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CATALYST FOUNDATION

Report of the trustees for the year ending 31 March 2024

The Trustees of Catalyst Foundation Charity present their annual report and audited accounts for the year ended 31 March 2024 and confirm they comply with the requirements of the Charities Commission. Catalyst Foundation works collaboratively with vulnerable girls across Africa, their families, teachers, and local social services, to break down the barriers that girls in particular face when accessing education.

Mission and Vision

Catalyst Foundation Mission and Vision is to be a global enabler of education and gender equality, delivering sustainable impact for the girls we support. Our Vision is to become the leading voice for girl child education across Africa.

Our key pillars include 1. Climate Change, 2. School Infrastructure and Resource Assistance, 3. School Feeding Programmes, 4. SHE Clubs, 5. Security, 6. Providing Basic Health Care, 7. Providing Education, 8. Establishing Sustainable Projects.

OPERATIONS AND PROGRAMS REPORT

The Programs Department successfully implemented on our priority-based programming, which has allowed us to focus on activities that have the most significant impact on our beneficiaries. By strategically allocating resources and prioritizing interventions that address the needs of our beneficiaries, we have been able to maximize the effectiveness of our programs and create meaningful change in their lives. This report outlines the key strategies and activities we adopted and highlight the positive outcomes achieved.

PROGRAM UPDATES 1. ACADEMIC IMPROVEMENT AND SUPPORT A. MODELS

These models represent our commitment to enhancing educational outcomes and promoting the holistic development of students across various stages of schooling. Each model is tailored to the unique needs and characteristics of specific age groups, ensuring targeted interventions and maximizing impact. By tailoring interventions to the unique needs and developmental stages of students, we strive to foster educational success, personal growth, and future opportunities for all.

B. EXTRA TUTORIAL SUPPORT

We recognized that the mainstream school curriculum may have limitations in meeting the diverse needs of our beneficiaries. Extra lessons have served as a means to supplement and compliment the curriculum, offering additional learning opportunities beyond what is covered in the regular classroom. In most of the schools the student-to-student ratio is still very high. These extra lessons Life Skills •Cooking •Food preservation Leadership •Public speaking Empowerment •Beading •Weaving •Sewing •Making solar lamps have been conducted monthly in consultation with the schoolteachers after conducting progress assessments for each of the learners.

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C. INTRODUCTION OF MUSIC CLUB IN BEATRICE

We launched a Musical club in February 2024 at Chihoro Primary School, to provide learners with an opportunity to explore their musical talents and develop their artistic skills specifically focusing on learning the violin. The impact of the music club is meant to go a long way in support of the practical side of the new curriculum under Visual and Performing Arts, and to secure more musical instruments as well as open the club to all.

D. SHE CLUBS

SHE clubs continued their activities during the quarter with 4 sessions per school per month focusing on empowering learners through interactive sessions and discussions covering different topics such as: Hygiene Bullying Confidence Abuse The clubs aimed to foster leadership skills, self-esteem, and gender equality awareness among the learners. The impact of the SHE clubs was evident in increased confidence, assertiveness, and a sense of belonging among the learners.

E. SKILLS TRAINING

We conducted a variety of skills training sessions with all our beneficiaries since April 2023. Skills training activities complement formal education by equipping girls with practical skills that enhance their academic performance and engagement. We believe skills training enhances girls' employability and economic empowerment. By equipping them with market-relevant skills, vocational training, entrepreneurship, and financial literacy, girls are better prepared to enter the workforce or start their own businesses. Training sessions conducted We are now currently in the process of drafting our SHE Program skills training module and handbook as part of standardizing our activities.

F. TEACHER-STUDENT MEETINGS

We conducted a variety of skills training sessions with all our beneficiaries since April 2023. Skills training activities complement formal education by equipping girls with practical skills that enhance their academic performance and engagement.

G. IEP AND ICP Plan

We have developed Individual Education Plans (IEPs) and Individual Care Plans (ICPs) within the department as part of efforts to truly offer bespoke support. By tailoring education and care, these plans optimize their learning experience, address barriers, and foster their overall well-being. Through collaborative development, practical implementation, and continuous monitoring, we ensure that girls receive personalized support, enabling them to excel academically, develop essential life skills, and thrive both academically and personally.

