

ANNUAL REPORT 2023

GROOTBOS FOUNDATION


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Green Futures College Horticulture students spent two weeks at Harold Porter Botanical Gardens to gain valuable work experience

Cover Image: Career Programme at Qhayiya Secondary School

ANNUAL REPORT 2023

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VISION & MISSION

Grootbos Foundation is an independent non-profit organisation, established in 2003.

Our Grootbos Foundation vision is the conservation of the Cape Floral Kingdom and the upliftment of the communities therein.

It is our mission to conserve the unique Cape Floral Kingdom in the Walker Bay Region which we call home, and to develop sustainable livelihoods and active citizens through ecotourism, enterprise development, sports development and education. We create sustainable project models which are replicable and scalable in order to assist surrounding communities. Many of our projects generate their own income and/or are partially self-sustaining. Our programmes address 13 of the 17 sustainable development Goals of the United Nations.



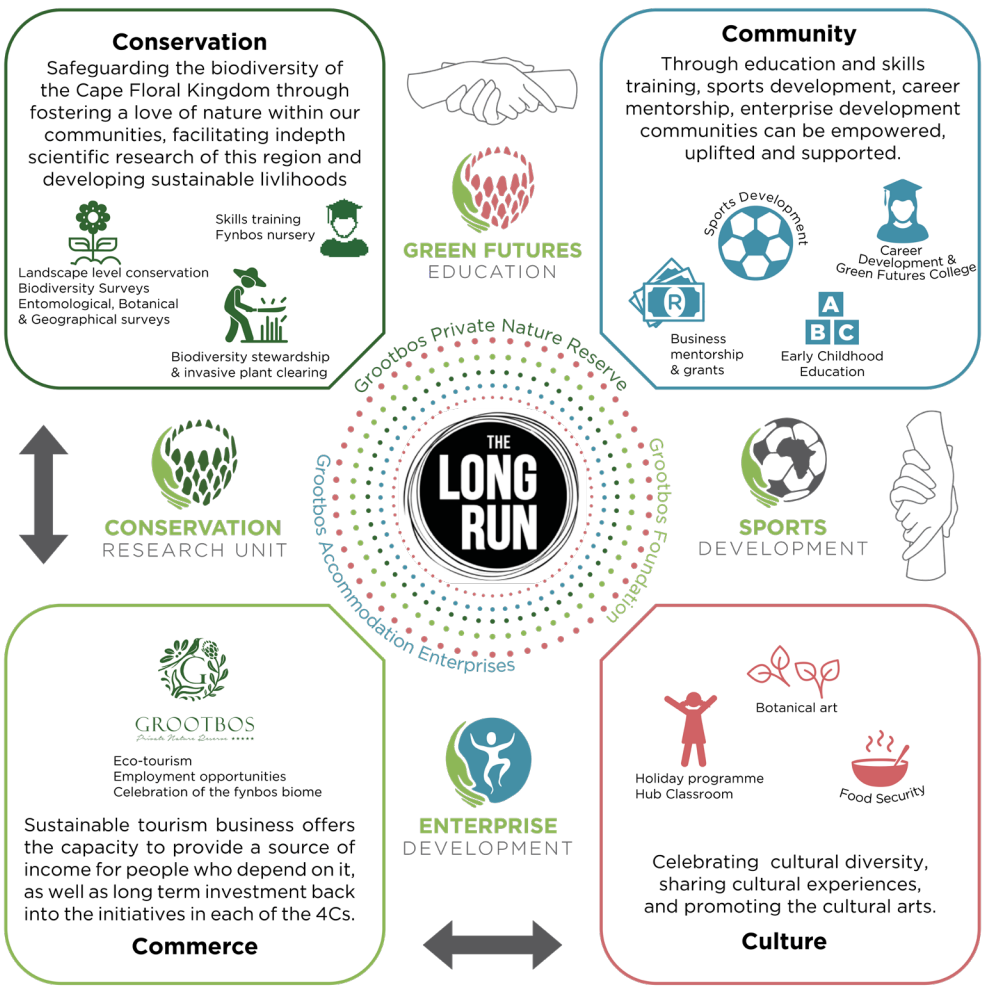
Our overarching objectives include:

- Conserving, rehabilitating and protecting the natural environment of the Cape Floral Kingdom particularly the flora and fauna of Grootbos Private Nature Reserve and in the Walker Bay region.
- The provision of education relating to indigenous horticulture, conservation, eco-tourism and life skills education.
- Training and skills development for disadvantaged persons to enable them to obtain employment or become self-employed, particularly in the green economy and fynbos landscape.
- Using sports and sports facilities as a tool for youth development and integration, promoting healthy lifestyles, increasing environmental awareness, promoting life skills and providing the skills training necessary for youths to prepare for the world of work.
- Research, including ecological, educational, social and scientific research on topics related to our core programmes.

