

COVER PAGE (1 page)

[The cover page of your national annual report must include the following information. Apart from this, please feel free to design the cover page as you like (e.g. add the member association's logo, insert a photo or drawing, etc.).]

Member association:	Namibia
National director:	Sydwell Vushemakota
Reporting period:	2022
Date & MEDIABOX-ID of most recent child rights situation analysis:	2014 Child Rights Analysis
Report compiled by:	Iyaloo Ngodji
Date of report:	28.02.2022

EXECUTIVE SUMMARY (2 pages)

[An executive summary is a short overview of the information that is written in the rest of the report. Complete the summary after you have written the rest of the report to offer a very brief insight into the highlights of the MA annual report.]

1. National context and stakeholders (½ page)

[Provide a summary of major changes in the national context and key partners]

Namibia is a relatively small country of about 2.5 million people¹. It boasts a long-explored coastline on the South Atlantic, bordering Angola, Zambia, Botswana and South Africa. Although it is the driest country in Sub-Saharan Africa, Namibia is rich in various mineral resources. The country is politically stable with regular free and fair elections. On the positive, a fairly-sound economic management helped shaped poverty reduction and allowed Namibia to be rated as an upper-middle income country. Unfortunately, socio-economic inequalities inherited from the past apartheid system remain extremely high and structural constraints to growth have hampered among others job creation and income generating activities.

The impact of Covid-19 continues to negatively affect the economy of the country though a slight positive recovery has been recorded, Namibia still has a long way to go.

The most vulnerable communities continue to take a punch whenever political decisions are made. Livelihoods are disrupted and puts further strain on already vulnerable communities and inevitably affects the well-being of children and the care they are receiving. In the recent reports, it is estimated that 1.6 million people (more than half of the population) are living under poverty in Namibia. The Solidarity Fund's intermediate objective has been the alleviation of food insecurity for the most vulnerable members of our target group. The long-term goal is to have mitigation strategies that will enhance the quality of livelihoods and outcomes at community and family level. The overall MA performance for 2022 stands at 92%.

2. Member association analysis (1 page)

[Concisely summarise 2-4 main findings per topic below]

Strategy implementation status <i>[see 2.1]</i>
Achievements
<ul style="list-style-type: none"> Strategy development process set to be finalised by quarter 2 of 2023
Challenges
<ul style="list-style-type: none"> N/A
Lessons learned <i>[see 2.2]</i>
<ul style="list-style-type: none"> N/A
Cross-cutting topics <i>[see 2.3]</i>
<ul style="list-style-type: none"> N/A
Sustainability actions <i>[see 2.4]</i>
<ul style="list-style-type: none"> N/A

1. <https://data.worldbank.org/indicator/SP.POP.TOTL?locations=NA>

3. Overview of programme(s) (¾ page)

[Briefly describe major results and learnings from the programmes]

The year 2022 has seen a significant improvement in the MA in terms of implementation of activities which is above 90% (2021, 82%) Among our key achievements in 2022 was capacity building of staff and care-workers in key strategic and thematic areas such as child safeguarding and child protection, the Child Care and Protection Act, alternative care, result based management, ICT, family strengthening (FS) refocusing, Learning and development just to mention a few. These trainings significantly improved the way the MA operates and how services are delivered to participants in our programs.

The MA successfully received two IPD grants: one for youth employability and the other one for empowering schools to provide better education to learners. The later was implemented in Windhoek in the 2021 and was scaled-up to Tsumeb due to the successful implementation carried-out by Windhoek program location. In addition, the MA continued to implement the Solidarity Fund which positively responded to the much-needed aid within our target community.

There has been a change in leadership. The National Director parted ways with the organisation in September 2022 and the MA has been in a leadership transitional arrangement until December 2022. Irrespective of all these changes, business continuity was not negatively interrupted.

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1. NATIONAL CONTEXT AND STAKEHOLDERS (2 PAGES)

1.1 General description of national context (1 page)

[Summarise significant changes that occurred in the context since the most recent Child Rights Situation Analysis and mid-term plan analysis, the effect these had on the MA, and how the MA staff responded]

The rights of the children in the country continue to be violated by those entrusted to care for them. In recent reports, there has been cases of domestic violence and child abuse including sexual abuse. The MA responded to this situation by forming and strengthening community child protection committees. These are established to strengthen and raise awareness on preventative measures and reporting pathways.

