



Progress Report 2022

'walking the talk', one step at a time

PREPARED FOR



BY THE

Wolwedans
FOUNDATION



Message from the Chairman

Facilitating a Sustainable Future for Wolwedans & beyond The AridEden Project - Progress Report for ConTine

We are delighted to dedicate this foreword to you, as one of our valued partners in realizing the AridEden Project - Wolwedans Vision 2030. With your unwavering support, we have been able to materialize the 5Cs, bringing us one step closer towards our shared goal of creating more resilient tourism and conservation economies.

As we report on the progress made towards the projects in 2022, we cannot help but express our gratitude for your generous funding towards the Water Bottling Facility, Waste Management Facility, , the Solar Project, the Tree Planting Project, and lastly Horticulture Training. Your belief in our vision has been an essential part of our success, and we are excited to share with you the strides we have made in achieving our goals.

At Wolwedans, we believe that we all have a responsibility to effect positive change for the planet, future generations, and each other. And through 'The AridEden Project', we have taken on this responsibility, showcasing that "business for good" can indeed work.

To achieve this Vision, we will continue to be guided by our "5Cs" - Conservation, Community, Culture, Commerce, and added in 2020, "Consciousness" - to ensure that we maintain a mindful awareness of balancing people, planet, and profit.

For each of the 5Cs we have defined activity areas, i.e., projects and programmes, resulting in a 5 x 5 matrix or "**Matrix | 25**", as we call it. Underpinning all of this is the necessary pursuit of happiness for people (including guests, team and community), the environment, and the financial bottom line of the

Wolwedans Collection, the commercial arm of Wolwedans and the Foundation.

We are committed to share our journey, including challenges experienced along the way, lessons we learn, and successes enjoyed by our team's efforts. It is our hope that this will inspire others to act and advance our collective progress towards systems that thrive.

We are confident that the AridEden Project could become a blueprint and lighthouse project, inspiring sustainability solutions not only in Namibia but also globally. And with partners like you, we know that we can make it happen.

We hope that this progress report inspires the ConTine Foundation to continue partnering with us as we strive towards a more sustainable future. As humanity faces a pressing need for action, Wolwedans is committed to doing our part, and we are grateful to have secured committed strategic partners who are supporting us in this endeavor. We cannot shoulder this mission alone, and we invite others to join us in making The AridEden Project – Wolwedans Vision 2030 a reality. As Edward Abbey said, "Sentiment without action is the ruin of the soul." Let's not wait any longer to take action and make a difference.

Stephan Brückner
Chairman Wolwedans Foundation
Windhoek, Namibia



The Why of Wolwedans



Celebrating cultural diversity. The Circle forms a perfect backdrop for cultural events – here the final concert by Hit The Beat which was attended by all trainees – and the daily ‘morning assembly’ where a community lives. The completion of the circle back in 2021 was also possible thanks to ConTine.

At Wolwedans, we have taken pause to rethink how tourism works, who it works for, and how its success is defined. The resulting strategy will be brought to life through *The AridEden Project – Wolwedans Vision 2030* and its practical framework for building more sustainable, resilient, and inclusive tourism/conservation economies. This framework – referred to as Matrix | 25 – embeds Wolwedans' 5Cs sustainability commitment (Commerce | Conservation | Community | Culture | Consciousness) with five spheres of engagement for each 'C', all underpinned by a business philosophy of balancing people, planet, and profit.

People are necessarily at the heart of this strategy – their well-being, development, and empowerment are essential for their own success and for the advancement of Namibia as a whole. We foster this through our vocational training programmes, our desert-based economy projects, and by imparting a 'consciously' lived values system with our entire team.

Ultimately, the potential impact of *The AridEden Project* vests with inspiring others to follow suit, not only in Namibia but globally – from decision-makers, leaders, captains of industry/ commerce and politicians to educators and youth.

We intend to create 'consciousness' about local responses to global issues by sharing our journey and showcasing sustainability solutions. In addition to driving change and inspiring a new way, *The AridEden Project* is, simply put, about the pursuit of happiness: happy people– guests, team and stakeholders alike – a happy and healthy environment and, importantly, a happy bottom line.

The time to embark on this bold journey has never been more opportune: it's worth a shot. This is not a short-term effort; this is the future. And we are up for the challenge. As Nelson Mandela aptly said, "It always seems impossible, until it is done."

The 'Wolwedans Way', which is driven to great extent by the work of our Foundation rests on three pillars; Business in balance, happiness and sustainability.

Balance



Creating a harmonious work | life balance is essential for physical, emotional, and mental health. Achieving this balance results in less stress, a lower risk of burnout, and a sense of general well-being. This not only benefits employees but employers, too. All members of the Wolwedans team are, therefore, given the opportunity to have a balance between work and their own personal lives.

On the business side, Wolwedans also seeks to maintain 'business in balance', which for us primarily addresses a financial model where profit should equal funds generated by the business for its Foundation 'to do good'. This results in a 50 | 50 balance whereby net profit after tax *equals* net income for the Foundation (derived from guest levies collected). This *excludes* conservation levies, which are collected on behalf of the nature reserve and have been part of the package from the start to provide the reserve with a steady income over the years. Conservation levies collected from Wolwedans guests, to date, exceed 29 million Namibian Dollars (end 2022), contributing markedly to maintaining biodiversity and conserving the arid wildlands of NamibRand.

In 2017 – striving to make the Wolwedans Foundation financially sustainable and afford it a greater level of independence – a "Foundation Levy" was introduced in addition to the NamibRand Conservation Levy (or park fee as it was called back then). It was an amount equal to the Conservation Levy, which every guest had been happy to pay. These combined levies were charged over and above the lodging rate and listed separately on rate sheets and invoices.