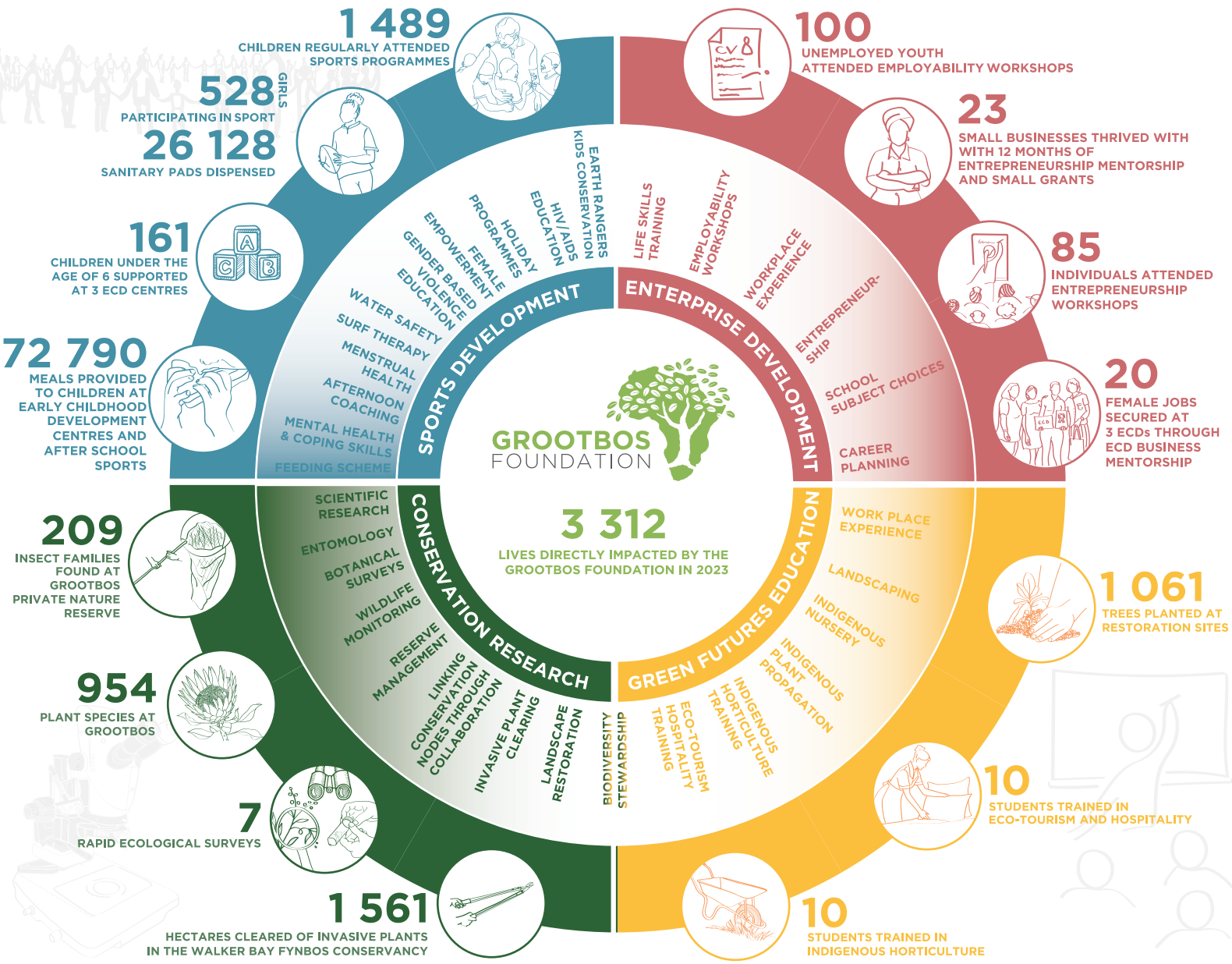
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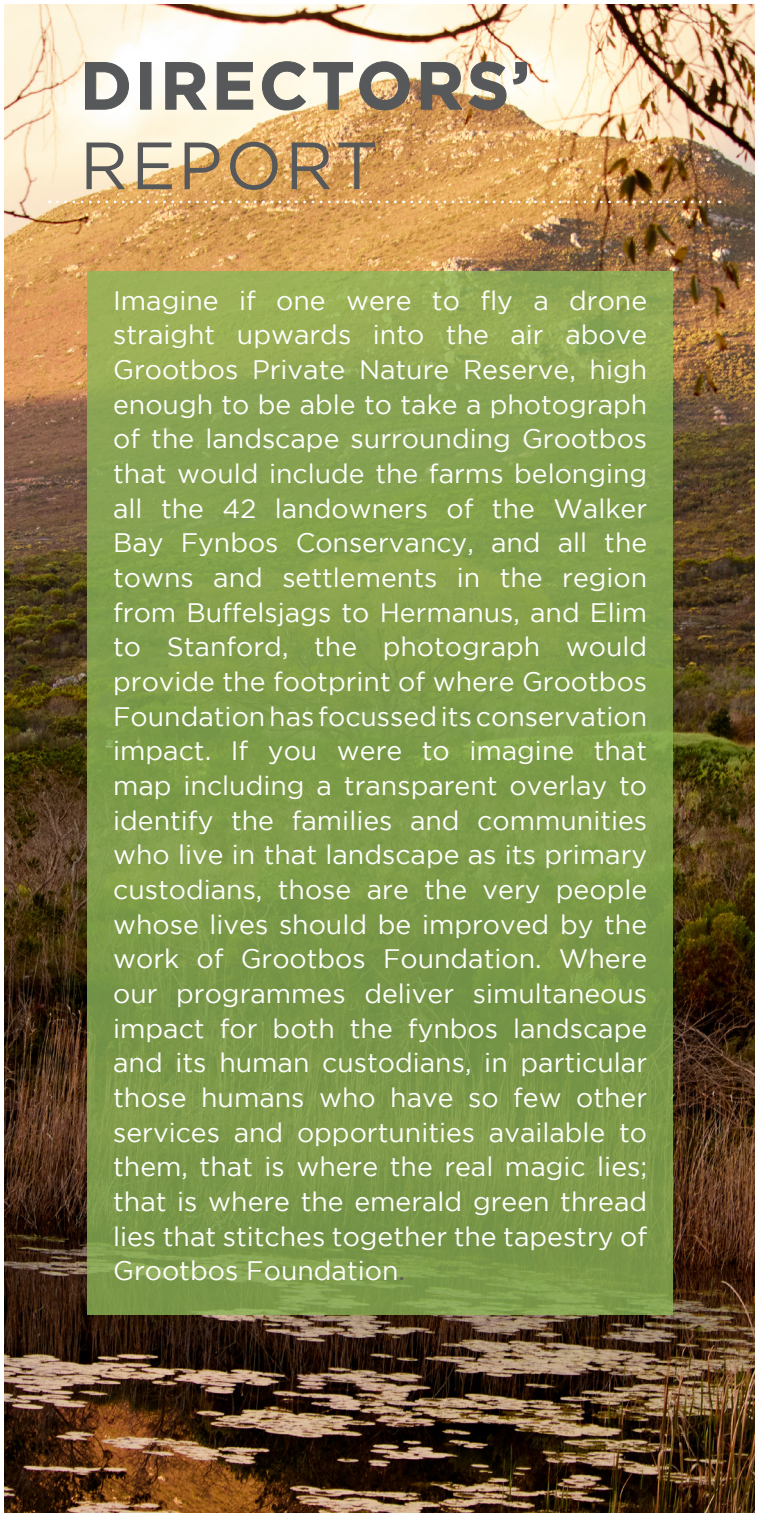
Grootbos Foundation is committed to continual programme monitoring for impact, measuring the foundation's overall Theory of Change annually against the beneficiary feedback, community feedback, internal evaluation and indicators of our programmes. We remain responsive to community needs, answerable to our donors and self-evaluative of our programme delivery.

Grootbos Private Nature Reserve is a member of *The Long Run* which is a membership community of nature-based tourism businesses committed to driving holistic sustainability within the travel industry. Community properties must adhere to the 4cs model, supporting Community, Culture and Conservation through their Commerce practices.



YEAR AT A GLANCE 2023





DIRECTORS' REPORT

Imagine if one were to fly a drone straight upwards into the air above Grootbos Private Nature Reserve, high enough to be able to take a photograph of the landscape surrounding Grootbos that would include the farms belonging all the 42 landowners of the Walker Bay Fynbos Conservancy, and all the towns and settlements in the region from Buffelsjags to Hermanus, and Elim to Stanford, the photograph would provide the footprint of where Grootbos Foundation has focussed its conservation impact. If you were to imagine that map including a transparent overlay to identify the families and communities who live in that landscape as its primary custodians, those are the very people whose lives should be improved by the work of Grootbos Foundation. Where our programmes deliver simultaneous impact for both the fynbos landscape and its human custodians, in particular those humans who have so few other services and opportunities available to them, that is where the real magic lies; that is where the emerald green thread lies that stitches together the tapestry of Grootbos Foundation.