Namibia has been struggling with the provision of quality education. In 2022, It was reported that 8133 pupils or 24% qualified for tertiary education from the 38 019 candidates who sat for the exams. This means a high number of youths needed to find alternatives to improve their post-secondary journey. The most affected young people are those from the disadvantaged families and backgrounds with nothing or nobody to fall back on.

1.2 Key partners at national level (1 page)

*[In **Table 1.2**, analyse key partners at the national level, particularly the effectiveness of the partnership]*

Table 1.2 Key partners

Name of partner	Description (purpose of partnership)	Progress in last year (key actions taken)	Effectiveness of partnership (contribution to results)	Formal agreement signed
Ministry of Gender Equality, Poverty Eradication and Social Welfare	Provisions of children's welfare interventions	The Ministry is still supporting SOS beneficiaries with grant subsidy, discharge orders, family reconstructive services and new placements.	Mutual partnership	No
Ministry of Health and Social Services	Provision of health interventions	Children and young people receive free treatment from health centres	Mutual partnership	No
Ministry of Education Arts and Culture	Provision of educational services	Free school placements for primary and secondary schools	Mutual partnership	No

Ministry of Home Affairs, Immigration, Safety and Security	Provision of national documents and safety/ protection)	Vulnerable communities and beneficiaries provided with relevant information on protection and received national documents for free	Mutual partnership	No
Project Hope of Namibia	Provision of sexual reproductive health interventions	Relevant sexual reproductive health information provided to young people to have access to health centres	Mutual partnership	No
Society for Family Health	Provision of Sexual Reproductive Health interventions	Relevant sexual reproductive health information provided to young people to have access to health centres	Mutual partnership	No

2. MEMBER ASSOCIATION ANALYSIS (5-7 PAGES)

2.1 Strategy implementation status (2-3 pages)

[Briefly explain the achievements and challenges that the MA experienced during the reporting period. Please refer explicitly to the mid-term objectives that you included in your mid-term strategy. Include relevant information about progress of actions for federation, achievement of desired results, changes in key performance indicator values, and implementation of planned actions.]

2.1.1 Alternative care

(a) Achievements

The MA managed to complete 97% of alternative care activities as per the annual plan. These activities are inclusive of health, education, psychosocial support, counselling, child protection and sexual and reproductive health sessions. Reunification and reintegration process as well as statutory compliance with government processes also formed part of the service offering

Eighteen (18) children were placed in alternative care during the year, thus by the end of 2022, the number of children and young people in alternative care stood at two hundred and thirty-four (234). The MA prioritised responsible re-integration and has carried-out

responsible reintegration of seventeen (17) children and young people back to their family and communities of origin.

(b) Challenges

The MA has observed an increase in the number of children in need of special education. There are several factors contributing to this. These include the historical background of the children before they were placed in the alternative care as well as the adverse effects of fetal alcohol syndrome.

There is also an increased need for mental health intervention amongst young people especially, after the COVID-19 pandemic where young people have displayed signs of anxiety and mental health challenges.

Though the MA managed to re-integrate few children and young people, the compliance process has been relatively slow due to the incredible workload of Social Workers both within the organisation and at the Ministry of Gender Equality, Poverty Eradication and Social Welfare.

2.1.2 Family strengthening

(a) Achievements

Five hundred and thirty-one (531) Family development plans were reviewed to track their progress towards self-reliance. This exercise was critical to ensure that the program is providing services to the right participants and furthermore, it provided needed data on the way forward and how best individual families can be serviced.

The MA exited 224 families, of which 91ie 41% were self-reliant reliant.

The MA introduced the Village Saving Loan Scheme to 76 participants in collaboration with Project Hope. The MA received a positive outcome from this initiative as participants from the Ondangwa program location operationalised their saving club in 2022. Child protection committees were formed in the communities and members received trained on child rights and protection at all program locations in partnership with the Ministry of Gender Equality, Poverty Eradication and Social Welfare.

