Message

From the CEO

For the past two to three years, GreenMatter has been in the throes of a transition process that culminated in a new institutional identity. We took time to consult widely with our stakeholders as we explored all options that would enable GreenMatter to continue undisturbed to execute its mission, in partnership with other organisations that share similar goals.

As we present this report, GreenMatter has finally been established as a non-profit company and a public benefit organisation. However, the report covers the period prior to registration, that is, from 1 March 2016 to 28 February 2017.

The biggest challenge during this period was to continue to implement our programme portfolio while configuring a smooth institutional transition. All things considered, as illustrated in this report, we have managed to keep our eyes on the ball in relation to programme implementation. Furthermore, the staff turnover that occurred during the year only had minimal effect. For this, we are indebted to both the old and new team members for managing the handover process almost seamlessly.

As we look back at the ground that we have journeyed, a few peaks protrude the terrain:

- The decision to support dedicated coordination capacity for Fundisa for Change began to pay dividends in relation to broadening the partnership base for the programme. The sustainability of Fundisa for Change is dependent on the participation of key stakeholders in teacher education, particularly the provincial departments of education. The national coordinator is instrumental in shaping these crucial relationships.
- The injection of new funding for the Fellowship Programme from the Nedbank Eyethu Community Trust allowed us to increase our intake of postgraduate candidates. More importantly, we extended support to Honours students for the first time ever. This is a significant adaptation to our programme because the Honours level is a bottle-neck in higher education that limits progression to advanced research studies.



- The foundational work in Work Integrated Learning conducted by a consortium of partners, led by WWF, gave rise to an initiative implemented by the Universities Forum for Biodiversity. This Forum, coordinated by the Cape Peninsula University of Technology, laid the foundation that will extend quality work integrated learning opportunities to hundreds of students all over the country in Environmental Management and Nature Conservation, among other key disciplines.

- Owing to generous funding from the WWF Nedbank Green Trust we enlisted the first full cohort of emerging leaders in biodiversity. While the full Organisational Strengthening effects of this programme will be realised in the longer term, there is already a discernable career progression on the part of the individual beneficiaries.

We thank our funding partners who have trusted us with the precious resources we need to implement the different human capacity development programmes for biodiversity. The support of The Lewis Foundation, particularly the Chairperson, Mr Brian Goodall, has been invaluable during this period. I'm indebted to my fellow Core Team members - Janavi, Neo and Shanu - for their conscientious support. In this first GreenMatter report ever, we take the opportunity to salute all those who came before us to lay the foundation for this good work!

Dr Sibusiso Manzini
CEO, GreenMatter

Thank you to our Mentors and Selecting Panel Members

Many individuals support GreenMatter by contributing their time and expertise to provide important services such as coaching, mentorship and serving on our various selection and other panels. We take this opportunity to acknowledge them for their support during the financial year 2016-2017:

Dr John Hanks
Dr Makobetsa Khathi
Dr Luthando Dziba

Tshego Bokaba
Rose Mosiane
Dr Rethabile Melamu

Dr Tracy Phillips
Dr Joseph Kioko
Dr Glenda Raven

Carmel Mbizvo
Dr Pete Zacharias
Dr Henry Roman

Lusani Madzivhandila
Jansie Niehaus
Peter Tsheola
Lizel Stephen

Summary of Operations

A Board of Directors is responsible for the running of GreenMatter to ensure the effective operations of the organisation, and to facilitate relations with key stakeholders. The Board is supported by a management team which recommends and executes GreenMatter's strategic course with respect to major initiatives and programmes, and fosters relations with GreenMatter's key stakeholders.

The raison d'être of GreenMatter is implementing the national Biodiversity Human Capital Development Strategy (BHCDS). The focus is on developing suitably qualified biodiversity specialists, researchers and leaders that have the capacity to execute South Africa's dynamic policies and programmes for all stakeholders in biodiversity and the environment. As a megabiodiverse country, with challenging social development needs, the weight of responsibility on South Africa's environmental organisations is immense. There is therefore a need to attract, develop, deploy and retain the best talent available to feed the growing skills demand in the country.

GreenMatter implements the BHCDS through six mutually reinforcing strategic goals and a growing portfolio of projects, targeting the tertiary and workplace segments of the human capital development pipeline. The intent is to deliver a positive impact on the quality and relevance of graduate, postgraduate, professional, management and leadership skills.

Derived from the BHCDS, the GreenMatter programme is shaped by the following strategic goals:

- Attracting talented people to the sector, in particular black South Africans.
- Facilitating access to study and work.
- Developing more relevant and high-quality skills for the sector through innovations in higher education.
- Providing opportunities for up-skilling to those already working in the sector.
- Helping organisations to retain talented staff.
- Creating enabling conditions for the above through lobbying, coordination, monitoring and evaluation at national level.

The dynamic national context in which we operate provides instructive food for thought for the planning process for our programmes on a yearly basis. The challenge of the supply of high-level skills in South Africa continues to be the centrepiece of discussions in education and training. The quality of education at all levels is a subject of much debate and concern. Equity in relation to the representation of black people in management and highly technical skills remains elusive. The recent protests at universities regarding tuition fees highlighted the need to continue to provide financial support for deserving students so that they may access higher education. Meanwhile, the growing spectre of unemployed graduates is indicative of misaligned skills and the need to bridge the gap between education and the world of work.

Taking into consideration all the above issues, we organise our strategic and operational plans around six “main” clusters and two “supporting” clusters:

The “main” clusters are shaped around six programme areas for advancing the strategic objectives stated above. The leading implementing partners are listed alongside each programme cluster.

Cluster 1: Teacher Education - Rhodes University and UNISA

Cluster 2: Postgraduate Fellowship - Core Team

Cluster 3: Bridging into Work - University Forum for Biodiversity

Cluster 4: Organisational Strengthening - Core Team supported by partner organisations

Cluster 5: Entrepreneurship Development - Core Team supported by partner organisations

Cluster 6: National Advocacy - Core Team supported by partner organisations

The “supporting” clusters reflect the work that is coordinated by the GreenMatter Core Team to promote and support the above human capital development programmes.

Cluster 7: Marketing, Communications & Stakeholder Management

Cluster 8: Business Development, Programme Management & Funding

The word “partnership” is an apt descriptor of the essence of GreenMatter and its modus operandi. GreenMatter executes its mandate through forming project-based partnerships and collaborations with stakeholders that are involved in work that is related to biodiversity. The GreenMatter network spans a variety of organisations in government, business and NGOs. Our partnership map demonstrates the growing reach, variety and depth of our programmes.

Board Members



Shafika Isaacs

Shafika Isaacs is an independent digital learning for social equity consultant who specialising in the enabling role of technologies in promoting equal education for all. She is also a qualified professional coach. She serves on the governing boards of a number of local and global organisations including The Lewis Foundation. As a Mandela Scholar, she obtained a Master of Science degree at the University of Sussex Science Policy Research Unit. She obtained an Executive MBA with distinction at the University of Cape Town Graduate School of Business and is currently a PhD Candidate with the SARCHI Chair at the Centre for Education Practice Research, University of Johannesburg's Soweto Campus, where she also serves as Research Associate.

Dr Tanya Abrahamse

Dr Tanya Abrahamse has for almost three decades played an acknowledged leadership role in key areas of South Africa's socio-economic and political development - prior, during and after South Africa's transition to democracy. She was the CEO of the SA National Biodiversity Institute (SANBI), which sets the country's biodiversity agenda and leads research and information provision for sound biodiversity decision making, and has successfully raised the profile of the sector and its centrality to South Africa's social and economic goals. She was on the transitional task team to form Future Earth, is a panel member of the International Resources Panel and sat on UN Secretary General's Inaugural Science Advisory Board which aims to bring science to bear on the achievement of global sustainable development. She is currently the GBIF and SA Tourism Board Chairs.