ACADEMIC & SOCIAL

Bespoke Approach Individual Education Plans (IEPs) A personalized plan developed for our beneficiaries with specific educational needs to ensure they receive appropriate educational support. **Individual Care Plans (ICPs)** Designed to address the various noneducational needs of the individual, considering factors related to their physical, emotional, social, and psychological wellbeing.

Purpose, primarily focused on education and learning outcomes emphasizes the overall well-being and holistic development of an individual. Focus outlines goals, accommodations, and modifications tailored to

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our beneficiaries' individual needs and aims to promote academic success and inclusion takes into account the unique circumstances and challenges faced by the individual and aims to provide appropriate support and care.

Careers Day Workshops

Tsholotsho 2 schools, reaching 678 learners, Zambia 2 schools reaching 800 learners, Beatrice 2 schools reaching 1470 learners.

Adolescence Talks

Tsholotsho 4 schools reaching 678 learners, Zambia 2 schools reaching 300 learners, Beatrice 2 schools reaching 1470 learners, addresses areas such as curriculum adaptations, specialized instruction, related services, and assessment modifications cover areas such as health management, counselling, psychological support, life skills development, social integration, and access to necessary services. Components information about the student's current academic performance, specific learning goals, targeted interventions, accommodations, and progress monitoring strategies. involves collaboration among educators, parents/guardians, and other relevant professionals includes a comprehensive assessment of the individual's needs, goals for their wellbeing and development, strategies and interventions to meet those goals, and a system for regular monitoring and evaluation. involves collaboration among caregivers, social workers, psychologists, healthcare professionals, and other relevant stakeholders.

H. ADOLESCENCE TALKS AND CAREERS DAY WORKSHOPS

In the past 6 months we organized adolescence talks and careers day workshops at the beneficiaries' schools. Careers Day Workshops Adolescence Talks .

I. EXPOSURE TRIPS

The foundation expresses gratitude to the camp organisers, volunteers, and sponsors who made this camp possible. Their dedication and support have played a vital role in creating a memorable and transformative experience for the participating girls. Catalyst Foundation provided payment for academic learning exposure trips for beneficiaries in secondary schools in Beatrice.

2. VICTORIA FALLS ANNUAL CAMP The annual camp for beneficiaries (Zimbabwe and Zambia combined) at Victoria Falls proved to be an enriching and impactful experience. The diverse range of activities, including the crocodile farm visit, treasure hunt, talent show, menstrual pad making, adolescence talks, and sporting activities, contributed to the girls' personal growth, knowledge expansion, skill development, and empowerment. The camp provided a nurturing and supportive environment for the girls to explore their potential, build friendships, and gain valuable life skills.

3. BENEFICIARY ONBOARDING

The successful onboarding of 18 new beneficiaries in Zambia marked a significant milestone in our efforts to empower and enable girl children through education. Process The onboarding process mainly based on academic merit has greatly improved in selecting the most deserving beneficiaries with compelling. Catalyst Foundation expresses gratitude to all stakeholders involved in making this onboarding process a success. We remain committed to monitoring the progress of these beneficiaries and providing the necessary support to ensure their continued growth and success.

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CHILD PROTECTION, AWARENESS AND PREVENTION CAMPAIGNS A. SAFEGUARDING TRAININGS:

Safeguarding activities were conducted in collaboration with local authorities and organizations to respond promptly to child protection concerns. We worked with organisations that include VFU (Victim-Friendly Unit) police and social welfare department to raise awareness about child protection, gender-based violence, and safety measures in 12 of the 14 schools we work with. Workshops were organized to equip the girls with knowledge and skills to protect themselves and seek support when needed. The impact of these activities was seen in increased awareness of their rights, improved safety measures, and a supportive environment for reporting and addressing any incidents. We have also arranged for training sessions for staff and volunteers on child protection protocols and reporting mechanisms. B. Facilitation of National identity documents We managed to facilitate for the acquisition of national registration identity documents for three beneficiaries in on the program. The facilitation of national registration identity documents for the beneficiaries has had a profound impact on the beneficiaries' educational journey and overall empowerment. Legal identification is often required for enrolment in schools and educational institutions. Having legal identification is crucial for the overall well-being of beneficiaries. It grants them access to essential services, education, employment, legal protection, civic engagement, and travel opportunities. By possessing legal identification, individuals can exercise their rights, access resources, pursue their aspirations, and actively participate in society.