The FSP reached a total number of 758 children from 3 programmes (direct participants). The children received several sessions on child protection, life skills, SRH and extra classes.

About 102 FS participants received business management and financial literacy training to strength their management of small businesses.

The programme developed 3 refocusing strategies, one for each program location and simultaneously developed 3 concept notes as part of the Federation's move to ensure that the program is aligned to the program service description and addressing the community needs.

A total of 18 program locations and national office colleagues received Results Based Management (RBM) training facilitated by IO and IOR RBM Advisors. The five days training strengthened the capacity of the MA staff in the RBM Cycle and the development of a location specific results framework. During the training, the MA started drafting the RBM plan on how to ensure that the basics of RMB are met in the following few years. The training moreover

touched on the monitoring and evaluation process, PDB2 update and analysis and report writing.

(b) Challenges

FS program implementations have been carried out with a limited budget. That hinders a number of components of community empowerment interventions. Moreover, with budgetary constraints, training and workshops are limited to few days and small number of participants.

The program did not get approval of the funding for the developed concept notes and thus could not roll-out the refocusing strategies in 2022.

2.1.3 Youth care and employability

(a) Achievements

- Various forms of training and workshops were provided to the youths throughout the year. Forty-four youths received digital literacy training, 78 were trained on employability skills like financial management, entrepreneurial and business skills and at least 36 were exposed to career guidance.
- Nine youths received seed capital to start their small businesses in areas that include art, poultry, photography, tuck shop and fabrication.
- The National Youth development guideline/policy was developed and approved by the Board. This milestone came at a critical point in the MA where young people are in need of comprehensive guidance in preparation for re-integration, independent leaving and empowerment.
- In a quest to prepare the youths for employability, 35 young people were on internship and job attachments on various areas related to their studies. This is applicable mostly to those attending vocational training education.
- The MA is reporting a total number of 52 young people enrolled in post-secondary education (Universities, Vocational Training Colleges)
- SOS Namibia partnered with DHL in Youth Can! activities. The aim is to strengthen employability skills of young people through virtual and face 2 face trainings. Two young people secured internships with DHL under the Go Teach doing ICT and Industrial Psychology respectively. The internship ended in December 2022. Interviews for 2023 took place and one youth was successful and will be starting the internship programme in 2023.
- Under YouthCan! 7 out of 10 young people completed an online English course

SOS CV Namibia held an Annual Youth workshop. The workshop strengthened the capacity of staff working with young people to provide effective services to the youth in shaping their lives. In efforts to increase youth participation, two young people were part of the delegates.

The MA had a challenge with paying out child money gifts (CMG) to 52 SOS beneficiaries who have left care in previous years. A total of 6 feedback tracing meetings to track the progress of Child Money Gifts pay-outs were held. Unfortunately, with some of the young people there was no positive outcomes. The table below depicts the progress made thus far in tracing and paying out young people who have left care. A total of 10 young people are yet to be traced and paid.

The MA made CMG payouts to 42 youths who exited care in previous years and haven't claimed for it. From the list of 52 youth, the rigorous efforts have been made to trace the young people.

(b) Challenges

- The young people are faced with a huge challenge of unemployment. This is a country wide problem which has impacted the youth severely.
- There are a number of young people struggling with coping with formal education. Inevitably, this affects their chance to passing and proceeding to renowned tertiary institutions and vocational training centre.

2.1.4 Advocacy**(a) Achievements**

- The MA is a member of the National Permanent Task Force for Child Care and Protection spearheaded by the Ministry of Gender Equality, Poverty Eradication and Social Welfare. The task force is responsible for responding to children's issues in the country and ensuring the National Agenda for Children is being implemented effectively.
- The MA participated in the consultative workshop with the ministry and other stakeholders for the Child Care and Protection Act of 2015 to update current Minimum standards for residential childcare facilities.
- Provided contributions towards the progress of the National Agenda for Children in Namibia.
- Drafted National Advocacy strategy to be finalized in 2023.
- SOS engaged with Stakeholders and partners during the Launch of Disrupting Harm report on Child Online Sexual exploitation and abuse of which SOS CV Namibia was part of the research conducted.
- Media engagement on ending all forms of cultural harmful practices against children during the commemoration of the Day of the African Child