Vivian Malema

Vivian Malema is Director for Biodiversity Education Empowerment & Human Capital Development at South African National Biodiversity Institute (SANBI). She holds a Master's degree in Environmental Education from Rhodes University. She has over 20 years' experience in the environmental/biodiversity sector, working with various sectors including higher education institutions, all tiers of government, state entities, NGOs, SETAs, and private sector, etc. She was involved in several research and policy development works that led to generation of qualifications, learnerships, training and skills development programmes. In her current role as Director Biodiversity Education and Empowerment she led a pioneering human capital development programme, funded through the Presidential Jobs Fund, 'Groen Sebenza'.

Albert Lucas Mabunda

Albert Mabunda was the first official to be appointed to work directly with the Dinokeng project until the branding stages were completed and worked as Assistant Director responsible for Dinokeng. As his career progressed, he then moved to the Northern Cape where he was appointed as Deputy Director for Nature Conservation and the Environment in 2002. He worked at LEDET (Limpopo Department of Economic Development and Tourism) for 11 months and for the government in the biodiversity / environmental sector for 31 years. He has an extensive knowledge of conservation both at a national and international level. His interests are on capacity building with regards to Biodiversity Management and was part of the team that worked tirelessly to ensure that Groen Sebenza was a success story. Albert is currently self-employed and owns a property development business.





Brian Bradford Goodall

Brian Goodall received his M.A. and Postgraduate Diploma in Market Research and Advertising from the University of South Africa. He then went on to collect various memberships, course qualifications. He has published a number of dissertations, articles and text books on economic and investment issues. He has played a leadership role in a number of financial institutions as well as in parliament for the Progressive Federal Party and the DA. He is currently the Chairman of The Lewis Foundation and also runs his own investment company.

Prof Albert Modi

Professor Albert Thembinkosi Modi is a crop scientist, championing sustainable agriculture and the value of indigenous knowledge in informing scientific research. A graduate of the University of Fort Hare, he received his Master's degree from the then-University of Natal and studied under a US Government Fulbright scholarship at Ohio State University (OSU) in the United States for his PhD in 1999. Modi has played an establishing or leadership role in the following organisation: the Ezemvelo Farmers Organisation, the Moses Kotane Institute, the South African Agriculture and Life Sciences Dean's Association (SAALSDA), a Senior Fellow of GreenMatter, Honorary Fellow of the Mangosutho University of Technology (MUT), South African Journal of Plant and Soil (SAJPS), the South African Society of Crop Production (SASCP), the South African National Seed Organisation (SANSOR) and the Academy of Science of South Africa's (ASSAf).



Lucille Yvonne Meyer

Lucille Meyer is the Chief Executive Officer of the Chrysalis Academy. She is passionate about leadership development and in particular assisting in unleashing the potential within people. She has a BA majoring in Sociology and Communications from UNISA; an M.Ed. in Adult Education from the Victoria University of Manchester in the United Kingdom; a Senior Leadership programme through Harvard University in Boston USA; an MBA from UNISA and a MPhil in Management Coaching from the University of Stellenbosch Business School. She is currently a D.Ed. candidate at the Cape Peninsula University of Technology (2016).

Dr John Hanks

Dr John Hanks is a zoologist by training with his first degree in Natural Sciences from Magdalene College, Cambridge, followed by a PhD on the reproductive physiology, growth, and population dynamics of the African elephant in the Luangwa Valley, Zambia. He has over 45 years' experience in a wide variety of conservation management, environmental education and research projects. He has worked in several African countries, including Angola, Botswana, Ethiopia, Kenya, Mozambique, South Africa, Zambia, and Zimbabwe. His major most important postings have been: Chief Professional Officer for the Natal Parks Board; Professor and Head of the Department of Biological Sciences, then the first Director of the Institute of Natural Resources at the University of Natal; the Director of the Africa Program for WWF International (based in Gland, Switzerland); the Chief Executive of WWF-South Africa; the first Executive Director of the Peace Parks Foundation. He has published over 150 scientific papers and three books.



Core Team

Meet the team

The GreenMatter Core Team is responsible for coordinating all GreenMatter projects, and for managing the organization on a day-to-day basis, as well as its legal and financial interests.

The Core Team is also responsible for raising funds from partners, and sponsors to support GreenMatter projects and initiatives as well as to ensure the sustainability of the organisation.



Dr Sibusiso Manzini

PhD, MSc, MEd (cum laude)
Executive Programme Director



Janavi Jardine

MSc (Pr.Sci.Nat)
Programme Manager



Neo Ntshobane

BSc and BA Hons
Office Manager



Shanu Misser

M.Ed (Env Ed)
National Coordinator
- Fundisa for Change



Sustainable Development Goals

Our role within the UN Sustainable Development Goals

1 Individuals

Our main vehicle for driving this change is through education, specifically through the development of soft skills, leadership and management skills and technical skills in areas related to the environment and biodiversity. With a strong focus on encouraging the development of integrated organisations and connecting youths to solid work opportunities and economic growth within the environmental sector.

2 Education

This collective action is aimed at encouraging transformation in the environmental/biodiversity sector. To support access to social capital for those individuals who would have previously been excluded. Therefore supporting equality and equal access to opportunity.

3 Collective Action

Through strategic partnerships, GreenMatter participates in collaborative efforts in the biodiversity/environmental sector that aligns with SDG 17. We do this to aid synergy and fortifying linkages within the sector to support the development of skills and access to education and opportunities for environmental professionals. To create a robust network of organisations and individuals acting in a coordinated manner towards a collective goal.

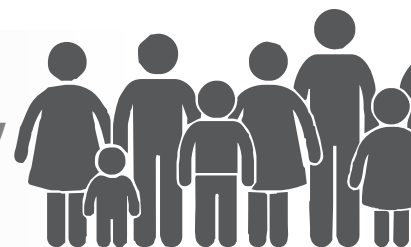
4 Biodiversity and Natural Capital

Since South Africa is the world's third most biodiverse country, GreenMatter believes that South Africa's biodiversity forms the basis of a potentially robust resource based economy, and that utilising our diverse Natural Capital can contribute towards collective global action in addressing the eradication of poverty. The greatest challenge facing humanity.

Individual



Community



Planet





GreenMatter's Impact

How GreenMatter is making an impact

The intended impact of the GreenMatter programme is to help environmental/biodiversity organisations to fortify an already strong environmental sector for increased synergy and collective, coordinated action.

Our vehicle of choice to perform this, is through supporting access to quality education and work and retention of professionals to eventually produce champions for the environment.

We encourage leadership to emerge to take South Africa forward as a strong contender in the Green Economy on a global scale with a world-class environmental/biodiversity sector.

Participant Benefits

Participants become environmental champions for conservation and custodians of South African natural heritage

Participants find and retain quality work in their field of study

Participants increase knowledge and skills.

Sector

South Africa's Biodiversity Environmental Sector/ Green Economy becomes world role model in biodiversity conservation. Linked to the rich South African biodiversity and natural heritage being of high economic value.

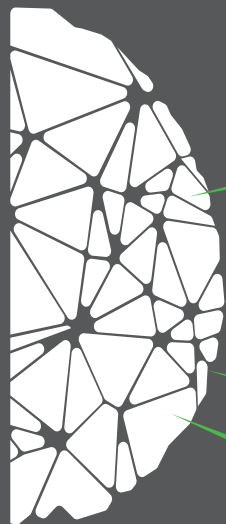
Implementation Strategy

GreenMatter works with various partners and contributors and is activated through a shared ownership model, which brings together networks of organisations and agencies to address the need for post graduate skills development.