PARENT AND COMMUNITY ENGAGEMENT

Parental meetings were conducted during the past year to involve parents in their daughters' education, address concerns, and provide updates on school activities. The impact of these meetings was observed in increased parental engagement, improved communication between parents and school staff, and a stronger support system for the girls. 6. SANITARY AND HOUSING SUPPORT FOR BENEFICIARIES We facilitated the construction and subsequent provision of a toilet facility and a two-bedroom house for beneficiary households demonstrates our NGO's commitment to girl enablement through education. By addressing basic needs and improving living conditions, we actively contribute to the overall well-being of the beneficiaries and create an environment that supports their educational pursuits.

BACK TO SCHOOL SUPPORT

The back-to-school activities conducted by our organization played a vital role in facilitating the education of both day scholars and boarders. Through the provision of food hamper packages for both day scholars and those in boarding school, complete uniforms, full school fees payments for all beneficiaries, textbooks, trunks for those in boarding as well as blankets and sheets, stationery, and satchels, we addressed critical barriers to education and empowered students to pursue their academic goals.

WHOLE SCHOOL SUPPORT

The support described below includes various resources and materials provided to enhance the learning environment and educational opportunities across the schools we operate in. These efforts align with our mission to create an inclusive and conducive educational setting for girls to thrive. Technology Support: As part of our commitment to digital literacy, we provided 10 laptops to the schools. This technological support aims to enhance students' computer literacy skills and provide access to educational resources that promote digital learning. English Reading Program: To enhance English language skills, we provided 100 Sunrise Readers for the English reading programs. These reading materials promote literacy development and encourage a love for reading among students. Sporting Kits: We supplied sporting kits to encourage physical

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activity and promote a healthy lifestyle. The kits included 4 volleyballs, 3 netballs, 2 soccer balls, 1 soccer net, 2 pairs of goalkeeper gloves, and 15 gold medals for competitions. Additionally, we provided a stopwatch and 2 volleyball nets to facilitate organized sports activities. Teaching Supplies: We donated essential teaching supplies, including boxes of chalk, manilas, drawing pins, and mighty markers. These materials assist teachers in delivering effective lessons and creating engaging learning experiences for students. School Feeding Program: To address the nutritional needs of students, we contributed maize for a school feeding program in the six schools. This support helps ensure that students have access to nutritious meals, which positively impacts their overall well-being and concentration in class. Stationery Support: We provided stationery items, including counter books, writing pens, pencils, and writing exercise books, to learners who are not part of the program. This support ensures that we additionally support needy learners who are in dire need of support have the necessary tools for their studies, promoting equal opportunities and reducing educational disparities.

HOME VISIT

Home visits are an integral part of our approach to empowering and enabling our beneficiaries. They have facilitated and allowed for trust-building, provide a deeper understanding of the girl's circumstances, and allow us to engage with parents and guardians effectively. By assessing the home environment, providing guidance and support, and monitoring progress, we create a comprehensive support system that maximizes the girl's educational opportunities and overall development. These have taken place monthly covering all the beneficiaries' homes once each month, ideally more times when issues are identified.

RESILIENCE PROJECT ACTIVITIES

As an organization committed to fostering resilience and sustainable practices, we undertook a project aimed at empowering two families through the provision of solar, water pump and seeds for garden support. The families were able to establish and maintain gardens, producing a variety of crops and vegetables. This not only improved their overall nutrition but also reduced their dependence on external sources for food. The surplus produce from the gardens allowed the families to generate income by selling the excess in local markets. This economic empowerment enhanced their financial stability and contributed to their self-reliance.

HEALTH, NUTRITION, AND WELLNES

We collaborated with local healthcare professionals and organisations to conduct specialised health workshops, reproductive health education, menstrual hygiene management and prevention of common illnesses.