(b) Challenges

- No dedicated personnel for advocacy. A selected advocacy team is in place from different programmes and functions to scale up the advocacy agenda.
- Limited budget for advocacy in 2022

2.1.5 Human resources**(a) Achievements**

- Long Service Awards were issued during December 2022, to 4 co-workers who completed 10 years' service.
- Successful recruitment of Board Secretarial Services.
- Successful recruitment of Payroll Outsource Services.
- Promotion of Security Guard to Assistant Mother at the Tsumeb programme location

(b) Challenges

High staff turn over continues to affect the MA and that puts a dent on efforts to build capacity. Attracting retaining talent is also a challenge due to below market remuneration in a number of areas. The table below summarises the status of recruitment in the MA at December 2022.

Vacancies 2022: 9

Year	Role	Numbers	Location	Status
2022	Assistant Mother	4	Windhoek CV	cancelled

2022	Assistant Mother	1	Ondangwa CV	cancelled
2022	Assistant Mother	1	Tsumeb CV	Filled
2022	CS Coordinator	1	National Office	filled
2022	Cleaner	1	National Office	Filled
2022	Individual Giving & Communications Officer	1	National Office	Recruitment in process
2022	Social Worker	1	Ondangwa CV	Recruitment in progresst
2022	National Director	1	National Office	Recruitment in process
2022	Village Secretary, Sponsorship	1	Tsumeb CV	Recruitment in process

2.1.6 Internal processes and digitalisation

(a) Achievements

In efforts to working towards ensuring a secure ICT environment and compliance to the Global Minimum standards, an endpoint security (SentinelOne) was rolled out to all end-user's devices. The MA also participated in the SoSafe cyber-security course pilot project amongst other selected MAs. From the representing 14 end-users, 10 successfully completed the course. The course is aimed at equipping the end-users with skills and knowledge on cyber security.

Represented by the NITC, the MA contributed to the formulation of ESAF regional standard processes and procedures document aimed towards improving compliance on the Global Minimum Standards. The formulation of this documents improved the overall rating of the MA on Information Security, Business Continuity Measures and Network Management to 50% on the ICT cockpit. The final product of this process will contribute towards the local ICT policies.

Connectivity and Infrastructure:

The new ICT workstations deployed brought slight improvements on the ICT infrastructure with about 19 co-workers' stations replaced with standard equipment. These new upgrades partially eased the high technical challenges, which the MA had been experiencing. Internet bandwidth upgrades were finalised for Tsumeb village and Ondangwa family strengthening centre, enhancing access to business critical applications.

(b) Challenges

The investment plan for 2022 was to finalize the replacement of the remaining batch of computers but due to the financial situation of the MA the plan could not materialize. Technical challenges persist with the need to replace the remaining batch of computers and to bring the network infrastructure up to date. Constant increases in the prices of commodities gave further strain on the cash flow.

2.1.7 Fund development

GL Code	GL Name	%	Actual 2022	Plan 2022	Variance 2022 (NAD)	Variance 2022 (%)			
31110	General Don. & Single Gifts	2%	61 135	125 000	(63 865)	-51%			
31115	Major & Mid Level Donation	16%	451 690	879 775	(428 085)	-49%			
31150	Foundations & Other Institut.	9%	273 431	327 000	(53 569)	-16%			
31160	Events	6%	169 597	55 379	114 218	206%			
31180	Donations in kind / Private	8%	230 502	228 158	2 344	1%			
32110	Government Subsidies	32%	927 553	1 108 672	(181 119)	-16%			
33100	Fees	8%	244 541	256 000	(11 460)	-4%			
34100	Sale of Assets	1%	21 867	104 025	(82 158)	-79%			
34200	Rent	17%	479 950	660 000	(180 050)	-27%			
34300	Bank Interests	1%	38 535	-	38 535	#DIV/0!			
34900	Miscellaneous Revenues	0%	9 100	110 000	(100 900)	-92%			
			2 907 900	3 854 009	(946 109)	-25%			
SN	KPIs	%	Actual 2022	Plan 2022	Variance 2022	Actuals			
						Q1	Q2	Q3	Q4
1	Fundraising gross income from private sources	41%	1 186 355	1 615 312	428 957	185 329	236 108	285 941	478 977
2	Public Grants income	32%	927 553	1 108 672	181 119	310 761	157 509	233 189	226 094
3	Operational Revenue	8%	244 541	256 000	11 460	70 051	58 150	59 800	56 540
4	Other income	19%	549 452	874 025	324 573	147 843	124 690	135 553	141 366
			2 907 900	3 854 009	946 109	713 984	576 457	714 483	902 976
5	Subsidy related self sufficiency		7%	10%		8%	6%	7%	7%

