

go

**We kickstart,
you drive.**

2023 Annual Report

The **go**
Group

RE parenting
Encourage the secretion of oxytocin (belonging)

RE vitalize
Keep volition high

RE new
Ignite & enthuse ongoing growth

RE vive
Ignite & enthuse ongoing growth

RE charge
Affirmation Empowerment Plan

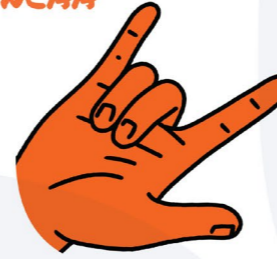
"REVIVE"

RE

"SILLY"

SIL

"LEKKER
NCAA"



PEOPLE skills
Equalize and remain relational. Have a fun communication style to prevent hardwire triggers.

HAPPY hormones
Balance happy hormones with financial and human hardwire pressures.

ANXIETY mitigation
Create environments that promote laughter, and don't be afraid to be a little silly.

CHILDLIKE wander
Find magic in the little things - everything is awesome and wonderful.

RETURN to joy
Choose this as your number one value to live by.

LINGO for change
Use some slang to snap people into consciousness in a fun way.

DO THE hand sign
Use the hand sign to make the gesture visual.

FACILITATE consciousness
Constantly make them aware to think ahead and have foresight.

PREDEFINE quality standards
This ensures A3 levels of task performance.

TASK bank
Record A3 moments on video, stash them in your library and use them as tutorials.

"LEKKER NCAA"

NCE



RESILIENCE

THE ULTIMATE TOOL FOR TOP MANAGEMENT

ER

"END RESULT"

REINFORCE the ER
Everybody has to be interconnected with the ER. Use digital tools to drive your ER weekly and monthly.

OUR Vision
Make your vision visible so that it brings constant alignment, hope, clarity and "buy-in."

OUR Values
Have clearly defined value statement - "This is who we are. This is NOT who we are."

LIE

"TRUTH"



CULTURE of Truth
Expect your people to own up to their hardwires (their inner truth).

INTEGRITY Teams
Form teams comprised of ZI, ZO, and Mid-brainers to ensure watertight integration between "doing the thing right" and "doing the right thing".

REALIZE Real Lies
Due to uncondusive parenting and abuse so many people are dissociated and cannot face reality and believe their own lies. Corruption has become the new normal.

WHAT'S WRONG With The World?
Keep your A2B "What's Wrong With The World" poster up-to-date to reflect the changing landscape of deceptions that are becoming the new norm. This way, you'll prevent your people from accepting or emulating those falsehoods.

KEEP OUT Power Zappers
Have zero tolerance for anyone who refuses positive change. Encourage growth-mindsets over fixed-mindsets. There are some hardwires that need to be exterminated namely VIC, LOC, EGO, WIS, VEN, HEA, ADD, OLM.



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Craig Sagar
Chairman

CHAIRMAN'S ADDRESS

Wow!! Another year gone in what seems like a flash - "time flies when you are having fun", the saying goes. Well this is certainly true, for The Go Group Community is centered on optimizing humans in the best possible way, and a, not inconsiderable, portion of this success is because of the fun our board, our partners, our management team and our programme participants all experience along the way.

The growth in the number of humans who have experienced opportunities to work hard towards optimizing their value to society and themselves seemed impossible....however as our nation's founding father, the late Madiba ,said; "it always seems impossible.....until its done".

It is a truly special experience to attend one of our Graduation Days held in December each year - to see the 'pride in achievement' of each and every Go-Getter is hugely rewarding and gives hope to future of our communities.

I extend a massive big thank you to our program partners who support our programs and encourage you to reach out to them to discover more about how they are making an impact in the "Purpose beyond Profit" space. I have read several thought leadership pieces which evidence the fact the organisations driven by a purpose to make an impact on their people, their clients and their communities are more sustainable and profitable.

In addition, on behalf of the board, my thanks also go to Bronwen and her team for the consistent effort in driving the success of our organization and paving the way to a society freed from the chains of dependencies brought about by handouts and grants and enabled through the facilitation of "I can do it" moments.

Craig Sagar



Bronwen Bainbridge
General Manager

GENERAL MANAGER ADDRESS

As we reflect on 2023, I am ecstatic to share insights on a theme that has been integral to our collective success: **resilience**. In the face of challenges and uncertainties, every human in our organization, team members and programme participants alike, have demonstrated remarkable resilience, navigating through turbulent waters with unwavering determination and adaptability. Resilience is not merely about weathering storms; it's about harnessing the power of response-ability to propel us forward. It's about embracing change as an opportunity for growth and innovation. Throughout the year, our team has shown resilience in action, rising to meet challenges head-on and emerging stronger than ever before. In times of uncertainty, resilience becomes our guiding light, illuminating the path forward and instilling confidence in our ability to overcome obstacles – especially when we stick to our methodology. It is a testament to the strength of our organizational culture and the unwavering commitment of everyone who co-owns the end result of our programmes and for The Go Group as a whole. As we look ahead to the future, I am filled with optimism and confidence in our collective ability to navigate the demand of our programmes and the evolutions required to respond to the data that we collect to measure our impact.

I extend my deepest gratitude to each and every member of our team for their resilience, dedication, and unwavering commitment to excellence.

To our partners, thank you for your support that is growing year on year and the journey you are walking with us. You have included us in your operations and shared with us, the value that you seek to exchange with The Go Group while balancing people and profit. Everybody in The Go Group strives to provide a Return on Investment to you and when graduates leave our programmes to join your value chain – we celebrate!

Bronwen Bainbridge



Lesego Moagi | Director
"The work that the people of The Go Group do, is not a community service, but an investment into humans. Our programmes are impactful and tailored to catalyse the innate potential we all possess. And each person or enterprise who graduates from our programmes, have the skills and passion to create better lives for themselves and their communities."

Edward Colle | Director
The impact that The Go Group is having on human beings is remarkable. Its relentless belief that humans can achieve more and their desire to shift people out of their own limiting beliefs is why they are able to change people's lives. The impressive part of this is that to shift others, you first need to shift yourself – and knowing that this team has journeyed their own challenges and pain means they have unlocked new opportunities for themselves. The transformation of the Management Team is testament to the methodology that they use whereby high standards are met and the next breakthrough is just 1 conversation away.

Doc Louw | Trustee
"I am amazed every day at the activities of the Go Group team and what they do to stimulate talent and teach those less privileged the business skills necessary to enter the business world with confidence and ultimately success."

Steve Truter | Trustee
With not being involved in the day to day running of The Go Group Foundation NPC activities, I look forward to our regular board meetings where the activities of the previous quarter are reviewed and shared. Without fail, I continue to be blown away by the impact the Team are having on society, and I feel really honoured to be a small part of this special organisation. I trust you will enjoy reading the annual report. I believe the full impact of the Foundation is difficult to put into words, yet the report is still truly impressive – congratulations to ALL.

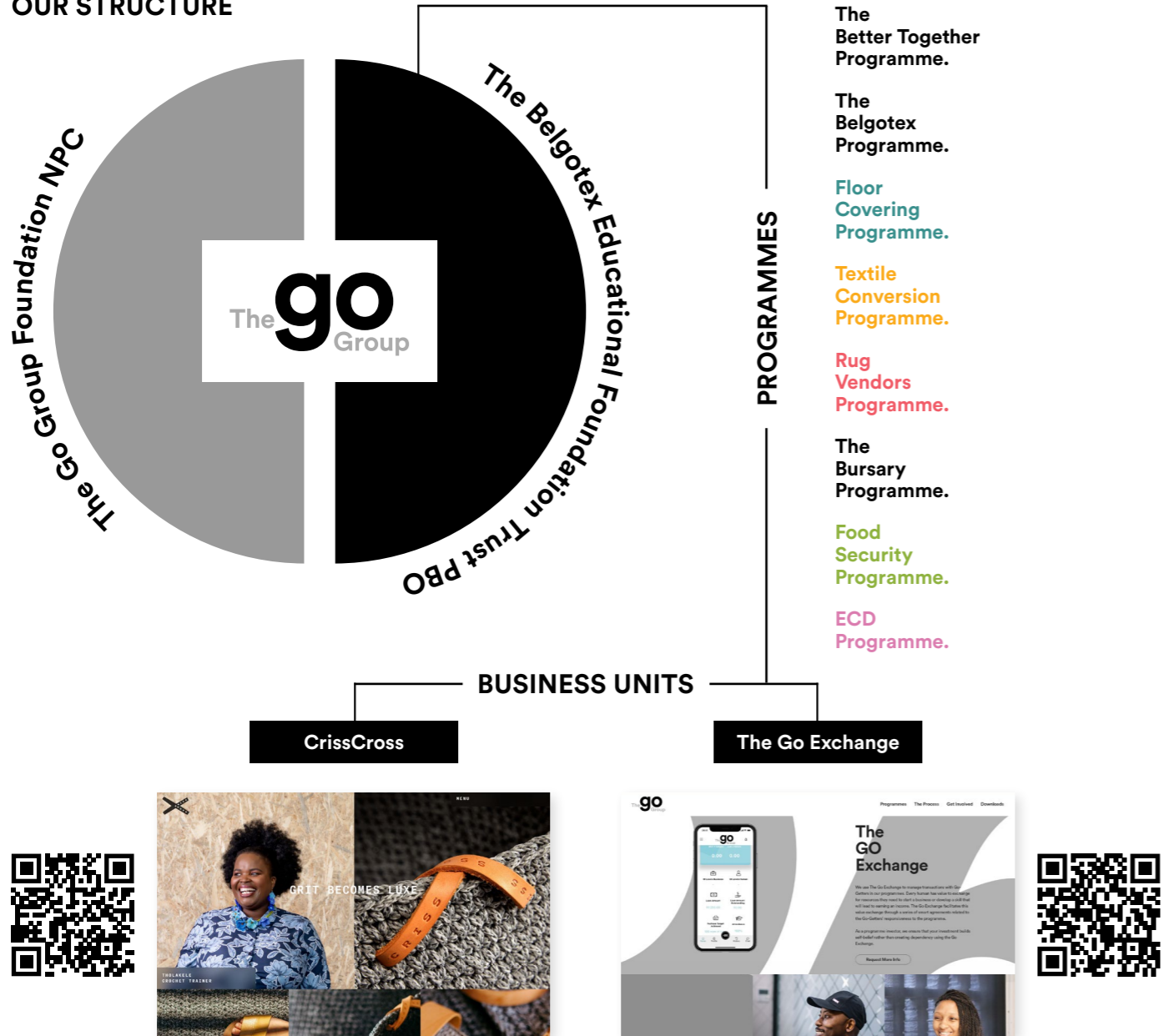
Smengele Tshabalala | Director
The impact of the work of the Go Group is so evident in the lives of our beneficiaries and their testimonies. You can see the real change in all those who've participated in our programmes. Lastly, the impressive commitment and passion of our amazing team is not only seen in our output, but more in the quality of the outcomes. Keep up the great work team!

WHO WE ARE

We cultivate personal growth environments that shift “I need” thinking to “I can” action through collaborative leadership and business development. We’ve designed various programmes that use proven development practices from the applied science of Occupational Intelligence, to pursue our goal of enabling positive change within our sphere of influence.

In 2019, The Go Group NPC acquired a stake in Belgotex Floorcoverings Pty Ltd and is now responsible for many research and development activities that lead to economic and social development within Belgotex’s value chain. It is now also responsible for these activities for other organisations. The same management team are responsible for activities across the entities that our programmes impact to ensure the golden thread of HOW we implement and report on impact is maintained throughout regardless of the funding entity.

OUR STRUCTURE



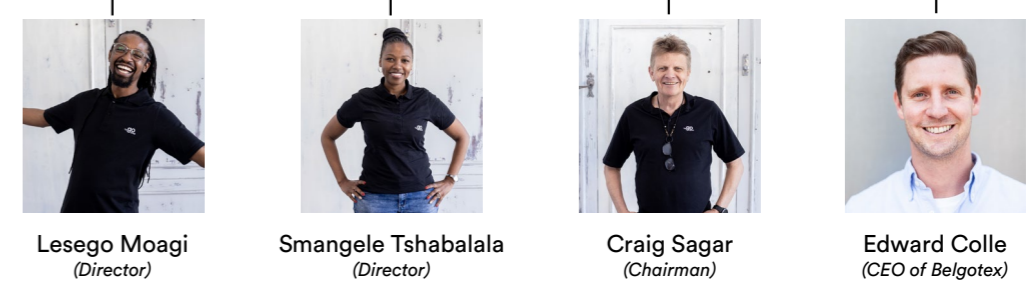
‘A leader is anyone who takes responsibility for finding the potential in people and processes and has the courage to develop that potential.’

- Brene Brown

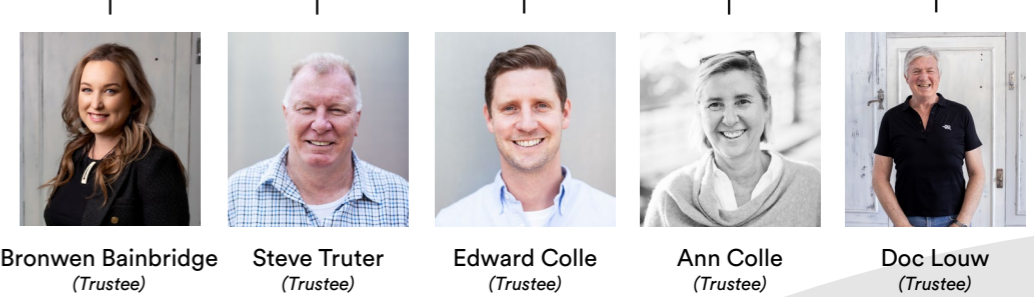
WHO WE ARE

OUR ORGANOGRAM

NPC Board of Directors



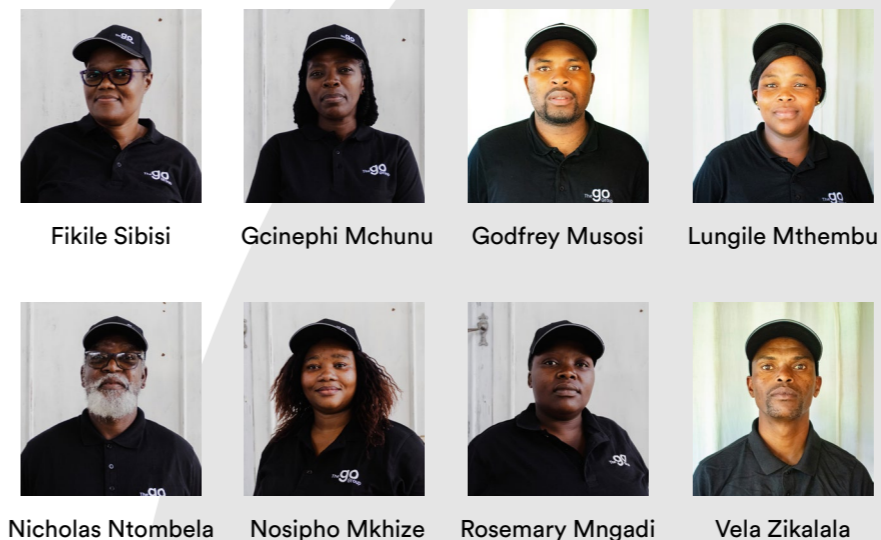
PBO Board of Trustees



Management



PROGRAMME AMBASSADORS FOR 2024



One of the achievements of completing a programme is to be appointed as an ambassador. An ambassador has met all the attendance and performance requirements and demonstrated a “more than self” leadership style. Ambassadors collaborate, work with others who need a crutch for competence, and they are active changemakers at home and within The Go Group. Once appointed, ambassadors join our team by offering their services where we need their energy and expertise. Ambassadors move into The Graduate Programme which is the second year of developing their businesses. This is the year of bigger challenges and out of comfort zone experiences and customized to the ambassador’s own purpose and end result, rather than following the prescribed formula in their first year of operating a business.

WHERE WE WORK

THIS IS HOW WE OPERATE

GAUTENG

- The Floorcovering Programme
- The Rug Vendor Programme
- The Bursary Programme
- The Early Childhood Development Programme



WESTERN CAPE

- The Floorcovering Programme
- The Rug Vendor Programme
- The Bursary Programme
- The Early Childhood Development Programme

KZN

- The Floorcovering Programme
- The Rug Vendor Programme
- The Early Childhood Development Programme
- The Food Security Programme
- The Bursary Programme
- The Textile Conversion Programme

OUR END RESULT

The Go Group is an ecosystem made up of people operating in different commercial environments with an aligned purpose, that is - to actively contribute towards long term positive changes in our society using economic and social funds for a tangible return on investment. The Go Group achieves this by designing and implementing enterprise development programmes according to the Occupational Intelligence methodology. This process cultivates responsibility within each individual to better contribute to the economy and society. As individuals become more responsive within a programme, the positive impact begins to ripple beyond their immediate business ecosystem.

In the Go Group, we are concerned with two responses:

- 1 | How the individual's response to challenges is keeping them stuck.
- 2 | How the individual's response to the programme affects their business performance.

Our programmes are designed to enhance a person's ability to respond to challenges and thereby enable change.

We achieve our End Result by:

- 1 | Designing empowering ecosystems in partnerships. We don't work alone.
- 2 | Approaching all things from the basis of human first, and task second.
- 3 | We actively lean into 'out-of-comfort-zone' situations and discussions.

The *collaborative* nature of our work fits well with our name – **The Go Group**. We have found that with *partners*, we **GO** far.

THE WHY

Many people living in South Africa have experienced symptoms of dependency resulting from a society that has low levels of Occupational Intelligence. These symptoms show up in the form of crime, litter, low quality products and service delivery, poor environmental stewardship, and so on. They are indicators that a person is not responding to challenge in an able way, or at all. The view that someone else needs to fix these problems is inappropriate when each of us is directly affected by or could even be contributing to the cause. Our goal is to overcome this dependency syndrome by enabling Go-Getters to be agents for change.

'Everything humans occupy themselves with in life, requires a response. This is the science of the unique interplay between the task and the man, in which the man is the responder and the task is the challenge. This dynamic acts as the mechanism for ignition of volition (the will to act and respond to life challenges).'

- Vivienne Schultz, A2B Transformation Movement

THE HOW

We have built our work upon **THREE RULES**, and we outline what is ok and what is not ok when applying these rules.

VALUE EXCHANGE

Value exchange is the key ingredient to combat the dependency syndrome. Each Go-Getter has a clear set of attendance and performance targets when signing up for the programme. The programme architecture ensures that anyone we invest in, builds up their self-worth by exchanging value for what they extract out of the programme.

JUST RIGHT CHALLENGE

We set gradually escalating challenges that build willpower and self-esteem. This process typically includes moments of anxiety, and the implementation team need to deal with these responses appropriately. As development practitioners it is ok if we set challenges at a level that stretches Go-Getters just outside of their comfort zone, but not too far that self-esteem is impacted.