We also conducted nutrition assessment using the Dietary diversity assessment to evaluate and determine the nutritional requirements of our beneficiaries.

PSS (Psychosocial Support Sessions)

PSS sessions were organised to address the girls emotional and psychological needs. We engaged local organisations in all districts to conduct group and individual counselling, providing safe space for the girls to express their thoughts and concerns. The PSS sessions had a significant impact on the girl's mental wellbeing as they gained emotional support, learned coping strategies, and developed a sense of belonging

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within the school community. We have managed to establish a referral system to connect girls and their families with external mental health professionals or specialised services when required.

AWARENESS AND PREVENTION CAMPAIGNS

Cholera Health Campaign: •Health campaign focusing on cholera prevention and hygiene practices was conducted during the last 6 months in response to the cholera outbreaks in both Zambia and Zimbabwe. •Awareness campaign was done, and distribution of hygiene kits such as water taped buckets were conducted to promote health and prevent the spread of cholera. The impact of this campaign was observed in improved knowledge of hygiene practices, reduced health risks, and a healthier community environment. **Donation of Maternity Pads:** •As part of the community outreach, a donation of 48 maternity pads was made to a local clinic in Beatrice, benefiting expectant mothers, including young girls who may lack access to proper sanitary products during pregnancy. This initiative aimed to address the needs of expectant mothers, ensuring their comfort, hygiene, and dignity during this critical period. The impact of the donation of maternity pads was significant for both the girls and the community. It directly improved the health and well-being of expectant mothers, reducing the risk of infections and complications. Additionally, it fostered a sense of support and care within the community, promoting a culture of compassion and empowerment for women.

Tree Planting Day with Climate Change Ambassador: •To foster environmental consciousness and instil a sense of responsibility towards nature, we organized a tree planting day in collaboration with a renowned climate change ambassador Ellayne Wanjiku in Beatrice. The event aimed to raise awareness about the importance of environmental conservation and empower the girls to act against climate change. The girls actively participated in planting trees, learning about their significance in mitigating climate change and preserving ecosystems. The tree planting day had a profound impact on the girls' understanding of environmental issues and their role in addressing them. •Tree planting activities also took place in Zambia at Kalebuka and Chiyabamanzi schools with similar learning outcomes for the school learners. We are delighted to give an update on the sporting program introduction by Catalyst Foundation, focused on empowering the girl children through education. The program has been successfully implemented in Beatrice schools on a trial basis.

PROGRAM ANALYSIS Beatrice, Tsholotsho, Zambia, Total No. of Beneficiaries 17, 25, 38, total 80. No. of Food hampers distributed 210, Attendance rate 91% Beatrice, 89% Tsholotsho, 93% Zambia, average 91%. Number of Dropouts, 2 Reason for Drop out, Relocation. Teen Pregnancies 0. Academic Performance: Primary 2nd Term 48.80% Beatrice, 30.03% Tsholotsho: Primary 3rd Term 54.33% Beatrice, 35.83% Tsholotsho. Academic Performance: Secondary 2nd Term 20.05% Beatrice 35.74% Tsholotsho: Secondary 3rd Term 19.70% Beatrice 38.90% Tsholotsho.

Finance

Operational expenses In line with the expansion of our beneficiary base, we have observed a corresponding increase in operational costs. Specifically, as the number of girls participating in our programs has grown, so too have the costs associated with supporting and facilitating these activities. Our most significant operational cost remains salaries, primarily due to the human-intensive nature of our work. With the

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expansion of our beneficiary base, particularly the increase in the number of girls we serve, there is a direct impact on our salaries bill.

