

COLUMBA LEADERSHIP



Leaders. Change. Futures.

ANNUAL REPORT 2023





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CEO FOREWORD

How do we best help youth to discover their own potential? This quest is at the heart of all we do at Columba Leadership.

Each year we become aware of the grit and resilience youth require to navigate their lives amidst a host of psycho-social and economic challenges. We also witness the demands on those who work in under-resourced schools.

We salute the principals, educators and youth who can raise their gaze and imagine a better world and put in enormous effort to bring some of this change to their immediate circumstances.

Leadership that includes an inner journey as well as social contribution is the medium we choose to bring out potential and foster agency.

Since 2009 we have witnessed the power of Columba's leadership values in inspiring people to show up in a different way for themselves and others. Awareness, Focus, Creativity, Integrity, Perseverance and Service inspire, galvanize and challenge youth and adults alike.

Besides delivering our standard residential and school-based leadership programmes we started innovating in 2023 with adapted programming to explore alternate approaches and target audiences. We ran leadership training for a cluster of schools and we offered leadership training for a partner organisation's youth beneficiaries. We learned this year that Columban teams are agile, creative and able to deliver adapted programming in fresh ways and to good effect.

We also started to broaden our revenue streams to include the hire out of our beautiful leadership residency in the Cradle

of Humankind during low academy season, and to create individual giving opportunities.

For this annual report we have chosen to place a heavy emphasis on stories. So, while you will see positive quantitative results which have been consistent over the past 5 years, you will also have a chance to enter the lived experience of principals, educators, learners and out of school Columba alumni. The school story shows what shared leadership and youth engagement can do to bring significant and meaningful change. The educator story teaches us to pay attention to the personhood and purpose of the educator and the importance of caring and respectful relationships between adults and youth. The youth stories illustrate the enduring power of values and leadership in shaping lives.

Any success Columba achieves is testimony to the collective efforts and support of many. Thank you to all our funders and individual givers who made our work possible. Acknowledgement to all our venue partners and service providers who helped us implement high quality leadership academy experiences. Love and respect to every member of the Columba team who show up with passion, purpose, commitment and care because they believe so deeply in the potential of those they serve. Finally, we celebrate the Columba network more broadly including all our partner schools and the Department of Education. It is possible to shift the trajectories of youth and strengthen schools and awaken the leader within. It's hard work, but it's important and fulfilling work.

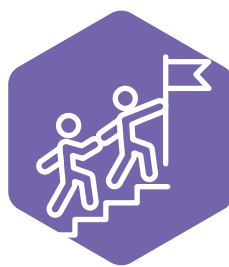
**Yours in Service,
Tracy Hackland (CEO)**

IN BRIEF WHAT WE DO



We build learners

Our residential and school- based values leadership training and emphasis on practical leadership through social action projects that tackle social issues build learners' character, purpose and competence.



We bond schools

We help school leaders clarify goals and understand the role learners can play in supporting the achievement of these. We help educators connect to a sense of purpose, lead with self- care and build mutually respectful relationships with and support for youth. We bring adults and youth into a shared leadership development programme for intergenerational understanding and youth-adults working in partnership for change.



We bridge out-of-school alumni

We seek out and connect youth to opportunities within our ecosystem. These opportunities include scholarships and employment.



We connect communities

We connect schools through the principal communities of purpose, educator empowerment sessions, and online events. We connect our national alumni network through digital engagement, in-person orientation sessions post-school, and online events and platforms.



COLUMBA AT A GLANCE

OUR PURPOSE

Awakening the leader within to change lives and their communities.

OUR VISION

To ignite a movement of meaningful change in South African communities which is driven by our network of values based leaders.

OUR VALUE PROPOSITION

Leaders. Change. Futures.

OUR ETHOS

There is greatness in every human being, the task is to elicit it.

TRACK RECORD AND FOOTPRINT

Total post matric youth alumni: **7 507**

Cumulative participants reached to date: Total Academy

Programme graduates: **12 306**

Total Representative Council Learners Trained: **3 740**

2023 PARTICIPANT STATS

Residential academies: **70**

Learner participants: **839**

Educator and principal participants: **205**

Residential Educator Empowerment: **328** educators.

School based Representative Council of Learner Training: **59** schools; **1 901** learners.

Additional learners reached through adapted programming: **9**

Number of alumni bridged to employment opportunities: **54**

Principal's Community of Purpose were hosted to connect principals to peers: **38** principals nationally (2 in person, 2 online and 2 hybrid)



Total partner schools



Total learners reached



Total principals and educators reached

Every element of the Columba programme is grounded in these values.



AWARENESS

'Knowing and understanding yourself, other people and the environment'



FOCUS

'Recognizing and concentrating on critical and essential information.'



CREATIVITY

'Seeing and implementing solutions, ideas and initiatives.'



INTEGRITY

'Being reliable and trustworthy. Remaining whole and true to your potential.'



PERSEVERANCE

'Enduring and remaining strong when faced with complications, tragedy and resistance.'



SERVICE

'Sharing resources selflessly and effectively, using your strength and experience to take meaningful action and contributing to the greater good.'