ZERO-TOLERANCE OF RESCUING BEHAVIOUR SHOWN BY THE GO GROUP FACILITATION TEAM.

It is ok for the facilitators to support each person's journey by walking alongside them and providing tools that help the human stand on their own feet to overcome challenges. It is not ok to rescue humans. This is a symptom of a victim mentality and creates the dependency syndrome when people compulsively give things for free (money, time, things) or validate excuses when someone is not achieving what they are capable of achieving. This behaviour is called "stealing I CAN moments". The impact of stealing somebody's "I Can" moments is detrimental because it keeps the development practitioner in a position of "I can" and the Go-Getter in a position of "I can't unless you help me".

HOW WE MEASURE THE IMPACT OF OUR PROGRAMMES

We measure and track our impact across multiple dimensions with 73 indicators that we have adopted from 5 sources that are aligned to how we approach our work. These indicators measure how effective The Go Group teams are at facilitating human responsiveness. All these measurement tools use self-diagnostics rather than an outside judgement of the Go-Getter. This empowers the individuals and family units to be in a position of choice to make the changes that they feel will unlock potential to achieve the goals that they have set for themselves. We offer these tools in such a way that provides agency to each human in our organisation so that eventually, they are successful independent from The Go Group.



Performance

Business Optimization (4 Indicators)

This includes technical training, quality control and accountability for business performance related to each programme goal. The Go Group team are responsible for setting the challenges at the correct quantity, frequency, and size to ensure Go-Getters meet the norms and standards required in the programme. Each Programme defines these within the Go-Getter's development contract and are quantified quarterly.



Attendance

Attendance (1 indicator)

We have a strict 80% attendance requirement in order to remain in the programme.



OI Appraisals

Occupational Intelligence Levels of Responsiveness (2 Indicators)



Our team are trained to implement the A2B Transformation Movement's approach to Occupational Intelligence (OI). We specialise in setting 'just-right' challenges for each Go-Getter within the programme, and evaluate each response to unlock further personal change. In everything we do, an individual's "I CAN" moment is fundamental to growth and prosperity both in their quality of life and their business success. These "I CAN" moments build self-belief that breaks the cycle of dependency on something outside of themselves to help them. Responses to challenges evolve as Go-Getters boost their capacity to overcome challenges.



Hardwires

Hardwires (16 Indicators)



HARDWIRES™ is an in-depth, non-threatening prognostic tool for assessing the factors limiting and/or obstructing change, that have developed, from early childhood days in our minds; often without us even

being aware of this happening. In understanding the cause and effect of these HARDWIRES™, we are able to re-wire, because of the remarkable neuroplasticity of our brains. There are 16 hardwires presented in the form of a graph to human's who choose to understand how neurology plays a role in their lives. The assessments are completed year on year providing the individual with a snapshot of how their brains have changed in the previous 12 months.

As development practitioners it is crucial that our team do the Hardwires assessment every year so that we are conscious of our collective decision-making behaviours. This assessment is arguably the most important part of the success or failure of the programmes we implement. Our data shows that the performance of Go-Getters in our programmes is directly related to the hardwires of the programme team leading the group for that year. We use Hardwires as a prognostic tool like a compass for our journey through life. It provides insight into what lies ahead, helping us navigate challenges and make informed decisions. Imagine this tool as a weather forecast for our personal growth—a glimpse into the conditions we'll encounter on our path.

In the realm of self-development, a prognostic tool serves as a guide. It assesses our internal landscape, identifying patterns, obstacles, and potential breakthroughs. By understanding our behavioural HARDWIRES™, we gain foresight. These HARDWIRES™—formed from childhood experiences, beliefs, and habits—shape our responses to life's storms and sunny days. So, when we encounter a crossroads, consciousness of one's own hardwires whispers: "Watch out for that old mindedness (OLM), choose your attitude (ATT), and beware of the drama triangle (VIC)." Armed with this knowledge, we can adjust our sails, rewire our neural pathways, and set sail toward success. In essence, a prognostic tool isn't just about prediction; it's about empowerment. It invites us to rewrite our story, one HARDWIRE™ at a time. Therefore, as the team who is leading programme participants – it is a non-negotiable in our ecosystem to role model our own personal optimization to set the culture of self-development and accountability of one's own choices that we expect from participants in the programmes.



Greenlight Survey (50 Indicators)



The Greenlight Office and its members have created a successful movement of like-minded organizations, such as The Go Group, whose shared intelligence allows for informed decision-making and also an operational culture that is unafraid to ask whether our investments and programmes are truly moving the needle of authentic transformation.

In support of this, the Greenlight Movement created a self-assessment survey specifically designed for the South African context. Each participant uses this tool to self-diagnose their quality of life and that of their family unit over 50 indicators. When shown the results they have to consciously make a choice to shift out of their poverty status, or to stay in denial. Participants who choose to acknowledge their responsibility and agency to change often respond with statements like,

"Wow I am not as poor as I thought I was" and "I can change this" (Bergh, 2019). Thereafter, upon entering a transformative programme with facilitator support, they begin their shift out of poverty by searching within and reflecting on what their family is in denial about or may not be ready to face head on.

Our Go-Getters complete this assessment every 12 months. This tracks changes in their quality of life and also helps The Go Group to reflect on whether our programmes optimally tap into each person's will to change.

Caveat: The Greenlight Survey tool does not eradicate poverty. It is not a programme. It is a tool and a methodology that helps to activate and catalyse people on their journey out of poverty (Bergh, 2019).

RESPONSIVE LEADERS & HARDWIRES

The Go Group were excited to host 2023's Human Optimization Working Group in KZN for its leaders and network partners. This working group offered an intro into the applied science of neuroplasticity - trained by Occupational Therapist, researcher, and founder of the Occupational Intelligence methodology—Vivienne Schultz.

The purpose of the working group is to learn:

1. What it means to grow intelligence at every task you occupy yourself with.
2. Learn to identify the seven (7) response-ability growth levels and how to eventually use all components of the brain.
3. Discover your hardwires and how it unconsciously drives your behavior.
4. How to empower people with dependent mindsets and limiting beliefs about their abilities.

In 2023, we funded 14 individuals to complete all 4 modules. The group was a combination of internal team members, facilitation team members, and ambassadors.

Our team also facilitated modules that took a deep dive into hardwires so that Go-Getters could begin to understand the neural pathways that keep them stuck. We rolled out the hardwires assessments to our team and to floorcovering enterprise owners. In 2023, we rolled it out to all Year 2 learners and Ambassadors.



THIS IS HOW WE DESIGN OUR PROGRAMMES



Our programmes are designed upon three frameworks:

1. The United Nations Sustainable Development Goals

Our Programmes are designed to equip Go-Getters with skills and necessary knowledge while also tackling the following UN Sustainable Development Goals:



Every programme we design is based on the UN's Sustainable Development Goals (SDGs) compass (sdgcompass.org). The SDG goals take an integrated, collaborative, and participative approach to sustainable development, with the aim of eliminating poverty whilst improving quality of life on the planet. The pathway to achieve this is laid out in the 2030 Sustainable Development Agenda and Goals which seeks to encourage sustainable consumption and production, foster progression in harmony with nature and create full and meaningful lives for all (The United Nations, 2015c).

Although some progress was made with the Millennium Development Goals (MDGs) adopted in 2000, there are still 800 million living in extreme poverty, vulnerable to environmental impacts and economic degradation, with Sub-Saharan Africa and Southern Asia consistently achieving lower progress. In light of this, 2015 saw these goals revised

into SDGs that actively integrate people with disabilities, indigenous groups, rural communities and women within their 17 goals, valuing that human prosperity and protecting the planet are inseparable, so that nobody should be left behind (CAFOD, 2016).

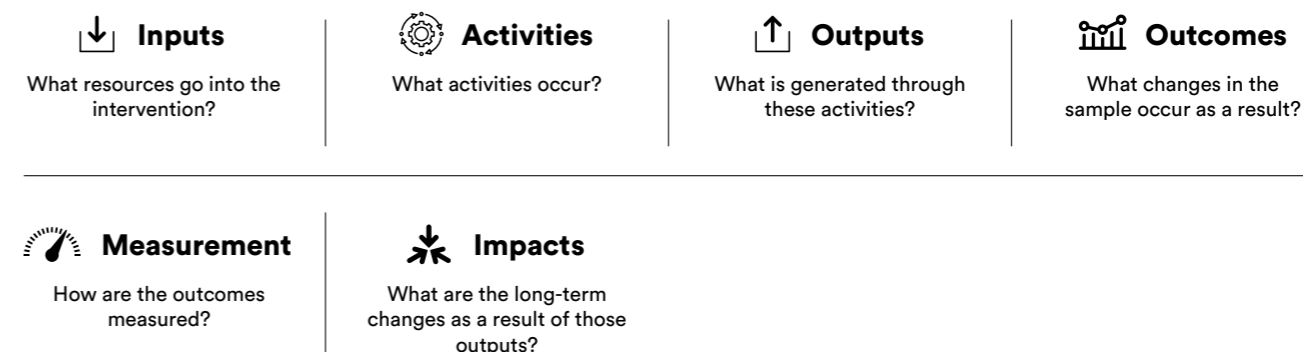
The SDGs are meant to transform development approaches sustainably. Firstly, the goals are universal and can be applied to developed and developing countries through coordinated global solutions or local solutions that impact on other parts of the world. Secondly, economic development should not increase inequality or poverty, and should be integrated with social progress that restores dignity to the marginalised and promotes environmental protection. A practical example is the ability to grow enough food without destroying the biodiversity, soil, or overusing water (CAFOD, 2016).

2. Aspen Institute's Outcome Framework

The TOC model assists investors and development practitioners to define their target market, the desired outcome of their investment (or definition of success), and the steps required to achieve this. It is used to first define a business model for solving a social or environmental problem, and then proposes a graphic representation of the change

process needed (Aspen Institute, 2004). Change pathways are mapped out with measurable inputs and outputs that are meant to achieve the desired outcomes. Once the TOC is defined, a sustainable intervention using customised value-add business principles over profits (as a social enterprise would) is implemented (Aspen Institute, 2004).

ELEMENTS OF THE IMPACT FRAMEWORK



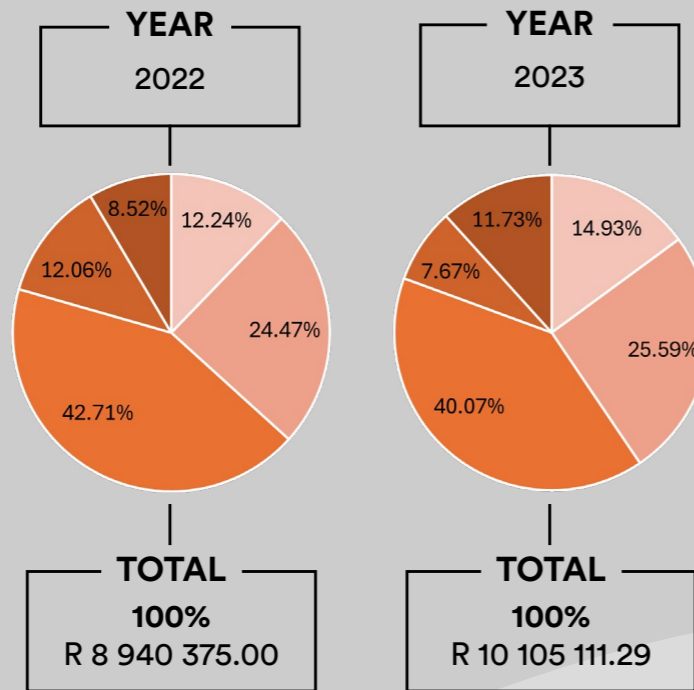
3. THE STRING TOOL (THE ANATOMY OF A TASK)



The programme team spend 2 months of every year reconstructing programmes to achieve the outcomes and impact for the upcoming year. Master string tooling is the ability to define tasks in a tactile, human centric way that uses bigger picture thinking combined with detail orientated task completion – this is done by simultaneously assigning tasks to the person who is the most fit to complete that task in pursuit of high-quality work achieved only through understanding the collective potential of a team's intelligences. The key to facilitating a task like this is the magic sauce that the occupational intelligence methodology brings to the table. Designing an "Ecosystem for Change rather than for Chance" is our oft-used phrase.

This approach to planning programmes and projects requires team members to be conscious of their competencies and incompetencies despite each person's job description. The 7-point Occupational Intelligence scale is used to define the level of each task in the programme. This scale provides the team with the volitional level of each task required and therefore enables team members to match up to appropriate tasks for ideal task completion conditions. The outcomes of each programme are therefore broken down into tasks with an assigned OI level. Having discussions on a person's proficiency at a task calls for consciousness, integrity and dedication to the team's collective end result, rather than an individual agenda.

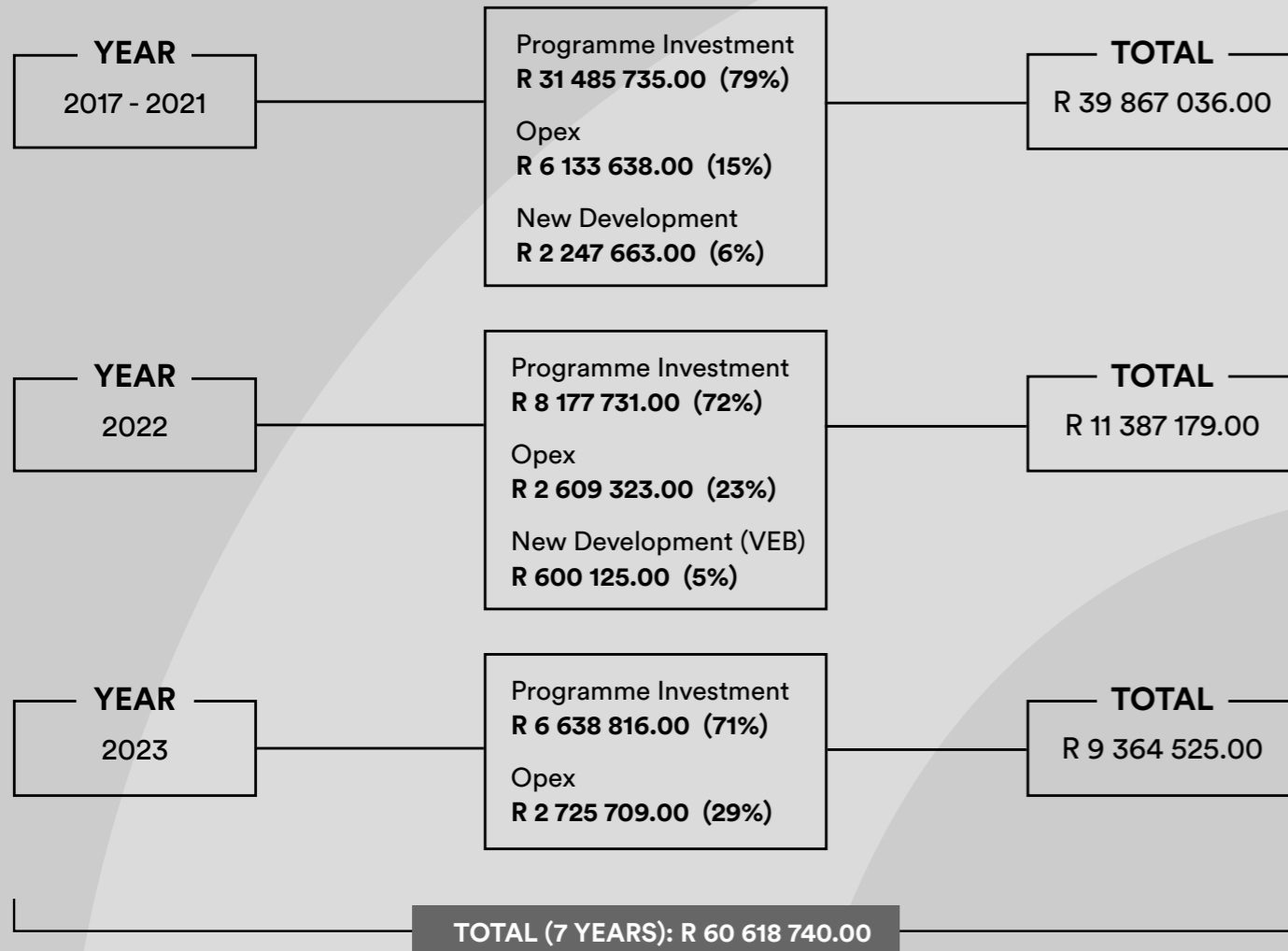
MONEY IN TYPES OF INCOME RECEIVED



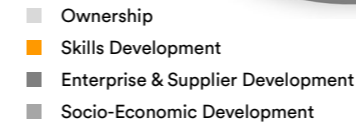
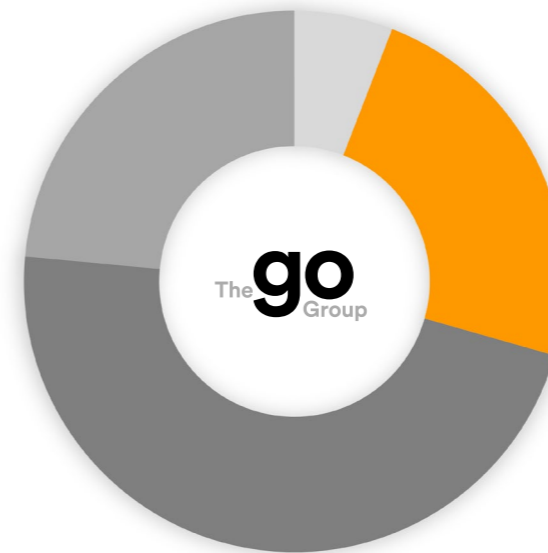
TOTAL
100%
R 8 940 375.00

TOTAL
100%
R 10 105 111.29

MONEY OUT



IMPROVE YOUR B-BBEE SCORECARD WITH THE GO GROUP



B-BBEE Scorecard Elements

Our management team work closely with our partners on their B-BBEE scorecard goals while co-creating their transformation strategy. We do our best to match a programme to the partner's value chain and where a new programme is worth testing, we design programmes fit for purpose so that the investment is strategic and provide a clear return on investment in their sector. This takes time, but our belief is that programmes designed to meet a commercial need are far more sustainable and result in the partner being hands on and invested in the programme outcome. We rely on the technical expertise that our partners bring to the table as the majority of the programmes we implement directly impact the partner's commercial strategy.

The Go Group is made up of two entities, with separate development agendas.

1. The Trust addresses a socioeconomic and educational need.
2. The Non-Profit company addresses a local economic development need.