(a) Achievements

Individual Giving

Activations to recruit committed givers were done at Wernhill shopping mall and the KasiVibe show. Although little results were achieved from these activities, the events highly contributed to our brand visibility. The MA has explored the possibility of converting some sporadic donors who give once a year to committed givers.

Corporates

By the end of 2022 the MA collected N\$ 725,000 representing a 60% successful collection rate against the budget for the income stream. This also demonstrated a 227% growth against 2021 where N\$ 222,000 was collected. MA Namibia has seen a growth in corporate funding by sustaining good and strong relationships. The Foschini Retail Group (TFG) grant funded the Educate to Empower Project valued at N\$450,000.00, Ark Fishing 20,000.00, C+T Consulting N\$20,000.00 among a host of sponsors.

Retail and food companies continued to donate clothing, shoes and food to our children with numerous donations from JET stores, Woolworths, Refinery, Ackermans and Shoprite. However, there was a decrease in donations from Tulipamwe Catering, Namfoods and Namib Mills. Namfoods is going through changes in management, and we positively hope the new management will continue to donate to SOS-CV. We have retained our acquired committed donors with APS continuing to donate N\$ 20 000.00 per month to support a family house. In the same vein P.E Minerals continued to donate N\$ 14,285.00 per month.

IPD

An EU Concept Note under the theme: Support to CSOs: Youth, Women, Vulnerable/Marginalised people was submitted and approved by the EU, resulting in a development of a full proposal. Unfortunately, the proposal was not approved.

The MA applied for a Finish Embassy grant under the Fund for Local Cooperation 2022-2024. The application amounted to EUR 62 370.00 (N\$ 997,920) which was approved for funding under the thematic area Youth Employability and Entrepreneurship. This income will only be receivable in 2023.

Event: Fundraising Gala Dinner

The MA hosted a fundraising gala in celebration of Herman Gmeiner's birthday and his legacy of 73 years which raised N\$ 170,000. The gala dinner was attended by 200 people including 9 corporates. Pledges were made by Debmarine Namibia who contributed N\$ 60,000.00. Development Bank of Namibia, Ministry of Gender and MTC all bought tables worth N\$10,000.00 each.

The event created good exposure for the organisation, it was aired on the 8 O'clock TV news and multiple interviews on radio stations. The organisation was also further called in to a TV show to speak about why the public should give back to the less fortunate on the TUPOPYENI, NBC show.

The gala dinner was well sponsored as per the below breakdown:

Safari Hotels Managed by Accor: (Free Venue), Ubuntu Events (Stage, Display and Sound systems), Coca Cola Namibia (Refreshments), Frans Uunona catered for Paintings of which one sold for N\$ 15,000.00.

Hit radio Namibia committed airspace worth N\$ 72 000.00 to SOS Children's villages Namibia to promote the gala and future campaigns/activities. Various award-winning artists: free performances from all.

(b) Challenges

Although corporates have slowly started donating to the MA the challenges of COVID-19 are still prominently visible in the trends of giving as the corporates are currently prioritising their own recovery. Irrespective of all that, the organisation has seen an increase in donations from corporates thus making it a very promising income stream moving into the future.

Some of the challenges faced included the Individual Giving & Communications Officer leaving the organisation in the middle of the financial year with very little implementation conducted. A catch-up plan was formulated, and a number of the activities were carried out by the end of the financial year.