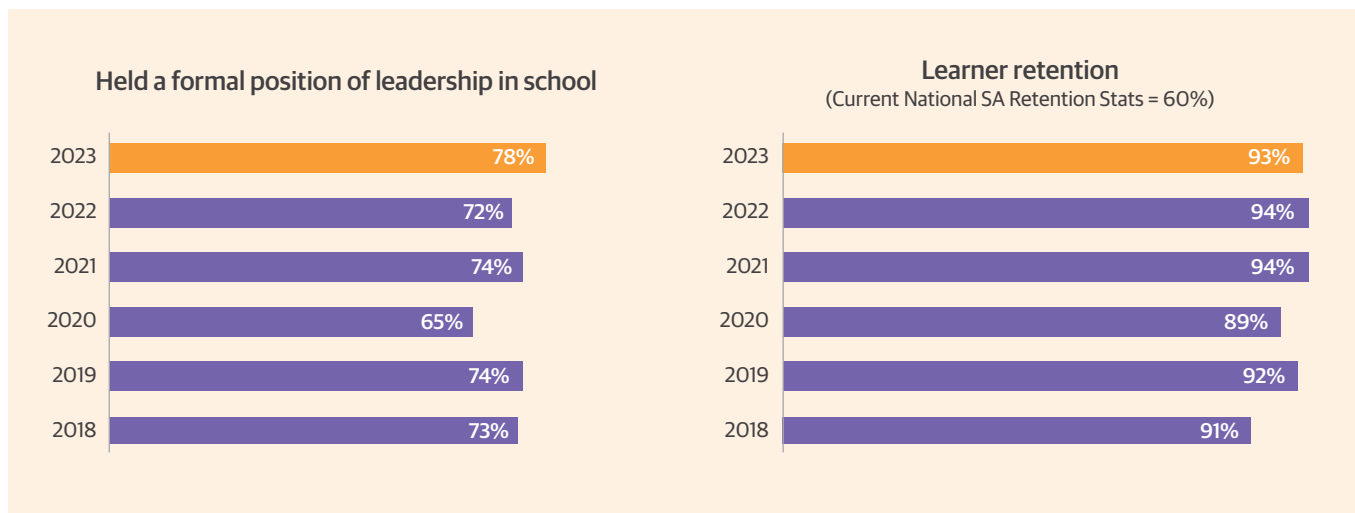
It is through the practice of these values that we see people being challenged and developed to become responsible leaders, wherever they find themselves. At Columba, leadership is about self-leadership and social contribution, rather than about title or a position of power.

OUR IMPACT

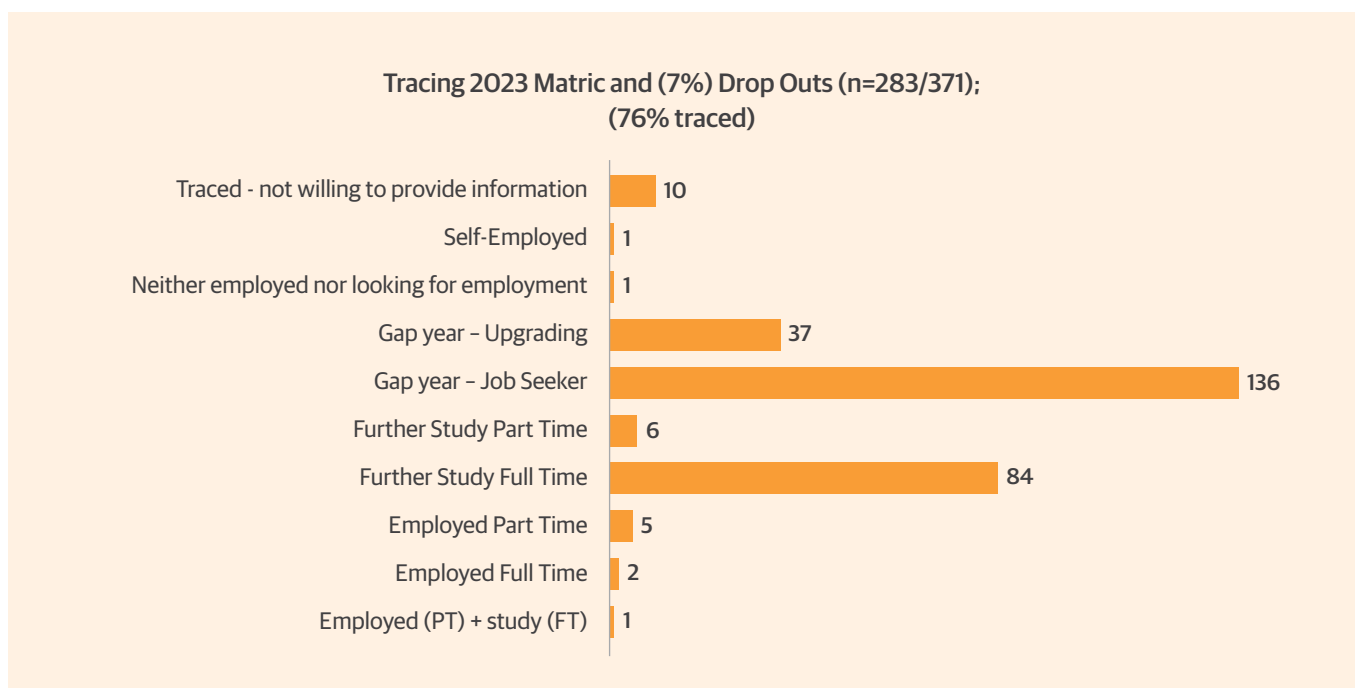
Besides growing a network of values based leaders, we are interested in 4 key long term impact measures which we posit indicates engaged and purposeful youth being on track:

- Leadership
- School completion
- Academic results
- Ability to transition to employment, further education or training after leaving school.