Revenue

Over the past years, the bulk of our revenue, which is \$413 486.65 has been generously provided by our main donor, making them our primary donor and a cornerstone of our financial stability. Our fundraising income originates from online platforms, with a focus on individuals who engage with our organization through social media channels. In addition to fundraising income generated through online platforms, we also receive donations from individuals who contribute for specific reasons aligned with our organization's mission. These individual donations are often motivated by personal connections to our cause, events, or campaigns, and are directed towards designated purposes or programs. In the year 2023 to February 2024, the change in net assets showed (-\$40 450.51) which means that our current funding is not sufficient to cover the day-to-day operational cost of the foundation. The negative change in net assets in 2023 was covered by the positive change in net assets in 2021 and 2022. As we continue our review of the organization's financial performance, the next segment will focus on the statement of financial position. This statement provides a snapshot of our organization's financial health at a specific point in time, detailing our assets, liabilities, and net assets. Expenses one. Program expenses Our program's costs have steadily increased over time, from \$37 510.27 to \$150 450.07 mostly because of the growth in our beneficiary base. We now serve a much larger number of beneficiaries as we keep expanding our influence and reach. As a result, the scope and scale of the programs and activities put in place to assist the beneficiaries has also expanded. In the program expenses it includes Food Hampers, School Uniforms, school fees and other activities to keep our girls in school.

Strategic Priorities:

Diversification of Income Streams Recognizing the urgency of reducing donor dependency, we are prioritizing efforts to diversify our income streams. This includes actively seeking fundraising opportunities and cultivating strategic partnerships that align with our mission and values. By broadening our funding base, we aim to enhance financial resilience and reduce vulnerability to external shocks.

Financial Policies and Procedures In line with our efforts to secure additional funding, we have implemented financial policies and procedures to safeguard our resources and preserve our ability to serve our beneficiaries. These measures are designed to ensure transparency, accountability, and prudent financial management. Our goal as finance is to maintain the resources that we have while safeguarding the educational opportunities of our beneficiaries.

Accounting System

We have fully acquired an accounting system which will help us in recording, classifying, and reporting financial transactions of the foundation. The system will also be helpful in storing information which will be easy to retrieve later when needed.

HUMAN RESOURCES/ADMINISTRATIVE

The Administration/Human Resources department plays a crucial role in the success of the running of foundation. Throughout the budget year 2023-24 the foundation has grown as the number beneficiaries has increased by 32%, The department focused on several key areas, including recruitment and talent

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acquisition, employee engagement, training, and development, as well as compliance and policy management.

Recruitment and Talent Acquisition

The foundation has recruited seven new full-time employees in response to the growth the organisation is experiencing. In support of our cause, six volunteers have also joined the CF family across all sites. Throughout the year a total of six employees resigned from their positions. The reasons for these resignations varied and included personal career growth opportunities, relocation, and other personal circumstances.

Employee Engagement the CEO conducts one-on-one sessions with each member of staff using One-Up Coaching Platform for performance tracking appraisal, aspirations, and areas for improvement. Team days were held to encourage collaboration, fostering a positive work environment, team bonding and learning from each other's experiences.

Training and Development

Most of the organisation's team members participated in the 8 weeks Catalyst Leadership Programme. The program design was set out to empower team members to lead with integrity, openness, and authenticity so they can have a positive impact and achieve better results for the foundation. As well as equipping staff with the tools to enable them to give and receive better feedback, manage conflict, deal with different team dynamics, build trust in each other and live your organisation's values. Professional development opportunities are also available for staff and some team members have taken up training programs and professional certification courses. By investing in our team and growth needs the aim to continue having a workplace that retains top talent.

Compliance and Policy Management

In response to growth, the need arose to become compliant in terms of statutory requirements relating to employment matters. The organisation engaged a human resource consulting firm (iHR Active). Following that engagement the organisation now has a payroll system, statutory obligations are being remitted to the relevant authorities and payslips are now available to all employees. A Finance Department was established to ensure the foundation meets its obligations as per statutory requirements and compliancy. Currently the accountant and volunteer are running the department.

Various policies and procedures were developed to guide staff in their operations, and they have since been signed off. The policies are intended to increase accountability, safeguarding of the organisation's assets, transparency, and feedback mechanisms. HR/Administration department has made significant contributions to the overall success of the organisation. Efforts in recruitment and talent acquisition have resulted in the successful hiring of committed and enthusiastic individuals, as the organisation remains dedicated to maintaining a stable workforce. Employee engagement has strengthened employer-employee relations and team cohesion. Training and development programs have enhanced employee skills and performance. Compliance and policy management efforts have ensured adherence to government regulations and staff accountability.