The focus of Grootbos Foundation's 21st year of impact was to ensure that the core principles of the foundation, defined in its cornerstone constitution, were what underpinned every programme. The constitution of the foundation commits us to active and lasting conservation of the biodiversity within the Cape Floristic Region, and genuine change and improvements to the lifestyles of the local communities who live within the natural landscape of the region. 2023 was a year in which Grootbos Foundation felt proud and confident in its purpose to serve conservation and community.

At Grootbos Private Nature Reserve, the Conservation Research team has been responsible for developing the reserve's fire management plan which includes strategic goals for the clearing of invasive plant species, preparing and executing a patch mosaic pattern of carrying ages of fynbos vegetation through staggered controlled burns, erosion control and water course conservation.

Aside from reserve management, the Conservation Research team drives research and biodiversity surveys at Grootbos Private Nature Reserve as well as in the Conservancy, sampling and surveying the ecosystem in order to capture a database snapshot of diversity.

IN 2023, OUR PLANT SPECIES DATABASE EXPANDED TO INCLUDE 954 PLANT SPECIES WHILE OUR ENTOMOLOGY COLLECTION NOW COMPRISES 209 INSECT FAMILIES WHICH FEATURE OVER 800 MORPHOSPECIES.

Our entomologists dived headfirst into the mysteries of the fynbos and began conducting two significant studies into enigmatic insect pollinators and the dynamics of insect communities from mountain tops and valleys. We look forward to their discoveries.

What has begun to burgeon into a unique aspect of Grootbos is the flourishing external research being conducted at the **Grootbos Environmental Centre** which offers robust scientific scaffolding to our understanding of the region. This research facility gives access to academics and researchers whose contribution to collective knowledge of the fynbos landscape is invaluable.



A colourful bowl trap helps scientists identify which insects polinate specific plant species

On the map of collaborative landscape conservation, 22 244 hectares are protected by the 42 members of **Walker Bay Fynbos Conservancy**, and a core of 8 of these landowners have secured the biodiversity of their land by registering the Walker Bay Protected Area of 4 535 hectares. We await final confirmation of this Protected Area which was lodged with the Department of Environmental Affairs.

Our **Biodiversity Stewardship** initiative has put the invasive plant clearing goals of the greater conservancy, into the hands of two local teams of 10 women each which enables them to participate in the green economy, while simultaneously helping to reach conservation targets, and generate sustainable income for local entrepreneurs and workers.

SINCE THE LAUNCH OF THIS PROGRAMME IN 2022, THESE 20 WORKERS HAVE CLEARED INVASIVE PLANTS FROM 2'502 HECTARES OF LAND, ON 14 DIFFERENT FARMS WITHIN THE CONSERVANCY.

Skills training for the task of invasive plant clearing including plant identification, snake identification, accredited Brush Cutter and Chainsaw Operator certificates, business mentorship, life skills, site oversight and instilling pride in the role that these teams play in reaching national conservation targets is the role of Grootbos Foundation - the rest is designed to empower external contractors to participate in the green economy and build their own financial independence.

Our cornerstone programme at Grootbos Foundation which was the first programme launched in 2003, remains today as one of our most successful programmes. The clear connection between the natural landscape and skills training at Green Futures College, and because it encapsulates both aspects of the founding vision (to conserve the Cape Floral Kingdom and to provide the training necessary to uplift the community) has ensured the lasting success of the **Indigenous Horticulture Training** programme as well as the **Eco-Tourism Hospitality Training** programme. 20 students graduated from the college in 2023 bringing the total of graduates since 2003, to 333. We are proud of these young students who have grabbed this educational opportunity to change their lives.

Another way to combat the horrific unemployment crisis in our region and country has been through our Enterprise Development programme which walks youths through school subject choices in Grade 9, then supports them in Grade 12 as they navigate the gauntlet of career pathways, and finally assist them into the world of workplace experience for employment, or entrepreneurship for those who feel



The Earth Rangers programme encourages curiosity in nature for the children in Gansbaai

compelled to create their own employment. Our team works closely with Gansbaai Academia High School and Qhayiya Secondary School in order to support the youth through the process of planning for their futures.

Sports Development is how Grootbos Foundation grabs the attention and builds the trust of the youth in our region.

AFTER SCHOOL, GROOTBOS COACHES PROVIDE A DAILY AFTERNOON COACHING PROGRAMME TO 1'489 YOUTHS EVERY WEEK IN FOOTBALL, HOCKEY, NETBALL, FEMALE RUGBY, ATHLETICS, CROSS-COUNTRY, SURFING CANOEING AND WATER SAFETY.

Our coach team was thrilled to access a brand new space in 2023 which is called Spaces4All. This large space is easy to reach by foot for all, being only a block away from the Space for Sport facility, and offers shelter from fierce weather in wintertime which means that sports sessions are never cancelled; there is always somewhere safe for youths to gather for a Grootbos Foundation programme and to receive positive mentorship and a nutritious meal.

Our sports development programme includes Grassroots Soccerskillz HIV/ Aids awareness, female empowerment programmes, mental health coping strategies, programmes designed to break the cycle of Gender Based Violence in our country, Menstrual Hygiene programmes, a wide-reaching free sanitary pad programme which provided 24'928 free sanitary pads in 2023 and Earth Rangers, a children's environmental programmes.

Grootbos sports coaches also deliver holiday programmes every school holiday to keep the youth safe, fed and engaged. These fun, interactive programmes allow age groups, cultures and languages to mix in a fun environment where traditional games and fun outdoor activities celebratte cultural diversity.

Grootbos Foundation has never lost sight of its fundamental goals and it continues to weave the emerald green thread of conservation into the tapestry of community programmes designed to improve lives through training, skills and mentorship. Grootbos Foundation's map of impact stretches across a rich natural landscape and strives to protect and uplift both the wild natural landscape, and the human inhabitants who are its custodians.

Michael & Sean

GREEN FUTURES COLLEGE

Green Futures College is dedicated to uplifting young people from our local communities through adult skills training. The College produces graduates who are passionate about our natural biodiversity, knowledgeable about the Cape Floral Kingdom and have all of the skills to develop sustainable careers in this region. Over the past 21 years, the College has grown and adapted to the needs of our community, ensuring that we offer programmes which will have the greatest impact on the lives of young people.

Grootbos Foundation identified the need for adult skills training in 2003 when the college first opened its doors. The programme was developed in order to encourage employment in conservation adjacent careers guided by the belief that true conservation can only happen with the commitment of people and communities. South Africa's staggering youth unemployment and lack of tertiary education opportunities has further galvanised our mission to provide quality skills training that will result in sustainable livelihoods.