Today the levies make up from 10 - 15% of the guest bill, depending where one stays. The result of making every guest a 'donor' to the mission has been nothing short of extraordinary. Funds collected for doing good amounted to 6.23 million Namibian Dollars in 2019, doubling the commercial entity's net profit after tax. Covid brought an abrupt end to this success story. We are confident that numbers will be back to 2019 levels during 2024.

The Pursuit of Happiness



To be truly happy, you have to be in harmony with yourself, be in harmony with your social environment and live-in harmony with nature. Pictured above is a group of Desert Academy Trainees who joyfully greet the morning sun and mimic the 'Happy Being' logo (right), which features in the Arideden Project Logo. Striving for 'Happy Being' - as a state of the mind - is at the heart of everything that is happening at Wolwedans.

Happiness is a fundamental human desire and a state of mind (and heart) that every individual subconsciously strives for. Sadly, it is often ill-guided and distracted by the pursuit of accumulating material wealth. Money – no matter how much of it you managed to accumulate – does not bring happiness, and neither do the material things we endlessly consume in order to perpetuate the illusion of limitless global economic growth.

With people being at the heart of everything we do at Wolwedans, it was decided in early 2020 to make “the pursuit of happiness” an integral part of the Wolwedans journey, if not its entire purpose: happy people, happy planet, and yes, a happy bottom line.

The concept – which agreeably seems lofty – is inspired by the country of Bhutan, which introduced the Gross National Happiness (GNH) Index - an alternative to Gross Domestic Product (GDP) as a measurement of progress or success. The concept accounts for the holistic well-being of ‘the citizens’ while aiming to catalyse sustainable growth across the nation. The architects of this framework recognised that to get an estimation of human well-being, other aspects besides material wealth must be factored into the equation.

Sustainability



Wolwedans' 5Cs of Sustainability are Consciousness | Conservation | Community | Commerce | Culture. They are deeply interconnected – one cannot have optimal impact when out of balance with another – and they frame the holistic and harmonious approach to all that we do.

Maintaining a healthy balance of People | Planet | Profit, and hence Sustainability, has been in our DNA from the word go. It drives all our actions, Past | Present | Future. It defines our conscious sense of 'Being' and, it hopefully inspires a new way (of going about doing business).

CONSCIOUSNESS – In the context of day-to-day life at Wolwedans, Consciousness is “the state of being aware of and responsive to one's surroundings – as an organisation and as individuals, including guests”. What one does and why (purpose), how one lives and engages.

CONSERVATION – Conservation safeguards biodiversity and the integrity of the ecosystem services it provides, which in turn support global needs. Conservation at Wolwedans addresses biodiversity and ecosystem services as well as management of energy, water and waste, habitat expansion, and carbon impact reduction.

COMMUNITY – Ensuring and enhancing the well-being of people in general is a fundamental obligation of all. Wolwedans pays its part in this by enhancing the well-being of all with whom it has a direct and indirect relationship. Team and local community impact interventions address fair working conditions, local and regional relations, social ventures, social accountability, capacity building support for small and medium enterprises (SMEs) and 'happiness', among others.

COMMERCE – Conducted in a more holistic and sustainable way, commerce and trade can be positive contributors to a more sustainable world. Within this dimension Wolwedans addresses issues that affect the financial sustainability of the business and its capacity to provide a source of income for people who depend on it, as well as our ability to reinvest back into initiatives in the other 5Cs.

CULTURE – Celebrating commonality within cultural diversity is what nurtures mutual understanding; this understanding coupled with respecting our uniqueness and differences is crucial to humanity's future. Wolwedans strives to strengthen inter-cultural relationships and will honour Namibia's cultural heritage while raising awareness of and celebrating the beauty of cultural diversity.

Projects where ConTine was active in 2022

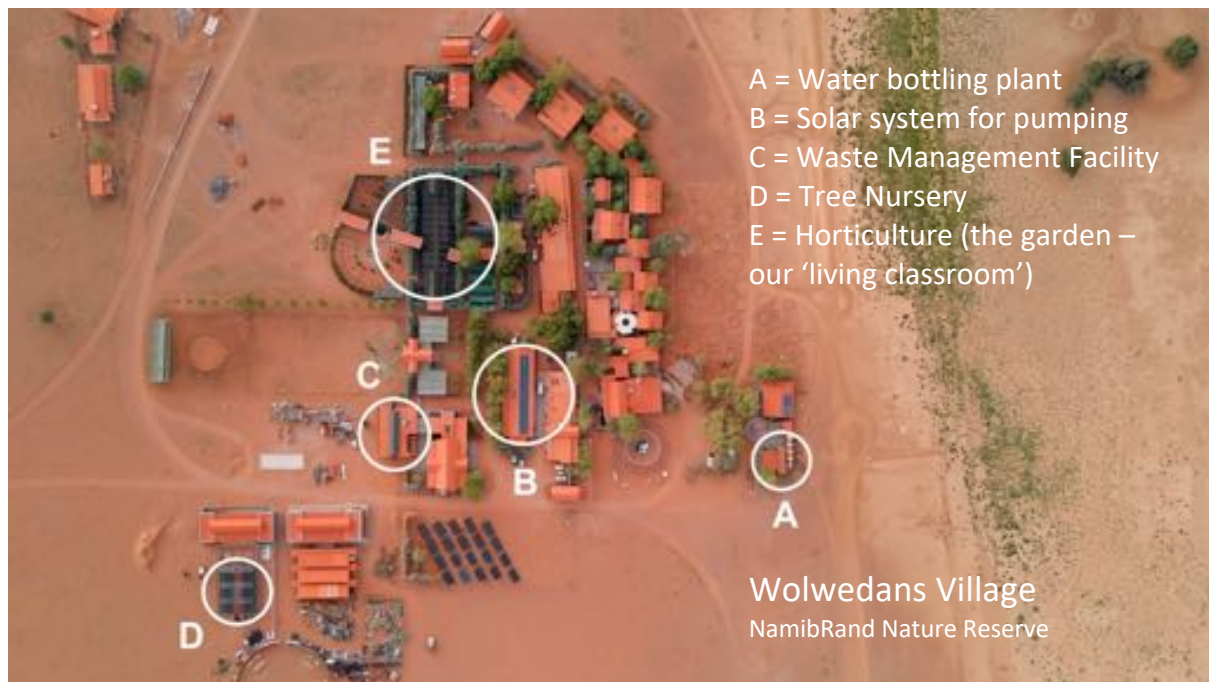
Whilst the scope of involvement was wider in the past, during 2022 the ConTine engagement was consolidated into four core areas, to name water bottling, solid waste facility, tree project and Horticulture, both training and production. The investment into the solar plant required no action in 2022 bar reading the kWh fed into the Wolwedans grid. Going ahead 2023 & beyond it was decided that ConTine will further consolidate its engagement with main focus on Horticulture Training and related projects.