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MARKETING REPORT

Since March of last year, Catalyst Foundation has successfully executed several impactful marketing and fundraising activities. Additionally, we have established meaningful partnerships and are currently in the process of forming new ones, all of which strongly align with our journey towards achieving the organisation's goals and objectives. This report will provide a comprehensive overview of these noteworthy endeavours. **Marketing Strategy Objectives:** The primary marketing strategy of the S.H.E. Programme has been to align all campaigns and activities with Catalyst Foundation's mission of becoming “recognised as an enabler of education and gender equality – offering tangible and sustainable impact on the girls that we support in marginalised rural African communities.” Throughout this ongoing process, our key focus has been to consistently showcase to our audience the significant impact that we have made and continue to make in our beneficiaries’ lives, emphasising how we fulfil all three of our unique selling points (USPs) which distinguish us from other charity organisations.

Our campaigns and activities have been centred around how, as a girlchild-led organisation, we have ensured that all our beneficiaries actively participate in every interaction, fostering their empowerment and leadership. Through adopting our holistic, 360- degree approach model to our support, we have highlighted how we address the comprehensive needs of our beneficiaries, ensuring that their needs are consistently met, and contribute to their overall well-being and development. Lastly, by maintaining a constant presence throughout each beneficiary's empowerment journey, we have highlighted how we have been able to offer our unwavering support and guidance to each girl by highlighting the interactions of each team member in their respective roles. Aligned with these objectives, we have strategically emphasised how our core values of family, consistency, and impact have guided our actions and decision-making processes. We have aimed to consistently highlight how these values underpin everything that we do, reinforcing our commitment to making a lasting and positive difference in our girls’ lives.

Marketing Strategies and Initiatives:

We implemented a range of marketing strategies and initiatives to reach our target audience, increase brand visibility, and drive engagement through various channels and tactics to effectively communicate its mission and engage stakeholders. Here are the key marketing activities conducted:

- **Campaigns and Events:** We organised targeted campaigns and events to raise awareness about girl child education. This included fundraising campaigns, awareness drives, and participation in relevant conferences and exhibitions. These initiatives helped generate interest, engage supporters, and attract potential donors and partners.
- **Launch of our New Website:** We launched our brand-new website last year aimed at representing our core values, and showcasing who we are, and the impact that we have made. We hope that through our website, viewers will be able to learn more about us as an organisation and feel inspired to fundraise and donate to our cause.
- **Digital Marketing Efforts:** We leveraged various digital marketing channels to reach a wider audience. This included search engine marketing (SEM) and search engine optimization (SEO) techniques to improve online visibility and drive traffic to our website. Digital advertising campaigns, including display ads and social media ads, were deployed to raise awareness and encourage engagement.
- **Content Marketing:** We invested in content marketing initiatives to educate and inspire our target audience. This involved creating and sharing compelling stories, case studies, and impact reports that showcased our impactful work and the transformative power of education for girls. Content was distributed through the website, blog posts, email newsletters, and social media platforms.
- **Social Media Engagement:** We actively maintained a strong

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presence on our social media platforms such as Facebook, Instagram, and LinkedIn. Social media was used to share updates, success stories, and educational content related to girl-child empowerment. Interactive posts were employed to foster engagement and encourage sharing among our supporters. - Partnerships and Influencer Engagement: We forged strategic partnerships with like-minded organisations and engaged in research into influencers where we aim to amplify our message, reach new audiences, and build increased credibility. - Community Outreach: We conducted various community outreach campaigns to directly engage with our local communities. This involved organising workshops, and interactive sessions to educate parents, teachers, and community leaders about the importance of girl child education and the available support.

Partnerships and Collaborations:

We have successfully established partnerships and collaborations that have played a significant role in enriching the S.H.E. Programme's support. We aim to seek partnerships for all of the S.H.E. Programme's support pillars so that the Foundation's funds can be directed to expansion as there are many girls out there who are in dire need of our support.