Horticulture cohort 2023


Hospitality and Eco-tourism cohort 2023

Green Futures College offers free accredited vocational training in ecotourism and horticulture. Emphasis is placed on practical work experience so that students are fully prepared for the jobs that they will take on after graduating. Practical experience takes place at Grootbos Lodge, a partner organisation to Grootbos Foundation. The skills training course culminates in a six week internship at Grootbos Lodge for the Hospitality students, and for the Horticulture students, a two week work placement at Harold Porter Botanical Gardens.

In 2023, our focus included developing work and employability skills so that students can walk confidently into a job knowing that they are fully prepared for the expectations of their employer and their colleagues. Our students leave Green Futures College with a bouquet of relevant certificates in first aid training, chainsaw operation, indigenous plant species identification and propagation, basic computer skills, English communication and basic Mathamatics.

In addition to skills training and certification, excursions are an important training tool used to teach about this coastal landscape and the tourism industry. Throughout the year, students enjoyed trips to Cape Town, Cape Agulhas, Harold Porter Botanical Gardens, local vineyards and the attractions of Gansbaai. In 2023, 19 students graduated from Green Future College.

GREEN FUTURES NURSERY

Green Futures Nursery is an indigenous nursery at Grootbos Private Nature Reserve. The nursery serves the dual function of growing critically endangered plant species and providing practical workplace experience for the students at Green Futures College. As an indigenous training nursery, Green Futures Nursery is the perfect place for the Horticultural students from Green Futures College to gain skills in landscaping, indigenous plant propagation and garden maintenance.

The nursery also plays an important role in the conservation of the Cape Floral Kingdom. Through the propagation of critically endangered fynbos species, the Conservation Research Unit is able to rehabilitate and restore fynbos areas that have been damaged or degraded. The nursery increased its species list by 47 plants this year including the rare and vulnerable *Gladiolus miniatus*. The wild coastal habitat of the Orange Sword Lily is highly threatened. Thriving so close to the shore puts this *Gladiolus* in direct competition with humans and coastal developments, resulting in an ever-decreasing habitat range. We are proud to protect this and other species through our propagation efforts at the nursery.

This year, Green Futures Nursery supported the Future Trees programme by providing indigenous and endemic tree species which are planted along forest edges which have been degraded due to previous human activity.

The nursery also promoted and encouraged the use of indigenous plants in local private gardens, highlighting the many benefits of planting indigenous species in the right region; not only will gardens flourish but they will require less water and upkeep in order to stay beautiful.



Sinalo Mzame

CONSERVATION RESEARCH UNIT

The Grootbos Foundation's conservation efforts are driven by a team of fifteen committed individuals, comprising biologists, field rangers, and interns. Our impact extends far beyond the borders of the Grootbos Private Nature Reserve, stretching into the vast landscapes of the Walker Bay Fynbos Conservancy and the greater Agulhas Plains. Through ongoing research, training, and implementation of land restoration initiatives, we strive to protect the region's unique flora and fauna. Moreover, we are dedicated to supporting multi-stakeholder landscape-level conservation efforts and securing land for long-term preservation.

Exploring the world of insects

Our entomology team has been hard at work collecting, pinning and identifying numerous insects. The current collection encompasses an impressive 209 families, featuring over 800 morphospecies and a database of 9 912 meticulously documented specimens. In addition to these efforts, our team has been actively engaged in fieldwork for two innovative research projects. During the spring survey for the Overberg Sandstone Fynbos Pentad project, we conducted 108 active insect sampling sessions across 12 sites.

This project seeks to unravel the dynamics of insect communities across mountain tops and valleys, identifying key focal groups for ongoing insect monitoring. Simultaneously, our entomologists have initiated the enigmatic pollinators project, utilising motion sensor camera traps to capture elusive pollinators visiting various plant species. Notably, the team observed a silver-striped hawkmoth (Hippotion celerio) visiting the oil-producing orchid, Corycium bicolorum.



Conservation Research Unit



Protea Chafer Beetles on a Leucodendron Cordifolium



Entomology Intern, Kim Daniels, examines moss

Supporting livelihoods through conservation

In 2023, the Biodiversity Stewardship programme, building upon its 2022 launch, has continued to make significant progress in connecting marginalised communities with nature and promoting sustainable conservation in the region. Notably, the teams have cleared an impressive total of 2 502 hectares of alien invasive plants from the landscape over the two years, contributing to passive ecosystem restoration. The programme continues to empower women participants with diverse skill sets, encompassing not only alien clearing but also snake awareness, fire management, propagation and reforestation. This comprehensive approach enhances both conservation efforts and the employability of participants in the future. Through strengthened partnerships and robust monitoring, the programme remains committed to fostering a green economy, biodiversity conservation, and long-term community engagement in the Walker Bay Fynbos Conservancy.

Fire is an integral part of fynbos ecology

Fire has an integral and transformative role in the unique fynbos ecosystem, cycling nutrients into the system, stimulating new growth and promoting germination of many botanical species. Many species have adapted their life cycles to synchronise with the rhythms of fire, ensuring that seeds remain dormant until triggered by fire. After the significant wildfire of 2006, much of Grootbos and the surrounding landscape is of a single vegetation age, which increases the risk of damage from a future wildfire. The Grootbos Foundation team actively works within the landscape to implement controlled ecological burns, developing a mosaic of vegetation ages within the landscape that promotes biodiversity, while ensuring sustainable use of the landscape can still proceed, and safeguarding of infrastructure. Grootbos Foundation facilitated seven controlled burns within the greater Walker Bay Fynbos Conservancy in 2023, including Grootbos Private Nature Reserve.



Controlled burns on Grootbos Private Nature Reserve promote biodiversity

Conservation beyond boundaries

Grootbos Foundation is committed to conserving the greater Walker Bay region and plays a pivotal role in the Walker Bay Fynbos Conservancy, uniting 44 landowners across 22 444 hectares. By declaring the Walker Bay Protected Environment, a subset of the conservancy, 4 535 hectares of fynbos and forest ecosystems will be safeguarded in perpetuity, involving eight landowners.

Establishing ecological corridors is crucial for preserving our distinctive biodiversity. Grootbos Foundation is pursuing collaborative partnerships to create an ecological network connecting Walker Bay to Agulhas. Initial efforts include biodiversity assessments for landowners, with four completed, providing comprehensive reports on the unique biodiversity of their properties. This proactive approach ensures the long-term survival of our precious ecosystems.

Threatened amphibians of the Agulhas Plain

The Agulhas Plain boasts global recognition for its extraordinary botanical diversity, yet its significance extends beyond plants. This region is a thriving habitat for diverse fauna including several threatened amphibians, which were our focal species for our 2023 surveys. Our focus included the endangered Western Leopard Toad, critically endangered Micro Frog, and endangered Cape Platanna. Survey results yielded mixed outcomes with further surveys to be conducted in 2024. These surveys are integral to a comprehensive research project addressing threatened fauna across the Agulhas Plain, encompassing mammals, reptiles, amphibians, and birds. They serve as a vital means to connect with private landowners and communities, fostering awareness of the region's unique diversity while contributing valuable data to species management. Highlights from our 2023 surveys include the discovery of four new Western Leopard Toad breeding sites and additional locality data for the Cape Platanna. The latter faces hybridisation threats from Common Platannas which exhibit a positive correlation with disturbance. Spearheaded by the Grootbos Foundation, this collaborative effort includes partners such as the Endangered Wildlife Trust, Cape Leopard Trust, and Nuwejaars Wetland Special Management Area, among others.