Matrix | 25 | The AridEden Project | Wolwedans Vision 2030

CONSCIOUSNESS	CONSERVATION	COMMUNITY	COMMERCE	CULTURE
Advocacy Creating awareness through media (digital, print & events), embedded journalist, workshops (through I3Lab)	Levy Collection & Fundraising Financial support for conservation management on NamibRand Nature Reserve & beyond	Education Support Education Assistance Fund, Waldorf & Dabeb schools support, NaDEET	Wolwedans Collection Running lodges & camps, including future development & experiences	Wolwedans Way Internal Wolwedans culture: Purpose Values Compass Lifelong Learning Happiness
Heart & Home Experience Wolwedans Village and its operations in action: transparent and hands-on	Habitat Expansion & Consolidation Facilitation of additional habitat acquisition within and on the periphery of NamibRand	SME Development Small enterprise development: entrepreneur / creativity centre, manufacturing, food production	Desert Based Economy (DBE) Drive DBE concept & inclusivity in the region, EconoMix, empowerment, SME Development	Visual Arts Art studio, artist in residence, art instruction, land art, events and
I3Lab Inspire, Innovate & Incubate Lab: Workshops & events addressing topics of global & local relevance	Resources & Waste Renewable energy, fresh water and waste water Solid Waste Management (Trash to Treasure)	Vocational Training Desert Academy NICE: Hospitality, Horticulture, Facility Maintenance	Village Stays Training hotel & guesthouse in Wolwedans Village, generating Foundation income	Performing Arts Music Choir Drumming Plays Spoken word Poetry
Retreats Mind, Body & Soul: health happiness spirituality & mindfulness family corporate	Tree Project Indigenous tree and plants: nursery, plant sales and large-scale tree planting project	RuralRevive Community Development: laundry, water, energy, horticulture, LifeSkills, clean-up	Horticulture & Animal Husbandry Nursery, sustainable fruit and vegetable as well as livestock farming, with value addition for (DBE).	Cultural Festival Celebrating culture, tradition, folklore during annual Winter Games & Winter Cup
Experiences Crafting individual and team activities that 'feed' Head Hand Heart	Large Landscape Rehabilitation & beautification, GSNL (Greater Sossusvlei Namib Landscape) engagement and support.	Team Well-being Board & lodging, recreation and sports, Winter Games, Wolwedans Winter Cup	Merchandising Commercial development of locally-made uniforms, leisure wear, accessories	Heritage Built, cultural & natural heritage respected, preserved (site restoration, traditional dress-making, etc.)

ConTine fields of involvement within the MATRIX | 25 during 2022

Strengthening the AridEden Project with the kind support from the ConTine Foundation



The year 2022 brought forth a bittersweet symphony of challenges and triumphs for the projects that were propelled by the generous funding of ConTine. Along the way, the daunting shadow of COVID-19 still loomed large, coupled with the lack of mechanisms for measuring indicators in relation to resources such as energy and waste as well as persistent horticulture hurdles.

But as we move forward, it is essential to reflect on the progress we have made, and to this end, we will lay out the input, output, outcome, and impact of each project in a structured manner.

To clarify, input refers to the resources, both tangible and intangible, that are invested in a project, such as funding, staff, equipment, and time. Output refers to the immediate results or products that are generated by a project, such as new technologies, policies, or reports. Outcome refers to the broader changes or improvements that occur as a result of the project outputs, such as increased productivity, improved health outcomes, or reduced environmental impact. Finally, impact refers to the long-term effects or benefits of the project outcomes, such as economic growth, social inclusion, or environmental sustainability.

By structuring our report around these four categories, we aim to provide a comprehensive and transparent account of the progress made by each project, as well as their broader contributions towards the goals of ConTine. In doing so, we are also able to trace the evolution of each initiative, celebrate our successes, and identify areas for further improvement. We recognize that our efforts are a long-term commitment, and we are dedicated to continuing our work to make a lasting impact. So join us on this journey as we explore the heart of each project, one step at a time.