Passed Fundraising Campaigns:

We initiated targeted fundraising campaigns to engage donors and raise funds for our S.H.E. Programme. These campaigns had a compelling narrative and clear call to action to motivate donors to contribute. We used various channels, including digital platforms, social media, email marketing, and direct mail, to reach potential donors and communicate the impact of their contributions. The events that took place include Cycle event – raised £2,250.00 ▪ #SHEWalks 2023 – raised £9,402.00 ▪ S.H.E. Camp 2023 – raised £10,247.00. CCG Halloween Fundraiser for a beneficiary's House Build – raised £140.00 ▪ Victoria Falls marathon – raised £120.00.

Donor/Partner Stewardship Initiatives:

We implemented donor stewardship initiatives to cultivate strong relationships with existing donors/partners and encourage continued support. These initiatives included personalised communication, impact reports, and updates on the progress of funded initiatives. We have been focusing on building longterm relationships and demonstrating the impact of donor/partner contributions.

Future:

We are thrilled to announce the launch of our International Volunteer Programme, designed for individuals from abroad who share a passion for empowering girl children. This programme will offer the opportunity to visit Zimbabwe and Zambia and volunteer with Catalyst Foundation. We are delighted to have already welcomed two participants, including an adult and a soon-to-be high school graduate. We hope that their meaningful experiences this year as volunteers with Catalyst Foundation will serve as catalysts to motivate others in the future. Secondly, we are excited to launch our Catalyst Talk Shows with (Field Officer in Beatrice, Zimbabwe) where our beneficiaries, other learners and guests will be having panel discussions on various themes aimed at the girl child in rural Africa.

Trustees

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Trevor Mapondera, **Trustee and Chair**

Tamsen Garrie, **Trustee**

Ashleigh Fox, **Trustee**

Sam Dlodlo, **Trustee**

Website

[Empowering Vulnerable Individuals - Catalyst Foundation](#)

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CATALYST FOUNDATION
REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

Catalyst Foundation
Index To Report And Accounts
For The Year Ended 31 March 2024

Contents

	Page
Annual Report	1
Independent Examiner's Report	2
Statement of Financial Activities	3
Balance Sheet	4
Notes to the Financial Statements	5

**Catalyst Foundation
Annual Report
For The Year Ended 31 March 2024**

Chairperson

Mayda Mapondera (appointed 3 February 2021)

Trustees

Trevor Mapondera (appointed 3 February 2021)

Mr Mandhla Dhlodhlo (appointed 28 July 2021)

Mrs Ashleigh Fox (appointed 28 July 2021)

Mrs Tamsen Garrie (appointed 3 February 2021)

The Charity was originally established as a CIO dated 3 February 2021 and is registered with the Charity Commission, No 1193385. The Charity's address is Ash House, Fountain Court, New Leaze, Bradley Stoke, Bristol, BS32 4LA.

Objects, Organisations and Activities

The Charity's aims are to advance the health and education of children and young people in Southern Africa through the provision of school fees, school uniforms and educational equipment, food hampers, health checks and any other such services the the Trustees see fit.

Corporate and individual donations are sought in order for the charity to meet its aims. The charity also organises fundraising activities to boost the total donations.

Review of progress and achievements and finances

In the period to date, the first reporting period, the Trustees have made significant effort to promote the charity in order to gain as many donations as possible to aid the objectives of providing school aged females in Southern Africa with education and required items to assist with that.

At our first-year end, we have been able to assist over 10 school girls with their education in Zimbabwe and we are now in a position to push this in to other Southern African countries.

The Trustees are grateful to Catalyst Care Group, the charity's platinum sponsor, and all other individuals and businesses that have donated and assisted with the charity.

n behalf of the Trustees



Trevor Mapondera
Trustee
31/01/2025

**Catalyst Foundation
Independent Examiner's Report
For The Year Ended 31 March 2024**

I report on the accounts of Catalyst Foundation for the year ended 31 March 2024, which comprise the Statement of Financial Activities and Balance Sheet and the related notes.

This report is made solely to the Charity's Trustees, as a body, in accordance with s.43(3) of the Charities Act 1993. My examination has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my examination, for this report, or for the opinions I have formed.