Cape Platanna


Western Leopard Frog


Micro Frog

GROOTBOS
ENVIRONMENTAL CENTRE (GEC)



Grootbos Environmental Centre is a research centre nestled deep within Grootbos Private Nature Reserve. With access to Afromontane and milkwood forests and well as endangered fynbos vegetation types, the GEC is a key site from which to study the biodiversity of the Cape Floral Kingdom. Each year, thanks to the wealth of knowledge produced at the GEC, our overall knowledge and understanding of the fynbos landscape improves.

5 PUBLICATIONS WERE PUBLISHED IN 2023 BASED ON PREVIOUS RESEARCH CONDUCTED AT GROOTBOS PRIVATE NATURE RESERVE.

The Grootbos Environmental Centre welcomed two university students groups, hosted two workshops and supported 19 research projects this year. Among them was visiting researcher and PhD candidate Maisie Brett from Bristol University. She completed her second year of PHD fieldwork in our beautiful fynbos, investigating the nectar resources available in these fynbos landscapes. Her study aims to understand how nectar resource availability throughout the year can be affected by beekeeping, with introduced native honey bees potentially competing with other wild pollinators. We eagerly await the findings of Maisie's project.

In other insect news, Katherine Khoury, a MSc student from Rhodes University, spent many hours keeping an eye on one of our prettiest painted ladies, Gladiolus carneus, in order to find out more about how these plants are pollinated. Katherine found needle nosed horse flies (*Philoliche*) visiting them this spring, an exciting first step to answer this question! Taxonomist, Dr Julien Haran, who identified the Grootbos weevil (*Phlyctinus grootbosensis*) three years ago, returned to look for more novel species. A group of fly entomologists from KwaZulu Natal Museum and Royal Museum of Central Africa, Belgium; Drs John Midgley, Kurt Jordaens and Genevieve Theron, spent some time at Grootbos catching flies and visiting the Grootbos Environmental Centre to investigate a new fly-related venture in the future.

High above the landcape, a large collaborative research project called BioSCapes, funded by NASA, launched their field campaign this year by flying over selected fynbos, estuarine and marine areas – including Grootbos Private Nature Reserve. Planes are equipped with various hyper spectral imaging and LIDAR (Light Detection and Ranging) sensors to map the environment, with researchers verifying these findings on the ground. The project aims to establish whether these remote observations can be related to biodiversity patterns. If this works, it will allow researchers and conservation agencies to map large areas of the earth to assess biodiversity health – a mammoth task!

Another research project investigated the palaeoecological context of forest distribution and restoration at Grootbos Private Nature Reserve. This study used soil cores from one of the Grootbos Afrotemperate forests to investigate the changes of pollen types, fungal spore composition and incidence of fire (charcoal) over the last 270 years. The project aimed to understand whether forests have expanded or contracted during this relatively short time interval. The findings suggest that Baviaansfontein has expanded in the last 170 years, with an increase in forest species pollen types. In addition, the composition of fynbos has changed from daisy-dominated fynbos to proteaceous fynbos (i.e. pincushions and cone-bushes). Moreover, over the last few decades charcoal has decreased, suggesting a decrease in fire intervals. This could indicate that fire suppression results not only in forest expansion, but a change in the fynbos communities that could be detrimental to conserving biodiversity.

Lastly, Grootbos Environmental Centre hosted a formidable group of lichen academics in 2023, most notably lichenologists Alan Fryday and Danielle Ward. These researchers, in collaboration with North-West University, Michigan State University and California Polytechnic State University conducted an extensive lichen survey of Grootbos covering our forests and fynbos.

ALAN FRYDAY LISTED 85 LICHEN MORPHOSPECIES FOUND AT GROOTBOS, WITH A POTENTIAL NEW SPECIES IDENTIFIED AND CURRENTLY UNDER REVIEW.


Teloschistes chrysophalmus

SPORTS
DEVELOPMENT

The Sports Development Programme delivers sports training that uplifts communities and supports youth development. The programme uses the fun of sport as a tool to teach vital life skills and targeted curricula on HIV education, female empowerment, environmental education, proper nutrition, enterprise development, mental wellness, gender based violence and ocean conservation. Through collaboration and partnerships with external non-profit entities we are able to provide superior programmes to the benefit of the young men and women who attend our programmes. Well-developed, tried and tested curricula ensure our beneficiaries receive uplifting, accurate education and our coaches are frequently upskilled for the task of delivering modern sports development training.

Our community coaches are positive role models for the children and teens who play sports on the field each day. In communities which feel the brunt of South Africa's unemployment and the associated socio-economic issues, our coaches and the 'Sports for Good' programmes offer a positive example of what can be achieved through sport. Sports for development is globally recognised to foster social change, community empowerment and peace.



Rocky Shores: Excusions to the ocean became an oportunity to learn about marine life!

In 2023, we hosted our first NextGenMen tournament. This programme, developed by the School of Hard Knocks, combined a tournament of football games with information sessions which educated young men on breaking the cycle of gender based violence in our communities. By carefully delivering these important messages in a safe, positive environment, young men were able to internalise healthy messaging regarding this topic.

Our menstrual health programme continued this year as a project which educates and uplifts young women. We provided free sanitary pads to local schools and community sites where girls can easily access pads every month so that they never miss out on sport, school or any of life's opportunities because of their natural biology.

The feeding scheme ensures that students were well-fed with a nutritious meal every day. Healthy nutrition results in healthy children. It is our priority that the children and youth who attend our programmes are equipped to participate fully, both physically and emotionally. We provided meals at all sports engagements, whether at an afternoon sports training session, match or holiday programme.

During school holidays our sports coaches held specialised holiday programmes which were open to all students and included educational programmes, cultural games and excursions. Highlights this year included an excursion to Stanford's Cove where students learnt about the Rocky Shores through a programme developed by 'I am Water' with the purpose of fostering a love of marine conservation. In honour of heritage day, the September holiday programme focussed on cultural games such as three sticks, morabaraba and chess. These games were a great hit with the students. Holiday programmes ensured that learners were engaged and occupied throughout their school break, and parents and guardians could rest assured that their children were safe and sound.



The Sports Development Programme offered hockey, football, athletics, cross-country, female rugby, netball as well as surfing and canoeing on a daily basis. These sports formed the bedrock of the programme and the medium though which the coaches were able to build connections with students in order to educate and inspire.

Our brand new facility, Spaces4All, is an indoor space where sports can continue if the weather prevents sport on the outside field. A short walk from the Spaces4Sports facility makes this the ideal space for children to join our programme on their way between their homes and school at Gansbaai Academia. Unlike the Masakhane Hub which is designated for quiet study and homework, this space can also be used for cultural engagements and activities.