Energy



Wolwedans Foundation was able to install a new 17kWh solar grid feed system in December 2021, which included upgrading the existing system to allow for grid feed. In this report, we will present the progress made in 2022 towards achieving the objectives of this activity, which were to generate energy from solar power and sell it to NamibRand Safaris, the commercial entity of Wolwedans, for income to support the horticulture trainee program.

Input:

- ✔ Financing from ConTine to install a new 17kWh solar grid feed system in December 2021 and upgrade the existing system to allow for grid feed.
- ✔ Installation of the second energy-efficient water pump.

Output:

- ✔ Enhanced power generation in 2022, allowing Wolwedans to do all water pumping with solar
- ✔ Installation of an energy meter and monthly determination off-grid feed.
- ✔ Generation of the first invoice for NamibRand Safaris for a period of 12 months, based on NAD 5/kWh, which is divided equally between NamibRand Safaris and Wolwedans Foundation.
- ✔ Sale of 27,200 kWh of power to NamibRand Safaris for NAD 68,000 in 2022, based on NAD 2.50/kWh (see page 25 and the complete audit (separate document) on page 22).

Outcome:

- ✔ Increased income for Wolwedans Foundation through the sale of solar-generated power to NamibRand Safaris.
- ✔ Sustainability of power generation, with zero carbon emissions for energy creation at Wolwedans Village (except on rainy days).

Impact:

- ✔ Setting an example and milestone of sustainable power generation through the installation of the solar grid feed system and its role in sustainable agriculture.
- ✔ Generation of income to fund the horticulture trainee program through the sale of solar-generated power to NamibRand Safaris.

Water Bottling Plant



A special bottling room was built close to the pump house in late 2021 to house the bottling plant in a hygienic environment. In early 2022 the bottling plant comprising a filling machine (still and sparkling) as well as a dish-washer were installed and finally went into operation in October 2022. Natanael, who's main job is to look after the eBike operation keeps a good eye on production and hygiene.

The water bottling facility at Wolwedanshas been fully operational since October 2022. This facility was installed to address the issue of environmental pollution caused by the excessive use of plastic water bottles and to create a funding mechanism to support the horticulture programme.

Inputs:

- ✔ Technician employed to fully operationalize the water bottling plant.
- ✔ Bottling plant comprising a filling machine (still and sparkling) and a dish-washer.
- ✔ Special bottling room built close to the pump house in late 2021.
- ✔ Standard Operating Procedures (SOP) for the filling and delivering of glass bottles to various sites (in progress).

Outputs:

- ✔ Technician employed to fully operationalize the water bottling plant.
- ✔ 15,000 plastic bottles have been saved to date.
- ✔ Manual record sheet put in place to track the number of bottles filled.
- ✔ Facility fills 35-50 bottles per day, sold at N\$3.00, generating approximately N\$15,500 for the foundation to date.
- ✔ Trainees and guests sensitized on the importance of the facility and its role in curbing single-use plastic consumption through " Heart and Home " tours.
- ✔ Standard Operating Procedures (SOP) being finalized for the filling and delivering of glass bottles to the various sites.

Outcomes:

- ✔ Standard Operating Procedures (SOP) being finalized for the filling and delivering of glass bottles to the various sites.
- ✔ Reduction in the usage of single-use plastic bottles, with over 70,000 bottles to be diverted from landfills annually.
- ✔ Contribution to reducing environmental pollution and supporting Wolwedans' commitment to sustainable practices through reducing single-use plastic bottles each month.
- ✔ Creation of a sustainable income stream for the Wolwedans Foundation.
- ✔ Water sold to the Wolwedans Camps at market value, securing an annual income of approximately 200k once tourist arrivals are back to pre-COVID level

Impacts:

- ✔ Reduced environmental pollution caused by the excessive use of plastic water bottles.
- ✔ Promotion of sustainable practices and environmental awareness among trainees and guests.
- ✔ Creation of a sustainable income stream for the Wolwedans Foundation to support the horticulture programme.

Tree Project



Tree planting is a celebrated affair. In 10 years' time, these young trees will make for charming resting spots, enhancing the wellbeing of people and planet. And helping to make Wolwedans a happy place of 'being'.

The Tree Program is a large-scale, indigenous tree planting initiative, as well as a tree and plant nursery based at the Wolwedans Village. The primary objective of the program is to green up the village, turn it into an 'AridEden', and raise funds for the Wolwedans Foundation, with special emphasis on financing horticulture training. In this report, I will break down the inputs, outputs, outcomes, and impacts of the program and highlight the effect of the Tree Program on horticulture trainees.



The tree nursery - completed in 2021 and gradually filled with life during 2022 - has become a popular point of interest on the Heart & Home tour, encouraging guests to possibly adopt and plant a tree. In 2023 the tree nursery will be extended to give trees higher than 2.5 meter more space both vertically and also horizontally. The future will also see a wider variety of endemic trees and plants being grown.

Inputs:

- ✔ Standard Operating Procedures (SOP) being finalized for the filling and delivering of glass bottles to the various sites.
- ✔ Seedlings and young trees for the nursery.
- ✔ Irrigation system using recycled water from the Village operations.
- ✔ Training for horticulture trainees on caring for seedlings and young trees.
- ✔ Infrastructure for the tree and plant nursery.

Outputs:

- ✔ 69 trees sold through the adopt a tree program by the end of 2022, generating an income of NAD 328,630 for the Foundation (see financial audit on page 22).
- ✔ Increased tree cover and shade at the village.
- ✔ Increased aesthetic value and attractiveness of the environment.
- ✔ Creation of habitat for a wide range of wildlife, encouraging biodiversity and conservation (key for anthecology relationships in horticulture).