Our 20 year strategy outlines four strategic goals and 36 implementation initiatives. These intervene at strategic points in the skills pipeline in support of postgraduate, scarce and critical skills development.



Benefits



South African environmental organisations work together to ensure coordinated activities and drive leadership support in the environmental conservation sector.

Participant Benefits

Participants are equipped to support peers and sector stakeholders

Participants have increased access to career, management and leadership information

Participants have increased work opportunities

Participants increase leadership and life skills

Participants complete studies and training. Participants have increased access to networking and mentoring

The 36 implementation initiatives have been clustered into areas of synergy, with implementation undertaken by a range of cluster leads and organisations.

The GreenMatter core team, hosted by The Lewis Foundation in Johannesburg provides strategic, marketing and communication, fundraising and monitoring and evaluation in support of the various cluster objectives.



Our Overarching Principles

In co-operating with partners and the wider sector in support of GreenMatter's goals of the specific project objectives, parties agree to act in accordance with the following principles:

Realistic

To make a material difference in the sector, it is important that the Implementation Plan establishes realistic and achievable targets and budgets, as well as a monitoring and evaluation plan, to ensure that implementation can be evaluated against the objectives.

Focused

Implementation should also be focused on critical interventions that will have the greatest impact, and not try to do everything. While avoiding an exclusivist approach, it is important to be clear who the key stakeholders are (including mandated agencies) to ensure that they do in fact meaningfully participate in the visioning and decision making, e.g. through a consortium or advisory body.

'Joined-up'

Implementation cannot be considered in isolation from other factors, e.g. socio-economic, economic, cultural and historical. Collaboration with partners leading the implementation of other parts of GreenMatter will also be important to support achievement of the objective of this project and to magnify impact across the biodiversity sector. Activities under GreenMatter must, where feasible, 'join up'.

Articulation

GreenMatter aims to articulate with the country's overall development agenda, the national research and development agenda, national human resource development priorities and the national planning and skills development landscape. For maximum impact, the implementation should also promote articulation from internal organisational strategies through to national plans and policies, and seek engagement and participation in national conversations/forums that go beyond GreenMatter.



Innovation

Implementation needs to be innovative in order to take priority in an environment where many needs compete for limited resources, and in seeking to address complex problems of some duration. To succeed, we cannot simply promote 'more of the same'.

Build on Strengths

While innovation is a principle, the implementation must also not ignore existing initiatives. Much could be learnt from them about what works or does not work well, when and why. Often, existing initiatives can be successful or more successful if they are taken to scale, linked with others, or re-oriented around their particular strengths, within a more strategic framework.

Opportunities to do this should constantly be sought during implementation and further development. This may necessitate evaluations of existing initiatives, as little information on lessons learnt is currently publicly available.

Transformation

The goal of GreenMatter includes transformation in the biodiversity sector. As such, it also needs to be transformative in its execution. This means that when stakeholders, advisors or project staff are selected for contributions to strategy implementation, equity and the opportunity to build skills should be strongly considered. Seeking multiple transformations GreenMatter embraces a three-fold approach to transformation, which includes:

- Improve racial equity
- The global and national changes in the approaches to and models for biodiversity conservation, management and research
- Transform organisational function, in order to render them more effective in achieving their mandates.

Systemic Implementation cannot solely focus at an individual beneficiary level. It needs to give equal attention to developing the capacity of institutions and addressing structural constraints.

Shared Ownership

While SANBI has been mandated to lead the strategy development process and coordinate implementation of the BHCDS through GreenMatter, the process must belong to the biodiversity sector. Partners leading particular aspects of implementation do so on behalf of, and in collaboration with, the sector at all stages – from conceptual and developmental discussions through to implementation of activities.

Main Clusters

Fundisa for Change (Teacher training)

The Fundisa for Change programme is a multi-stakeholder collaborative initiative which seeks to support transformative environmental learning in the CAPS through teacher professional development. The Fundisa for Change programme showcases the important relationships between teacher education institutions (universities), Government institutions, parastatals and major NGO partners working on ESD in the country and the teachers themselves. Like many national curricula around the world, South Africa's Curriculum and Assessment Policy Statements (CAPS) are rich in 'environment and sustainability' content. Indeed, all the subjects address aspects of sustainability. However, teaching about the environment can be challenging as the issues are complex and much environmental information is new to teachers. The Fundisa for Change programme therefore introduces teacher educators and teachers to relevant knowledge, teaching methods and assessment practices that will enable them to teach the existing environmental content in the CAPS more confidently and successfully.

In the last financial year GreenMatter funded the Fundisa for Change Advocacy position on a 50% basis. In the advocacy position the following has been achieved.

Presentations and engagements with the Deans of Education across the various teacher education institutions have been achieved together with more focused engagements in some of the universities such as the University of Fort Hare. A key outcome of the engagements was for the universities to support the uptake of the Fundisa for Change programme into the University system and to have their staff trained on the Fundisa Materials through the training of trainers' courses.

The Fundisa for Change programme is viewed as a very important community of practice and a National Level Professional Learning Community.

Engagements with the Department of Education was undertaken in Kwazulu Natal and the Eastern Cape with the Eastern Cape Department of Education supporting the training of the Natural Science subject advisors.

The Fundisa for Change Programme as a whole has managed to support capacity development in 781 participants trained (164 partners, 169 subject advisors and 448 teachers), nine modules used in nine provinces.

The implementation of the modules in the 2016/2017 financial year was supported through funding from the Department of Environmental Affairs and also the United Nations Fund on Climate Change and the British Council.

"From now on, after this course I will have to teach meaningful lessons... The course equipped me with more skills and knowledge. It emphasised on walking the talk and meaningful teaching".



"This course allowed me to grow as a teacher but also as a person. During the course I grew in confidence. It was the first time that I had to give a presentation to adults. Since then, I have been asked by our circuit to help facilitate with their Natural Science training of 150 teachers. I could not have done that if I had not attended the Fundisa for Change course".

There is also evidence of Fundisa for Change being integrated into pre-set courses in universities, B.Ed. courses, ACE courses, PGCE programmes, B.Ed. Honours programmes and Master's Degree research.

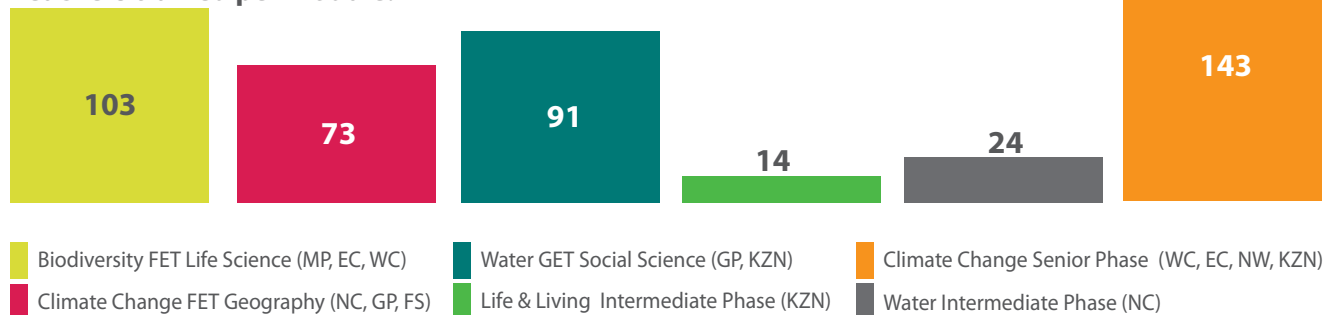
Fundisa for Change reached approximately 1,000 students in training across participating universities. This is important for future sustainability but integration of ESD still needs to be more widely engaged in Teacher Education Faculties. Training of Trainer courses should include more university lecturers.