The programmes that we offer our partners are housed in the entity whose founding document best matches the intended impact of the programme. Both entities have the same management team to ensure the quality of practice is carried throughout programmes.



SOCIO-ECONOMIC DEVELOPMENT



SKILLS DEVELOPMENT



ENTERPRISE & SUPPLIER DEVELOPMENT



OWNERSHIP



BONUS POINTS IN RELEVANT AREA

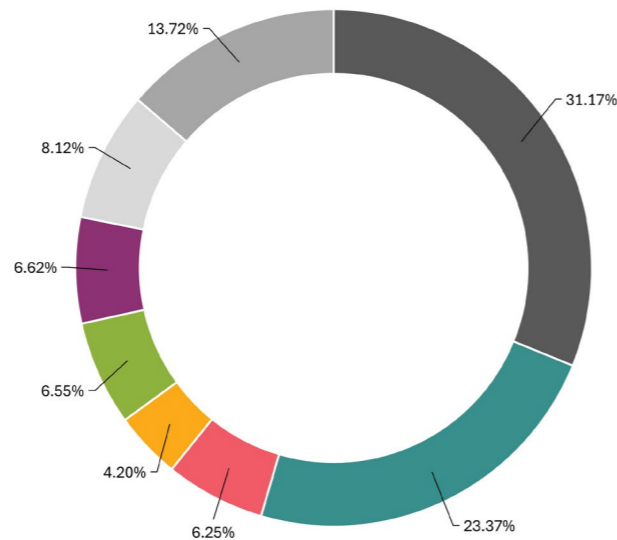
Each of our partners are at different stages of their B-BBEE compliance journey in terms of sector codes and programme maturity. We value the partners that we work with because every single one is committed to meaningful transformation that is long term and sustainable. This approach takes time and engagement, the spirit in which this is done is where The Go Group finds fulfillment.

PLEASE HEAD ACROSS TO THE BELOW WEBSITES IF YOU WOULD LIKE TO KNOW MORE ABOUT THE PARTNERS WE ARE PRIVILEGED TO PLAY A ROLE IN THEIR B-BBEE PLANS.





2023 PROGRAMMES WE INVESTED IN

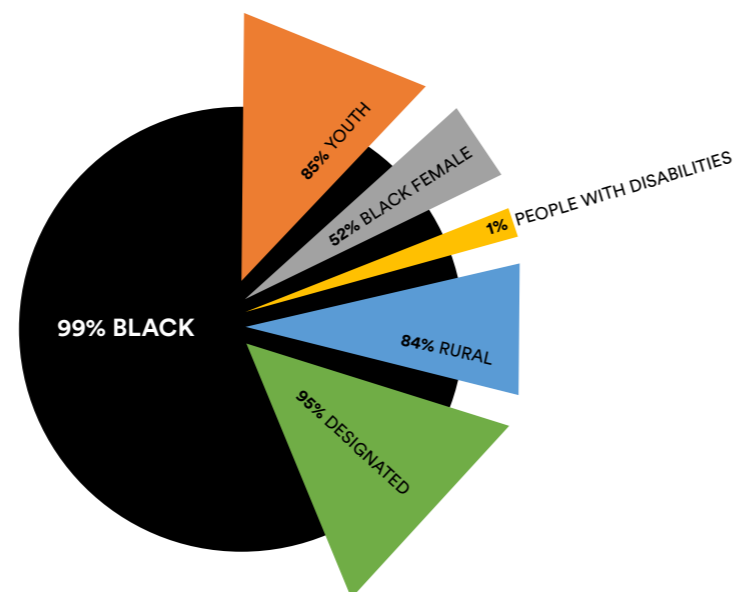


	HUMANS
The Better Together Programme	284
The Floorcovering Programme	76
The Rug Vendor Programme	12
The Textile Conversion Programme	14
The Food Security Programme	65
The Early Childhood Development Programme	211
The Bursary Programme	4
The Belgotex Programme	117

Invested: **R 6 638 816.00**

Total No. of Humans Impacted: **495**

DEMOGRAPHICS OF ALL PROGRAMME PARTICIPANTS FOR 2023



HOW WE INVESTED IN PROGRAMMES IN 2022 & 2023

	THE GO GROUP PROGRAMMES	2022 TOTALS	2023 TOTALS
YEAR 1		127 Go Getters who started Year 1	149 Go Getters who started Year 1
		56% Retention Ratio for the Year	76% Retention Ratio for the Year
		15 Ambassadors Appointed	15 Ambassadors Appointed
YEAR 2		23 Go Getters who started Year 2	18 Go Getters who started Year 2
		65% Retention Ratio for the Year	63% Retention Ratio for the Year
	PROGRAMMES WE COLLABORATE ON	2022 TOTALS	2023 TOTALS
	Environmental Design Students INSCAPE	10	4
	Early Childhood Development Employees and Children GROW ECD	199	211
	The Belgotex Programme Belgotex™	97	117
		341 SUB TOTALS	328

TOTAL NUMBER OF GO-GETTERS FROM 2020 TO 2023

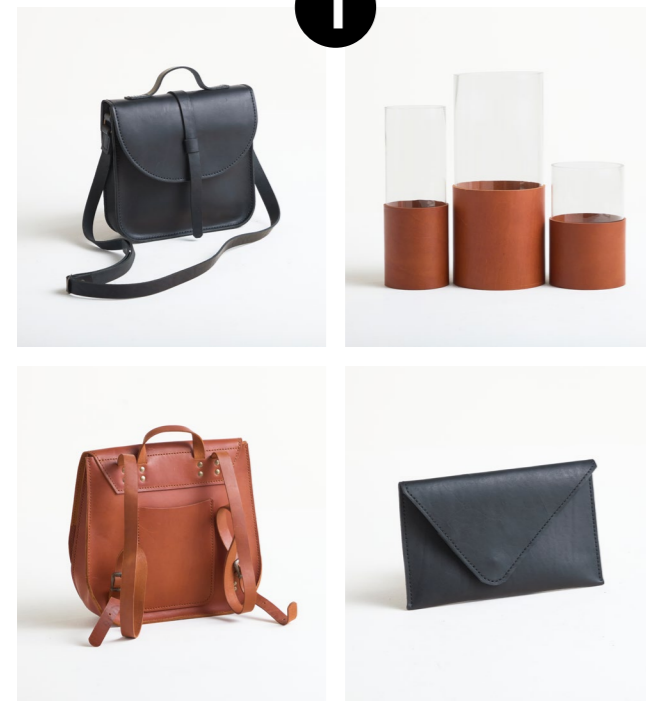
	2020	2021	2022	2023	2024	2025
Go-Getters In Year 1 & 2	115	172	150	167		
Collab Programmes	90	226	341	328		
Total Number of People Directly Impacted	205	398	491	495		1000 Target
Year on Year Change	Baseline	+94% ↑	+23% ↑	+81% ↑		



CrissCross is the brand name of our locally manufactured range of rugs, décor and fashion items. The artisans who make the products are graduates from The Go Group's Textile Conversion programme. The products are also made from locally sourced raw materials including veg-tanned leather and polypropylene yarn.

What happened for CrissCross in 2023?

CrissCross released its Leather Range in collaboration with Natal Tanning Extracts. You can buy these items online at www.crisscross.co.za.



1



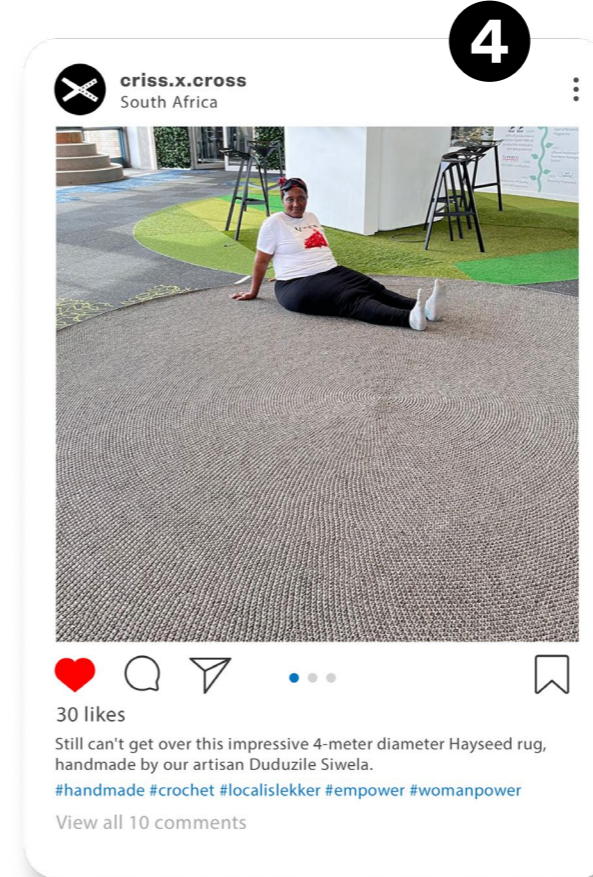
One of the 2021 programme graduates, Gcina Magubane, produced a new round rug with singles yarns that she has braided herself and then crocheted into a rug by hand. Gcina won The Go Group's Innovation Award at the end of 2023 and CrissCross have added this new design to its rug range. You can buy Gcina's rug in each of the 8 colours that we offer at crisscross.co.za.



Dylan Davies & Gcina Magubane

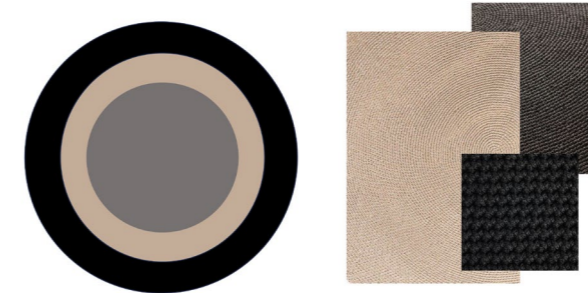
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23 artisans continue to produce CrissCross products after graduating from The Textile Conversion Programme. Every order from our online store or retail partners is passed on to the artisans who make the products by hand for our customers.



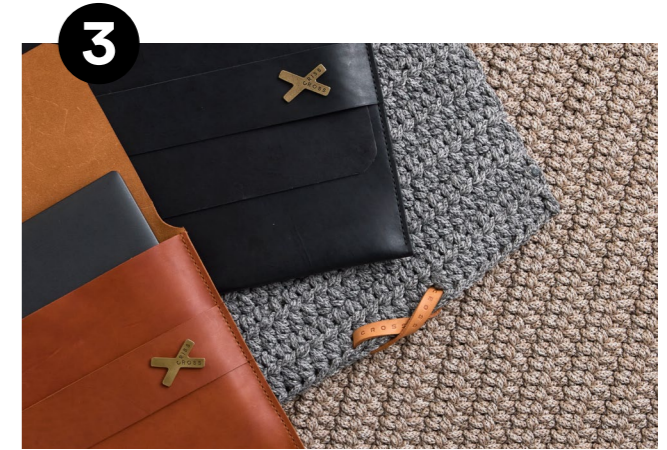
4

We are one of the few brands that can make a custom rug that is not limited to the width of a machine – for this reason we have produced round rugs as big as 4m diameter and we are able to offer this service for custom designs as well. As an example, we are really proud to have produced a custom rug for Sarah Hume Design Consultancy. Thank you so much Sarah for supporting CrissCross.



Sarah Hume Design Consultancy
Copyright prohibited
All presentation Designs remain the intellectual property of Sarah Hume Design

www.sarahhume.co.za



3



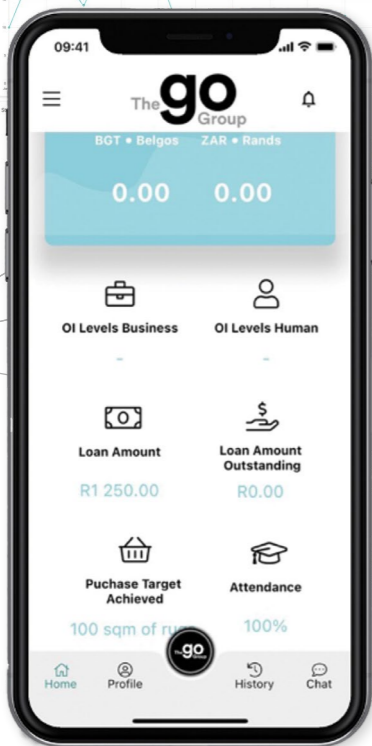
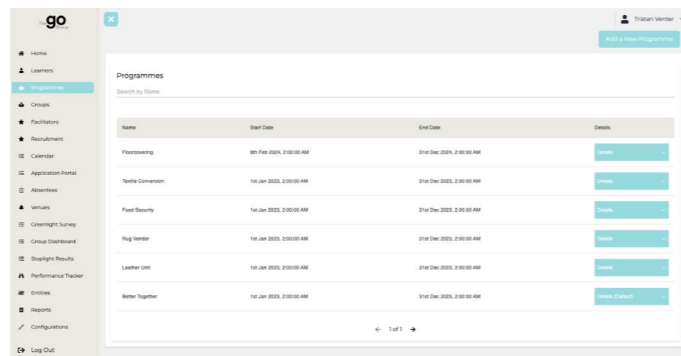
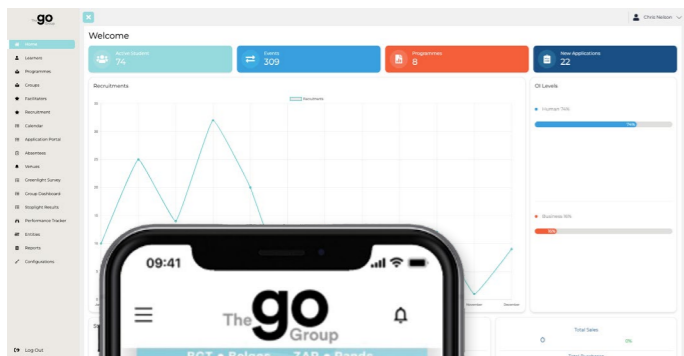
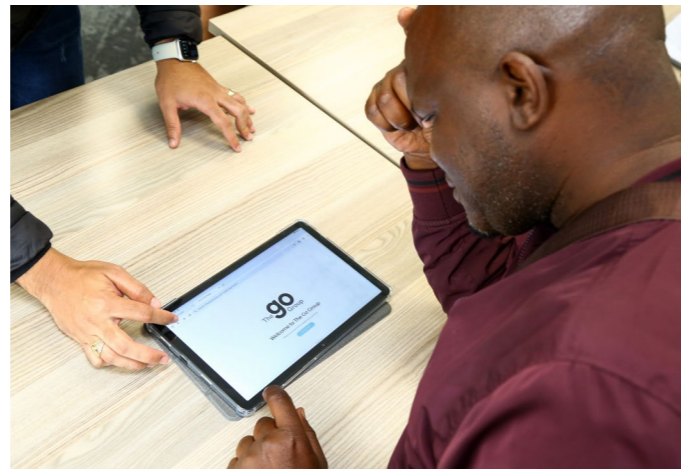
CrissCross brand sponsors remain Belgotex and Natal Tanning Extracts. These companies are leading the way on meaningful enterprise and supplier development that have a granular level impact on individuals who have all the attributes to earn an income from being self-employed long beyond the programme ends. All of the CrissCross artisans have the knowledge and skills to generate an income as well as the capacity to budget and plan using the income earned. Our Greenlight data shows that CrissCross artisans have significantly improved their family's quality of life making this brand an ongoing success story.

Get in touch.



THE GO EXCHANGE

We have built our management systems which include creating the Go Exchange app in collaboration with A2B Transformation Movement. In time, this app will be made available to any development practitioner or financier interested in using the Occupational Intelligence methodology to facilitate human responsiveness. The purpose of this app is for Go-Getters in the ecosystem to transact with us through a series of smart agreements related to their specific programme. These transactions include purchase of business inputs, repaying start-up loans, earning tokens related to attendance and responsiveness and being paid for products and services needed by The Go Group and its partners. The app is built in a blockchain environment.



This app is still being tested by The Go Group and is not yet available for use by other organisations. Please keep an eye on our social media for the launch of this application.

Get in touch.



**PROGRAMME
IMPACT**



PARTNERS



CORE LEARNING MODULES

Every human who participates in our programmes completes a series of modules starting from facing fears and learning to debate difficult topics. These sessions are following up with a series of modules in financials skills, business skills, marketing, life skills and one on one mentorship. During this time the human journeys from keeping track of money in a small pocket-sized book to completing business forecasts using a tablet on excel. The implementation team that delivers on these modules engage with learners on a bi-weekly basis both in a group and on-on-one. This team are therefore well placed and informed to discuss and assign the Occupational Intelligence appraisals from baseline to graduation. This team are also the most experienced facilitators in our ecosystem and often need to lean into courageous conversations with learners as well as other stakeholders in the ecosystem in their pursuit to always place the human above task.

OVERVIEW

All our programmes have core modules designed for Go-Getters to find what is keeping them from achieving their goals coupled with practical activities to assist in increasing the individual's awareness of their response to life's challenges. These modules make up The Better Together Programme and performance in these modules is evaluated through the Occupational Intelligence appraisal system that we use. A second series of modules provides the technical and business skills applicable to the enterprise that the Go-Getters are operating. These streams are called Business Optimization and we currently have 8 programme options available.

The BT programme begins on the second day of recruitment. Our recruitment process is intense to carefully identify individuals who want to make a change in their lives and are ready to learn in our ecosystem. We are skilled in catalysing change, but where we may be setting a human up for failure, we decline their application and provide truthful feedback as to why. In some cases, the applicant may not be emotionally ready to take on the programme and we invite them to apply the following year. The tools used at the start of the BT programme assist the human entering our ecosystem to

become conscious of self and to take ownership of their journey in becoming responsive, adaptive, and contributive human beings.

This programme has modules that include the following themes:

1. One on One Mentorship
2. Money Management
3. Marketing Skills
4. Record-keeping Skills
5. Out-of-comfort zone Occupational Intelligence activities
6. Let's Talk Disability
7. Gender-Based Violence and Neurological Reformation
8. Quality of Life Diagnostics
9. Responsive Leaders Course and Hardwires

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

Human becomes conscious of self and can make choices to become more responsive, adaptive, and contributive.



Goal 2

Tools to use money in and money out to achieve their goals, both personally and in their business.



Goal 3

For new leaders to become effective provocateurs in the ecosystem.

GENDER BASED VIOLENCE

We have adapted to results from the Greenlight Survey in 2021 by introducing Gender-based Violence modules. These modules include self defence, trauma release and neurological reformation in collaboration with external service providers and our own team.



In 2023 we rolled out the following GBV workshops:

KZN		Gauteng	
31 People	1 Workshops	17 People	1 Workshops

FINANCIAL IMPACT

	2022	2023
Total Cost of Programme	R 3 024 507.00	R 3 029 869.00
Number of People Impacted	282*	284*

*The number of people who interacted with the Better Together Programme during the year. Not all programme participants interact with The Better Together Programme.