For the matriculating group of Columbans from 2023 the following impact was achieved:



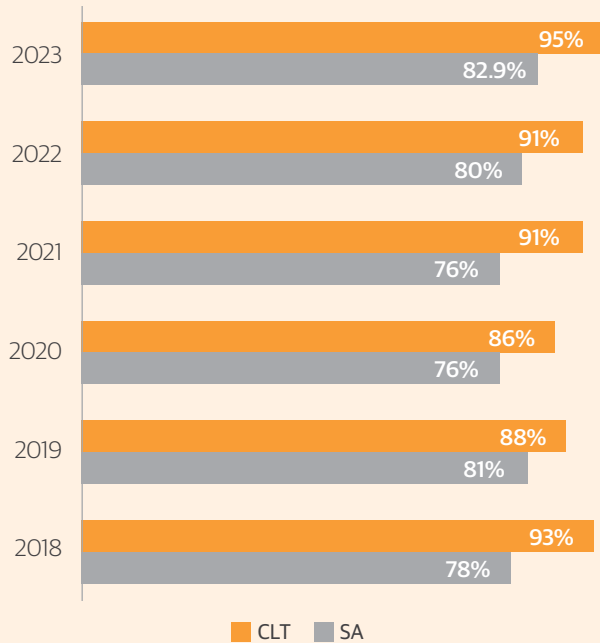
In comparison with the previous year our tracking of alumni post-school does show an increased number of job seekers (50%) and a decrease of those in further study (31%) which is likely a reflection of economic duress but which will be further investigated.



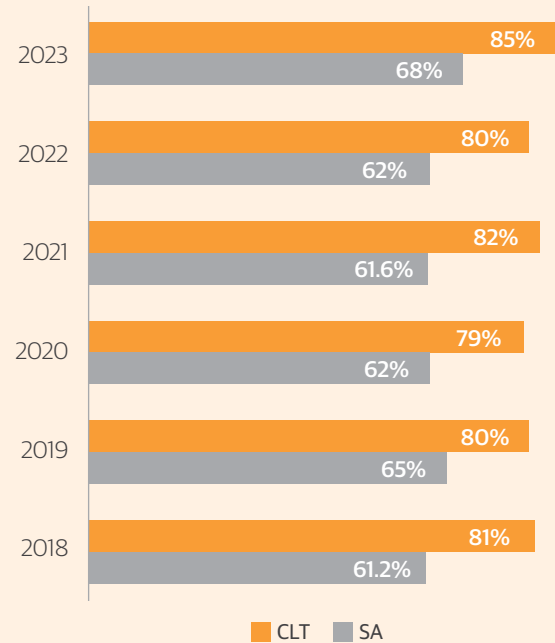
Columbans consistently outperform national stats in terms of pass rate and quality of pass



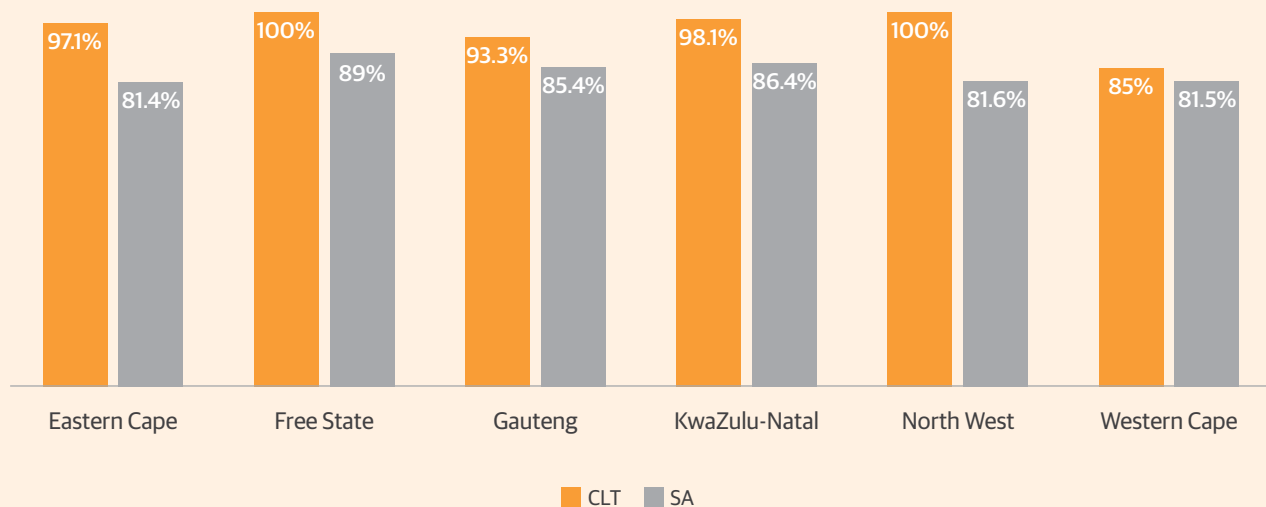
Matric Pass Rate SA National vs CLT



Eligible for further studies SA National vs CLT



2023 Pass Rate by Province - CLT vs SA (n=305)



OUR APPROACH

I Values-Based Residential Academies

Our 5-Day Residential Academies aim to foster character, purpose, belonging, and leadership skills in young individuals. The academies empower learners to realise their potential and commitment to education; promoting leadership as intrinsic, collective, and service-orientated.

Columba Leadership Trust hosted a total of 70 Residential Academies across 6 provinces benefiting 839 Learners and 208 Adults in FY2023 - Educators; principals and support staff

"I have a deeper knowledge about leadership and its values. I understand the importance of awareness, focus, integrity, creativity and perseverance and that I have to serve myself as a whole in order to be able to serve the community."