Three PhDs and ten Master's degrees have been funded through the National Research Foundation across different universities linked to the Fundisa for Change programme. To date, the research programme has resulted in the publishing of ten articles submitted in international journals and five book chapters.

An important enabler of the Fundisa for Change programme is the critical work and investment provided by the various sector partners either in intellectual capital, coordination inputs or financial support.

We wish to thank and acknowledge all Fundisa for Change partners and supporters who have helped to make the programme a success.

Teachers trained per module:



A Certificate Presentation was held for the teachers who participated in the Teaching about Water course held at Treverton (KwaZulu-Natal) in 2016.

GreenMatter Postgraduate Fellowship

The GreenMatter Fellowship is unique in that it offers a range of development opportunities and welcomes graduates, young professionals and established leaders from all walks of life. It emphasises camaraderie, community and peer learning, while encouraging individual excellence. Financial support is complemented by networking, mentoring and structured professional development opportunities.

It promotes the view that leadership for biodiversity can and should be evident across sectors, occupations, qualifications and positions. The GreenMatter Fellowship targets young leaders studying biodiversity across disciplines, sectors and qualifications in a variety of priority areas, set by GreenMatter in support of conservation in a wider national context.

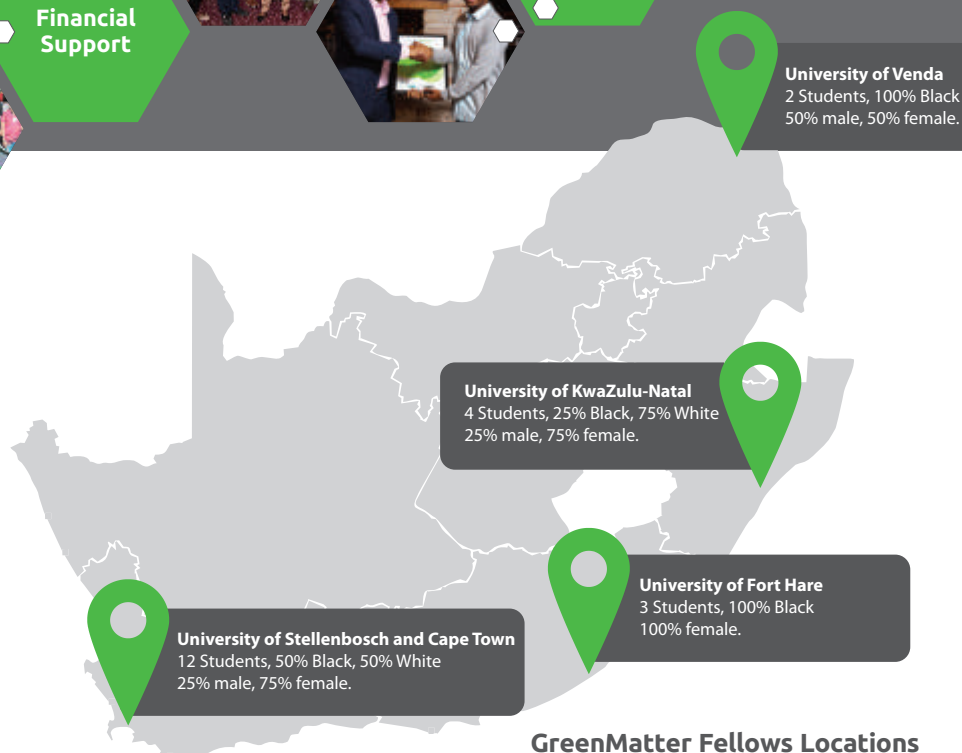
In 2016, the GreenMatter Fellowship supported postgraduate students from various provinces and universities. These students benefitted from the programme through engagement with their peers, sector organisations and professional development opportunities, while being supported through an academic bursary.

Fellowship Functions:



2016 Fellows:

Michelle Brown, PhD
 Marinus Geldenhuys, PhD
 Glynis Humphrey, PhD
 Roderick Juba, PhD
 Nolubabalo Kwayimani, Msc
 Kirtanya Lutchmarayan, PhD
 Linda Luvuno, PhD
 Nthuthudzo Makhasi, PhD
 Doug Makin, PhD
 Mbali Mashele, Msc
 Nozibusiso Mbongwa, PhD
 Florence Murungweni, PhD
 Welly Qwabe, PhD
 Lindy Thompson, PhD
 Alexander Venter, PhD
 Julla van Schalkwyk, PhD
 Janis Smith, PhD



GreenMatter Fellows Locations

Meet our Fellows

Two of our many GreenMatter fellows are showcased here. They were PhD candidates during 2016, working in areas highly relevant to priority skill areas for South Africa's biodiversity conservation mandate.

Roderick Juba **PhD Candidate (Stellenbosch University)** **Conservation Ecology**

Roderick's work focuses on invasive alien trees in Western Cape riparian zones, the extent of their invasion and possible uses. He has a strong interest in ecosystem functioning and rehabilitation and looks to working at the interface between research and project implementation in areas where positive impact can be made for conservation of both ecosystems and the dignity of people. As such, he attends various scientific conferences and implementation-oriented workshops where he shares, and builds on his research. He is a recipient of the Daniel Booyesen Memorial Award for the best research project in his Honours year, and the Conservation Leadership Programme's Future Conservationist Award for a rehabilitation and education project in the Papenkuils Wetland near Worcester. He is involved in various community upliftment initiatives, stemming from his previous involvement with the likes of Interact and Rotaract. Outside of his own work, he offers his help in mentoring fellow students at the University, and readily volunteers with various NGOs. Roderick's passion is improving livelihoods through conservation.



"The Fellowship has improved my ability to communicate with others in my field and has facilitated a change in mindset regarding ideas on how to improve lives through conservation. There is also a lot to be learned through group projects in terms of project implementation and management, which provides invaluable experience for future career endeavours."

"After finishing my studies I look forward to working at the interface between research and project implementation in areas where positive impacts can be made for conservation of both ecosystems and the dignity of our people."

Florence Mazwi Murungweni **PhD Candidate (University of Venda)** **Wetland Ecology**

Florence is studying towards a PhD in Environmental Sciences at the University of Venda focusing on developing an improved wetland vegetation monitoring tool. Her distinct knowledge is in applications of modern technologies such as Remote Sensing and Geographic Information Systems as applied to various societal sectors. As a problem solver, she successfully completed an EU funded research paper at Forestry commission in Scotland where she critically analysed some models that are used in assessing forest growth under the climate change era. In 2015, she led a GIS team in a community engagement project on school garden nutrition for the Sibasa circuit, in Limpopo. She has worked in the government and private sector of the developed (Netherlands, Scotland) and developing world (Zimbabwe and South Africa). Her key interests are in research, sustainable natural resource use and conservation of wetland areas. She is a registered member of the South African Council for Natural Scientific Professions and African Association of Remote Sensing of the Environment.



"The GreenMatter Fellowship has benefited me personally especially with respect to my PhD research studies. The fellowship has advanced me professionally through the professional development programmes it offers which I have attended to date. I have been taught how to grow important networks relevant to my research area and for future career prospects. I have also made friendships with other fellowship students and thus increasing my network."