PROGRAMME IMPACT



87%
The minimum expectation is 80%

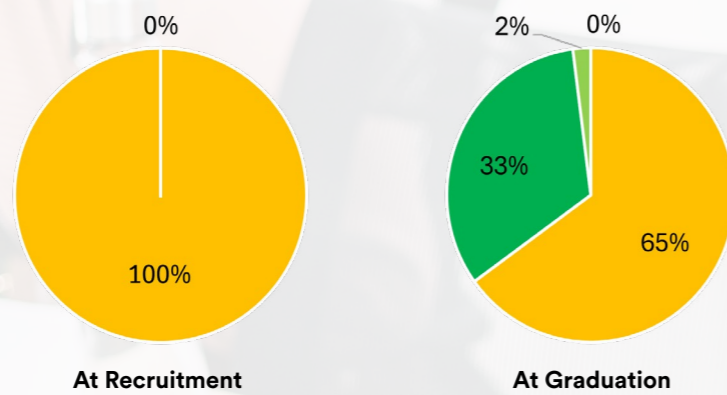
Attendance



Out of those who graduated, the Occupational Intelligence appraisals show that Go-Getters have shifted at least 1 level and at most 2 levels.

OI Appraisals

- A1
- A2
- A3
- B1



How Your Response to Challenges is Keeping You (and Your Family) Stuck:

- Personal and occupational challenges can impact individuals and their families in various ways. If someone's response to challenges is not effectively addressed, it can lead to a feeling of being stuck or stagnant, both personally and professionally. For instance, if an individual responds to challenges with avoidance or denial, they may not address underlying issues, leading to prolonged stress or dissatisfaction. This can affect not only their well-being but also that of their family members who may be impacted by their behaviour or emotional state.
- In a family context, challenges such as financial difficulties, relationship conflicts, or health issues require proactive and adaptive responses. If these challenges are not effectively managed, it can lead to strained relationships, decreased productivity, and overall unhappiness within the family unit.

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2023:



GREENLIGHT SURVEY TRENDS

Greenlight Results

In the beginning of the year 2023, we used the average scores from our baseline results to plan the common indicators where learners were stuck (red). After that, we focused on indicators where learners were struggling but trying (amber). The strategic activities included workshops, courses, and information-sharing sessions. We tackled some of the indicators in our programme curriculums, such as budgeting and the skills to manage personal and business finances.

The first set of Greenlight results included:

- 127 participants completed the baseline (first) surveys in Feb/March 2023,
- The average score for the baseline surveys was 37 green, 10.9 amber, 3 red.

The second set of Greenlight results included:

To ensure a true reflection of our impact, we use only those learners who completed both a first and second survey in our analysis of impact.

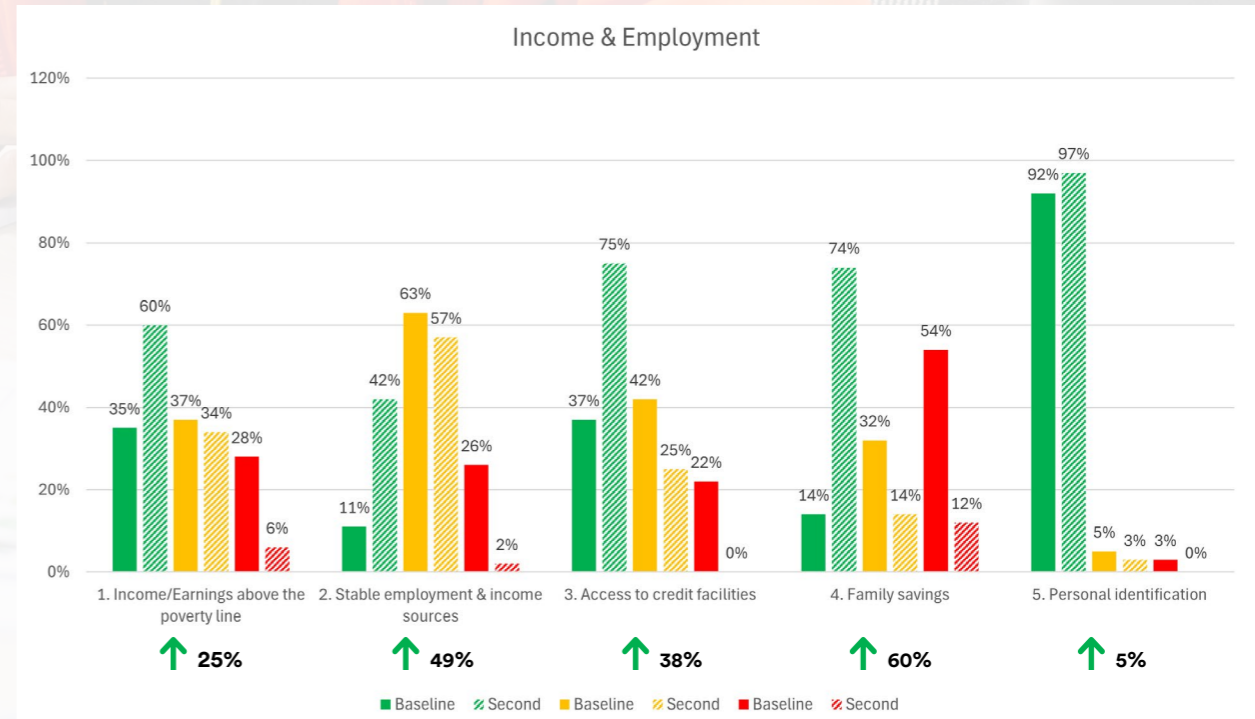
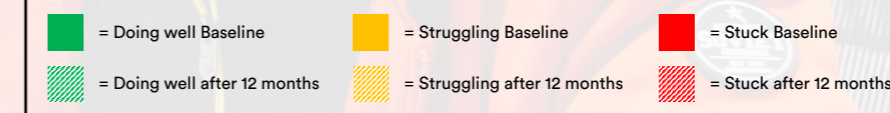
- 95 participants completed the 12 months (second) surveys in Nov/Dec 2023

The average score for the 12-month surveys was 44.08 green, 5.6 amber, 0.37 red.

Every year we look at one dimension that had maximum change. For the year 2023, this was Income and Employment.

- Green indicates "doing well, with a sense of independence and dignity"
- Amber indicates "struggling but trying"
- Red indicates "stuck and requiring support"

HOW TO EASILY READ OUR GRAPHS



OVERVIEW OF THE GO GROUP GREENLIGHT SURVEYS CONDUCTED IN 2023

When the overall income and employment levels rise within a society, it typically indicates positive trends in economic growth and societal well-being. As more individuals secure jobs or establish businesses, the overall economic landscape becomes more vibrant, fostering opportunities for increased consumer spending and investments. This influx of economic activity stimulates local markets and catalyzes a reduction in poverty levels.

Furthermore, an increase in income and employment often translates into a higher standard of living for individuals and families. With greater financial stability, people can afford better education and healthcare, thus improving their quality of life. This, in turn, promotes social mobility and fosters a sense of economic security within communities.

From a macroeconomic perspective, a rise in income and employment contributes to the stability and resilience of the economy. A larger workforce actively participating in economic activities strengthens the foundation of the economy, making it less susceptible to external shocks and downturns.

The Go Group's commitment to financial literacy is commendable, as it equips participants with essential skills and knowledge to navigate the complexities of personal finance. The indicator highlighted serves as a tangible measure of this classroom training's impact on go-getters' lives.

By demonstrating that families engage in economic activities generating steady incomes without external support, the indicator underscores the practical application of financial literacy concepts imparted during classroom sessions. Go-getters are not only absorbing theoretical knowledge but also translating it into real-world actions that enhance their financial well-being and independence.

This connection between classroom learning and real-life implementation highlights the effectiveness of The Go Group's educational modules. It signifies that go-getters are not merely passive recipients of information but active participants in their financial empowerment. They are applying strategies learned in the classroom to improve their economic circumstances, thereby reinforcing the value of financial literacy education as a tool for socio-economic advancement.

Furthermore, this indicator provides valuable feedback for the foundation, affirming the relevance and impact of its programs. It demonstrates that The Go Group's efforts in promoting financial literacy are yielding tangible results, empowering go-getters to make informed financial decisions and break free from dependency on external aid.

Ultimately, the implementation of classroom training by go-getters serves as a testament to the transformative power of education in fostering economic resilience and self-sufficiency within communities. It underscores the importance of ongoing support and investment in financial education initiatives to empower individuals and families to achieve long-term financial stability and prosperity.

In summary, the expansion of income and employment not only drives economic growth but also has far-reaching implications for societal progress, including enhanced access to essential services, reduced poverty, and a more stable economic environment for all members of society.

RECEIVED FROM THE GREENLIGHT OFFICE



These are the Top 5 indicators for change for 2023 from The Go Group's direct social impact.



4. Family Savings

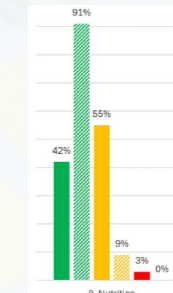
Baseline 14%
12 Months 74%
Change 60%

What does this mean?

The transformation from 14% to 74% in the green zone of the family savings indicator signifies a remarkable shift in financial behavior and attitudes within the community. This substantial increase not only reflects the effectiveness of financial guidance and education but also

highlights a significant cultural shift towards prioritizing savings and wise financial management. The rise in participation in savings vehicles such as stokvels suggests a growing recognition of the importance of collective saving and community support in achieving financial goals. By pooling resources and leveraging collective knowledge, participants can amplify their savings efforts and access opportunities that might have been out of reach individually.

Additionally, the shift towards paying off debts and engaging in financial planning demonstrates a proactive approach to financial management. Families are taking control of their financial futures by reducing debt burdens and creating long-term strategies to achieve their financial aspirations.



8. Nutrition

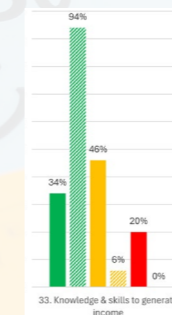
Baseline 42%
12 Months 91%
Change 49%

What does this mean?

The transition from 42% to 91% green suggests that people are incorporating a wider variety of nutritious foods into their diets, which is crucial for maintaining overall health and well-being.

This includes not only vegetables but also meats and dairy products, indicating a well-balanced diet that provides essential nutrients for the body.

The Food Security Programme educates people about proper nutrition and crop production. This program likely plays a crucial role in promoting awareness about healthy eating habits, as well as providing guidance on what to plant and how to cultivate nutritious foods effectively.



33. Knowledge & skills to generate income

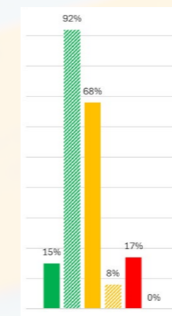
Baseline 34%
12 Months 94%
Change 60%

What does this mean?

The indicator regarding knowledge and skills to generate an income holds significant importance for us, as it serves as a key metric in assessing the impact of our programs. We aim for positive changes to occur in this indicator every 12 months, reflecting the growth and development of individuals who have participated in our initiatives.

In our Better Together Programme classes, we prioritize practical skills and knowledge on income generation. We firmly believe in the principle of self-sufficiency and independence, which is why our focus is on equipping individuals with the tools they need to generate income themselves, rather than relying on handouts or external aid.

Through our programs, participants learn various income-generating skills, ranging from sales techniques to other forms of value exchange activities. These skills empower individuals to engage in economic activities that enable them to earn a sustainable income. By fostering a culture of self-reliance and entrepreneurship within our ecosystem, we aim to create long-term opportunities for financial empowerment and success for all participants.

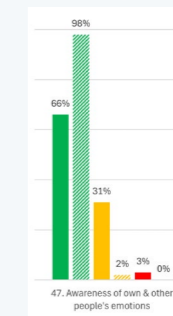


34. Capacity to budget & plan

Baseline 15%
12 Months 92%
Change 77%

What does this mean?

The 77% shift in the green tells us that the budgeting modules in the programme are indeed empowering individuals to manage their finances effectively, ensure they are spending within their means, and save for future expenses and emergencies.



47. Awareness of own & other people's emotions

Baseline 66%
12 Months 98%
Change 32%

What does this mean?

Awareness of both personal and others' emotions entails the capacity to identify, comprehend, and validate the sentiments present within oneself and in others. This includes being in tune with one's own emotional experiences while also possessing the ability to empathize and discern the emotions of others in the surrounding environment. This indicator is also related to conflict and stress management.



Working with employees of Belgotex is a privilege for the programme team. We offered training modules and one-on-one mentorship on personal finance and budgeting. The last phase of the programme was the application of the 7 point OI scale and string tooling into the workplace. The 2023 Belgotex Programme was multidimensional in its powerful moments coupled with challenges mainly associated with production pressures in the factory and appreciation for human optimization in the workplace. We also found vast differences in responsiveness between departments that participated in the 2023 programme. What made the programme in 2023 even more remarkable was that individuals who completed the programme chose to participate, demonstrating a genuine desire to evolve and develop personally.



117

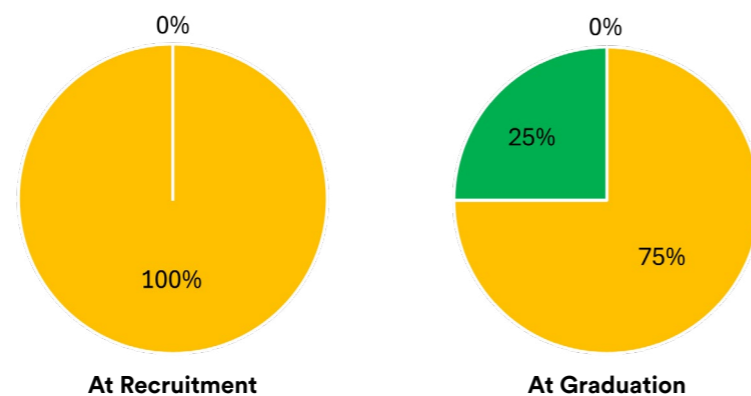
Employees



OI Appraisals

The OI levels for The Belgotex Programme describe the response that the employees had to the tasks we set for them in the classroom context. The OI levels do not relate to the employees response to their jobs at Belgotex. As you can see, Belgotex employees responsiveness to the modules increased during the year.

■ A1
 ■ A2
 ■ A3

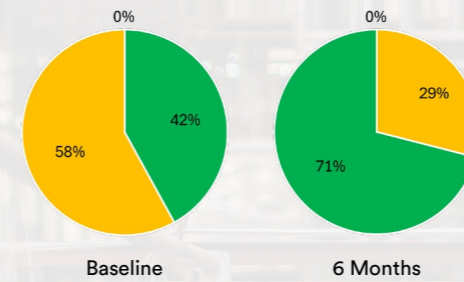


MODULES THAT WE FOCUSED ON:

- OI Workshop (Fears, Me, Myself and I)
- Train The Brain
- Budgeting and Record Keeping
- Debt Management
- Hardwires 1 – UP, ABU, ECO, LIB, LOC & ZIZO
- Conflict & Stress Management
- Hardwires 2 – VIC, BAT, ADD, MEM & OLM
- Solutions Focussed & Overcoming challenges
- Hardwires 3 – WIS, LOR, NARC, HEA & VENG
- String Tool and Vision Board
- Work Readiness
- Being Self Employed

Resilience Survey Results and Interpretations

The Resilience Survey was completed with participants in the Belgotex programme. The top 5 areas of direct impact that we measured are shown below.



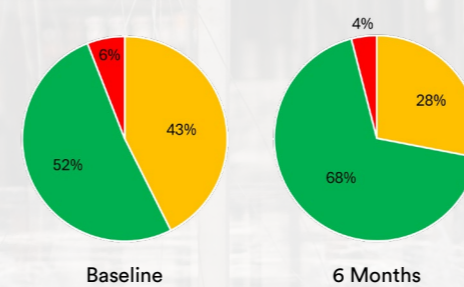
Self Confidence and Self-esteem

Increased by 29%



What does this mean?

The 58% of amber in Baseline shows us that most people were confident and sure of themselves with people they know and when in familiar surroundings, but not often with new people or in strange places. Their self-esteem and self-confidence vary, depending on the situation and surroundings. On occasion, they might feel embarrassed or ashamed. They don't always trust themselves. The 71% green after 6 months showed that more people are confident in themselves, they are proud of their achievements, they are confident in their abilities and not afraid of their lifestyle, they pride themselves and do not let any other people cause doubt.



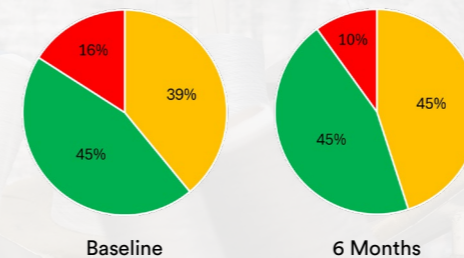
Control

Increased by 19%



What does this mean?

This dimension evaluates an individual's capacity for decision-making, taking responsibility, managing emotions during adversity or challenges, problem-solving skills, and the level of consumerism in their lifestyle. It reflects the degree of control and agency an individual has over their own life. So more than 60% showed that they are in control of the decisions they are making, how they solve problems, and the control they have over their lives.



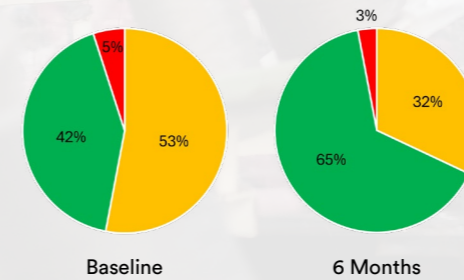
Capacity to Budget & Plan

Increased by 6%



What does this mean?

The 16% red in the baseline shows that some people did not know the importance of budgeting and planning, and the 39% amber says, some families knew the importance of budgeting and saving even though they do not engage in it regularly, and more than 40% in both Baseline and after 6 months it still shows the same amount of people values and practice the exercise of budgeting and planning with their finances.



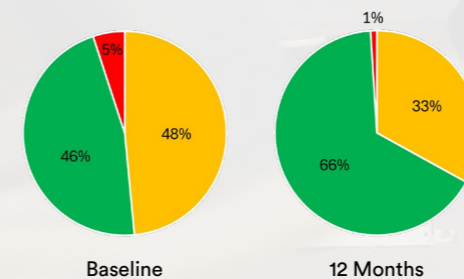
Resilience

Increased by 24%



What does this mean?

This dimension measures an individual's ability to adapt to changing circumstances and maintain a frugal approach to resources. It includes indicators related to adaptability and a frugal mindset in managing resources. A move from 42% to 65% green shows that more people are resilient, they have the inner power that keeps them going, no matter the challenges that come their way, they keep on wanting to better their lives.