- Learner, Matla Combined School (GP)

"In order to lead, you must be willing to serve. Leadership is about respecting and valuing other people's beliefs and feelings."

Educator, Valhalla High School (WC)



"I see things differently now I feel like I am strong, I have power, I can do anything for my life and for everyone around me. I have that attitude of not giving up in any situation"

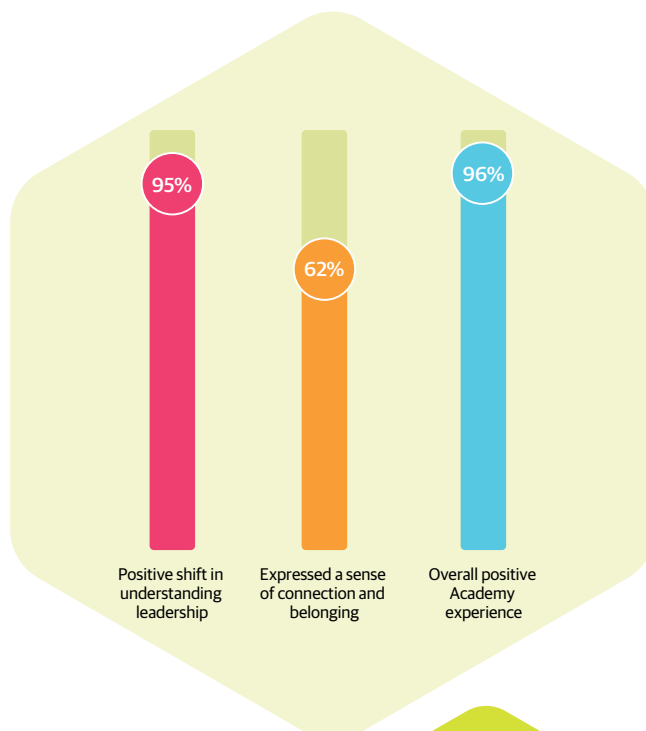
-Learner, Siphamandla Secondary school (WC)

"When it comes to leadership you need collaboration, community, critical thinking and creativity. Leadership is not just about being known. I learnt that it takes courage, responsibility and your own voice to lead."

- Learner, Kenilworth Secondary School (GP)

"I discovered my interest because I felt a safe space where I can express myself. For example, I did not know I was creative and I could rhyme. I discovered that I've always been a leader, it's just that I lacked confidence."

- Learner, Nomzamo High School (EC)



CONTRIBUTE TO FURTHERING OUR WORK



DONATE HERE

II Educator Empowerment Events

Our 3-Day Educator (Values Champions) Empowerment Events fuel change by supporting educators' development, self-care, and sense of purpose; enabling them to promote youth participation and provide psychosocial support.

Columba's educator empowerment programme focuses on 4 primary components:

1. Revitalising and motivating educators by connecting them to a sense of elevated purpose in terms of the role educators play in the lives of youth
2. Promoting self-care and investment in personal growth
3. Skills and capabilities how to effectively lead in the classroom and school to instil values and foster the engagement of learners to support the elicitation of youth potential
4. Effective practices for mobilising the wider involvement of the school community as champions of values, youth engagement and support.

Columba Leadership Trust hosted a total of 13 Educator Empowerment Sessions across 6 provinces benefitting 328 Educators.



"I learnt that other educators are actually working under difficult circumstances but they do their work regardless and strive for a common goal, which is to better and nurture young minds to become better people in society."

- Educator, Bloemfontein South High School (FS)

"I think every educator needs these empowerment sessions. We got to discover more about ourselves as the program unearths the leaders and fires within us."

- Educator, Eqinisiweni Secondary School (GP)

"Before coming to this training, I was at the edge of giving up on my profession and it saved me, I believe other teachers have experienced this in one way or another and granting them an opportunity to engage in this empowerment would be life changing."

- Educator-Thabo Ntsako Secondary School (GP)



III Representative Council of Learner Training

The Representative Council of Learners (RCL) training cultivates values-based leadership and bolsters collaboration amongst youth structures within the school; effectively enhancing interaction between RCL and Columban groups while also mobilising the involvement of others.

Columba has successfully trained 1901 Learners from 51 schools across 6 provinces.

Training Objectives:



To understand leadership



To learn how to work collaboratively as a team



To understand the responsibilities of an RCL Member



To elicit individual potential

Participant Sentiments

"Today's (RCL) training not only helped me to grow as a leader but to also grow as a person as some lessons will help me in my personal life and make me the best version of myself"

Learner, Kenilworth High School (GP)

"To have confidence and be able to speak, be your leader before somebody else leads you. If you don't know who you are, you do not know what you can become"

Learner, V.M Kwinana Secondary School (EC)

"(I will) work on my confidence and put my pride aside in some situations, stand for what is right and treat people equally"

Learner, Bulelani Secondary School (EC)



IV Digital Engagement

Columba offers a range of online events annually to acknowledge and celebrate the significant contributions made by Columbans – both youth and educators (values champions) – in schools and communities.



Alumni Connect 2023: Commemorating Columbans who demonstrate substantial personal development, career success, and sustained community service, our annual Alumni Connect session was held on 9 December 2023. We had a powerful panel discussion involving Columba alumni who have navigated significant personal change and influenced others in the process, those who have navigated a pathway to success in employment and through tertiary. All of these panellists have integrated Columba values and continue to lead with service in their respective communities.



Values Champion Celebrations honour educators, recognising their dedication to fostering positive change, collaboration, and the growth of values-based leadership in schools. The October event, themed Flames of Influence, continued this recognition, with viewers tuning in to hear from five educator panellists who demonstrated their roles as influential leaders and discussed the importance of being approachable adults in the learning.