Gross Motor Skills, Butterfly Centre and Early Childhood Development

Grootbos Foundation Sports Development Coaches visit the Masakhane ECDs and the Butterfly Centre for differently-abled children every week to deliver Gross Motor Skills sessions. Gross Motor Skills are incredibly important skills for young children as they form the basis of many fine motor skills required for achieving academic milestones, such as holding a pencil. Not only are these skills important on a physiological level but also on a mental level. Gross motor skills help the development of young minds and set children up for a lifetime of success.



Ladies Rugby at Spaces for Sport



We are proud of the individual students who were successful in being selected for regional and provincial team this year. Students were selected for the regional Boland team in Hockey, Netball, Ladies Rugby and Cross Country.

11 ATHLETES REPRESENTED BOLAND & 7 REPRESENTED WESTERN CAPE.

SPORTS DEVELOPMENT SUCCESS STORY
QHAMA DYAKOPHU



Qhama Dyakophu was awarded a full scholarship for Glenwood High School in KwaZulu Natal to join its specialised hockey programme.

Qhama joined Grootbos Foundation's sports programme at the tender age of 7 years old a decade ago. He quickly found a family within the foundation that provided him with positive male role models from within the coaching team. Naturally athletic, he tried many of the programmes the Sports Development team had on offer before choosing hockey as his main sport.

Qhama qualified for regional teams in athletics at the age of 10 years and then, a year later, qualified for the Boland Hockey under 13 team at the age of 11.

This made him the youngest in the team. In the first match of the Inter Provincial Tournament, Qhama scored the opening and only goal of the opening match for his team; that boosted his confidence and set him on the path to see if he might make the national hockey team one day.

QHAMA WAS SCOUTED AT THE IPT U/16 TOURNAMENT THIS YEAR BY THE KZN HOCKEY TEAM COACH AND HAS BEEN OFFERED A 2 YEAR FULL SCHOLARSHIP AT GLENWOOD HIGH SCHOOL, DURBAN.

He is now in Grade 11 at Glenwood High School and we are proud and excited to see Qhama continue to work towards his goal of one day playing for a Provincial or National team!

He is dedicated, hard-working and an extraordinary ambassador for sports having volunteered to help coach and build a beginners hockey programme with Grootbos Foundation in 2023.



ENTERPRISE DEVELOPMENT

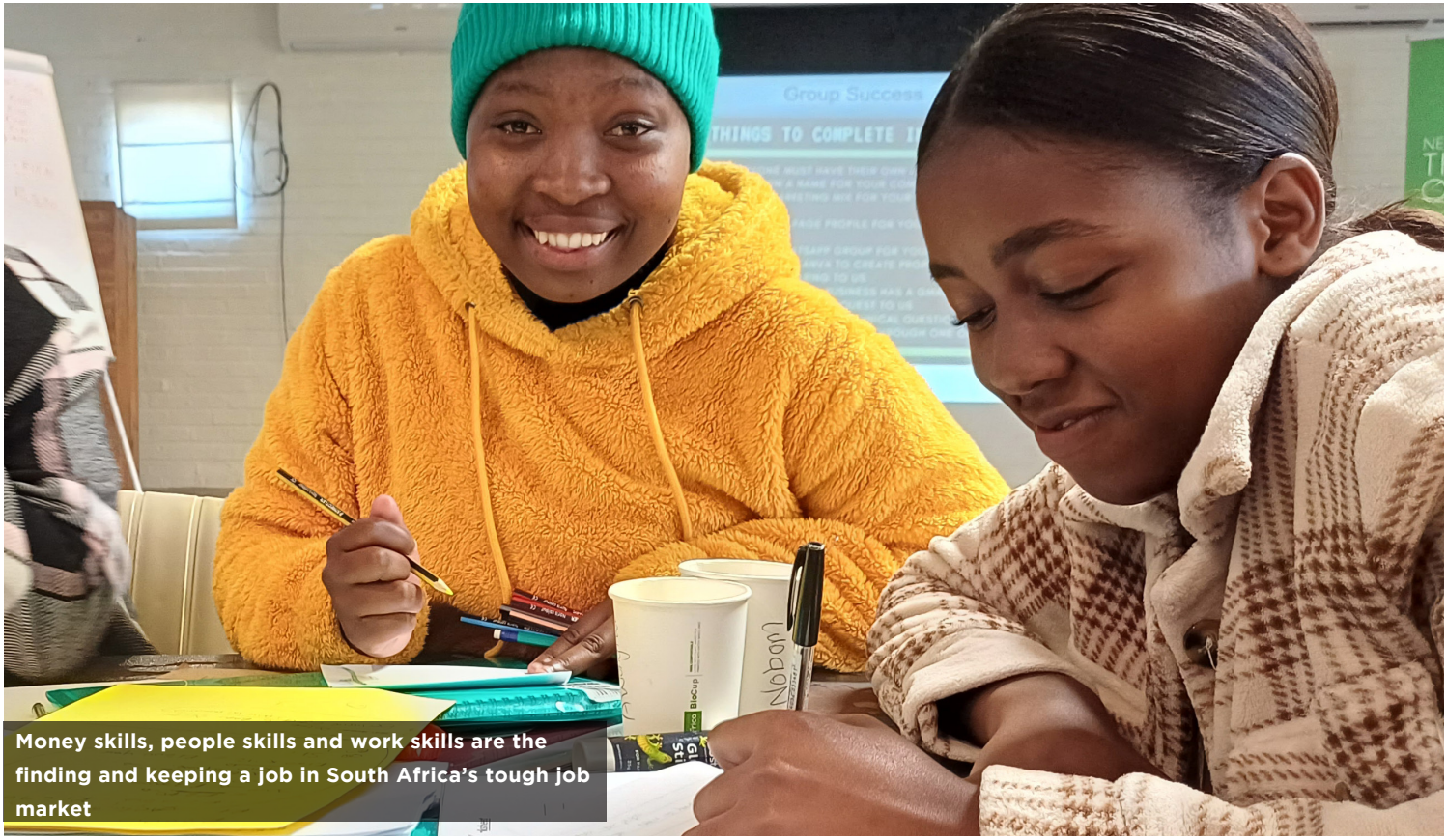
The Enterprise Development programme focuses on career development for youth through targeted interventions at key stages in a youth's path to employment. South Africa's youth unemployment is at a staggering 60% for those under 25. Our Enterprise Development programme works towards alleviating this unemployment through Career development in High Schools, Employability work skills and experience for school leavers and Entrepreneurship mentorship.

The Careers Programme focuses on guiding high school students through some of the most important decisions that they will make during their time in high school: their senior phase subject choices and their plans after matriculating. This is vital to ensure that students are mentally and practically prepared for further study, skills training or work after high school. 156 learners from Gansbaai Academia and 362 learners from Qhayiya Secondary School attended the Grade 12 Career Guidance sessions.)