Self-awareness & Motivation

Increased by 24%



What does this mean?

This dimension focuses on an individual's self-perception, motivation, and awareness. It includes indicators such as aspirations and goals, self-awareness, self-confidence and self-esteem, entrepreneurial spirit and motivation, awareness, appreciation, and respect for the natural world, and addressing issues related to violence against vulnerable people, and from 46% to 66% green show that people are becoming more aware of their surroundings and people near them, they are aware of their emotions and how to guard against such things as abuse and violence.



OVERVIEW

The Floorcovering Programme trains candidates to become installers and contractors in the floorcovering industry. The aim of the programme is to work with candidates to develop skills required to establish and run a viable flooring business. The Floorcovering programme has two components customized to installers, and enterprise owners (those who employ the installers).

This programme has 3 phases, Accredited with the Construction Education & Training Authority (CETA)

Phase 1 Carpet: Entry level where the learners are trained on base preparation and installation of carpets.

Phase 2 Vinyl: A technically advanced training only offered to installers who have mastered phase 1 of the programme.

Phase 3 Grass: This training is offered to small number of enterprises who have shown an interest in installing landscape artificial turf.

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

Develop the technical capabilities of self-sufficient and self-driven installers and contractors in the floorcovering industry.



Goal 2

Allocate development funds towards economically viable businesses that ultimately generate a clear ROI.



Goal 3

Enable recommendation of successful contractors.

PARTNERS

Belgotex™



Top Carpets And Floors



iTeProducts Building Tomorrow Today



DANIELS FLOORING



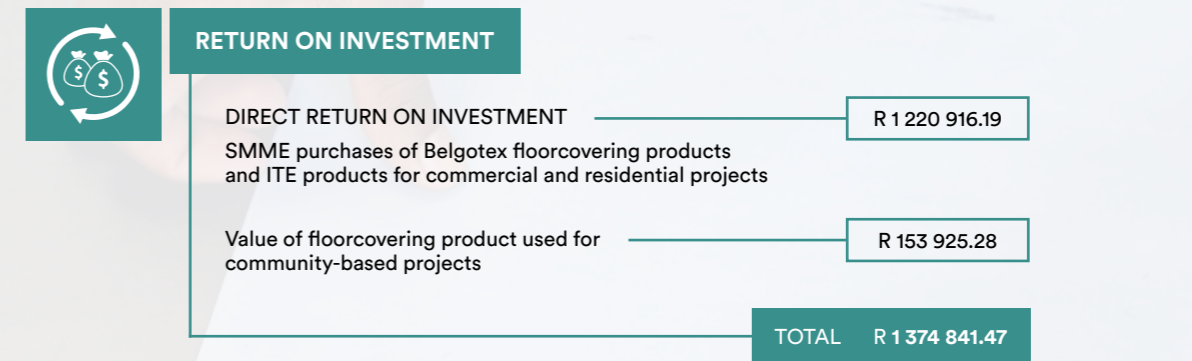
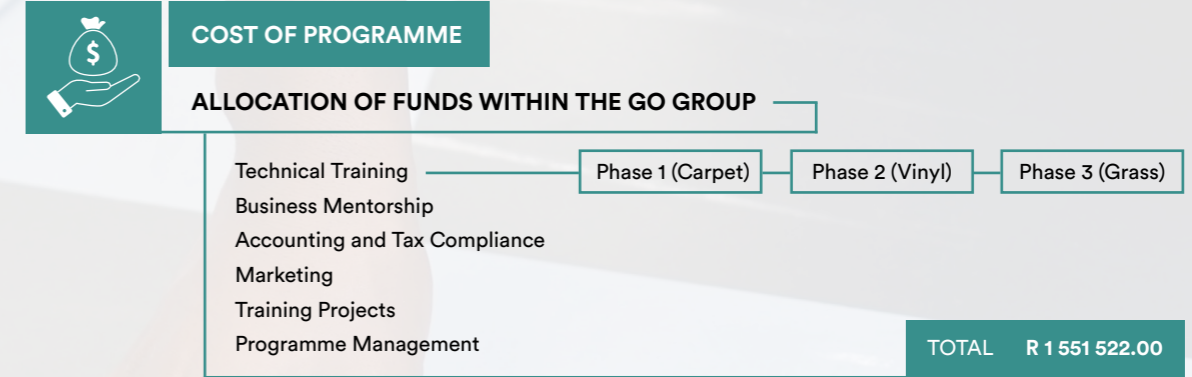
DERECK LOGAN FLOORING (PTY) LTD



KBAC FLOORING



ECONOMIC IMPACT



PROGRAMME IMPACT	2022 TOTALS	2023 TOTALS
New Go Getter's joining the programme	23	72
Number of Enterprises active in the programme for the year	11	76
Retention Ratio for the Year	40%	76%
Number of Ambassadors appointed	4	1



86%
The minimum expectation is 80%

Attendance



Performance

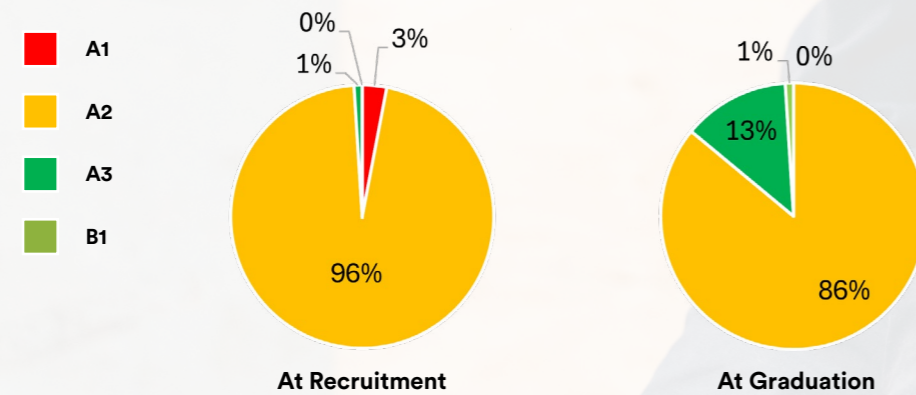
	Flooring Installed	Business Loans in Repayment	Value Exchange Days Used	Direct Impact: Flooring Income made by businesses
2022	5995.02 m ²	R 0	69	R 601 412.00
2023	3438.75 m ²	R 0	216	R 1 070 180.13



OI Appraisals

Responsiveness in the Programme

The OI levels for installers and business owners take into account technical competency and competency in running a floorcovering business. At recruitment, installers and owners need to enter the programme at A2 level in order to learn everything there is to know about floorcovering products and installation and the supply chain required to complete flooring projects at a high quality level. Our expectation of installers is to become Belgotex Approved installers and for owners to be able to balance people and profit and run ethical and sustainable businesses in the flooring sector.



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2023:



4 QUALITY EDUCATION
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



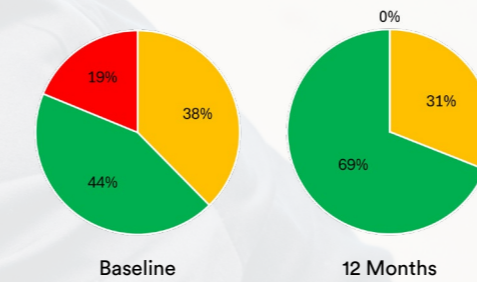
8 DECENT WORK AND ECONOMIC GROWTH
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

GREENLIGHT RESULTS

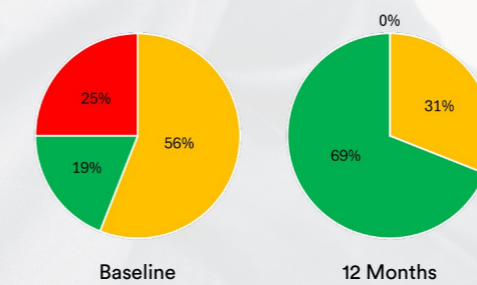
The Greenlight Results shown below are the top 5 direct impacts on this subset of Go-Getters in the programme.



Income & Earnings above the Poverty Line ↑
Increased by 41%

What does this mean?

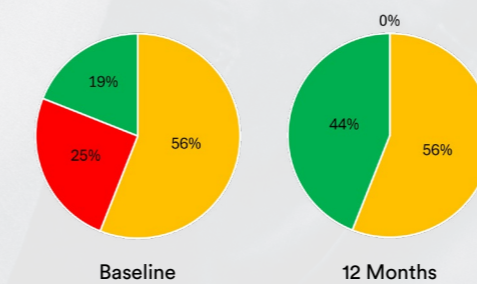
The range of 44% to 69% marked as Green indicates that the monthly income of households exceeds R5,000, inclusive of grants. Meanwhile, the amber range, spanning from 38% to 31%, signifies that household incomes per month fall between R2,000 and R5,000, grants included. In both cases, this suggests that the income surpasses the minimum threshold required to meet basic needs. The poverty line, typically established by the government, varies based on factors like family size and location. Earning above this line fosters financial stability and enhances access to necessities such as food, shelter, and healthcare.



Capacity to Budget & Plan ↑
Increased by 75%

What does this mean?

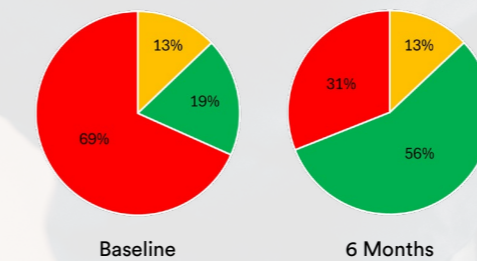
The range of 19% to 69% highlighted as green suggests that families are conscious of the importance of planning and budgeting. They actively engage in creating and updating budgets or business plans every month, demonstrating a commitment to financial organization and foresight. Conversely, the 38% to 31% amber range signifies that while budgeting and planning are still practiced, perhaps not as consistently or rigorously as in the green range. Nonetheless, budgeting and planning serve as essential frameworks for informed decision-making, enabling individuals to align their actions with financial projections and goals. This organized approach aids in prioritizing tasks and projects effectively.



Stable Employment & Income Source ↑
Increased by 50%

What does this mean?

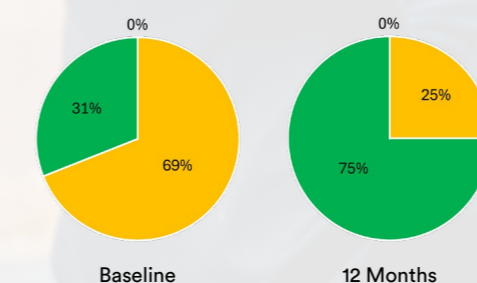
The shift from 19%-44% green states that the family makes a steady living from one or more economic endeavors. The family is not reliant on outside funding or assistance. It also refers to people having sources of income that provide financial security and reliability. This means that the person has a steady and reliable source of income that allows them to cover their basic expenses and plan for their long-term financial goals. Stable employment and income sources are essential for maintaining financial stability and security.



Family Savings ↑
Increased by 75%

What does this mean?

The increase from 19% to 56% in green indicates that for a minimum of six months, the family has been actively working to save money. They aim to accumulate savings equivalent to at least three months' worth of expenses. It also means that the amount of money saved by a family is growing over time. This could be due to increased income, reduced spending, successful investments and this could be any part of investments from stokvels to bank investments, or a combination of these factors. Increasing family savings typically indicates financial stability and a healthy financial situation for the family. It can also provide a safety net for emergencies and help to achieve long-term financial goals.



Awareness of Needs, Life Map & Personal Goals ↑
Increased by 44%

What does this mean?

The transition from amber to green suggests that most family members are familiar of their present situation and aspire to a brighter future. They set individual goals and have achieved at least one. They possess the knowledge of how to attain their short-term, medium-term, and long-term objectives. It also refers to an individual's understanding and recognition of their own desires, values, and aspirations. By being aware of their needs, life maps, and personal goals, a person can better align their actions and decisions with what truly matters to them. This increased awareness can lead to a more fulfilling and purposeful life, as individuals are able to prioritize what is important to them and work towards achieving their goals. It can also lead to greater self-awareness and personal growth as individuals take ownership of their own happiness and fulfillment.

SHOWCASE PROJECT FOR 2023

Gauteng – Training Project *Silvazione Christian School*

Our JHB group of installers and Enterprises were involved in revamping the Silvazione Christian School. The project was about 344m², the project used B_ broadloom carpet.



AMBASSADORS APPOINTED FOR 2024



GODFREY MUSOSI

LEARNINGS AND CHALLENGES DURING THIS PERIOD

1. In 2023, recruitment saw a significant turnout, with the KZN region experiencing its largest group yet. However, a challenge arose in placing installers for their three-month practical period due to the limited number of host employers in KZN. Additionally, a persistent issue since 2022 has been senior fitters in a team feeling threatened by learners doing their practical training alongside them when placed with contractors.
2. Recruitment in the Western Cape Region (Cape Town) proved challenging, requiring the preparation of two open days to ensure the success of the group.
3. The absorption rate of installers in the flooring industry remains a challenge in the program. While there may have been a slight increase in the number of people absorbed this year, it falls short of our expectations and therefore means our team is going back to the drawing board.
4. Recognition of Prior Learning (RPL) of seasoned installers in the industry remains the focus area for 2024.

**CASE STUDY
GODFREY MUSOSI:
A STORY OF TRIUMPH
OVER ADVERSITY**

Introduction

This case study chronicles the remarkable journey of Godfrey Musosi, a young boy from Manicaland, whose life was marked by tragedy and hardship. Despite facing overwhelming challenges, Godfrey's resilience and determination led him on a path of personal growth and entrepreneurial success.

Background and Early Challenges

Godfrey was born in 1988 and enjoyed a relatively happy childhood until his father's sudden departure in 1995. Two years later, his mother fell ill, leaving Godfrey and his siblings in the care of hospital staff. This marked the beginning of his journey as a responsible caretaker and provider for his family, forcing him to leave his education behind to work as a cattle herder.

Venturing into Entrepreneurship

In 2007, Godfrey took a bold step into diamond digging and dealing, a risky venture that eventually led him to South Africa. Despite facing financial struggles and working odd jobs, including handing out pamphlets and painting, his determination never wavered.

Professional Growth and Impact of the Go Group Programme

Godfrey's hard work and perseverance paid off when he secured a job at Turner Pearson, where he worked diligently for over a decade. In 2020, fuelled by his enterprising spirit, Godfrey established his own business, Legea Group, marking a significant milestone in his journey. Despite facing initial setbacks, such as not being on Belgotex's list of approved Floorcovering Installers, Godfrey's determination to succeed remained unshaken. He applied to participate in the Go Group Floorcovering programme. While Godfrey has been in the programme, we have seen him flourish and we have valued seeing Godfrey's character shine. Through sheer grit and determination, Godfrey's business thrives, expanding beyond the borders of South Africa.

Currently the Legea Group offers the following services:

Refurbishment: Tiling, Ceiling, Painting, Skimming, Partitioning
Flooring: Screeding, LVT Flooring, Wooden Flooring, Vinyl Sheeting, Carpet & Carpet Tiles

***Contact Legea Groups at:** info@legeagroups.co.za or Godfrey Musosi on 067 069 1891/078 336 0742

Lessons Learned and Future Aspirations

Godfrey's journey taught him valuable lessons in resilience, determination, and sound financial management. Today, Godfrey continues to grow his business, driven by a desire to create a better future for himself and his community. Legea has its headquarters in Gauteng and employs four permanent employees and 15 contract employees. With work opportunities in Tanzania and Zambia - Legea has its sights set on further expansion into Africa as part of its goals for 2024.

Conclusion

Godfrey Musosi's story bears credence to the strength of the human spirit. Despite facing overwhelming odds, he rose above his circumstances through sheer determination and hard work. His journey serves as an inspiration to all, reminding us that with perseverance and resilience, we can overcome any obstacle in our path to success.



OVERVIEW

The textile conversion programme provides the skills required for artisans to be able to make products for the CrissCross brand. CrissCross is our locally designed and manufactured range of yarn and veg-tanned leather items made for the fashion and décor industries. For Belgotex, this range is an alternative to importing rugs to serve the market demand. For Natal Tanning Extracts, this range of leather items promotes the use of veg-tanned leather and supports local leather artisans to make products out of veg-tanned leather.

The artisans who make the products are trained and graduate from The Go Group's Textile Conversion Programme. You can also buy smaller items like handbags and baskets, which are items made by Go-Getters at home because they are easy to transport and do not need to be manufactured at The Go Group's premises.

This programme includes two phases of technical training and is accredited with FP&M SETA.

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

To create international quality products made from Belgotex Yarn and Veg-Tanned Leather to replace imported versions.



Goal 2

To skill South Africans to be able to manufacture these products.



Goal 3

Each Go-Getter to earn their income as a self-employed individual by producing locally handmade products.

PARTNERS

Belgotex™



ECONOMIC IMPACT



COST OF PROGRAMME

ALLOCATION OF FUNDS WITHIN THE GO GROUP

Technical Training	The Leather Range
Products made during Training Phase (Raw Material + Labour) Accounting and Tax Compliance	
Programme Management	TOTAL R 594 512.00



RETURN ON INVESTMENT

Yarn bought by artisans to make products outside of the CrissCross Range	R 2 204.05
Finished Goods Sold for the CrissCross product ranges	R 207 256.24
TOTAL	R 209 460.29

PROGRAMME IMPACT



Number of Enterprises in the Programme

2022 TOTALS

26

2023 TOTALS

12



Number of Enterprises active in the programme for the year

40

26



Retention Ratio for the Year

85%

67%



Number of Ambassadors appointed

2

2



82%
The minimum expectation is 80%

Attendance



Performance

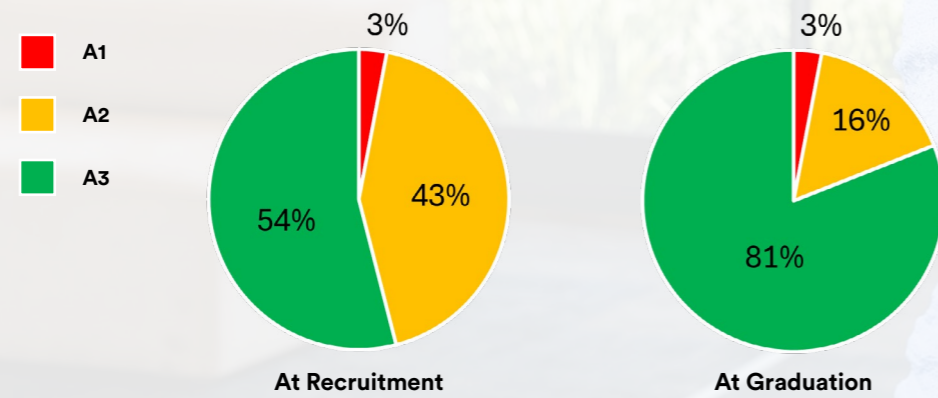
	Kg's of Yarn Used	Business Loans in Repayment	Value Exchange Days Used	Indirect Impact: Sales Made
2022	266.13 kg	100% Paid up	56	R 227 682.00
2023	146.94 kg	No Loans Extended	0	R 40 087.00



OI Appraisals

Responsiveness in the Programme

The OI levels in this programme are assigned per product that the learners learn to make in the programme. There are, on average, 10 products per range that the artisans are trained on and two attempts per product is allowed during the training phase. Each artisan needs to achieve an A3 rating on the OI scale in order for the artisan to receive production orders after the training period is complete. Production orders are placed with graduates as sales are made of CrissCross items. The OI scale is applied beyond the training programme every time a product is made for the CrissCross range. This graph shows that 81% of the products that the artisans made in 2023 achieved an A3 on the OI scale and therefore met the quality expected for the CrissCross brand.