Outcomes:

- ✔ Income generated from the adopt a tree program and sales of trees and plants beyond Wolwedans Village to support the Wolwedans Foundation.
- ✔ Market-related horticulture skills and business acumen developed for potential tree entrepreneurs of the future.
- ✔ More sustainable environment promoted through increased shade and biodiversity.
- ✔ Awareness raised for the Wolwedans Foundation and its horticulture training project.

Impact:

- ✔ Funds raised through the adopt a tree program and sales of trees and plants beyond Wolwedans Village have had a sizeable impact on the Wolwedans Foundation, with every tree sold translating to cash for the Foundation.
- ✔ Increased shade and aesthetic value of the environment have enhanced the well-being of team members and trainees who live at Wolwedans Village.
- ✔ Creation of habitat for a wide range of wildlife has contributed to conservation efforts
- ✔ Horticulture trainees have gained market-related skills and business acumen, paving the way for potential tree entrepreneurs in the future.

Overall, the Tree Program has had a positive impact on the horticulture trainees and the Wolwedans Foundation. By providing a sustainable source of income, developing market-related skills, and promoting a more sustainable environment, the program has successfully achieved its objectives. The adopt a tree program and sales of trees and plants beyond Wolwedans Village have been particularly successful in generating funds for the Foundation and raising awareness for its horticulture training project. The Tree Program is a great example of how a sustainable and profitable initiative can have a positive impact on the environment and the community.



Whilst the first lot of trees was brought to Wolwedans from a Windhoek nursery – just to get the planting process going – indigenous trees and shrubs are now raised at Wolwedans from seed. Grown in yoghurt containers (trash to treasure) and raised to a height to 2-2.5 meter high trees in the nursery, the latter can be adopted and planted beyond Wolwedans, i.e in Maltahöhe and other locations in the Hardap region.

The Gallery – Wolwedans Solid Waste Facility



Christine Lühle-van Dam (right) driver and initiator of ConTine and Stephan Brückner (Chairman Wolwedans Foundation) at the hand-over ceremony on 26 January 2022. In the cause of the year the facility was filled with life and already set a new benchmark with regards to Solid Waste Management, not only in the Hardap region but in the whole of Namibia (and beyond).

The waste management facility called “The Gallery” was built during 2021 and opened in early 2022. The facility has ample storage cages enclosed with fine mesh so the wind cannot carry any trash away and pollute the desert and so that waste cannot be easily accessed by the wildlife with whom we share this unique desert habitat. It is a state of art facility and features prominently with every Heart & Home Tour. The old facility will not go to waste though; it will be converted into a mushroom house/ farm and vegetable storage , as part of our horticulture activities.

To date, The Gallery has been effective in strengthening consciousness amongst trainees when it comes to identifying different types of waste, sorting and managing, particularly organic waste used for composting.

Input:

- ✔ “Trash to Treasure” workshop was conducted in January 2022 to create awareness about waste management.
- ✔ An international artist, Diego Ferrari, was invited as part of the Wolwedans Foundation’s third ‘artist in residence’ program to create art related to waste and sustainability.
- ✔ The Wolwedans Desert Academy trainees from both the Hospitality and Horticulture courses worked with Ferrari to create images that use plastic waste as an interpreter between the four natural elements: air, water, fire, and earth.

Output:

- ✔ All recyclables from old waste facility were moved to The Gallery, and the students sorted bottles and prepared them for crushing.

- ✔ Two weeks of training and awareness workshops were conducted for staff and students, which included sorting plastic and other recyclables.
- ✔ The solid waste management standard operating procedures were updated based on the assessment and activities from the two weeks.
- ✔ A Solid Waste Management Coordinator was employed to run operations at The Gallery and to monitor the waste management system across all sites.
- ✔ Explanatory signage was put up around the Eco-Village to ensure everyone is aware of the appropriate bins for different types of waste.

Outcome:

- ✔ Desert Academy trainees' knowledge got enhanced on different types of waste. By separating organic waste from other types of waste and properly composting it, trainees are able to produce their own high-quality fertilizer.
- ✔ Explanatory signage was put up around the Eco-Village to ensure everyone is aware of the appropriate bins for different types of waste.
- ✔ The Wolwedans Foundation raised awareness about waste and humanity's insatiable consumption of goods, most of which comes in packaging.
- ✔ The Wolwedans Desert Academy trainees benefited from the training and awareness workshops as they gained knowledge on waste management and sorting.
- ✔ The Gallery aims to become a Centre of Excellence and innovation, offering solutions for greater consciousness in how solid waste is managed, not only in the Namib Desert but also throughout Namibia and beyond.

Impact:

- ✔ The Gallery aims to become a Centre of Excellence and innovation, offering solutions for greater consciousness in how solid waste is managed, not only in the Namib Desert but also throughout Namibia and beyond.
- ✔ Once fully operational, solid waste volume leaving Wolwedans is reduced by 85%.
- ✔ The income generated from the scales that are being procured to weigh and measure recyclables collected from neighbouring lodges will support the horticulture training program.



Team effort on the trash to treasure awareness day and proud winners. Bottom: Day to day waste sorting and glass crushing.

Horticulture Training



Late 2021 – with the kind help of ConTine – Desert Academy embarked on a pilot course in Horticulture Level 2, despite not being accredited. The latter will hopefully become reality during 2023 so the pilot phase trainees can be assessed officially. Trainees | Facilitators and the donor Christine from Contine form a happy symbiosis.