The Employability Programme focuses on delivering work skills to youth who are seeking employment. The programme teaches practical skills which are useful for obtaining and maintaining a job. People skills and financial skills are vital as is preparing young people for the practical side of job applications such as producing engaging CVs and conducting successful interviews. Work experience opportunities give young people a confidence boost and a positive experience on their CVs.



Get a head start: Careers start with decisions in high school



Money skills, people skills and work skills are the finding and keeping a job in South Africa's tough job market

The Enterprise Development programme uplifts small business owners through providing small grants and individual mentorship. 23 businesses were supported through this programme in 2023. This programme follows a rigorous application process where applicants are guided through developing a business plan and budget plans before pitching their businesses to a selected panel. These selected entrepreneurs then have access to 12 months of personal mentorship to help them reflect on and develop their businesses further.

Early Childhood Development (ECD) is a crucial part of a child's education which forms the basis for all future development and life trajectory. Grootbos Foundation supported the teachers of three ECD centres in Masakhane: Good Hope, Masakhane and Takalani Early Childhood Development Centres. The Enterprise Development team supports the ECDs as small businesses, offering support to the school principals on how to upskill their staff, drive enrolment and operate as a financially viable operations. A key aspect of this is registering the ECDs with the Department of Education, which allows the centres access to government funding. This year the ECDs have worked hard to gather their portfolios of evidence which have now been submitted to the Department of Education. We hope to be able to report on their successful registrations in 2024.

MASAKHANE HUB
HOMEWORK CLASSROOM

The Hub Classroom is situated in Masakhane and is an afternoon homework space for school learners Masakhane is the vibrant township situated on the outskirts of Gansbaai. While our beneficiaries come from many communities, the majority of our beneficiaries come from Masakhane. . The classroom is open in the afternoons and during school holidays for children to complete their school work, work on the computers or read. Grade 1 to Grade 12 learners make use of the classroom. Our two adult supervisors help the students with their homework, manage the classroom and provide computer assistance.

Wifi, computers and a printer mean that learners are able to conduct research for school projects, compile CVs for job applications, apply for universities and colleges, and practise their computer skills, an important skill for our modern age.

Just like our sports development programme, learners who make use of the classroom are given a nutritious meal or snack every day. Bright young minds need healthy nourishment just like our sports students.



Children gather at the Hub for a safe quiet place to complete homework and use the computers

WORKPLACE EXPERIENCE
PATHWAYS TO EMPLOYMENT
SIPHOSETHU TORO



Siphosethu's positive attidtude during her work experence was key to ensuring she was offered further employment

Siphosethu Toro was born in the Eastern Cape and moved to Masakhane in 2008 to complete her schooling.

After finishing her matric she found casual work at a local abalone farm. The national restrictions during the COVID 19 pandemic forced many businesses to reduce their staff. Siphosethu unfortunately lost her job and struggled to find work in the aftermath of the pandemic.

In 2023, she took part in Grootbos Foundation's Employability programme. The programme focuses on preparing young people for work by teaching them how to write a standout Curriculum Vitae, how to leave a lasting impression during an interview, how to deal with co-workers and how to handle their finances once they start earning a salary. The culmination of this programme is a work experience placement. Using the CV she created during the programme and the interview skills she has been developing, Siphosethu went through a trial interview process which our team used to place her is an appropriate work experience.

Siphosethu worked at OK Gansbaai, a local supermarket for 10 days. The manager at OK Gansbaai, described Siphosethu as a dedicated, self motivated person and offered her full time employment after her 10 days of work experience. We are proud of Siphosethu.

ENTREPRENEUR
BUSINESS FOR BIODIVERSITY
SIBONGISENI MATHANDA



Sibongiseni Mathanda started her business, *Mathanda Construction Projects*, in 2021 after suffering a personal loss, the tragic death of her husband. With a small baby, Sibongiseni became the sole provider for her family. Sibongiseni chose to start an invasive plant clearing business. She threw herself into this project, determined to make the business successful. She participated in numerous courses in order to learn about the invasive plant clearing sector, such as how to identify indigenous and invasive plants, how to operate a chainsaw and how to manage a team.

Each year Grootbos Foundation mentors a selection of small businesses, either brand new start-up businesses or functioning businesses that would like to expand and grow. Sibongesini applied to the Entrepreneurship programme and was awarded R15 000 to purchase a chainsaw which would allow her team to work more efficiently.

In our fynbos landscape, invasive plant species wreak havoc on natural biodiversity; they drink up excessive amounts of water depriving indigenous plants, contribute to erosion, and exacerbate wildfire damage with oily leaves and bark. The service that Sibongiseni provides is therefor vital to the conservation of our natural biodiversity.

Sibongiseni is a passionate and dedicated business owner. *Mathanda Construction Project* has back to back tenders with South African National Parks at Agulhas National Park and Working for Water Project, and has 23 permanent employees. Not only is Sibongiseni a shining example of a proud woman in business, she is also an example of how for-profit businesses can support and benefit the environment and contribute to conservation targets to protect biodiversity.

GOVERNANCE

Grootbos Foundation is a registered Non Profit Company, independently audited annually by Villet & De Wet.

Grootbos Foundation is a Section 21 Company (#2003/014519/08), as registered with the South African Department for Social Development 053-605-NPO.

A board of 8 Directors is in place which meets twice per annum. The Directors are registered with the Companies and Intellectual Property Commission (CIPC), and all meetings are minuted. The Foundation's leadership team meets monthly and these meetings are also minuted.



Sunbird on a *Leonotis leonurus*

THE FOLLOWING DOCUMENTS ARE AVAILABLE UPON REQUEST

- Articles of Association
- Constitution
- Public Benefit Organisation registration (PBO # 930023319)
- Independent Codes of Good Governance for Non-Profits in South Africa
- South African Revenue Services (SARS) Tax Clearance Certificate
- Grootbos Foundation is a Section 18a approved organisation and is permitted to issue Section 18a tax certificates for received donations
- Broad Based Black Economic Empowerment (BBBEE): Grootbos Foundation is a Level 1 contributor, more than 95% of our beneficiaries being previously disadvantaged. Donations made are eligible for organisations' BBBEE scorecard and specifically contribute towards the Skills Development, Enterprise Development and Socio-Economic Development BBBEE scorecard pillars

FINANCIALS

31 December 2023

Our annual financial statements have been audited by independent auditors, Villet & de Wet Inc, who were given unrestricted access to all financial reports and related data.