Columba's Youth Connect events showcase learner progress and stimulate dialogue on youth leadership and societal development. The September event tackled South Africa's intensifying literacy crisis with the theme Literacy is Treasure. Five panellists from various provinces illuminated the vital role of literacy as a fundamental element for improving life quality and as a catalyst for innovation and economic advancement.



Columba's Career Day prepares learners for work by introducing vital skills and opportunities, along with supportive guidance. The 2023 event, held on 24 June 2023, centred on Exploring the Future World of Work, focusing on topics such as artificial intelligence, droning, and virtual reality; providing a virtual exploration of 4th Industrial Revolution (4IR) professions, aiming to enhance career guidance for both learners and educators. Prominent guests, including Tshegofatso Dingaan (a WeThinkCode graduate), Dr Unene Gregory, and Commissioner Joseph Ndaba, shared insights on the importance of employable skills and the growing need for design thinking and 4IR capabilities.



PUSHING FRONTIERS

Cluster Representative Learner Council Training

The Trevor Noah Foundation and Columba Leadership Trust entered into a partnership in 2023. This partnership would foster resilience and empower youth in three schools, Siyabonga Secondary, Willow Crescent High, and Eqinisiweni Secondary to become active leaders, overcoming obstacles and reaching their full potential.

The Representative Council of Learners (RCL) is the recognized youth leadership structure in school. CLT piloted a three-day residential RCL Training with all these schools to support learners in developing effective values-based leadership. The leaders gained a better understanding of the RCL principles, it also promoted a spirit of active participation within the school environment and ultimately nurtured the youth voice in leadership.

A total of, 36 learners and 3 educators participated; eager to learn and grow. The sessions resulted in notable shifts in learners' self-awareness and embodiment of RCL values, their roles, and a more essential understanding of leadership. Enthusiastic to serve as leaders at their school they started with Social action projects not long after the training



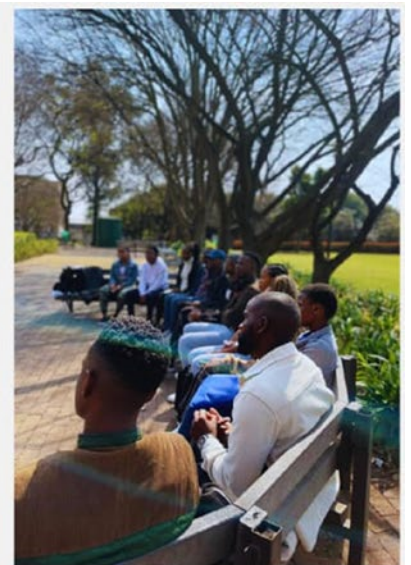
In Collaboration with Next Up

Columba partnered with Next Up to do Values-Based Leadership training with 8 Learners and 1 staff. Next Up assists young people in making the transition from high school to employment and higher education. They empower youth to build the confidence, resilience, and experience needed to find sustainable work and earn an income. They partnered with Columba to do a 3-day residential leadership training with their learners. An experience that would help them develop the skills necessary to lead in their school and community. At the same time making them fit for purpose. The Nextee leaders have since been activated and serve in their schools and at Next Up community.



University Connects

Being part of a network of values-driven youth it is important to continue serving in any environment you are in. The network should also provide a sense of belonging. Youth who work together but also support each other in becoming the best versions of themselves. In 2023, Columba became intentional in connecting with our Alumni in various universities across the country. These sessions helped form meaningful relationships amongst activated youth but also fostered a space for meaningful conversation among university students. A total of 255 Alumni were part of these sessions.



OUR IMPACT STORIES

THE POWER OF YOUTH-ADULT PARTNERSHIPS IN CHANGING A SCHOOL: PALM RIDGE SECONDARY SCHOOL

Writing for the Daily Maverick in May 2023, after hearing the lived experiences of principals, educators, and learners leading change in their schools and communities, Mark Heywood reflected, "I have seen the future and it works." We at Columba resonate with this sentiment because of what we witness at Columba partner schools every year.

A movement of more than 500 learners, supported by school leadership and educators at Palm Ridge Secondary School in Katlehong, is flourishing, proving yet again the power of inspired values-based leadership.

In 2022, the year it all changed, Palm Ridge, situated in a community plagued by poverty, high unemployment, and substance abuse, was also grappling with a spate of learner suicides. Educators could feel the anger emanating from learners as they entered classrooms and found themselves at a crossroads on how to deal with this.

Despite caring about their learners and desperately wanting them to succeed against all odds, some educators at Palm Ridge Secondary doubted the value of a Columba programme. They expected it to add to their workload, surface issues, and then leave the school to contend with them interrupting their precious teaching time.



Palm Ridge's Principal felt differently. Mr. Richard Mangayi, a deeply thoughtful man and committed principal, on hearing about the Columba values like Awareness and Integrity, imagined that such values could help protect his learners from some of the social ills around them. He therefore embraced the opportunity and joined two educators and twelve Grade 10 learners at the 5-day Columba Leadership values-based leadership academy. After the very first day, Mr Mangayi realized that he was attending not just in support of his learners, but that he too needed this and would benefit enormously from the programme.



Every day, a different value was brought to life. Participants became more aware of themselves and others. They had time to consider what was important to them and what their purpose was. Creativity asked them to think critically about the challenges at school and in their community and come up with solutions. Integrity prompted them to be honest and trustworthy and commit to living up to their own potential. Perseverance ushered in some understanding and tools that could help them stay strong amidst the challenges that life and leadership would no doubt present on their return. They graduated into Service and the task of being Servant Leaders.