This section of the report provides an update on the progress achieved on the Horticulture training programme at Wolwedans in 2022. Wolwedans is committed to supporting young Namibians by providing them with the necessary skills to make a meaningful contribution to society through their careers, allowing them to provide for themselves and their families.

Inputs:

- ✔ A pilot course in Horticulture Level 2 initiated with the help of ConTine in late 2021, despite not being accredited.
- ✔ The Desert Academy in NamibRand Nature Reserve, which provides the natural, healthy, and safe environment for vocational and life skills training in horticulture.
- ✔ A curriculum for the Horticulture programme that ensures a good balance of theory and practical training.

Outputs:

- ✔ Internal assessments on all qualification relevant unit standards and activities, in theory and practice (see detailed individual results attached)
- ✔ Mock assessment of all enrolled trainees on the national qualification for Horticulture & Crop Husbandry Level 1 & 2 in October/November 2022. The class achieved an average mark of 72% for all assessment activities.
- ✔ Valuable feedback from the NTA and NQA registration audits on the application for registration and accreditation.

Outcomes:

- ✔ Establishment of a fully equipped training center for horticulture & crop husbandry and crop production in addition to the already functioning hospitality training.

- ✔ Broadening of the Wolwedans Foundation's scope of accreditation at the Namibia Qualification Authority (NQA) and the Namibia Training Authority (NTA).
- ✔ Job seekers and entrepreneurs gain marketable skill sets and relevant experience to set them up for success.
- ✔ Exposed to the concept of sustainability and a culture deeply-rooted in values, mutual respect, and harmony.
- ✔ Expansion of Wolwedans' contribution to the future success of the agriculture sector in Namibia.
- ✔ Playing its part in responding to Namibia's economic and capacity development needs.
- ✔ Scaling up the training efforts across all strands.



A simulated crop field was put in place at DuneSide staff village at Wolwedans in October 2022, and by 31 December the harvest (of Millies, Beans and Mahangu) was within visible reach. Being in the desert with limited water reserves, the crops are watered with drip-irrigation, which evidently does the job and makes an arid growing zone less independent from rain.

Impact:

- ✔ Young Namibians provided with the necessary skills to make a meaningful contribution to society through their careers, allowing them to provide for themselves and their families.
- ✔ ±350 young Namibians have obtained a Namibian Training Authority Level III qualification from Wolwedans' training programmes, with consistent pass rates exceeding 90% (compared with a national average of less than 40%).
- ✔ Increased capacity development and economic growth in Namibia's tourism/hospitality sector.
- ✔ Positive impact on the environment through the exposure to the concept of sustainability.
- ✔ Barrier-free access to quality vocational training programmes for promising, young Namibian candidates.

Given the success of the Hospitality programme, the next step was to develop complementary trainings to build skills across the service and supply chain of the tourism and hospitality sector in order to expand our contribution to its future success in Namibia. Milestones achieved on this journey in 2021 included NQA-approved unit standards and a nationally accredited qualification in Facility Maintenance, which paves the way for a new string of training at Wolwedans as of 2024/25 and beyond. The same is under way for the Desert Academy qualification in Horticulture, with 2021 seeing our first intake of 12 learners to pilot the 30-month curriculum developed.



Top: One drip, one plant. The simulated crop field is taking shape. Until plants reach a certain height, they are enclosed by shade-net to protect against the harsh sun, ground squirrels and Mongoose and birds. Below: Water management (daily meter readings), plumbing and the installation of irrigation systems forms necessary part of the curriculum. Here drip lines simulate rain, which is very sparse in the desert. In addition to training, these crop fields enhance the well-being of staff.

The curriculum for the Horticulture programme ensures a good balance of theory and practical training to give job seekers and entrepreneurs marketable skill sets and relevant experience to set them up for success. Ranger and Field Guide training will form part of a subsequent expansion phase for our vocational offering, as could additional vocational fields. Wolwedans sees the impact this kind of opportunity has on young Namibians and will continue to respond to Namibia's economic and capacity development needs, playing its part where it can.

In the future, Wolwedans may convert Wolwedans Village into a Training Campus for Level 3 and beyond to accommodate its increasing emphasis on training to develop Namibia's tourism economy. The organization will also boost its fundraising drive through the Education Assistance Fund to ensure that fees to attend these quality vocational training programmes do not pose prohibitive barriers for promising, young Namibian candidates.

The Wolwedans Desert Academy is exploring ways to scale up the training efforts (in numbers) by potentially starting Level 2 training – across all strands - in Matahöhe, under the umbrella of the RuralRevive project driven by the Foundation.

Horticulture training pilot program (Period: February 2022 – March 2023)

Horticulture should be reported n to date and hence the covers March 2023



The pilot training program for Horticulture & Crop Husbandry at Wolwedans Desert Academy which commenced in October 2021, is ongoing, and provides young Namibians with a fully sponsored training opportunity – thanks to ConTine. In addition to learning how to grow vegetable and crops, and prune trees, trainees gain experience in setting up irrigation systems, the handling of power tools (see photo of a practical class in placing a dowel in a wall) , the basics of business and life skills.

The aim of the pilot program is to establish, in addition to the already functioning hospitality training, a fully equipped training centre for horticulture & crop husbandry and crop production. Further, the Wolwedans Desert Academy aims to broaden the Wolwedans Foundations scope of accreditation at the Namibia Qualification Authority (NQA) and the Namibia Training Authority (NTA).

We expect to be accredited and registered in the coming months but at least still within the year 2023. This section will focus on the achievements and challenges that the foundation faced in 2022 during the course implementation.