"It is amazing how my social and professional network has grown since I started interacting with GreenMatter in 2016. Generally, the fellowship has broadened my viewpoint, taught me new skills, identified and improved my strengths and has so far connected me with highly inspirational people. The most important decision I made so far, was of accepting to be part of the GreenMatter family and I do not regret this for I am learning a great deal."

Bridging into Work

The World Wide Fund for Nature – South Africa (WWF-SA) contributes to the GreenMatter partnership through leading and co-ordinating the Bridging into Work Cluster. This cluster of programmes aims to attract, enable access to and support the development and retention of graduates for biodiversity. One of the key programmes involves supporting quality work integrated learning for the student intern.

The Work Integrated Learning Programme was initiated through a process of stakeholder consultation. Various university and employer organisations participated in discussions between 2011 and 2013 to map out the key challenges associated with the placement of student interns for biodiversity and to contribute to a programme of action to address these.

The aims of the programme were to:

- Support student interns working towards the national diploma qualification for biodiversity.
- Increase the scope of and improve the quality of work integrated learning.

These aims were advanced through three key objectives:

1. Aligning demand and supply to increase placement opportunities for student interns studying towards national diplomas in biodiversity.
2. Improving the quality of the work integrated learning experience through strengthening host organisations to receive and mentor student interns.
3. Increasing funding to place students and quality assure the work integrated learning experience.

The Universities' Forum for Biodiversity was formed in 2016 as a cooperative Forum for Universities which offer biodiversity-related qualifications containing a compulsory component of Work Integrated Learning (WIL) as part of the qualification. The aim of the Forum is to promote quality work integrated learning in the biodiversity sector by:

- Improving the quality of the biodiversity WIL experience.
- Financially supporting biodiversity WIL students.
- Facilitating the collaboration and collective engagement of national biodiversity tertiary education institutions.

It is significant that the incapacitating #FeesMustFall protests started across the university sector and eventually made it difficult to carry out any activities for the last third of 2016. For Cape Peninsula University of Technology in particular, the university was closed for extended periods and suffered damage amounting to over R30 million.

However, the following milestones were achieved:

- The Universities Forum for driving WIL throughout South Africa, worked on developing a best practice employers' checklist for workplace training.
- A shared WIL register for reporting was developed and maintained throughout 2016.
- Funding proposals were submitted to CATHSSETA for supporting the students through stipends.
- Engagement with universities to promote networking.



Organisational Strengthening

Organisational Strengthening is a strategic GreenMatter cluster focused on upskilling and retaining professionals in the sector. The three key focus areas are:

Human Resource Development

Strengthen the capacity of governmental and non-governmental agencies with a biodiversity mandate, to attract, retain and up-skill their staff through strategically aligned HR planning and work-based skills development. This includes integrating in-house training teams, supported by a coordinator, technical assistants and external expertise.

NSTF Awards

The highly-acclaimed NSTF Awards are presented annually. The Awards recognise outstanding contributions to science, engineering and technology (SET) and innovation for researchers and other SET-related professionals. The GreenMatter category, now in its second year, recognises outstanding contribution to SET and innovation by an individual or organisation. The inaugural NSTF-GreenMatter Award in 2015 was presented to the Biological Control Research Group (BCRG) led by Professor Martin Hill, Head of Entomology and Director, Department of Zoology and Entomology at Rhodes University. In 2016 the award was presented to The Mondi Ecological Network Programme at Stellenbosch University, under the leadership of Professor Michael Samways which has mainstreamed insect conservation into the conservation agenda both locally and worldwide.



Strengthening Mentorship

Improving the capacity of agencies with a biodiversity mandate to mentor leaders for biodiversity by sharing the modern concept of mentoring, emerging best practices, tools and resources to conduct, facilitate and manage mentoring. This project will support and draw on Groen Sebenza and the GreenMatter Fellowship, but will also have a wider reach. A toolkit of resources will be used to capture and more widely share lessons learnt, emerging insights and resources that prove to be useful to participants.

GreenMatter developed a Mentoring Toolkit available for free download on our website:

www.greenmatter.co.za. This was in order to enable more coordinated mentoring practices within environmental organisations.

Leadership Development

In 2016, we refocused our efforts towards combining our postgraduate fellowship with, our organisational strengthening work. This has proven again that we are able to combine the development of mid-career professionals and postgraduate students to enhance learning and networking among the two groups of people. Our 2016 cohort of mid-career professionals form part of the WWF Nedbank Green Trust Fellowship, and are given an opportunity to access a small study grant, professional development, networking in the sector with strong emphasis on accessing mentorship. They are also asked to participate in a Group Learning project where they are given the task of solving an enviro-social problem in a local community. Here we share some of their experiences while they were with the Green Trust Fellowship.





**Heather Terrapon GIS and Data Manager,
Directorate Biological Invasions, SANBI**

"I entered into the GreenMatter programme as a person with many questions, one of which was "Why did they choose me?"

I was struggling to manage a new portfolio of work and deal with staff challenges. The first gathering was an eye opener, we learnt about different personality types and situational leadership styles. I was captivated and enthralled; here in front of me were the answers that I needed.

The evenings allowed me to see what the amazing things that the Fellows before me had done. By the end of the week I was not only educated, but I suddenly had a group of new friends.

Over the next few months I used my GreenMatter disbursement to learn more about personality types and to hire a coach to help me become a better manager .

Our team began to meet for our team project and I learnt how others in the sector made things happen, from the use of websites for donations to the infectious, never ending energy of others. The laughter was always there but so was the science and at our second gathering I was so proud of our group and what we had achieved.

We were now the "oldies" chatting to the new fellows, passing on our experience and doing our best to inspire them. As the fellowship ended, I had noticed real changes at work. I had passed my learning on to my staff and my manager and this had allowed us to work together and map out the outputs we needed to achieve in the new portfolio of work. It also helped me to undertake the difficult conversations needed to support staff facing challenges in their life. We also undertook our first event as Mzansi Greeners, creating a living wall by recycling plastic bottles at a local underprivileged school.

Months later I am now a GreenMatter alumni, I see GreenMatter staff, other Alumni and fellows at conferences, we network and talk about the brilliant things that we want to achieve for people and biodiversity.

At work I have used my learning to create a strong team, and am proud to be leading and growing future biodiversity leaders. A huge thanks to the GreenMatter staff who supported me and the funders who gave me the means to learn more. I am not sure what made you choose me for this honour, but I intend to make you proud."



Imvelisi (Entrepreneurship Development)

Imvelisi is an ideation/conceptualisation phase training intervention for young aspiring environmental entrepreneurs.

The purpose of the programme is to ensure a streamlined innovation support system for young people considering careers as water or biodiversity business owners by helping participants through the ideation phase of business development and preparing them for pitches to mentors, incubation programmes and early stage entrepreneurship investors. In so doing, the intention is to increase the pool of “enviropreneurs” who can be taken up by mainstream incubators and business funding streams.

The core investment from the Department of Science and Technology (DST) enabled the Imvelisi team to leverage additional resources to expand the scope of the project. The Department of Environmental Affairs (DEA) came on board to support a National Imvelisi Roadshow in the third quarter of 2016/17.

This Roadshow added value to the Imvelisi project in terms of seeding business ideas, awareness and marketing for the Imvelisi Call, deepening our partnership with the DEA and providing insight into needs/areas of interest in the youth entrepreneurship space.