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2023:



End Poverty in all its forms everywhere.



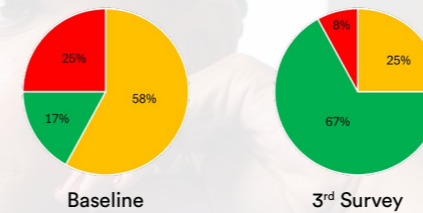
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Ensure sustainable consumption and production patterns.

GREENLIGHT RESULTS

In 2024, we only had 3yrd year learners trialling the new Leather Range for CrissCross. However, the graduates of previous year's programme continued to product products for CrissCross as orders were received from clients. Therefore, instead of measuring the baseline and 12 month impact we chose to measure the baseline against the 36 month impact on graduates who were still involved in producing for CrissCross. We are proud to present the below 5 direct impacts.

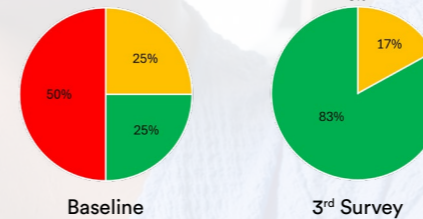


Income/Earnings above Poverty line ↑

Increased by 67%

What does this mean?

The red indicates that the household income per month is equal to or less than R2000 and this includes grants. The amber indicates that the household income per month is more than R2 000 but less than R5 000. This includes grants. After 3 years there is a shift from 17% Green to 67% Green shows that there are more than one stream of income and the families are making more than R5000 a month and more.

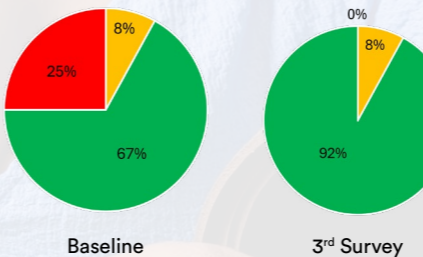


Access to Credit Facility ↑

Increased by 108%

What does this mean?

The 50% red in Baseline meant that more people had no access to any type of credit, formal or informal and it is most likely the family members use loan sharks. The amber meant at least more than 10% of that population has access to a bit of credit, either formal or informal. In the 3rd Survey, more than 80% of people have access to formal credit facilities, with market interest rates, the families know how credit works and they plan for it, and they are able to pay off their loans.

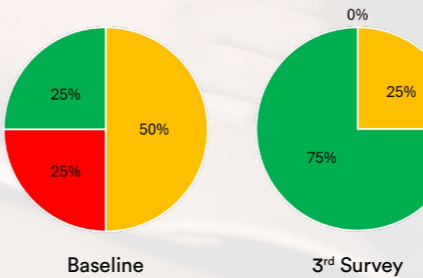


Access to Quality Healthcare Centres ↑

Increased by 50%

What does this mean?

The red area of the graph means that the closest healthcare facility that provides basic services is more than an hour away from the family's home, and/or they cannot afford to pay for private doctors. There is little availability to chronic medication, but on their 3rd Survey we find that The family has access to an affordable healthcare center that is less than one hour from their home, they can now afford private doctors and facilities where they can get chronic medicine.

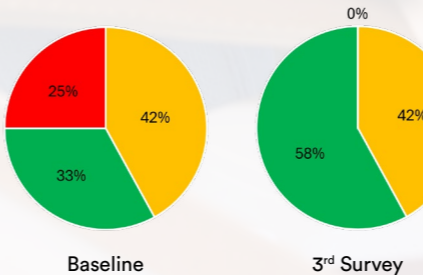


Security ↑

Increased by 75%

What does this mean?

When this group started on the programme, more than 70% of their family members had suffered from crime in the last year. Acts of crime are common in the neighborhood even if the family has not experienced much crime. The family feels unsafe. Also, after 3 years more than 70% have means of making their homes safe, they can put fences around their houses, and also they are aware of safe and unsafe places, they have gained the self-confidence to even engage in joining the forum teams in the communities to watch and report all the crime that happens in their communities.



Entertainment & Recreation ↑

Increased by 50%

What does this mean?

In the baseline results, the results show that more than 60% of people shown through red and amber, do not have regular entertainment and activities, and the adults spend most of their time working or doing domestic chores. Some families believe that their entertainment is limited since the activities and entertainment are expensive and they would rather prioritize with things they perceive as most important. But on their 3rd survey, we see a huge jump from, 33% to 58% Green, this means more families have different types of activities for entertainment and they understand the importance of work and entertainment balance.

LEARNINGS AND CHALLENGES DURING THIS PERIOD

Previous graduates from 2021 and 2022 continued to produce products for client orders according to the 7 points OI scale - the products that they most excelled at. After each order the updated response to task is entered on each graduate's supplier account so that the CrissCross team have visibility for the next time a client orders that same product. The Leather Unit produced the newest range to add to the CrissCross brand. These products were completed in 3 colours and are ready for launch in early 2024.



CASE STUDY
SIYANDA DLAMINI:
FROM FABRIC PRINTING TO
BESPOKE LEATHERCRAFT

Background

Siyanda Dlamini was raised by his grandmother, as both his mother and father had left during his first year. Despite this difficult beginning, Siyanda dreamed of more. Throughout his schooling his ambition was always to run his own business. He was captivated by the entrepreneurial spirit he saw all around his community. After completing high school, he enrolled in a gap year program at Siyabonga, where he obtained a certificate in tiling and decoration.

Introduction to Entrepreneurship

In 2018, Siyanda's entrepreneurial journey took a significant turn when he met Maggie, who introduced him to the world of fabric printing. This new opportunity, especially appealing to international tourists, sparked his interest in generating income through creative ventures.

Venturing into Leatherwork

Building on his newfound passion, in 2020, Maggie introduced Siyanda to the art of leatherwork. Together with two other craftsmen, they founded Esigo, specializing in bespoke leather products and designs. A key differentiator for Esigo was their use of veg-tanned leather, which resonated with environmentally conscious consumers.

Joining the Go Group Textile Conversion Program

Recognizing the potential for growth, Siyanda and his partners joined the Go Group Textile Conversion Program in 2022. This program supported Esigo in designing and manufacturing a unique line of leather-crafted products, further enhancing their brand. During his time in the Go Group program, Siyanda focused on honing his craft and completed a skills program accredited by FP&M Seta. He also learned valuable lessons in self-confidence, goal setting, and the importance of excellence in workmanship. Despite facing challenges and the loss of partners, Siyanda demonstrated resilience and a commitment to growth.

Current Endeavors and Future Plans

Siyanda for Esigo currently provides leather finishes and branding for the Go Group's Criss-Cross program, along with producing made-to-order leather goods for their product line. Siyanda also continues to produce individual, unique and bespoke leather items to order for Esigo's own range.

This range includes:

Leather bags for men & women, backpacks, belts, keyholders, earrings, cardholders, laptop covers, interior design leatherwork items.

***Contact Siyanda on: 072 143 4154**

Siyanda's future plan for Esigo include expanding the product range, establishing a strong online presence, increasing revenue, and exploring partnerships with boutique outlets.



OVERVIEW

This programme targets people who love to hustle! It is an opportunity for people already trading other goods to add quality rugs to their stores. It is also an ideal opportunity for parents who are needing to trade from home. This programme is the perfect vehicle for middle to low Income populations to access Belgotex flooring.

The rug vendor programme includes modules focused on trading rugs, running a customer-centred trade business, and setting a store up for success.

This programme includes 1 year of learning how to run a successful rug trading business.

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

Income for vendors who can hustle!



Goal 2

To use product from the Belgotex factory for maximum income earning impact.



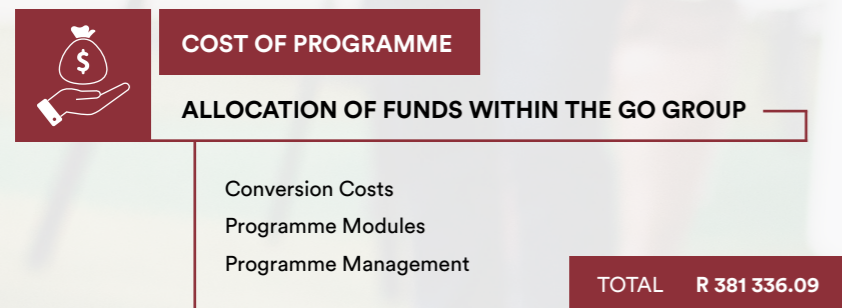
Goal 3

For vendors who need flexible time to take care of families can buy and sell when they want to.

PARTNERS

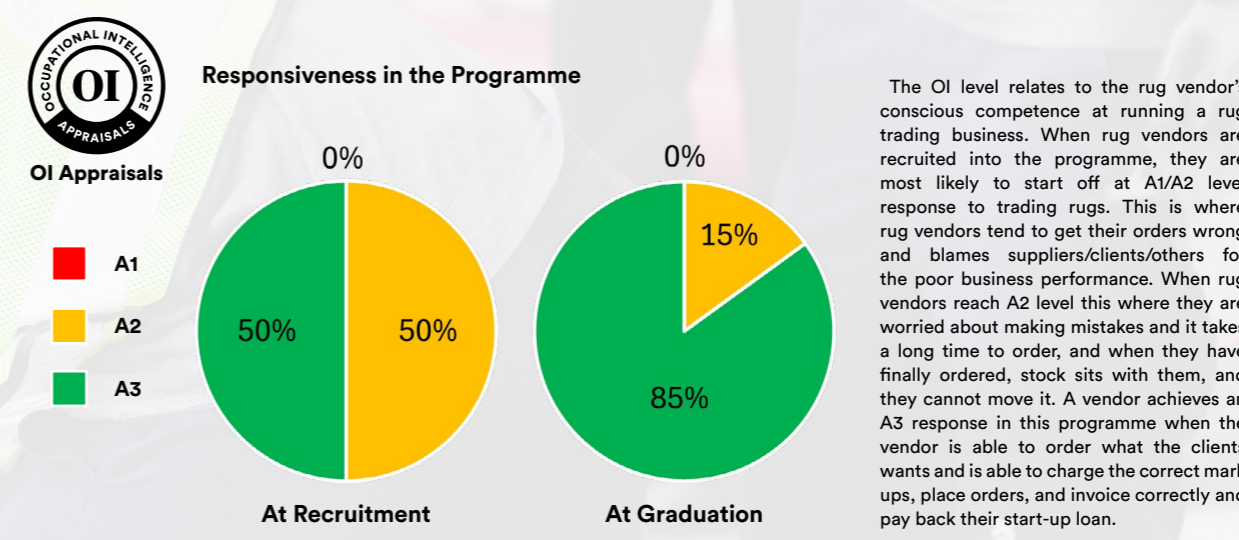
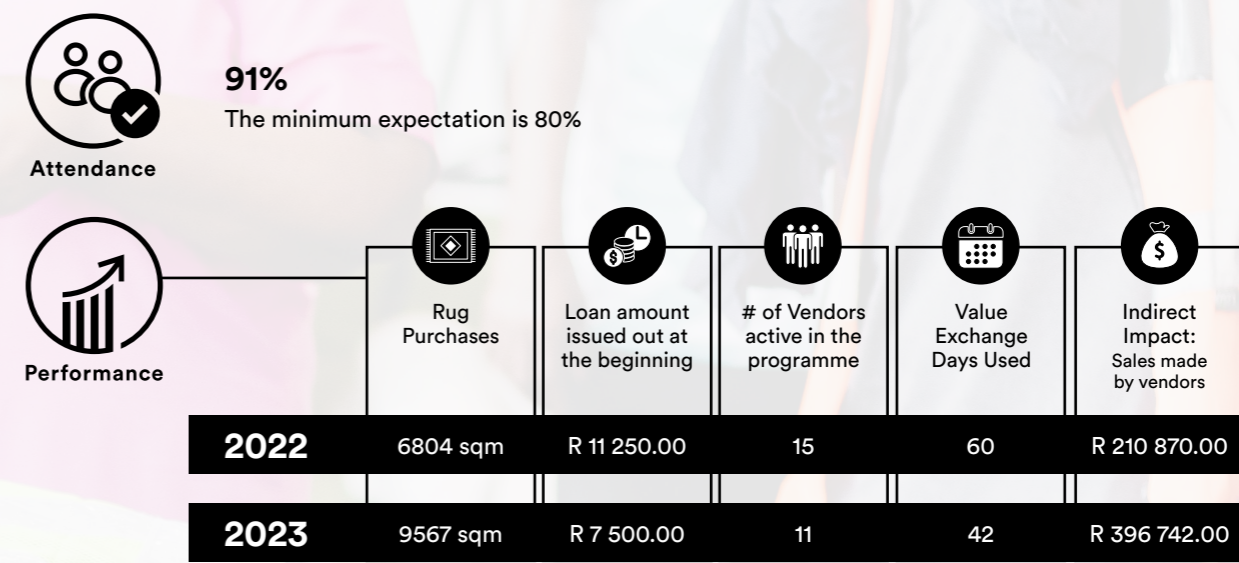


ECONOMIC IMPACT



PROGRAMME IMPACT

	2022 TOTALS	2023 TOTALS
New Go Getter's joining the programme	23	10
Number of learners active in the programme for the year	18	16
Retention Ratio for the Year	44%	70%
Number of Ambassadors appointed	3	2



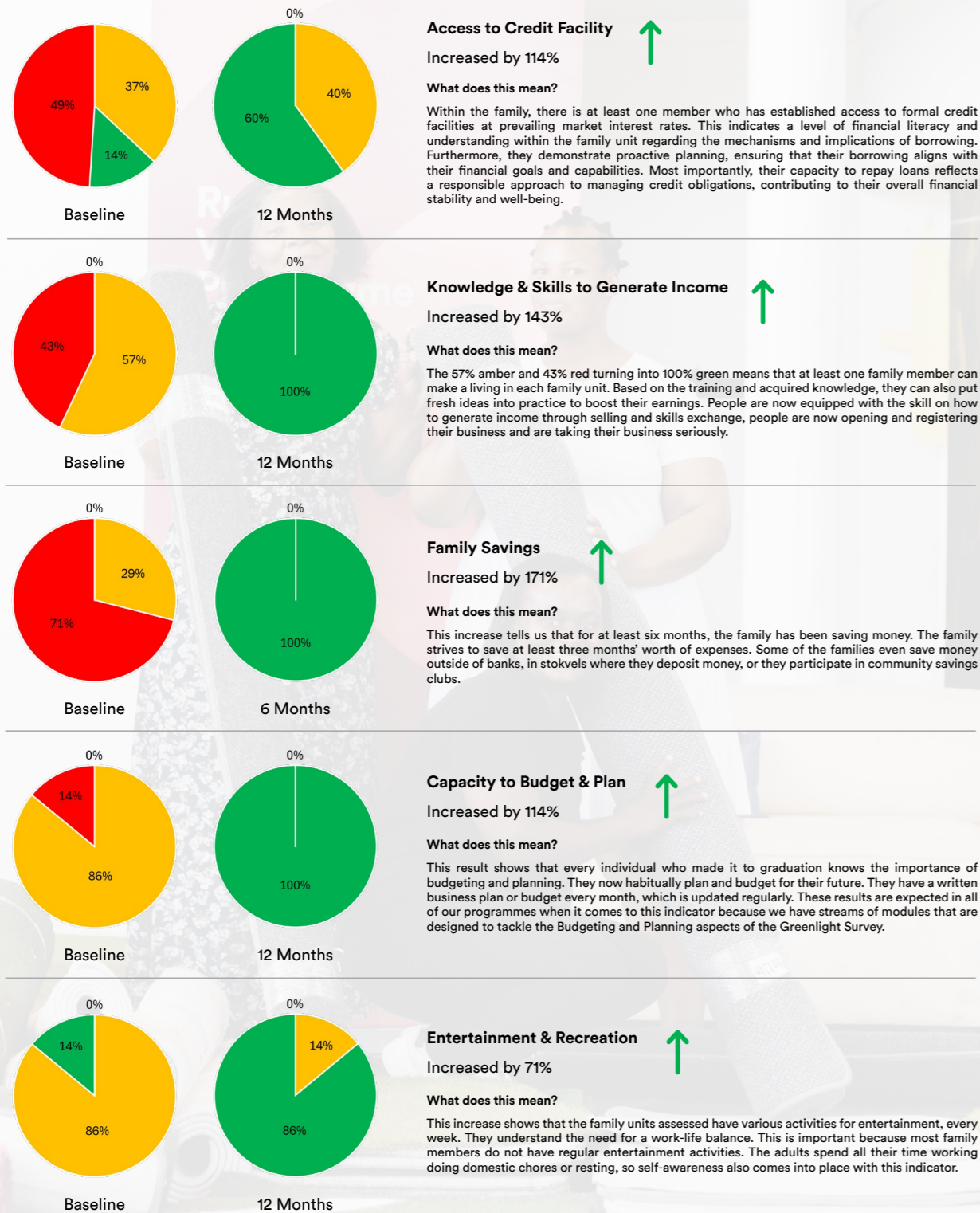
LEARNINGS AND CHALLENGES DURING THIS PERIOD

Some of the learnings and challenges we have faced in the last year have told us the following:

The class of 2023 consisted of young individuals who were on a journey to achieve life goals and at the same intended to be part of The Rug Vendor Programme as a "side hustle" rather than a primary focus for some. This was evident in their sales record for the year. Navigating the pressure to meet sales targets can be tough for new young entrepreneurs. Many were faced with the challenge of building customer markets, and some had come across as "shy" and they lacking the persuasive skills and assertiveness to approach the market head on in an environment that requires hustle and ambition.

GREENLIGHT RESULTS

The Greenlight Results shown below are the top 5 direct impacts on this subset of Go-Getters in the programme.