2.1.8 Expenditure analysis

SN	KPIs		Baseline 2021	Baseline 2021	Plan 2022	Actuals			
			2021	2021	2022	Q1	Q2	Q3	Q4
1	% of total expenditures spent on		18%	18%	18%	14%	15%	18%	20%
SN	KPIs	%	Actual 2022	Plan 2022	Variance 2022	Actuals			
						Q1	Q2	Q3	Q4
1	R0046511 NO Namibia	18%	7 553 181	6 768 978	(784 203)	1 502 199	1 660 149	1 838 140	2 552 694
2	R0046520 NB Namibia	5%	2 074 164	1 956 476	(117 688)	389 925	427 263	637 558	619 418
3	R0046515 SFC Ondangwa	21%	8 612 567	8 122 881	(489 686)	2 213 791	1 970 312	2 195 847	2 223 116
4	R0046516 ECD Ondangwa	2%	672 876	614 082	(58 794)	144 540	152 304	171 111	204 921
5	R0046517 FS Ondangwa	2%	1 020 445	1 020 763	319	264 936	238 911	256 427	260 170
6	R0046503 SFC Tsumeb	17%	6 852 960	6 990 161	137 201	1 792 767	1 603 663	1 608 608	1 847 922
7	R0046514 FS Tsumeb	2%	946 769	822 532	(124 237)	282 137	220 485	216 864	227 283
8	R0046506 SFC Windhoek	24%	9 706 879	9 800 552	93 673	2 442 891	2 523 022	2 448 821	2 292 145
9	R0046512 FS Windhoek	2%	735 804	774 046	38 241	249 991	143 058	160 647	182 108
10	R0046522 EET Youth Employability Namibia	1%	379 200	420 000	40 800	47 463	79 569	19 777	232 391
11	R0046523 ER Namibia COVID-19	1%	381 242	760 473	379 231	144 156	21 446	82 221	133 419
12	R0046501 NA Namibia	5%	2 106 251	-	(2 106 251)	32 742	1 500	-	2 072 009
			41 042 339	38 050 945	(2 991 394)	9 507 537	9 041 683	9 636 023	12 847 596

At a burn rate of 102% (excluding management fees of N\$ 2,106,000 which are not budgeted for) the MA had a 2% budget overrun. That is largely attributable to the rising costs of fuel and household budget related items like food stuffs. Excluding the SOS Federation membership fees, 75% of the MA spending was programmes related.

2.2 Lessons learned (1 page)

[In **Table 2.2**, insert the main lessons learned from the reporting period and the actions taken to overcome challenges, capitalise on good practices, or use observations to improve programmes. If desired, briefly explain how you elicited and managed lessons learned during the reporting period.]

Table 2.2 Lessons learned

Type	Lesson learned	Action(s) to be taken	Status of action
[challenge / good practice / observation]			
Observation	Integrated Case management is vital to ensure all service are provided to children, young people, and families	Timely update of children and young people's files and those of families. PDB update	Completed for 2022
Good Practice	Having contextualized and approved policies is essential to staff in providing accurate services and for compliance	Accelerated the approval of relevant program policies	Gatekeeping and youth policy approved
Challenge	Insufficient funding for FS hindered program change and innovation	Seeking for local funding while awaiting approval of international grants	Ongoing

2.3 Cross-cutting topics (¾ page)

[Outline national initiatives, actions, and/or main changes noticed in cross-cutting topics, such as child safeguarding, gender equality, HIV/Aids, environment, human rights, disabilities, etc.]

Capacity building of the team was one of the key objectives of the MA during the year under review. That saw 18 mothers & assistant mothers as well as 14 other co-workers receiving training in the following areas: time management, stress management, health and safety, and HIV & AIDS. Most of the trainings were organized by a local training institution, Intellectus Training Campus and forging ahead, we will be looking at building closer relations with them.

The appointment of the MA National Child Safeguarding Coordinator has seen a great improvement in accelerating issues of child safeguarding in the MA. The MA has as a result successfully established the National Child Safeguarding Team as well as Location Child Safeguarding committees at all locations who further gained a better understanding of their roles and responsibilities as committee members through orientation sessions conducted by the National Child safeguarding coordinator. Further support for the teams was provided by way of a virtual orientation by the Regional CS advisor for all CS committees including the National CS Team.

Child Safeguarding local mapping and risk assessment were completed at all programme locations including National Office which gave an overview of the child protection systems in the country and the risks associated with the care of Children in our Programmes.