The diverse group of learners selected for the academy might have joined for fun, but they returned with a serious intent to lead meaningful change. Focusing on the issue of learner suicides, they uncovered the role that bullying was playing in driving learner distress and even loss of life to suicide. They devised anti-bullying campaigns and implemented wide-scale engagement of learners in Grades 8 and 9. They also took these opportunities to share the Columba values. Being involved in such initiatives cemented their place as caring young leaders and served to develop their own confidence and communication skills. Being a leader meant that responsibility and walking the talk became the norm. Educators noted increased confidence. Parents took pride in the difference they witnessed in their children.



Educators were also impressed with the effectiveness of this peer-to-peer engagement. The group engaged a feeder primary school. They even found the confidence to engage

learners from other schools on values. Their newfound focus also meant that they started using peer-to-peer approaches to support academic performance amongst the learners who joined them.



Impressively, this movement for change has grown substantially and continues to flourish with new cohorts of Columbans joining the group each year and even the community getting involved. Touchingly, they have created a sense of safety and belonging. Love is a word they use as much as the word Leader.

This ethos of care extends to the adults. The principal himself speaks of the role of awareness in shifting how adults relate to learners, even those using substances. Despite taking a firm stand against drugs, the approach is one of care.

The positive school culture has served to draw in interest and support from others, including corporates, and the principal opens his doors to any who are there to contribute to the improved futures of his learners.

Like Mark Heywood, we too have seen the future and, when it involves learner-led, adult-supported approaches to bring change, it works. Since the anti-bullying campaign was initiated, not a single case of suicide has been reported.

BEYOND THE CURRICULUM: MY STORY OF CHANGE AND IMPACT

In 2019, my journey with Columba Leadership began, thanks to a colleague who introduced me to the program. It was at the Educator Showcase (Values Champions Celebration) evening that I first witnessed the profound impact Columba had on both learners and educators. I was inspired by the growth I observed in different schools and felt a deep admiration for the program.



At that time, I was grappling with personal challenges and adjusting to my first year at AZ Berman High School. The learners there were different from those at my previous

school, and I found myself emotionally distant from them. Both personally and professionally, I had built walls around myself, maintaining a strictly professional relationship with my learners. I taught, but I didn't engage with them or understand their circumstances.

“ To grow I needed to break free from the limitations imposed by my past. ”

The year 2020, marked by the onset of COVID-19, brought unexpected changes. The class I taught in 2019 grew on me, and during the lockdown, I felt compelled to assist my learners. I prepared and delivered food parcels to those in need, showing my care through acts of kindness, even though I still struggled with emotional openness.

In 2021, I joined the Columba Leadership Academy. My colleague, without revealing much, assured me I would enjoy it. At the academy, I met new learners, none of whom I had taught before. Initially daunting, the experience forced me out of my comfort zone. As the week progressed, I began to reconnect with my identity, overcoming the barriers and challenges from my childhood and early teaching career.

“ My experiences taught me that impactful teaching goes beyond the curriculum. It involves building meaningful relationships and inspiring individuals to be better individuals. ”

The academy was transformative. I realized that by not letting people into my life, I was also preventing them from knowing me. This epiphany marked the start of a profound personal and professional change. I understood that to grow, I needed to break free from the limitations imposed by my past. Being part of Columba revealed gaps in the support provided by the education department. Unlike generic workshops, Columba's approach was tailored to address real challenges

faced by teachers. Inspired to seek further growth, I joined the TeachersCan Fellowship in 2022, followed by the EduFocus NGO, which emphasized well-being. These experiences enriched my understanding and were brought back to my learners.

My journey highlighted a critical insight: educators are more than their profession. We are human beings with needs and aspirations. I conveyed this message to my learners, reminding them of their inherent worth. My participation in various organizations reinforced this belief and fueled my commitment to making a difference. In 2023, I began the Teach the Nation fellowship, culminating in the "Be the Change" project, where my learners and I identified and addressed community needs. The project "Let the Girls Thrive" aimed to empower marginalized female learners, providing them with role models and the confidence to rise above their circumstances.

My dedication to my learners extended beyond academics. I assisted them with university applications, provided affirmations to boost their self-esteem, and implemented mindfulness practices in my classroom. These efforts were not only about education but about nurturing the whole person. Through my involvement with Columba and other programs, I embraced the values of servant leadership. I realized the importance of seeing and valuing each learner as a human being. My experiences taught me that impactful teaching goes beyond the curriculum. It involves building meaningful relationships and inspiring students to be better individuals. My story is a testament to the transformative power of Columba Leadership. It underscores the significant role educators play in shaping the lives of their learners. By breaking down personal barriers, embracing my identity, and extending compassion, I have become a beacon of positive change, embodying the true spirit of servant leadership.



IMPACT OF COLUMBA LEADERSHIP'S INTERVENTION

Jason George's story is a testament to the transformative power of Columba Leadership's values-based programs.

Growing up in Mitchells Plain, Jason faced significant domestic challenges, including his father's alcoholism and his mother's arrest. These experiences deeply affected him and sparked his curiosity about the legal system, motivating him to become a lawyer. Jason was a committed student, but it was through Columba Leadership that he realized his potential to support others.

Jason recalls his initial introduction to Columba Leadership as a turning point. "The moment I joined the program, I felt a sense of purpose that I had never experienced before," he shares. The program's emphasis on values such as integrity, perseverance, and shared leadership resonated deeply with

him. He was particularly inspired by the value of shared leadership, which taught him the importance of working together and uplifting others as a community. The mentorship and support he received through the program played a crucial role in his personal and academic development.