Respective responsibilities of members of the Trustees and the examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts (under section 43(3)(a) of the 1993 Act);
- to follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 43(7)(b) of the 1993 Act); and
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes a consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 41 of the 1993 Act; and
- to prepare accounts which accord with the accounting records and comply with the requirements of the 1993 Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

29 Jan 2025

I Gargett

----- Date -----

Ian Gargett
Bristol Accountancy
Parkway House
Hambrook Lane
Bristol. BS34 8QB

Catalyst Foundation
Statement of Financial Activities
For The Year Ended 31 March 2024

Unrestricted Funds
2024

INCOME

	£	£
Individual Donation		19,963
Corporate Donations		176,745
Other Revenue		<u>6,119</u>
		<u>202,827</u>

DIRECT CHARITABLE EXPENDITURE

Health Checks	427	
Boarding School – Support items	20,279	
School Stationery & Textbooks	59,060	
Other Direct Expenses	<u>34,325</u>	
		(114,091)

OTHER EXPENDITURE

Salaries	94,650	
Training	1,286	
Entertainment	511	
Travel – National	668	
Travel – International	6,957	
Rent	2,498	
Vehicle running costs	1,088	
IT Software and Consumables	1,292	
Depreciation	971	
Amortisation	3,373	
Telephone & Internet	418	
Consulting	1,003	
Subscriptions	1,538	
Bank Fees	<u>487</u>	
		(116,740)

FUND BALANCES CARRIED FORWARD		<u>(28,004)</u>
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**Catalyst Foundation
Balance Sheet
As at 31 March 2024**

	2024	
	£	£
NON CURRENT ASSETTS		
Fixed assets	16,291	
CURRENT ASSETS		
Cash at bank and in hand	19,409	
NET CURRENT ASSETS (LIABILITIES)		<u>19,409</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>35,700</u>
NET ASSETS		<u>35,700</u>
REPRESENTED BY:		
Unrestricted income funds:		
General purposes fund		<u>35,700</u>

on behalf of Catalyst Foundation



Trevor Mapondera
Trustee
31/01/2025

The notes on page 5 form part of these financial statements

**Catalyst Foundation
Notes to the Financial Statements
For The Year Ended 31 March 2024**

1. Accounting Policies

Basis of Preparation of Financial Statements

The financial statements are prepared under the historical cost convention (unless otherwise stated) and in accordance with applicable accounting standards and the Statement of Recommended Practice on Accounting by Charities

CATALYST FOUNDATION
REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

Catalyst Foundation
Index To Report And Accounts
For The Year Ended 31 March 2024

Contents

	Page
Annual Report	1
Independent Examiner's Report	2
Statement of Financial Activities	3
Balance Sheet	4
Notes to the Financial Statements	5

**Catalyst Foundation
Annual Report
For The Year Ended 31 March 2024**

Chairperson

Mayda Mapondera (appointed 3 February 2021)

Trustees

Trevor Mapondera (appointed 3 February 2021)

Mr Mandhla Dhlodhlo (appointed 28 July 2021)

Mrs Ashleigh Fox (appointed 28 July 2021)

Mrs Tamsen Garrie (appointed 3 February 2021)

The Charity was originally established as a CIO dated 3 February 2021 and is registered with the Charity Commission, No 1193385. The Charity's address is Ash House, Fountain Court, New Leaze, Bradley Stoke, Bristol, BS32 4LA.

Objects, Organisations and Activities

The Charity's aims are to advance the health and education of children and young people in Southern Africa through the provision of school fees, school uniforms and educational equipment, food hampers, health checks and any other such services the the Trustees see fit.

Corporate and individual donations are sought in order for the charity to meet its aims. The charity also organises fundraising activities to boost the total donations.

Review of progress and achievements and finances

In the period to date, the first reporting period, the Trustees have made significant effort to promote the charity in order to gain as many donations as possible to aid the objectives of providing school aged females in Southern Africa with education and required items to assist with that.

At our first-year end, we have been able to assist over 10 school girls with their education in Zimbabwe and we are now in a position to push this in to other Southern African countries.

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n behalf of the Trustees



Trevor Mapondera
Trustee
31/01/2025

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Trevor Mapondera
Trustee
31/01/2025

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