Face to face CS Training was provided to 97 staff members, 6 Board and Association members and 59 children focusing on Child Safeguarding, reporting, and responding. The training enhanced the MA's responding and management of Child safeguarding incidents as the MA saw more children and staff reporting CS Cases on various channels including the IO Whistle blower platform.

The MA appointed a Gender focal person who also participated in the first gender network meeting. Subsequently, the MA developed a gender action plan to be implemented in 2023.

The MA donated 11 wheelchairs to 11 people living with disabilities. This was an action conducted through community-based partners to strengthen community empowerment.

2.4 Sustainability actions (¾ page)

[Describe measures taken to ensure the sustainability of the member association. Relate the response to the type(s) of sustainability that the MA is striving for: e.g., social, political, financial, etc.]

The MA was classified into the new sustainability cluster in 2022. That is a huge shift in the life of the organisation and the effect on the strategic focus moving into the future cannot be overemphasised. With this shift, the international subsidy income will gradually be eroded in the next few years with the ultimate goal being attaining of subsidy related self-sufficiency.

From quarter 3 of 2022, we started to lay the groundwork for the sustainability journey through information sharing engagements with MA colleagues to outline the meaning of the clustering shift and the implications on the MA. The headline message was that sustainability is a journey that requires participation by all of us. At the heart of the strategy will be growth and diversification of fundraising streams. That will be complimented by exploring cost efficiencies as well as process optimisation to ensure a nimble organisation that moves fast enough to seize opportunities and mitigate threats.

The MA started to develop a fundraising strategy that will shape fundraising programmes going into the future. The MA also strengthened local sponsorship approaches to attract more individuals to sponsor different interventions. Innovative packing of our service offering for different target audiences will therefore be key moving forward.

Partnerships with key stakeholders and strengthening relations with key corporate partners for our products to remain relevant is part of our financial sustainability strategy. The MA has managed to establish relations with key partners, including the Ministry of Gender Equality, Poverty Eradication and Social Welfare, Star for Life, Project Hope and Society for Family Health among matter. DAPP Namibia is key partner for the MA offering training as well as life skill sessions for children and young people.

Finally the MA continued to empower communities and CBOs, to create programme ownership where local communities take charge of the social development agenda

3. OVERVIEW OF PROGRAMME(S) (½-1 PAGE PER PROGRAMME)

*[Provide a **brief overview** of each programme location. If a Progress Report is available for the programme, simply paste the executive summary below. If a Progress Report is not available, summarise the programme learnings from the reporting period including achievements, lessons learned, risks, and sustainability actions.]*

3.1 Programme location: Ondangwa Programme Location

By the end of the reporting period, the number of children and young people in the alternative care program stood at 84. The village welcomed 4 children and re-integrated 6

young people back to their communities of origin. In very unfortunate circumstances, the village experienced the untimely death of a young boy aged 15.

Court orders for children in alternative care were reviewed to identify those that need renewal by submission to the Ministry of Gender Equality, Poverty Eradication & Social Welfare (MGEPEWSW). Children and young people in alternative care received a variety of health care services including specialised services like psychotherapy and dental care. 49 out of the 72 children enrolled in school had satisfactory academic results representing a 68% pass rate during the 2022 final exams. Children and young people received different life skills sessions including sexual and reproductive health and rights (SRHR) as well as career guidance from different stakeholders.

Preparation for reintegration of young people was carried out through workshops and support for semi-independent living. Young people continued to receive training to build their vocational and employability skills. To increase the knowledge of children, young people and staff members on child safeguarding, trainings and sessions were conducted to prevent occurrence of incidences.

Capacities of families in FS were strengthened through different interventions such as trainings and support for Income Generating Activities. Community was strengthened through the establishment of structures such as child protection committees and establishment of Village Savings Loan Association. Review of 119 family development plans (FDPs) led to the exit of 23 families and 40 more recommended for exit in quarter one of 2023. To build capacity, co-workers attended different training on basic first aid, Result Based Management, Community Economic Empowerment, Child Safeguarding and Child Care and Protection Act.