Access to Credit Facility ↑
Increased by 114%

What does this mean?
Within the family, there is at least one member who has established access to formal credit facilities at prevailing market interest rates. This indicates a level of financial literacy and understanding within the family unit regarding the mechanisms and implications of borrowing. Furthermore, they demonstrate proactive planning, ensuring that their borrowing aligns with their financial goals and capabilities. Most importantly, their capacity to repay loans reflects a responsible approach to managing credit obligations, contributing to their overall financial stability and well-being.

Knowledge & Skills to Generate Income ↑
Increased by 143%

What does this mean?
The 57% amber and 43% red turning into 100% green means that at least one family member can make a living in each family unit. Based on the training and acquired knowledge, they can also put fresh ideas into practice to boost their earnings. People are now equipped with the skill on how to generate income through selling and skills exchange, people are now opening and registering their business and are taking their business seriously.

Family Savings ↑
Increased by 171%

What does this mean?
This increase tells us that for at least six months, the family has been saving money. The family strives to save at least three months' worth of expenses. Some of the families even save money outside of banks, in stokvels where they deposit money, or they participate in community savings clubs.

Capacity to Budget & Plan ↑
Increased by 114%

What does this mean?
This result shows that every individual who made it to graduation knows the importance of budgeting and planning. They now habitually plan and budget for their future. They have a written business plan or budget every month, which is updated regularly. These results are expected in all of our programmes when it comes to this indicator because we have streams of modules that are designed to tackle the Budgeting and Planning aspects of the Greenlight Survey.

Entertainment & Recreation ↑
Increased by 71%

What does this mean?
This increase shows that the family units assessed have various activities for entertainment, every week. They understand the need for a work-life balance. This is important because most family members do not have regular entertainment activities. The adults spend all their time working doing domestic chores or resting, so self-awareness also comes into place with this indicator.



CASE STUDY OVERCOMING ADVERSITY: THE TRANSFORMATION OF NOSIPHO GOODNESS MKHIZE

Introduction

This case study explores the journey of Nosipho Goodness Mkhize, a woman who faced significant challenges but found resilience and success through The Go Group program. Her story is a testament to the power of determination and self-belief in overcoming adversity.

Background

Nosipho grew up in a family home with her mother and two siblings, occasionally seeing her father. At the age of 16, she fell pregnant, leading to being ostracized and

experiencing depression. Despite these challenges, with the help of her mother, she returned to school and completed grade 12, although she failed matric twice. She then volunteered as a caregiver and obtained certificates in various healthcare fields.

Discovery of The Go Group

Nosipho's life changed when she discovered The Go Group. Feeling stuck and unsure of how to improve her situation, the program offered her a lifeline. She found a renewed sense of purpose, self-esteem, and the motivation to step out of her comfort zone.

Impact of The Go Group

The program's Start-up loan was a crucial turning point for Nosipho. It enabled her to make much needed purchases for her home and family as well as supporting her struggling husband, who worked as a driver with an unstable income. This financial stability, coupled with the knowledge and support she gained from the program, motivated her to strive for further success.

Vision and Future Plans

Inspired by her experiences, Nosipho has a clear vision for her future. She aims to expand her business to include rug vending as well as manufacturing detergents under the company name NOSANDI PTY LTD. Her goal is to supply retailers and communities, eventually becoming a respected entrepreneur with her own transport infrastructure. Part of the growth and development for her business in 2024 is finding a permanent retail space in the Pietermaritzburg CBD and exploring alternative markets and platforms for selling her products. With her husband joining and supporting the business venture, her projected income for the year is R144 000. For her this is a huge step from no income and dependence to setting her own end results and the promise of greater growth to come.

Supplying quality rugs that bring functionality and beauty to any home

***Contact Nosipho on: 071 228 7953**

Conclusion

Nosipho's story is one of determination and transformation and the value of having support to accomplish one's goals. Self-discovery and investing in her own future have borne fruit. Through her participation in The Go Group program, she has overcome adversity, gained valuable skills and knowledge, and set herself on a path to a successful and fulfilling future.



OVERVIEW

Embedded in The Go Group's Early Childhood Development investment strategy is a Food Security Program. Our primary objective is to enable small-scale permaculture farming within the communities we have invested in, starting with the educentre's own market garden as the training venue. We believe that access to local, fresh produce for meal preparation at the educentre is critical to children learning and developing into responsible adults. This is only achievable if the market garden earns an income to avoid setting it up and coming back a while later finding the garden has

deteriorated and not serving its food security purpose. Family members of the children who attend the educentre are our primary target market. However, the programme is open to anybody within the immediate geographic footprint of each educentre where we have a demo garden for training purposes.

This programme includes AgriSeta credits and Agribusiness training in crop production.

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

Food security at all Early Childhood Development Centres within Go Group programmes.



Goal 2

Farm enough produce for home consumption.



Goal 3

Generate income by selling farmed produce.

PARTNERS



ECONOMIC IMPACT



COST OF PROGRAMME

ALLOCATION OF FUNDS WITHIN THE GO GROUP

AgriSETA & AgriBusiness
Start-up Loans
Programme Management

TOTAL R 434 543.00

PROGRAMME IMPACT

2022 TOTALS

2023 TOTALS



New Go Getter's joining the programme

48

55



Number of learners active in the programme for the year

57

65



Retention Ratio for the Year

50%

70%



Number of Ambassadors appointed

5

10



Attendance

88%

The minimum expectation is 80%



Performance



Seedlings Purchased



Business Loans in Repayment



Value Exchange Days Used



Indirect Impact: Sales Made

2022

0

R 9 335.00

288

R 109 459.00

2023

0

R 14 800.00

258

R 86 069.00

Food Security Programme

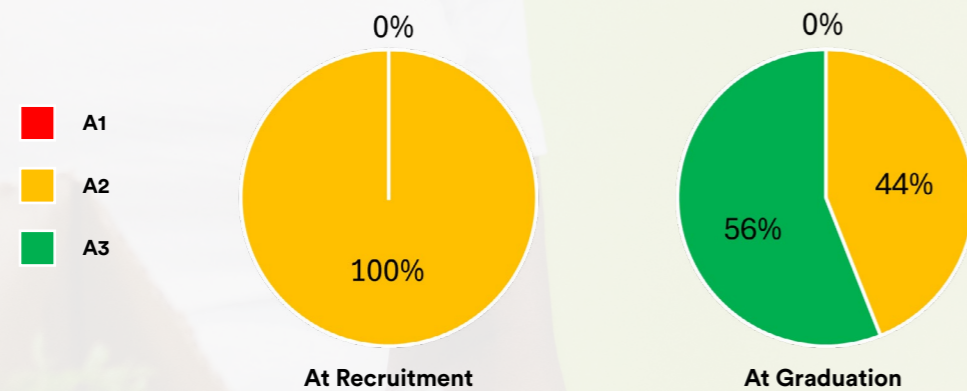
thegogroup.org.za



OI Appraisals

Responsiveness in the Programme

The OI level relates to a farmer's conscious competence at planting 100sqm market garden to begin with. Each farmer needs to meet the norms and standards of 100sqm before expanding their farms. Each farmer achieves an A3 OI level when they are making the correct income from 100sqm market garden, using the correct permaculture crop production principles and having repaid their start-up loans.



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2023:



End Poverty in all its forms everywhere.



End Hunger, achieve food security and improved nutrition, and promote sustainable agriculture.



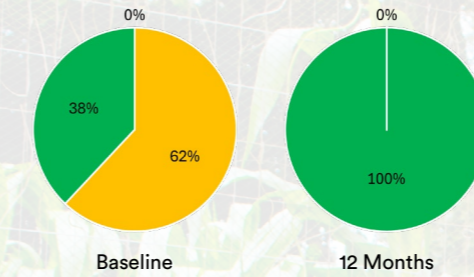
Ensure healthy lives and promote well-being for all at all ages.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

GREENLIGHT RESULTS

The Greenlight Results shown below are the top 5 direct impacts on this subset of Go-Getters in the programme.

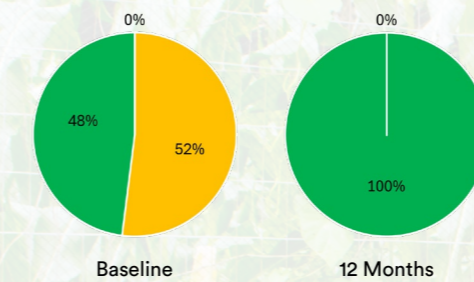


Nutrition

Increased by 62%

What does this mean?

The transition from 62% yellow to a 100% after 12 months in the programme indicates significant progress in food security and dietary habits within families. This shift signifies that families now consume a diverse range of meats, milk, vegetables, fruits, and staple foods like rice, noodles, or potatoes, ensuring they have balanced meals at least twice a day. Notably, no family members are either obese or malnourished, indicating improved overall health.

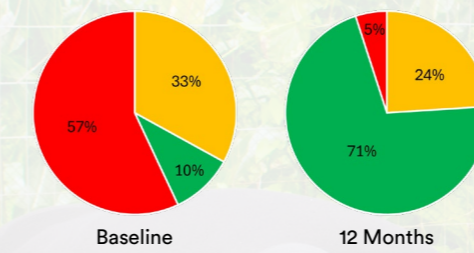


Entrepreneurial Spirit & Motivation

Increased by 52%

What does this mean?

This indicator shows that 52% percent of the people who started the programme demonstrated entrepreneurial energy in their activities, but occasionally they let life get them down and leave their projects. After 12 months in the programme more than half of the class have registered businesses with knowledge of savings and planning business practices. 100% of people who stayed throughout the programme possess a strong business spirit. They take calculated chances, learn from their failures, and are driven to attain their goals. They are not afraid to fail or try again.

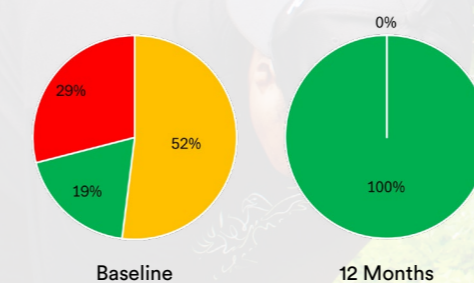


Family Savings

Increased by 114%

What does this mean?

The baseline results indicate that 57% of families had little to no history of saving income. However, after a year in the program, the shift to the green zone signifies significant progress. Now, these families have been actively saving income for six months or longer and aim to maintain a savings equivalent to at least three months' income. Additionally, they participate in stokvels and community savings clubs, indicating a commitment to building financial resilience and security. This transition reflects the positive impact of the program, empowering families to adopt saving habits and engage in community-based financial initiatives for long-term stability.

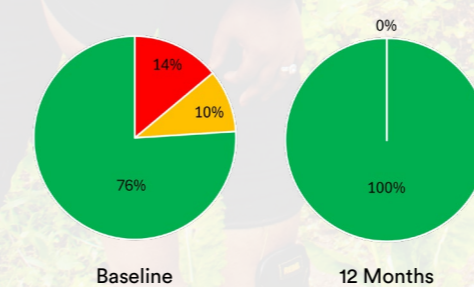


Knowledge & Skills to Generate Income

Increased by 110%

What does this mean?

The baseline results with 29% in the red zone and 52% in the yellow zone, highlighting that family members lacked understanding of how to run a business or earn money, resulting in historical business failures and difficulty finding employment. However, after 12 months in the program, a significant improvement is evident there is a 100% shift to the green side of the graph. This indicates that at least one family member can now generate revenue using their talents and knowledge, acquired through the program's skills training. Additionally, they demonstrate the ability to apply new ideas to enhance their income, leveraging the training and lessons learned during the program. This positive transformation underscores the effectiveness of the program in equipping participants with the skills and mindset necessary for economic empowerment and success.



Violence against Vulnerable People & Children

Increased by 38%

What does this mean?

The initial 14% in the red zone indicated that some family members were experiencing violence but were unaware of it and considered their experiences as normal. They made little effort to prevent or avoid it. Meanwhile, the 10% in the yellow zone suggested that other family members were aware of the violence but felt powerless to stop it, possibly due to fear or a lack of understanding of their rights. However, after 12 months in the program, a significant positive change is observed, with all family units now in the green zone. This indicates that family members are now fully aware of their worth and have taken a stand against violence. They no longer tolerate any form of abuse and actively work to prevent it. Most importantly, no family member engages in acts of violence against women, children, the elderly, or the disabled, neither physically nor emotionally.

AMBASSADORS APPOINTED FOR 2024



NICHOLAS NTOMBELA FIKILE SIBISI GCINEPHI MCHUNU ROSEMARY MNGADI VELA ZIKALALA LUNGILE MTHEMBU

LEARNINGS AND CHALLENGES DURING THIS PERIOD

Some of the learnings and challenges we have faced in the last year have told us the following:

1. Due to the time, it takes for our learners to harvest their vegetables, we encountered the challenge of some learners lacking enough money to attend class. To overcome this obstacle, we devised a strategy involving the purchase of fresh produce from graduates of the security program. We then offered this produce to new participants in the form of a loan, which they would repay to the organization before graduating.
2. These participants sold the vegetables at a higher price in their neighborhoods and at township markets, generating income to repay the loan and support their attendance in class. To ensure a steady cash flow for students to attend class, we facilitated an exchange between the two groups until the new group's crops were ready for harvest.
3. As a result of this initiative, we achieved significantly high attendance rates and retention ratios, ensuring that learners had the financial means to continue their education and training.

CASE STUDY
FROM CIVIL SERVANT TO
SUCCESSFUL FARMER: A CASE
STUDY ON TRANSITION & GROWTH

Introduction

This case study follows the journey of Nicholas Ntombela, a former civil servant with over thirty-two years of experience, as he transitioned from a career in public service to becoming a successful farmer. It highlights his challenges, learning experiences, and the impact of the Go Group programme on his transformation.

Background

Nicholas began his career in 1998 as a junior manager and steadily climbed the ranks to middle and senior management positions. After retiring, he ventured

into other businesses, which unfortunately collapsed during the COVID-19 pandemic. In 2023, he learned about the Go Group, an organization that supports individuals interested in becoming self-employed in farming.

Challenges Faced

After his previous businesses failed, Nicholas faced challenges with starting anew. Financial constraints, coupled with the uncertainty of the pandemic, made it difficult for him to pursue his entrepreneurial goals. However, his determination and eagerness to learn led him to attend an open day at the Go Group.

The Go Group Programme

Nicholas' participation in the Go Group programme proved to be a turning point in his life. The programme provided modules that prepared him for the journey ahead, focusing on theoretical and practical aspects of permaculture. This knowledge empowered him to start his garden with seven raised beds and grow his seedlings.

Results and Impact

The programme not only equipped Nicholas with the skills needed for farming but also instilled in him a sense of confidence and purpose. He expanded his garden to include a variety of crops and learned to keep records of income and expenditure. This newfound knowledge and confidence gave him a clear vision for his future in farming.

Future

Looking ahead, Nicholas is eager to continue growing his business. Currently farming at least half a hectare, he plans to explore opportunities such as farming with egg-laying chickens and potentially specializing in growing maize if he acquires more land. Despite facing challenges with resources and funding, he remains determined to succeed.

Bringing organic, garden-fresh vegetables to your table.

***Contact Nicholas on: 072 063 7752**

Conclusion

Nicholas's journey from civil servant to successful farmer is a testament to his resilience and determination. Through the support of the Go Group programme, he was able to overcome challenges, learn new skills, and pursue his passion for farming. His story serves as an inspiration to others looking to embark on a similar path of career transformation and growth.

OVERVIEW

The Bursary Programme is made up of a few focus areas. These include sports bursaries, post-retrenchment support to families, team bursaries and lastly bursaries for young designers through Inscape Education Group. The work we do with Inscape is to build capacity for future green building designers by offering scholarships for students completing their degrees in Environmental Design. We engage with students in the Bursary Programme in a myriad of ways.

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

To invest in a body of knowledge or industry that requires our focus.



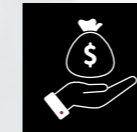
Goal 2

To invest in young minds studying topics they are passionate about and want to develop their career in.

PARTNERS

Belgotex™

ECONOMIC IMPACT



COST OF PROGRAMME

ALLOCATION OF FUNDS WITHIN THE GO GROUP

Bursaries

TOTAL R 539 314.00

PROGRAMME IMPACT	2022 TOTALS	2023 TOTALS
Post Retrenchment Support	7	N/A
Inscape Education Group	10	4

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2023:



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



OVERVIEW

This programme is a franchise model managed in collaboration with our partner Grow Educare Centres. The programme is anchored on investing in energetic centre owners who are looking to turn their existing centres into high quality, financially sustainable early learning schools associated with a strong brand. This programme includes a tight franchisee agreement, infrastructure investment, equipment, and capacity building to reach educational and business acumen milestones. Capacity building also involves inclusive caregiver training so that children with disabilities have a higher chance of participating in the economy as adults. The Food Security Programme also starts at the Edu centre with the primary focus being food security at the Edu centre.

This programme is a 5-phase programme and includes several expectations as outlined in the franchise agreement.

The programme includes the following elements:

1. Educational Milestones
2. Business Milestones
3. Infrastructure investment
4. Nutrition
5. Inclusion in the form of caregiver training and appropriate devices for mobility impairments

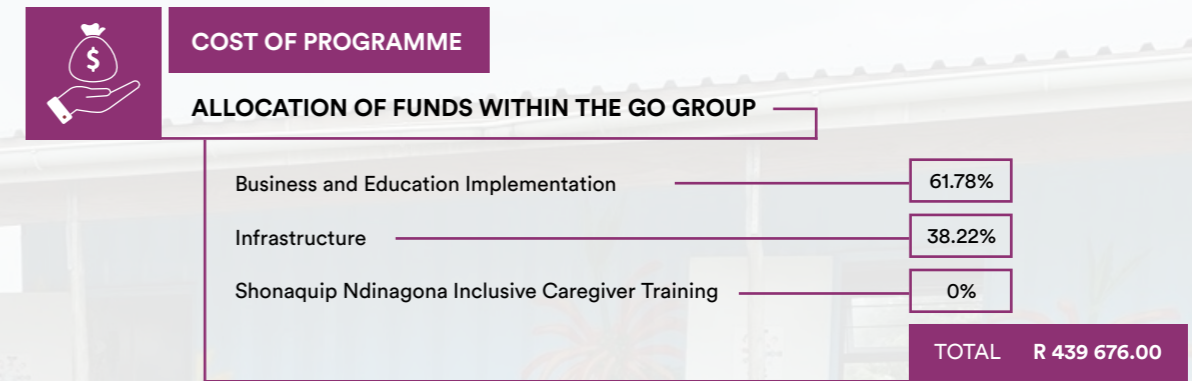
THE GOALS FOR THIS PROGRAMME ARE:

- Goal 1** 5-star rated school on strict education and business outcomes.
- Goal 2** School to be financially sustainable.
- Goal 3** Food security – through Food Security Programme and ePap.
- Goal 4** School to be inclusive of children with disabilities.
- Goal 5** School infrastructure supports an enabling environment and registered with the Department of Social Development.