Achieved results

- ▼ **Training:** All enrolled trainees were internally assessed on the national qualification for Horticulture & Crop Husbandry level 1 & 2 in Oct/ Nov 2022 (group results attached).
- ▼ **Namibia Training Authority (NTA) registration audit:** The Wolwedans Desert Academy was audited by the Namibia Training Authority (NQA) on the application for registration and received valuable feedback for the registration process. However, we have not been registered yet, as certain requirements have not been met (e.g., Health & Safety Certificate from Ministry of Labour, insufficient equipment, no sufficient crop field).
The NTA inspectors and the subject matter experts for agriculture were impressed about the beautiful Desert Academy Campus and are positive towards our registration as soon as we comply with the outstanding registration requirements.

- ✔ **Namibia Qualification Authority (NQA) accreditation audit:** The Wolwedans Foundation has applied for re-accreditation for Hospitality & Tourism with expansion of scope to Horticulture & Crop Husbandry/ Production and was finally audited by the Namibia Qualification Authority (NQA) in March 2023. Although that we have applied for re-accreditation, specifically with expansion of scope to Horticulture, the audit panel unfortunately did not consist of a subject matter expert for agriculture and thus, the feedback on the application for agriculture was insufficient. The foundation has arranged with the NQA to have the trade expert coming to Desert Academy for an audit inspection in April/May 2023. The academic part of the audit could be conducted, and the Desert Academy practices have been found sufficient in this regard. The written feedback and the official audit report are expected to be received not before June 2023.

Whilst Desert Academy is wading through endless barriers of red-tape with regards to getting accredited, life carries on in the desert with what matters. Composting, seedlings, vegetable production and harvesting, tree planting and planning for the future where efforts are planned to be scaled in collaboration with RuralRevive . One day at a time, step by step. What counts in the end is the tangible results as much as we understand that NTA/NQA accreditation' is inevitable.

Establishment of partnerships

In addition to Farm Krumhuk (Organic Demeter Farm) which is a partner from day one, we could arrange with other farmers in the Maltahöhe area to partner up with us for training. Written agreements (memorandum of understanding) have been signed in which the cooperation is regulated. The below listed farms are officially Wolwedans Foundation training partners and have agreed to cover the following training activities:

Commercial farms

- ✔ Farm Krumhuk - Crop field training, Livestock training, job attachments
- ✔ Farm Lisben – Livestock training (sheep and goat)
- ✔ Farm Hohenfelde – Livestock training (kettle)
- ✔ Farm Nuwerus – Crop fields and fruit tree training / Tractor training
- ✔ EG Freshway Farming (Rundu) – Job attachments
- ✔ Deurdruk Farming – Job attachment

Small scale communal farms

- ✔ Farm Voigtsgrund – Job attachments
- ✔ Orab North Unit B – Job attachments
- ✔ Maltahöhe Daweb Cooperative Farm – Job attachments

Successful recruitment of training facilitators

We are very pleased with the selection of our facilitators, and we are proud to have sufficiently qualified personnel conducting the training at Wolwedans Desert Academy. The currently active facilitators are:

- ✔ Theresia Shifiona – Master's in agriculture
- ✔ Adriaan Basson - Bachelor's in agriculture plus organic farming qualification
- ✔ Ivenny Tubaleye – Level 3 Farm machinery qualification – he was accepted for the TVET trainer program (Level 6) in distance mode at the Namibian University of Science and Technology (NUST). We will support him in successfully finishing the course.

All mentioned facilitators will be offered a permanent employment in 2023, and we hope they stay on to finalise the pilot program and beyond.

We have appointed Mr. Johannes Hamalwa as Wolwedans based Head Facilitator in February 2023 and he will from now on oversee all training related aspects and lead the team of facilitators.

Challenges and how they were addressed

Missed assessment period

Due to the missing NTA registration, the Desert Academy was restricted to register our trainees for level 1-2 assessment in November 2022 and we had to postpone this assessment to the next possible NTA assessment period after, after the registration is received. The assessment periods for 2023 are not yet confirmed by the NTA but we plan for assessment in June 2023. In the unlikely case that the Desert Academy does not receive registration in time, the level 2 assessment will be outsourced to another registered training provider.

Namibia Training Authority (NTA) registration not obtained after audit

The Wolwedans Foundation is in the process to comply with all registration requirements that were mentioned in the NTA audit and has since achieved some progress:

a) Application for Health & Safety Certificate – Ministry of Labour, Industrial Relations, and Employment Creation (MoL).

As this was unexpected and new to us. The foundation hired an external expert to consult on the application process and setup requirements. We have also conducted First Aid and Firefighting training for our facilitators and selected staff members and an internal Health & Safety Representative was appointed and trained. The Wolwedans Desert Academy will apply for the health & safety certificate in April 2023 and expects certification by May 2023 after MoL inspection.

b) Insufficient equipment

The missing training equipment will be made available by the Wolwedans Foundation by either purchasing the needed equipment or outsourcing certain activities to partnering farms with sufficient training set up. This is common practice, and we are in agreement with different farms in the area, (mentioned above). The livestock activities and the attached equipment will be covered at those farms as large herds of livestock would violate the rules of the NamibRand Nature reserve and can therefore not be established in Wolwedans.

c) Missing crop field

The NTA requires a one-hectare sized crop field which cannot be established in the nature reserve. We have added smaller fields around the Wolwedans Village Camp and came to an agreement with Farm Nuveres to use their more than sufficient already existing fields, and will become part of the NTA registered training sites for the Desert Academy. The NTA already gave the go ahead for this solution (please see the maps with crop fields of the different training sites attached).