The types of businesses we support fall into the following market areas:

- Market A: Smart technology and monitoring
- Market B: Resource recovery
- Market C: Water harvesting
- Market D: (Advanced) water treatment
- Market E: Water use efficiency
- Market F: Energy services specific to the water sector
- Market G: Water sensitive design
- Market H: Invasive alien vegetation
- Market I: Bioprospecting
- Market J: Primary agriculture
- Market K: Ecotourism and training

(this document can be downloaded on our website)



National Advocacy

During 2016, GreenMatter participated in multiple advocacy initiatives with the aim of strengthening the human capital development conservation in the biodiversity / environmental sector, among government, NGOs and private sector organisations. We took part in important sectoral conversations around skills, education and developing South Africa's biodiversity human capital.

Gauteng Environmental Education Forum (GEEF)

One such forum, in which GreenMatter takes part is the Gauteng Environmental Education Forum, an independent platform for various Gauteng stakeholders who have an interest in the environment and environmental education. The Forum aims to facilitate behavioural change towards sustainability, through partnerships and networking.

Science Forum South Africa (SFSA)

Science Forum South Africa is an event designed as a "public science" event open to all interested stakeholders, which provides a platform for discussion and debate on the role of science in South African and African society as well as globally. The two-day programme brings together more than 1,500 participants for discussion and debate in plenary sessions, short seminars and individual lectures labelled as "Science talks." The SFSA also includes an exhibition and public outreach activities.

This is where GreenMatter takes part in the promotion of Human Capacity Development in the environmental sector through the use of an exhibition stand and a plenary session.

National Biodiversity Strategy and Action Plan (NBSAP)

GreenMatter advocates for the development of policy to support human capital development in the biodiversity and environmental sector. One of the main contributions from GreenMatter to this effect was our input to the NBSAP.

Leadership Development Core Working Group

GreenMatter also led discussions with the National Treasury, National School of Government and Eskom Leadership Academy as part of the Leadership Development Working Group, regarding why leadership is important for Environmental Management and promoting sustainable practices? Leadership skills are the driving force of change. Producing behavioural change is 80% about leadership and 20% about management. In most change efforts, those percentages are reversed.

National Environmental Sector Skills Planning Forum

GreenMatter, with other important biodiversity and environmental stakeholders, participates in a national conversation centred around skills planning for the environmental sector.

The forum is a responsive national gathering of partners that are actively involved in catalysing and supporting nationally relevant environmental skills development planning initiatives. The forum meets on a quarterly basis to address cross sectoral matters related to environmental skills.



Supporting Clusters

Marketing, Communications & Stakeholder Engagement

Social Media

According to the SA Social Media Landscape 2017 edition, 14 million South Africans use Facebook and 7.7 million use Twitter.

GreenMatter has various social media platforms that it primarily uses to create brand awareness; thought leadership; increase reach and engagement.

These platforms are:

Facebook, Twitter, LinkedIn, YouTube

There are primary and secondary accounts.

The primary accounts are Facebook and Twitter, in which content is posted and promoted regularly. These two sites reach the South African youth in real time and there is more engagement. LinkedIn and YouTube are secondary sites which drive users to the website and the primary accounts.

The purpose of this is to demonstrate the growth of the GreenMatter profile through graphical analysis. The key metrics used are engagement impression and reach activity. In this instance, reach is the number of people the posts on the pages were served to and impressions are the number of people that see the content of the social media pages. Engagement is the number of people that like, comment, retweet or share the posts on the pages.

Stakeholder Gala Dinners

In April and September 2016 GreenMatter hosted two stakeholder dinners. These were held in order to celebrate the achievements of the Fellowship programme as well as to network with important sector partners and funders. Our programme beneficiaries were given an opportunity to share their stories and how being part of the GreenMatter community had been of benefit to them.

GreenMatter's New Look Website

During 2016, GreenMatter developed a new website aimed at fundraising and awareness raising. This website includes information about all of our work areas as well as partner organisations with which we work.

The address is www.greenmatter.co.za

GreenMatter Promotional Video

GreenMatter developed a new promotional video to showcase the work that we do in our various projects with our partner organisations. This also gave our programme beneficiaries an opportunity to share their stories related to their field of practice, their personal journeys in their careers as well as how being part of the GreenMatter community had helped them in their professions.

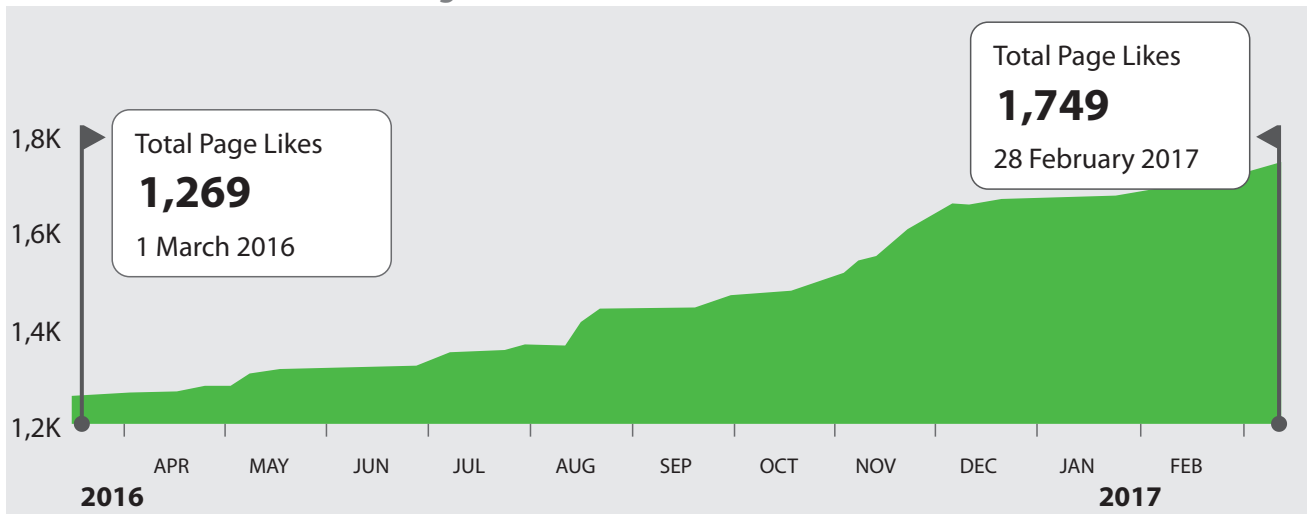
Publications

Our Chief Executive Officer was approached by the Pretoria News to submit an opinion piece about innovation in South Africa. This was published in December 2016.