INCOME STATEMENT	Jan - Dec 2023 in ZAR	Jan - Dec 2022 in ZAR
Revenue	19,195,430	29,222,008
Operating Expenses	(17,858,568)	(18,639,987)
Gross Profit	1,3376,862	10,582,021
Net finance income	1,460,514	672,456
Net surplus for the year	9,071,010	11,254,477
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	**9,071,010**	**11,254,477**

BALANCE SHEET	Jan - Dec 2023 in ZAR	Jan - Dec 2022 in ZAR
NON CURRENT ASSETS		
Protperty, Vehicles, Plants and Equipment	9,660,039	1,651,232
CURRENT ASSETS		
Inventories	860,850	674,960
Trade and Other Receivables	742,660	581,480
Cash and Cash Equivalents	15,142,501	14,573,035
Loan Receivable	16,674,388	16,701,866
TOTAL ASSETS	**43,080,438**	**34,182,573**
RESERVES & LIABILITIES		
Total Reserves Accumulated Surplus	32,762,041	23,691,031
CURRENT LIABILITIES		
Income Received in Advance	10,090,707	10,125,680
Trade and Other Payables	227,690	365,861
TOTAL RESERVES AND LIABILITIES	**43,080,438**	**34,182,573**

MEET THE TEAM



BOARD OF DIRECTORS



MICHAEL LUTZEYER
(CHAIRMAN)
Michael has developed Grootbos into a premier ecotourism destination. He is a passionate advocate for responsible tourism and was the driving force in the establishment of Grootbos Foundation.



SEAN PRIVETT
(CONSERVATION DIRECTOR)
Sean Privett has been involved in Grootbos since 1997 and with Grootbos Foundation since inception in 2003. He holds a Masters Degree in Botany and has a passion for conservation and community.



VINCENT MNTAMBO
BJuris LLB (University of the North West), LLM (Yale). Vincent is the founder of Sediba Consulting and Sediba Accords. He currently is the Executive Chairman of ASG Business Solutions, the Chairman of Conciliation, Mediation and Arbitration, Eyesizwe Mining (Pty) Limited.



JULIE CHEETHAM
Julie is passionate about sustainable development, conservation and human rights and joined Grootbos Foundation as Managing Director heading up Responsible Tourism for Grootbos Private Nature Reserve (PNR) from 2013 - 2020.



LEÁN MULLER
Leán Muller has been involved in the non-profit sector since 2008 with areas of expertise in community capacity development, programme design, fundraising and public private partnerships.



GEOFF ROTHSCHILD
Past Chairman of the Johannesburg Stock Exchange, Chairman of Control Risks Southern Africa, Nepad Business Foundation, Lion Pride Agility Fund, Maharishi Financial Markets Academy and JSE Benevolent Fund.



DR GUIDO BRUNE
After being a member of the executive board of a state owned bank in Germany for many years, Guido now uses his professional skills and network as an investment banker for social and environmental benefits.



XOLANI MSWELI
Xolani is passionate about fighting poverty and uplifting local communities. He is currently furthering his studies with a further qualification in Public Accountability at the Nelson Mandela University.



THANK YOU

FROM THE GROOTBOS FOUNDATION FAMILY

GROOTBOS FOUNDATION

Gladiolus liliacius

GROOTBOS FOUNDATION WOULD LIKE TO THANK ALL OF THE SUPPORTERS AND FRIENDS WHO HAVE ENABLED OUR WORK OVER THE LAST 21 YEARS.



A SPECIAL THANK YOU TO THE FOLLOWING MAJOR FUNDERS:

ABSA Foundation
Active Communities Network
Adidas
Agulhas Biodiversity Initiative
Asics
Ben and Evelyn Lipshitz Family Trust
Be Your Own Hero
Bidvest
Bjoern Scheib
Brenda Hoskins Trust
Breede & Capelle
British Council
British High Commission
Build-it Gansbaai
Burmar Civils
Canada Fund
Cape Peninsula University of Technology
Cape Nature
Cape Leopard Trust
Cape Wine Auction Trust
Chapman Impact Trust
Chris Wolf
Close the Gap
Coaches Across Continents
Common Goal
Consol
Crayfish Lodge
Datio Foundation
De Alster Hockey Club
Delf Ness
Dell Foundation
Department of Environmental Affairs
Department of Culture, Arts and Sport
Department of Agriculture, Forestry & Fisheries
DEG
Deprag Schulz GMBH - Dr Erik Hallmann
Dyer Island COnservation Trust
Eden Project
Fauna & Flora
FIFA Foundation
First Rand Foundation
Flower Valley Conservation Trust
Futouris
Futura Foundation
Fynbos Trust
Felix Unite
Gansbaai Tourism Office
German Consulate Cape Town
Drs Gerhard Buettner & Faulkner Thoms
Grootbos Foundation Board of Directors
Grootbos Foundation Foerderverein Board
Grootbos Guests
Grootbos Private Nature Reserve
Grassrootssoccer
HCI Foundation
HomeBiogas
i-Med Vision
Impact Trust
Investec
Investec-Loewenstein Charitable Trust
Israeli Embassy - Pretoria
Jeff and Julie Thompson
Jerry van Niekerk
Jim Petrie
Joan St Leger Lindbergh Charitable Trust
Kia Motors
Kai Kunze
Keith and Astrid Breede
Ker & Downey
Kew Gardens
King Baudouin Foundation
Laureus South Africa
LOMAS Conservation Trust
Lutzeyer Family Chiappini Charitable Trust
Mathias Kirschner
Murray&Roberts Letsema Award and Jack Cheetham Award
Mohamed bin Zayed Species Conservation Fund
National Commission of Lotteries South Africa
Nedgroup Trust
New Balance
Old Mutual Foundation
Overstrand Municipality
Overstrand Local Economic Development
Premier League
Prism the Gift Fund
Rand Merchant Bank
Rolf-Stephan Nussbaum Foundation
Rotary Clubs of Dattelne-Lippe, Hermanus, Munich and Stanford
Rotary International
RTL Media Germany
RTL Wir helfen Kindern e. V
Thorsten Volmer
SANBI
Semester at Sea
Sing Meinen Song Germany
South African Breweries
Stanford Canoe Club
Steppes Travel
Stern
Stiftung Life
streetfootballworld
Swiss Re Foundation
Table Mountain Fund
Taurus Cape Kelp
Thomas And Marianne Wellauer
Tshikululu Social Investments
UEFA Foundation for Children
Villet & de Wet Inc
Wereldwijd voor Kinderen
Western Cape Canoe Union
Western Cape Hockey Union
Whitley Fund for Nature
Willi & Doris Kirschner
Woolworths Finance Just Cause Team
WWF Table Mountain Fund
Volkswagen and VWSA
Yellow Foundation
Youth Zones
2010 FIFA World Cup Legacy Trust



Explorers of the Rocky Shores: Shewana Surf Therapy teaches girls about mental wellness and coping skills using ocean themed curricukla

GET INVOLVED

GROOTBOS FOUNDATION

- **FOLLOW US & SHARE OUR STORY.**
  - GrootbosFoundationNPO
  - @grootbosfoundation
  - Grootbos Green Futures Foundation
- **MAKE A TAX-DEDUCTIBLE DONATION.**

Please support our vision of a brighter future for our communities across the Cape Floral Kingdom.