PARTNERS



ECONOMIC IMPACT



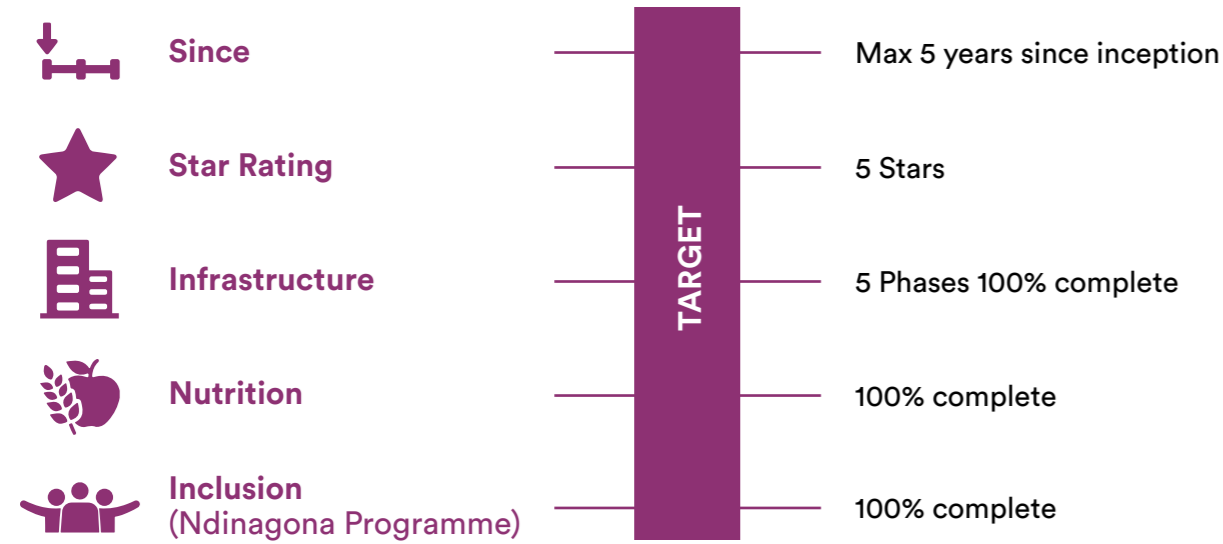
THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2023:

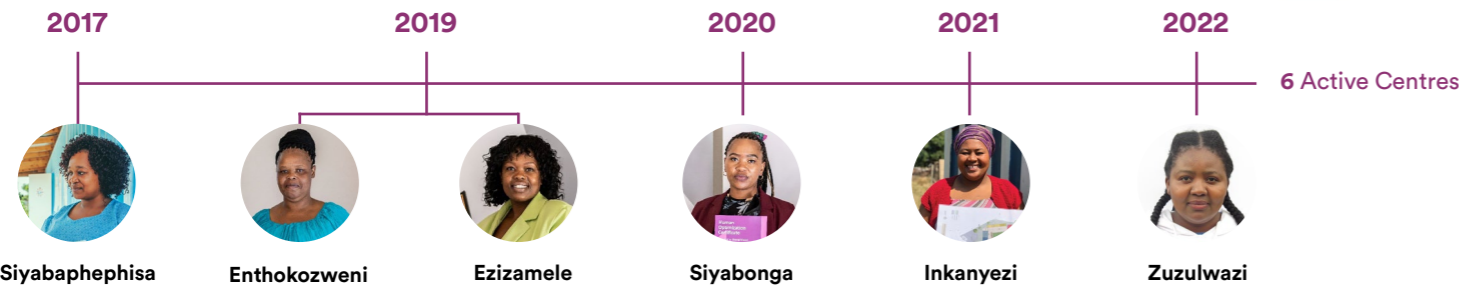


ECD PROGRAMME ELEMENTS KEY:

The “perfect” score for a school would look like the below:



ECD CENTRE SUMMARY



RATINGS AT END OF 2023

Centre Name	Star Rating	Infrastructure	Nutrition	Inclusion
Siyabaphephisa	★★★★	75%	Complete	Complete
Enthokozweni	★★★★	Complete	Complete	Complete
Ezizamele	★★★★★	40%	Complete	Complete
Siyabonga	★★★★★	75%	Complete	Complete
Inkanyezi	★★★	Complete	Complete	Complete
Zuzulwazi	★★★★	25%	Complete	Complete

DESCRIPTIONS OF THE ECD PROGRAMME ELEMENTS



Star Rating:
Grow Educare Centers are responsible for implementing the educational and business milestones expected of each ECD. The star rating is based on the outcomes below. The star rating is critical to unlocking the vision of the ECD programme as it keeps each center accountable to becoming a high-quality early learning center that is compliant, practices good governance and operating as an ecosystem for change where children attending have the greatest chance at success by attending a Grow Edu Centre in their neighborhood.

Outcome	What We Measure
Quality Teaching	Correct teacher child ratio 1:15 (per age group)
	Teachers and principals are qualified
	Teachers are GROW trained
Child Development	Teachers are competent - GROW assessment
	Programme is correctly implemented
	Children are being assessed regularly
Business Sustainability	Children are developing according to milestones - GROW assessment
	School is at capacity (not over 121%)
	Loan is paid on time
Compliance to GROW Standards	Teachers are paid target salary
	Principal is earning target salary
	Centre is registered with Department of Social Development
	Centre is professionally managed
	Training and Meetings are attended

Infrastructure:

The infrastructure is invested in a phased approach to match the milestones set in the star rating assessment. Compliance with the Department of Social Development is prioritized in the beginning phases alongside a high-quality learning environment using flooring products that are bright and cheerful and easy to clean. Our brief to architects for the design of ECD Centres includes:

- Meet the requirements of the Department of Social Development
- Use harvested water.
- Use minimal electricity.
- Provide safety and security for the children.
- Easy maintenance



With a design in hand, we have been able to meet with stakeholders and develop a common vision and agree ways of collaborating and communicating to support the development of an ecosystem that strives toward a common goal. Developing ECD Centres has provided an opportunity to include SMME's in the trades sector. Participating SMMEs located close to our ECD build, install turf and flooring alongside the Belgotex technical team as part of the practical component of deepening their skills in our training courses.

Nutrition:

Nutrition is a priority, coupled with income generation through small-scale permaculture farming and supplying fresh produce to the center for use in feeding the children attending the center. The programme starts with the ECD centre's own garden as the training venue for the farmers in the Food Security programme. Our implementation partners, Grow and Focus on iThemba supplement this element of the programme through collaboration with ePap and JAM fortified porridge.

Inclusion:

The Shonaquip Social Enterprise provides training, experience and resources that empower caregivers and parents to provide equal opportunities to children with different abilities and needs. Their programme is called the Ndinagona which means "I CAN" In the Shona language. Our intention is to invest in every child's ability to be economically included as adults by paving the way into the education system through quality early childhood development and a support system within the community. Shonaquip also manufacture, supply, and provide the clinical services required for each child requiring an assistive device suited to South Africa landscape.



SIYABAPHEPHISA

Bright Zondi registered her centre, Siyabaphephisa, for the ECD programme in 2017. Since then, they've obtained full infrastructure support, finished the Ndinagona Inclusion training, and acquired a mobile device for a child in need. The centre has also maintained a permaculture market garden, initially established during the Food Security Program as a demonstration garden for training purposes. Having successfully completed the five-year program, this ECD centre has now graduated.

Bright mentions that although she felt her income was decent last year, she's realized she might not have been keeping accurate records of all her fees. This oversight could have made her business seem less profitable than it actually is. Right now, Bright has 70 kids enrolled. Bright notes that there's a waiting list, showing there's a real demand for her services.

	At the start	Change 1 year	Change 2 years	Change 3 years	Change 4 years	Change 5 Years	Change 6 Years
Date	2017	2018	2019	2020	2021	2022	2023
No. of Children	17	65	27	27	31	47	54
Monthly Income To Centre % Change from the Year before	Baseline	↑ 68%	↑ 31%	0%	↑ 25%	↑ 71%	↑ 51%
No. of Teachers	2	↑ 4	↑ 3	3	↑ 3	↓ 3	↑ 4
Avg. Salary of Teachers in %	Baseline	↑ 100%	↑ 100%	0%	↑ 100%	↓ -27%	↑ 105%

Our formulas to measure progress have changed slightly for 2023 so the results may not be 100% comparable to prior years.

Increase Of ↑ Decrease Of ↓

ENTOKOZWENI

Bonisiwe Gwala enrolled her centre, Entokozweni, in the ECD programme in 2019, they have received 100% of the infrastructure input, completed the Ndinagona Inclusion training and have an ongoing permaculture market garden developed during the Food Security Programme. This ECD has now graduated. We note that Bonisiwe is needing to focus on marketing her centre to enrol more children. The centre registered but not receiving a subsidy yet.

	At the start	Change 1 year	Change 2 years	Change 3 years	Change 4 years
Date	2019	2020	2021	2022	2023
No. of Children	27	27	28	28	31
Monthly Income To Centre % Change from the Year before	Baseline	↑ 15%	↑ 11%	↑ 15%	↑ 12%
No. of Teachers	4	↓ 1	↑ 3	↓ 1	↑ 3
Avg. Salary of Teachers in %	Baseline	↑ 133%	↑ 108%	↑ 100%	↓ -84%

Our formulas to measure progress have changed slightly for 2023 so the results may not be 100% comparable to prior years.

Increase Of ↑ Decrease Of ↓

EZIZAMELE

Lunga Nkala enrolled her ECD centre towards the end of 2019. She is in the 3rd year of the programme and has completed the Ndinagona inclusion training. The centre has a running permaculture garden which was initially used as a demo garden for the PMB Food security programme. The infrastructure of the ECD is 20% completed, we have come across major challenges with oversaturated land from high levels of stormwater and leaks in the past years we had to put the infrastructure to a standstill until; we found a solution to the water challenge the centre had, but late last year it was all resolved, and the project is now continuing and everything is promising. The DOE subsidy payments have now improved. With the new structure completed, she has an opportunity to raise her fees to improve her sustainability.

	At the start	Change 1 year	Change 2 years	Change 3 years	Current
Date	2019	2020	2021	2022	2023
No. of Children	29	21	31	18	18
Monthly Income To Centre % Change from the Year before	Baseline	↓ 75%	↑ 15%	↑ 42%	↓ -11%
No. of Teachers	2	↑ 3	↑ 3	↑ 3	↓ 2
Avg. Salary of Teachers in %	Baseline	↑ 100%	↑ 100%	↑ 22%	↓ -11%

Increase Of ↑ Decrease Of ↓

Our formulas to measure progress have changed slightly for 2023 so the results may not be 100% comparable to prior years.

SIYABONGA

Thengi Majozi enrolled onto the ECD programme in 2019. She also joined our Food security programme along with her teachers to ensure the permaculture garden at the school is well looked after. Her land was used as the demo garden and continues to fulfil the nutrition aspect of the ECD. The infrastructure of the centre is 75% completed and Thengi continues to receive the business and principal support from GROW and has completed the Ndinagona inclusion training. In 2023 Thengi faced a challenge of unregistered daycares that mushroomed in her area. One challenge we have noted is that most of her parents are young adults who have just finished high school, and some are depending on the social grant. The DOE inconsistent payments have also fuelled the financial constraints in her centre. To date she has a total of 34 children, she does have the capacity to grow her numbers, but she needs to focus more on marketing her centre. She does need to improve on her salary as a well.

	At the start	Change 1 year	Change 2 years
Date	2020	2021	2022
No. of Children	56	35	30
Monthly Income To Centre % Change from the Year before	Baseline	↑ 11%	↑ 52%
No. of Teachers	2	↑ 3	↑ 2
Avg. Salary of Teachers in %	Baseline	↑ 100%	↑ 232%

Increase Of ↑ Decrease Of ↓

Our formulas to measure progress have changed slightly for 2023 so the results may not be 100% comparable to prior years.

THE EARLY CHILDHOOD DEVELOPMENT PROGRAMME

INKANYEZI

Cynthia Cibane enrolled her centre onto the programme in 2021. The infrastructure at the ECD is 100% completed. We have not been able to kick off the permaculture garden due to challenges we experienced with Cynthia during our recruitment period. The ECD has received the Ndinagona inclusion training, regrettably Inkanyezi was severely affected by the KZN floods but the work to repair the centre has been completed. Her business is steadily growing with a few teething issues. Notably there has been a decline in the number of children enrolled resulting in the decrease in monthly income. Cynthia still needs more help in managing her finances, marketing her centre well, retaining her teachers etc.

	At the start	Change 1 year	Change 2 years
Date	2021	2022	2023
No. of Children	36	35	33
Monthly Income To Centre % Change from the Year before	Baseline	↓ -56%	↓ -28%
No. of Teachers	3	↓ 2	↑ 5
Avg. Salary of Teachers in %	Baseline	↑ 249%	↓ -71%

Our formulas to measure progress have changed slightly for 2023 so the results may not be 100% comparable to prior years.

Increase Of ↑ Decrease Of ↓

ZUZULWAZI

Londiwe Mbona enrolled onto the programme in 2022 as our newest centre. The centre was the host for our Food security programme and has a running permaculture garden for consumption at the Edu centre and over-the-fence sales in line with the food security programme requirements. The ECD received Ndinagona inclusion training, and the infrastructure is at about 25% of the way to completion. In 2023, there has been an increase in fee income compared to 2022. It is worth noting that this centre's payrate is impressively good. They are raising their fees in July this year and they intend to raise their salaries as well. The subsidy has been inconsistent and this centre don't receive subsidies for months at a time.

	At the start	Change 1 year	Change 2 years
Date	2021	2022	2023
No. of Children	35	35	37
Monthly Income To Centre % Change from the Year before	Baseline	↑ 34%	↑ 28%
No. of Teachers	2	↑ 3	↑ 3
Avg. Salary of Teachers in %	Baseline	↑ 167%	↑ 140%

Our formulas to measure progress have changed slightly for 2023 so the results may not be 100% comparable to prior years.

Increase Of ↑ Decrease Of ↓



We extend our heartfelt gratitude to our esteemed partners whose unwavering support and collaboration have been instrumental in the success of this year's annual report. Your dedication, expertise and commitment to our shared goals have truly made a difference! Together we have achieved remarkable milestones, and we look forward to continuing this journey of growth and prosperity hand in hand. Thank you for your invaluable partnership.

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Thank you TO OUR PARTNERS

Belgotex™



INTERCONNECTIONSA



ANNEXURES

PROGRAMME DESIGN

Contact us if you need assistance designing your programme. We have many templates and are able to put you in touch with many experts in the field.


	Pillar Task 1	Pillar Task 2	Pillar Task 3	Pillar Task 4	Pillar Task 5	Pillar Task 6	Outputs Task Completion Point	Outcomes End Result	Impact
Subtasks (Inputs & Activities)		Pre-incubation Phase			Incubation Phase		Post Incubation		
TCP (Outputs)									
Highest OI Level									
Measurement									
Red Flags									
Precautionary Measures									
Co-ownership Role									



Occupational Intelligence (OI) 7-POINT SCALE

Remember:

Being low on the OI scale at a specific task only reflects on your proficiency at that task, not on you as a person.

A0	A1	A2	A3
Dependent. Incompetent. Non-responsive to the task.	Dependent. Unconsciously incompetent. Responsive to the task but unaware of incompetence.	Dependent. Consciously incompetent. Responsive and aware of incompetence in the task.	Dependent. Competent within structure. Response-able and competent when operating in a structure.
B1	B2	B3	
Independent. Consciously competent. Response-able , without structure necessary to complete the task successfully.	Independent. Consciously competent. Response-able , competitive and fully competent.	Independent. Consciously competent. Contributive , novel and wise, driven by a greater purpose.	

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Unlock your team's full potential with A2B

WHAT IS A2B?

A2B is a progressive methodology that transforms humans by equipping them with unconventional training, tools, techniques and challenges.

A2B is all about building response-ability through growing Occupational Intelligence.

And it works!



Transform your team's "I can't" moments into "I can" opportunities.

The programme:

There are three modules and each module is run over two days. Training is held at TCB offices or at your organisation and includes facilitators, training resources, tools and online content.

GET READY TO:

- Become a transformative, impactful leader.
- Improve your team's productivity, resilience, willpower and volition.
- Grow your team's Occupational Intelligence (OI).
- Become more entrepreneurial.
- Deal with personal truths and issues.
- Lower anxiety and fear.
- Understand the inside mechanics of humans and how people "work".



Contact us to get the full workshop overview...



Nicky Edwards
082 636 6319
nickyedwards@tcb.org.za

BDO Verification Services (Pty) Ltd Broad-Based Black Economic Empowerment

Independent Socio-Economic Development Beneficiary Analysis

Belgotex Educational Foundation Trust

Address: 20 Chesterfield Road, Willowton, Pietermaritzburg, 3201
Reg. Number: IT 000609/2015(N)
Vat Number: N/A

This report is based on the information provided to BDO Verification Services (Pty) Ltd and is an independent opinion based on the validation and analysis performed as of date of issue. This is based on the gazetted Codes of Good Practice on B-BBEE. It is our opinion the contributions will lead to income generating activities for the intended beneficiaries.

Category: **PBO930052368**

Black Beneficiary Base: **100%**

B-BBEE SED Recognition: **100%**

Initial Issue Date: 23 February 2024
Revision Date: (if applicable) N/A
Expiry Date: 22 February 2025
Verification Number: 27225.0
Technical Signatory: Cara Fish

Cara Fish

This certificate is valid for 12 months from initial date of issue.

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www.BDO.co.za

VKP2 SF4 Rev 4 SED Certificate
Template ISSUED 18092019



BDO Verification Services (Pty) Ltd Broad-Based Black Economic Empowerment

Enterprise Development Beneficiary Analysis

THE GO GROUP FOUNDATION NPC

Address: 20 Chesterfield Road, Willowton, Pietermaritzburg, 3201
Reg. Number: 2019/037800/08
Vat Number: 4910310954

This report is based on the information provided to BDO Verification Services (Pty) Ltd and is an independent opinion based on the validation and analysis performed as of date of issue. This is based on the gazetted Codes of Good Practice on B-BBEE. It is our opinion the contributions will lead to income generating activities for the intended beneficiaries.

Category: **NPC**

Black Beneficiary Base: **100%**

B-BBEE ED Recognition: **100%**

Initial Issue Date: 22 May 2024
Revision Date: (if applicable) N/A
Expiry Date: 21 May 2025
Verification Number: 27293.0
Technical Signatory: Cara Fish

Cara Fish

This certificate is valid for 12 months from initial date of issue.

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WhatsApp Chatbot: 060 070 2265



CrissCross

The **go**
Group