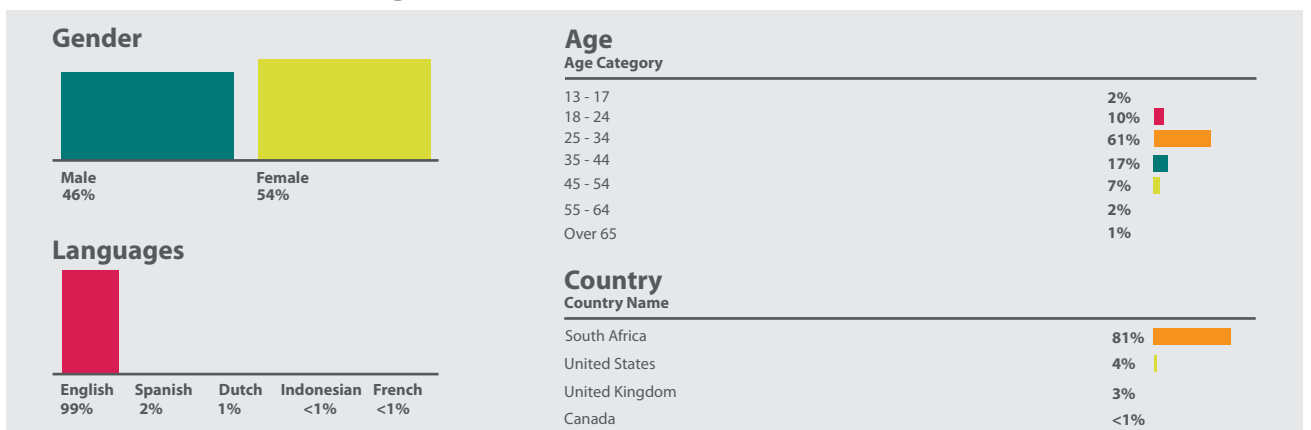




Facebook Analytics



Twitter Analytics



Alumni

People making an impact, people from GreenMatter

GREENMATTER ALUMNI POSTGRADUATE FELLOWSHIP

Alanna Rebelo
Albert Modi
Amelia Midgley
Aphiwe Bewana
Ashwell Glasson
Asiphe Sahula
Balungile Madikizela
Eleonore Slabbert
Farha Ally
Gregg Brill
Heila Lotz-Sisitka
Inga Jacobs
Jeanne Nel
John Wilson
John Hanks
Katlego Motlhatlego
Kristen Ellis
Leonard Masubebele
Letasha Hesqua
Linda Keun
Luzuko Dali
Mbulelo Dopollo
Michelle Hiestermann
Mpfunzeni Tshindane
Mzukisi Kuse
Nandipha Gumede
Nhlanhla Ncube
Nokuthula Dubazane
Philile Mbatha
Presha Ramsarup
Prideel Majiedt
Priya Vallabh
Riona Patak
Seloba Chuene
Sithembile Mthembu
Siyabonga Makhathini
Sonwabo Mazinyo
Tali Hoffman
Tanya Layne
Thembi Khoza
Theresa Frantz
Thulisile Jaca
Vincent Clarke
Yolan Friedmann
Zoe Visser
Alanna Rebelo
Douglas Makin
Eleonore Slabbert
Glynis Humphrey
Hayley Clements
Kirtanya Lutchminarayan
Linda Luvuno
Michelle Browne
Nolubabalo Kwayimani
Nozibusiso Mbongwa
Ntuthuzelo Makhasi
Priya Vallabh
Shaun Welman
Simone Hansen
Sivuyisiwe Situngu
Welly Qwabe
Mbali Mtshali
Zintle Songqwaru

GREEN TRUST MID-CAREER EMERGING LEADERS

Jimmy Khanyile
Ayanda Cele
Boaz Tsebe
Musa Mlambo
Najma Mohamed
Louise Bryson
Ashwell Glasson
Wendy Engel
Sebataolo Rahlao
Vathiswa Zikishe

IMVELISI ROAD SHOWS

Bret Reimers
Dumisani Msweli
Gugu Shinga
Janine Rennie
Kefilwe Rafedile
Lihle Ngwane
Louisa Feiter
Neelan Maduray
Noluthando Mabaso
Nontokozi Ntshingila
Nora Hanke
Phindile Langazane
Phindile Xulu
Preshanthie Naicker-Manick
Raine Parker
Tembisa Jordaan
Sivuyile Pezulu
Nduduzo Sithole
Nonhle Mngadi
Ellis Levembo
Rest Kanju
Mandla Shabangu
Ben Aphane
Lucky Nombika
Noluthando Maluleka
Nqobile Lushozi
Ntandokazi Masimula
Ntombifuthi Vilakazi
Ntswaki Dithale
Thabo Mpofo
Kusasaletu Sithole
Londiwe Satimburwa
Desiree Moima
Dzunisani Mavasa
Emmah Riba
Fhulufhedzani Nembambula
Humbulani Mphephu
John Mashala
Legakgala Letsoalo
Makubu Mkgawa
Mahlatse Mojela
Makhado Nengovhela
Mapula Mokwele
Matema Thosago
Marothi Rapatsa
Mukundi Mukundamago
Pearl Sekwati

Prince Phala
Prince Ramafalo
Precious Mokonyane
Pfor Antoineta Letsoalo
Rebotile Rachuene
Sunduluwani Mashavha
Welheminah Mojabelo
William Seabi
Zizipho Siyeka
Fadzai Pwiti
Mmabatho Maja
Mulweli Nethenguve
Agnes Gafane
Sinah Manaka
Naudene Maree
Juanita Glatz
Peggy Mphetlhi
Happy Sithole
SM Nkeagotse
Kingsley Manyama
Mmaphathi Modiba
Percy Kgowana
Prudence Machete
Themba Sibiba
Isabella Sebulole
Mickaela Anthony
Tebogo Khoza
Tshepiso Fcabo
Wynand Malherbe
Yolande Johnson
Ilse Simpson
Potso Mphephu
Vivian Thabethe
Janavi Da Silva
Kenneth Moiloa
Jonathan Daka
Lungile Ndlovu
Morakane Madiba
Nengudza Thendo
Roelof Coertze
Savanie Horn
Guzene O'Reilly
Shanna Nienaber
Keobakile Lenyibi
Tshepo Mpkgethi
Katlego Moganediwa
Khodani Mulaudzi
Lucy Ndlovu
Tshepo Machaka
Lehlohonolo Letwaba
Martha Nomaale
Ditshwene Quinton
Refilwe Sekao
Angy Lekau
Vumile Hina
Frans Ntsoereng
Meisi Seale
Motloli Mothepu
Tim Mattison
Tumi Dithebe
Mofokeng Lefu
Bornett Mototo
Tshepo Moselesele
Ntebohiseng Sekhele
RG Ntsoereng

MC Motaung
Falko Buschke
Sebolelo Kobo
Ntsuioa Kobo
Karabo Chadzingwa
Amogelang Kosene

IMVELISI IDEATION BOOTCAMPS

Andile Dlula
Dorris Mnengi
Godfrey Madzivire
Lesibana Petrus Maema
Michelle Hiestermann
Mzukisi Kuse
Morakane Madiba
Malekeng Sylvester Selala
Olusegun Olagunju
Searle Korasie
S'bonelo Zulu
Thembinkosi Matika
Theodor Pistorius
Yonela Makabeni
Zama Nobukhosi Cele

2016 BENEFICIARIES ACTIVE FELLOWS FOR 2016

Alexander Venter
Daniel Cloete
Roderick Juba
Janis Smith
Lavinia Perumal
Julia van Schalkwyk
Marinus Geldenhuys
Simone Hansen
Florence Murungweni
Mbali Mashele

ACTIVE MID-CAREER EMERGING LEADERS 2016

Palesa Natasha Mothapo
Francois Johannes Louw
Heather Terrapon
Zoleka Filander
Preshanthi Naicker-Manick
Nkosinathi Nama
Rethabile Frangenie Motloung
Abulele Aphiwe Qulu
Adesegun Quam Popoola
Mpalela Oscar Mohale