The process was intense but incredibly rewarding. “ It pushed me out of my comfort zone and made me realize the potential I had within me. ”

The journey through the Columba Leadership program was both challenging and enlightening for Jason. The program's focus on youth engagement and active participation encouraged Jason to take initiative and become more involved in his community. He began to see himself not just as a beneficiary of the program but as a leader capable of driving

positive change. He started mentoring and tutoring his peers, and even launched podcasts to share knowledge and inspire others.

After graduating from the Columba Leadership program, Jason's newfound sense of purpose and resilience propelled him forward. He pursued job shadowing opportunities and eventually entered law school at the University of Cape Town (UCT). Despite the initial difficulties he encountered, Jason chose to persevere, drawing strength from the values instilled in him by Columba Leadership.

“*The values of shared leadership and youth engagement were key to the person I am becoming,” he says. “They taught me to look beyond my circumstances and strive for something greater.*”

Today, Jason George is a successful Senior Associate at Bowmans and the Chairperson of Change Agents Sound Africa. His journey is marked by numerous accolades, including being identified as one of the 100 South African Shining Stars in 2022. However, his commitment to giving back remains unwavering. Through mentoring, tutoring, and his podcasts, Jason continues to support others, living by the principles of Columba Leadership.

Jason's motto, *“aspire to inspire before you expire,”* encapsulates his commitment to living beyond self-interest and inspiring others to reach their full potential. His story is a powerful narrative of resilience and purpose, demonstrating that with the right support and values, anyone can overcome adversity and make a meaningful impact.

Jason's message to others is clear and inspiring: *“If I can succeed, anyone can.”* He continues to encourage young people to strive for their dreams and make a positive impact in their communities, embodying the core values of Columba Leadership in every aspect of his life. His journey from a challenging upbringing to a successful career in law serves as a beacon of hope and a testament to the life-changing impact of Columba Leadership's intervention.



UNLEASHING POTENTIAL: MY PATH TO LEADERSHIP AND BEYOND

I am Sikelelwa Mtyenene, a 2015 Columba Leadership graduate from Sophumelela High School in Samora Machel. My journey is a testament to the transformative power of values-based leadership programs

Before joining Columba Leadership, I was an ordinary girl at school, navigating the uncertainties of the Further Education and Training (FET) phase with no guidance. However, my life took a significant turn when the Columba Leadership program was announced to all grade 10 learners. Intrigued by the program, I applied and was selected, thanks to my motivating application. My journey began at a leadership camp in Tulbagh, Western Cape. Each morning, we were asked to describe how we felt and choose an animal that represented our feelings. This exercise, along with the introduction of daily values and engaging activities, helped my peers and me deeply understand each value. The camp was filled with singing, dancing, and enjoyable meals, creating a supportive and vibrant learning environment.

After graduating from the program, my outlook on life changed dramatically. I embraced the values I learned and integrated them into my daily activities. I took on leadership



roles at school, initiating projects and encouraging my peers to study hard, join extra classes, and be punctual. My commitment to leading by example sparked positive changes within the school community.

Reflecting on my journey, I acknowledge how the Columba Leadership values, particularly perseverance and service, have shaped my life. After graduating with a diploma in Marine Science from CPUT, I faced a setback when I couldn't pursue my advanced diploma due to not meeting the 60% requirement. This challenge shook me, but I remained resilient. I took a job in retail while searching for internships and eventually secured an internship with the National Youth Service program under NRF-SAASTA. This opportunity allowed me to gain invaluable experience and mentorship in the marine science field.



Through my internship at NRF-SAEON, I participated in expeditions at sea and continued to apply the Columba Leadership values. Now, as I pursue my advanced diploma in Marine Science, these values guide my journey as an early-career ocean scientist. I remain committed to my goal of becoming an expert in the marine field.

“ I believe that promoting and supporting lifelong youth engagement is crucial for shaping learners into responsible citizens. ”

Engagement activities work hand-in-hand with teachers, motivating learners to excel academically and develop empathy, resilience, and social skills.

Values-driven programs like Columba Leadership play a vital role in developing young people. They help learners build

essential skills such as critical thinking and communication. Engaged youth are more likely to become active citizens, perform better academically, and engage in community service projects that improve their communities. These programs also help learners explore interests and develop skills relevant to their future careers.



Participating in social action projects helped me develop my character, purpose, and skills. As the secretary of my group, I recorded ideas and led by example, monitoring latecomers and promoting punctuality. The motto “Change always starts with you” inspired me to innovate and creatively address school issues, from litter to chalk duster stains. The program gave me a sense of purpose and improved my communication skills and confidence.

I continue to apply the Columba Leadership values in my life and career. These values helped me return to my path of becoming an established Marine Scientist. During my internship at NRF-SAEON, I engaged with high school learners, created ocean science awareness programs, and supported students in science competitions, all while embodying Columba Leadership values.

I express deep gratitude to the Columba Leadership program team for their guidance and the values that gave me purpose and improved my skills. I hope the program continues to impact young leaders, inspiring them to be the change they want to see in the world.



EMPOWERING CHANGE: KABELO LEGORA'S JOURNEY FROM PURPOSE TO IMPACT

I am Kabelo Legora, a 21-year-old from Rustenburg in the Northwest, and my story began in 2018 when I was in Grade 10.



Choosing Maths and Sciences as my mainstream subjects, I often questioned my purpose and existence. I wondered, "What is my purpose? Everyone is here for a reason; we all have a part to play." This sense of uncertainty was a constant in my life until I encountered Columba Leadership.