3.2 Programme location: Windhoek Program Location

SOS CV Windhoek started its operation in 1986 with alternative care. The family strengthening programme then followed in 2006. SOS Windhoek CV is currently providing its services through two programmes namely, Family-Like Care and Family Strengthening Programme. The Family-Like Care currently has 10 family houses with a total of 80 beneficiaries.

SOS Children's Villages provided services to children young people which included educational, psychosocial, and mental health. It also offered economic empowerment to caregivers who are continuously benefiting from these family support services. Such services include financial management, vocational skills training (tailoring, plumping) and funds for business start-up.

The Family Strengthening program had 325 beneficiaries from 154 families. The Family Strengthening Programme worked with the following informal settlements under the Tobias Hainyeko constituency: Okahandja Park, One Nation, Babylon and Kilimanjaro. The inhabitants of these locations elected their Program Management Committees and members of the community child protection committees. The Family Strengthening Programme also implemented two more projects; Solidarity fund and Empower to Educate funded by The Foschini Group (TFG). With the support of the Solidarity fund grant, families were provided with food items for temporary relief and received business support inputs as well as financial and business management training. The TFG project operated in f5 Schools to strengthen school management, learners' representative councils, provision of STEM study materials and supporting the school feeding schemes by reviving the school gardens.

3.3 Programme location: Tsumeb Program Location

This report is a summary of activities conducted from January to December 2022. The Child and Youth Development team with the support of the Village Management team have worked towards ensuring the wellbeing of children in Care, Education, Health, Psychosocial support activities and recreation. At the time of reporting, the Family Like-Care had a total number of 70 children and the Family Strengthening has a total number of 173 children from 56 families. SOS Children's Villages Tsumeb ensured that the rights of children in care are protected, children are empowered and equipped to claim these rights. SOS CV Tsumeb strengthened the gatekeeping mechanism, tracing and integration plans for young people and children. Interventions and services such as provision of mental health, child protection and rights, life skills sessions were provided to children and young people.

The village recorded a pass rate of 74% for children and young people under alternative care while FS reported a pass rate of 62% for academic year 2022.

The location launched the TFG project at Kuvukiland Primary School to support learners from vulnerable background to improve their educational performance. The project procured 43 solar lights and distributed them to the learners to assist with study during the night to improve educational performance.

ANNEX

ANNEX 1: HYPERLINKS TO RELATED MATERIALS

Topic	Person responsible	Source of information	MA file should be saved to:	Hyperlink
Actual statistics of the MA	Any Compass user	Compass report accessed via the following path: Compass -> Federation Steering -> Statistical Key figures -> SKF Beneficiaries / SKF staff -> filter for MA and year	n.a.	Compass
List of board members	National director	MA fills in template list of board members	Federation planning & steering: MA annual reports	<i>Insert hyperlink of the list of board members</i>
MA mid-term plan	National director	MA fills in template for mid-term planning	Federation planning & steering: Mid-term & annual plans	<i>Insert hyperlink of the mid-term plan</i>
MA annual plan	National director	MA fills in template for annual planning	Federation planning & steering: Mid-term & annual plans	<i>Insert hyperlink of the annual plan</i>
MA website	National director	Member association website	Not applicable: provide link only	<i>Insert hyperlink of the MA website</i>
Online directory page for MA	National director	SOS Online Directory	Not applicable: provide link only	<i>Insert hyperlink of specific page for the MA</i>

ANNEX 2: SUMMARY OF MAJOR ACTIVITIES OF THE MEMBER ASSOCIATION

[Provide an overview of major activities that occurred at the national level for the reporting period (e.g. audits, trainings/workshops, visits, etc.). Please mention which mid-term objective these activities support and what the results of the activity were.]

Major activities of the MA	Date	Corresponding national mid-term objective	Results
External audit of annual financial statements	July 2022	Ensuring financial governance	Unqualified audit opinion received
Cross function team internal audit	April 2022	Strengthening processes and internal controls	Action plan developed to implement recommendations
Child Safeguarding actions (appointment of NCSC, training on CS and setting up of various CS Committees)	September 2022	Strengthening safeguarding	Awareness, prevention and responding strengthened.
Annual planning and budgeting 2023 finalised on time	December 2022	Effective strategy implementation and review	Timely finalisation of MA plan and budget