FUNDISA FOR CHANGE

Sadeeka Salie
Graham Neville Meshaka
Patrick Gabriel Ramodise Buys
Andrew Mpho Komane
Herman Musa Gininda
Thoko Poppy Mahlangu
Debbie Cynthia Masuku
Nomsa Maune
Hlengani Michael Mkhabele
Audrey Sizakele Moropane
Bonga Gerald Gideon Ngema
Nozizwe Princess Shabangu
Marguerite Selina Shendelane
Zanele Hazel Sikhakhane
Jabulani Rubben Hadebe
Jabulisiwe Witness Khanyile
Lungile Gloria Majola
Mothelo Simon Manyekoane
Nonhlanhla Dulcie Mazanga
Nkosingiphile Muntuwenkosi Mbokazi
Lehie Mary Mbuyazi
Landiwe Eunice Mhlongo
Phumzile Octavia Mkhwanazi
Neliswa Winnie Ruth Msweli
Nompumelelo Marcia Mthethwa
Lindiwe Octavia Mthiyane
Thandeka Prisca Mzimela
Khulisiwe Ernestine Ngubane
Nonhlanhla Grace Ngubane
Bongephiwe Goodness Nxumalo
Samukelisiwe Pernellope Nxumalo
Zama Nxumalo
Thandazile Isabel Shabane
Saziso Ernest Shange
Themba Patrick Sibiyi
Bonisiwe Sindisiwe Sikhakhane
Nokubonga Mzolo
Thanjamah Pillay
Kritisha Rajcoomar
Upasana Singh
Shudufhadzo Oath Mathivha
Simangele Vincent Mahlangu
Lulama S. Mentile
Lulama P. Ndema
Portia Sithembiso Silindile Mbhele
Gabangaye Panuel Ncobo
Lindani Wiseman Radebe
Shabalala Bhekisisa Thabani
Khulu Muntu Trevor
Ndlovu Lindumusa Elegant Tholinhlanhla
Madlala Nontokozo Ignatia
Malinga Thobeka Christobella

Simphiwe Evandro Mbhele
Christian Ntobisi Gwala
Bhekithemba Godfrey Sithole
Thokozani Jonas Tshabalala
Lethula Samuel Mokoena
Nokuthula Angeline Ncala
Fundisiwe Leah Shezi
Tecla Nontobeko Shazi
Sharon Nonhlanhla Bonaventura Ndlovu
Amanda Samantha Mduna
Lucia Annatoria Ntshalintshali
Scele Albert Zuma
Mbongiseni Rich Ndlela
Nokuzola Doris Sithole
Nomvula Nontokozo Helen-Troy Majosi
Nelisiwe Cynthia Ndwandwe
Mlungisi Zikalala
Christinah Stinane Lehloo
Pertunia Dipale
Zine Mcapukiso
Tokelo Tsotetsi
Simon Tello Mazibuko
Poppy Orapeleng
Maamuse Bonokwane
Madipitse Dibotelo
Ogomoditse Sylvia Ijele
Kedibone Kgosiemang
Ipeleng Lentotwane
Godisang Aurelia Makobea
Mamolai Bernice Malakaje
Moses Malekana
Jeffrey Ikaneng Matlhare
Rosy Moashetsi
Kealeboga Mpho Modise
Kebitsamang Mokgothu
Jacob Mooketsi
Emelda Motaung
Jennifer Phillips
Onkabetse Sebege
Boikhulo Sebotho
Pheello Sehuba

Funders and Key Partners

Funding Partners




The work of GreenMatter would not be possible without the generous support of our funding partners. We are encouraged by the fact that most of our funding partners have stayed with us for many years. The Lewis Foundation, the co-founder of GreenMatter, continues to be the main benefactor of the programme. This show of commitment by The Lewis Foundation has enabled us to attract programme funds from a growing list of funders through the years. For the financial year 2016-2017, we are especially grateful to the following sponsors:

- The Lewis Foundation (Core funding and Fellowship) – R7.2m
- WWF Nedbank Green Trust (Organisational Strengthening) – R1.4
- Department of Environmental Affairs (Foundation Building) – R1m
- Nedbank Eyethu Community Trust (Fellowship) – R1m
- The Crossley Foundation (Fellowship) – R900k
- Duncan Parker/The Mapula Trust (Fellowship) – R720k
- Department of Science and Technology (Entrepreneurship) – R500k
- South African National Biodiversity Institute (Core funding) – R500k
- British High Commission (Foundation Building) – R260k
- Department of Environmental Affairs (Entrepreneurship) – R213k

It is important to add that many other funders have supported GreenMatter both financially and in kind prior to the year under review. In addition to the above list, we thank all those who have made contributions in the past.

Implementing Partners

GreenMatter is more than the Core Team that coordinates work from the Midrand office. Everything that we do is achieved through working in cooperation with other organisations that share our goals. The following partners were instrumental in implementing our programmes:

Programme	Implementors	Funding	Stakeholders
Foundation Building	Rhodes University and UNISA 	Murray & Roberts Department of Environmental Affairs GIZ, NRF, CATHSSETA	Rhodes, DBE, DEA, UP, UKZN, UFH, SU, UZ, NWU, Wits, UNISA, WESSA, SACE, SANBI, Delta
Postgraduate Fellowship	Core Team  Fellowship	The Lewis Foundation, SANBI, Crossley Foundation, Nedbank Eyethu Community Trust, Mapula Foundation	All South African Universities
Bridging into Work	University Forum for Biodiversity	The Lewis Foundation	WWF, Centurion Academy, DUT, MUT, NMMU, TUT, UMP, Unisa, UNIVEN
Organisational Strengthening	Core Team	WWF Nedbank Green Trust, The Lewis Foundation, SANBI	NSTF, DEA, Leadership Forum
Entrepreneurship Development	Core Team 	Department of Science and Technology, The Lewis Foundation	Young Water Professionals, Water Research Commission
National Advocacy	Core Team	The Lewis Foundation	National Environmental Skills Planning Forum, Green Skills Initiative

Audited Financial Report

Report of the Independent Auditors

We (**Ransome Russouw**) are the duly appointed auditors of Green Matter Partnership NPC which was incorporated in 2017. Green Matter has again been financed, as in the past by The Tony and Lizette Lewis Foundation South Africa in respect of the year ended 28 February 2017.

Green Matter Partnership NPC expenditure incurred during the year formed part of The Tony and Lizette Lewis Foundation South Africa audited financial statements and as such were subject to our normal audit procedures.

The schedule of expenditure set out on page 2 is presented to the directors and should only be used for the purpose required.

GREEN MATTER PARTNERSHIP NPC For the year ended 28 February 2017

EXPENDITURE

Financed by The Tony and Lizette Lewis Foundation South Africa

Total expenditure - net	6,414,938	6,514,063
Allocated per project:	-	-
Foundation Building	-	-
Bridging into work	241,592	-
- Less SANBI Grant	-	-
- Net expenditure	214,592	-
Invelisi Project	11,280	-
Institutional strengthening	480,521	-
Leadership	-	-
On-Line community portal	-	-
Fellowship	1,304,166	5,888,378
- Less Green Trust Grant	-	(700,000)
- Less BOE Grant	-	(1,000,000)
- Less SANBI Grant	-	(500,000)
- Less Duncan Parker Trust Grant	-	(720,000)
- Less Cathsseta Grant	-	-
Net expenditure	1,795,967	2,968,378
Skills Summit	-	-
- Less Cathsseta funding	-	-
Net expenditure	-	-
Monitoring and evaluation	-	-
National advocacy	-	-
Greening the Youth	-	-
Professional services	-	-
Stakeholders engagement	-	-
SANBI Funding	-	-
- Less DST Funding	-	-
- Less DEA Funding	-	-
Teacher Education	250,000	-
Net expenditure	250,000	-
Allocated per Green Matter core team:	2,287,559	2,968,378
Executive programme director	-	-
Core team salaries	-	1,467,279
Marketing and communications	-	353,491
Fundraising	-	869,477
Administrative and operational support	-	543,850
- Less Mapula Trust Grant	6,127,379	311,588
- Less Green Trust Grant	(300,000)	-
- Less Eyethu Trust Grant	(700,000)	-
Professional development	(1,000,000)	-
	-	-
	4,127,379	3,545,685
	6,414,938	6,514,063



Greening the minds that shape our planet's future.

GreenMatterZA

Founded by The South African National Biodiversity Institute (SANBI) and The Lewis Foundation.

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1685

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