In 2018, I learned about Columba Leadership, a program that many learners overlooked. Unlike my peers, I was deeply interested in learning more and becoming more than what I was at that time. I poured my heart into the essays required for the program and was selected to attend the academy.

Attending the Columba Leadership academy was a turning point for me. It was there that I realized what I wanted to become and understood the importance of helping others who did not have the same privileges. I embraced the quote, *"A negative mind cannot lead you to a positive life,"* a principle that continues to guide me. During one of the academy's activities, I created a book titled *"What Is to Come,"* inspired by my drive to assist others. The testimonial written by Noscelo Duma on my graduation day remains a source of motivation for me, pushing me to build myself up whenever I feel weighed down.

After the academy, my group and I decided to make a tangible difference in others' lives. We implemented a Clothes Donation Program at Tshukudu High School, collecting clothes from learners and donating them to an orphanage in Tlhabane. This initiative marked the beginning of my journey in community service and leadership.

“If you start looking at who's watching you'll be affected by what they say about you. Let no one change you or your values.”

In 2019, I co-founded a clothing line called African Child with Olorato Mosothwane. Our goal was to unite Africans across the continent and spread a message against xenophobia. The clothing line quickly gained popularity, changing community attitudes and fostering respect for foreigners. Today, African Child remains active, boasting around 3,100 followers on Facebook.

Living in Mfidikwe, I reflected on what I could recycle from my academy experience. This led to the creation of a non-profit organization named BeThere4Me, aimed at developing children and youth. Recognizing I couldn't do it alone, I enlisted the help of Olorato Mosothwane, Jabu Mkhabela, and Jeffery Hingi. Despite operating on a zero-budget, our determination saw us achieve remarkable success.

BeThere4Me, now registered with the Department of Social Development, focuses on building the youth to secure a safe future for the community. The organization teaches values that promote behavior change and reduce issues like unemployment and substance abuse. One of our programs, in partnership with I Am a Dreamer Foundation, is the *"From Boys to Men Mentoring Program,"* which guides boys aged 9-18 in becoming responsible men.

Another impactful initiative is the sanitary donation program, which provides sanitary towels to females in Mfidikwe and Bokamoso who cannot afford them. This program addresses a critical need, improving young women's health, confidence, and participation in daily activities.

BeThere4Me also offers nutritional meals to children every first two weeks of the month, thanks to a partnership with Food Town Hyper. Additionally, we conduct Youth Empowerment sessions with the Department of Labour & Employment and the Department of Social Development, training youth on job preparation and personal responsibility. Through these sessions, BeThere4Me has facilitated health and safety learnerships for four individuals and hospitality



learnerships for ten others. We continue to hold these sessions in schools and communities, contributing to a brighter future for many.

I have dedicated my life to this organization and the betterment of my community. My joy in seeing the positive changes I make in others' lives is immeasurable, and it all stems from the strong foundation laid by Columba Leadership.

My advice to the youth is not to fear change or be swayed by others' opinions. *"Do what you were meant to do,"* I say. *"If you start looking at who's watching, you'll be affected by what they say about you. Let no one change you or your values."*

My journey, powered by Columba Leadership, continues to inspire and uplift those around me.



FINANCIAL OVERVIEW

SUMMARY FINANCIAL STATEMENTS AS AT 28 FEBRUARY 2024

The annual financial statements, which are summarised below, have been audited by PricewaterhouseCoopers Inc. since 2020

INCOME STATEMENT	2024	2023
	000	000
INCOME		
Donations received	29 909	32 115
Profit on sale of asset	3	-
Dividends received	1 383	1 983
Interest received	2 418	1 972
Unrealised profit on investments	5 025	929
	38 739	36 999
EXPENSES		
Programme expenses	23 647	20 425
Academy expenses	6 416	6 458
Trust management expenses	5 532	5 617
Depreciation	691	572
Losses realised on investments	880	686
	37 166	33 758
Surplus / (Deficit) for the year	1 573	3 241
Transfer to sustainability reserve	-	-
COMPREHENSIVE INCOME FOR THE YEAR	1 573	3 241
BALANCE SHEET		
ASSETS		
Investments	81 013	77 863
Property, plant and equipment	13 488	13 229
	94 502	91 092
Inventory	551	375
Trade and other receivables	395	352
Value added tax	1 526	1 811
Cash and cash equivalents	4 706	12 540
	7 178	15 078
Total assets	101 679	106 170
EQUITY AND LIABILITIES		
EQUITY		
Trust capital and reserves	63 255	61 682
LIABILITIES		
Deferred income	30 000	30 000
	30 000	30 000
Trade and other payables	853	660
Deferred income	7 450	13 730
Bank overdraft	122	98
	8 425	14 488
Total equity and liabilities	101 679	106 170

MEET THE TEAM





OUR BOARD

Our trustees bring a diverse range of skills and experience to Columba. They are:

Christiaan van Melle Kamp
Graham Lurie (Interim Chair)
Hlophe Bongsi Matawaza
Jennisha Gappoo
Sarah Rennie
Sheila Surgey
Tembi Tambo
Tinyiko Bvuma
Tracy Hackland
Zandile Ntombizamasala

OUR FUNDERS

Thank you for partnering with us to bring about the change we wish to see in youth, schools and communities.



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Elizabeth Cohen
Jessemaine Manichum
Jonathan Henning
Karen Tollman
Kevin Oilton-Hill
Mark Beare
Mathy Joffe
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Robert Franco
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Columba Talks

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