Namibia Qualification Authority (NQA) accreditation

The NQA audit panel missed a subject matter expert for agriculture and thus, according to the audit regulations, the audit at Wolwedans Desert Academy could not be finalised and the feedback was insufficient.



In September 2022 a delegation of the NQA (Namibia Qualifications Authority) visited Wolwedans to conduct a pre-liminary accreditation assessment. Two filled days with discussions, recommendations and advise ended with an enjoyable fare-well lunch in the 'Living Classroom'. The delegation was overall positive, pending some shortcomings which will be addressed.

It was arranged with the NQA representatives, to have the agriculture expert visiting Wolwedans in April or May 2023 to conduct an audit on the setup, equipment, and machinery. The Wolwedans Foundation relies on the availability of NQA audit capacity and cannot speed up the process. NQA accreditation is currently NOT condition for NTA certification and we therefore concentrate on this registration with priority.

▼ Trainees drop-outs / expulsions

We unfortunately had five (5) trainees dropping out of the horticulture & crop husbandry program.

1. Filipus Hamunyela – was expelled in September 2022 due to major misconduct
2. Demitry Eiman – dropped-out in December 2022 on his own wish
3. Kovisa Katjekuru – was expelled in December 2022 due to major misconduct
4. Asser Ndahangwapo – was expelled in December 2022 due to major misconduct
5. Marius Kock – dropped-out in December 2022 on his own wish

It is to be noted in this regard, that the Desert Academy experiences trainee dropouts in every intake, and we have expected to lose trainees in the training period. However, we have not calculated to lose five trainees in one year and we, therefore, will fill up the intake to go back to a sustainable trainee number (12 trainees). This will be done as soon as possible as the level 3 training will commence in July 2023.

Plans for the next period

- ▼ Replacement of dropped out trainees (April-June 2023)
- ▼ Level 3 training start (July 2023)
- ▼ Permanent employment of all active facilitators (Jan 2023)
- ▼ Receive NTA registration (Mai 2023)
- ▼ Level 2 external NTA assessment (June/July 2023)
- ▼ Receive NQA accreditation (July/Aug 2023)
- ▼ Enrolment of new intake (October 2023 or in beginning of 2024).

Measuring Impact with WEEVA



Crushing glass bottles to be mixed into home made bricks – hence making them go away – is not good enough. In future all waste saved from landfill will be weighed and then either re-purposed or sent for recycling in a compressed form. Crushing glass bottles reduces the volume of glass sent to recycling by 90% whilst the weight remains the same. This is one of many examples (the same goes for cans and cardboard boxes) how CO² emissions can be reduced - by reducing transport (of air).

Due to the ongoing process of establishing effective impact measuring tools such as procuring scales to measure our waste, a lot of the figures for ConTine Foundation have only been captured in 2023, as opposed to the reporting period of 2022. In 2022, we commenced most of the funded projects. To ensure effective measurement and communication of our sustainability projects and for accountability purposes, we have partnered with the WEEVA Team to upload data onto their system. This platform automates figures for generated waste, revenue from waste, energy and water use, allowing us to track progress towards our sustainability goals. By periodically weighing waste and monitoring revenue generated from it, we can improve our impact in these areas. WEEVA's step-by-step guides, dashboards, and trackers are instrumental in helping us achieve this goal.

Learn more about WEEVA at <https://weeva.earth/>.

Financial

ConTine has been sponsoring certain projects within the AridEden Matrix | 25, see page 7. Whilst this engagement is reflected with the overall Foundation audit, these 'engagements' were also listed separately, see Fig 1 & 2 below. These are extracts from the Annual Financial Report which is attached in it's complete form in addition to this report, see page 20 (Horticulture) and page 22 (AridEden Project). Assets financed by ConTine are listed on page 14 under property plant and equipment.

FIG 1

THE WOLWEDANS FOUNDATION TRUST		
ADDITIONAL INFORMATION		
DESERT ACADEMY HORTICULTURE		
DETAILED STATEMENT OF SURPLUS AND DEFICIT FOR THE YEAR ENDED 31 DECEMBER 2022		
	2022	2021
	N\$	N\$
INCOME		
Grant income - ConTine	1 778 535	464 911
EXPENDITURE		
	(940 538)	(448 779)
Accounting fees	14 584	-
Audit fees	20 000	20 000
Information technology	5 014	4 343
Rent paid	118 183	52 500
Stationery and printing	4 999	7 064
Salaries and other staff costs	372 755	220 686
- Salaries	321 030	200 014
- Accommodation	25 940	7 000
- Meals	21 000	6 450
- Recruitment	-	4 422
- Transport	4 785	2 800
Trainee costs	405 003	144 186
- Accommodation	59 400	27 200
- Annual fees	2 000	2 000
- Consumables	30 583	15 290
- Living allowance	48 485	18 000
- Meals	199 926	52 800
- Transport	54 021	19 800
- Uniforms	10 588	9 096
SURPLUS for the year	837 997	16 132

THE WOLWEDANS FOUNDATION TRUST		
ADDITIONAL INFORMATION		
ARID EDEN PROJECT		
DETAILED STATEMENT OF SURPLUS AND DEFICIT FOR THE YEAR ENDED 31 DECEMBER 2022		
	2022	2021
	N\$	N\$
INCOME	2 962 004	3 385 022
Grant income - ConTine	-	2 094 531
Foundation levies from NamibRand Safaris (Pty) Ltd	2 209 521	1 087 944
Donations	123 808	202 547
Meal income	231 433	-
Solar power generation income	68 612	-
Tree planting initiative	328 630	-
EXPENDITURE	(869 078)	(834 592)
Accounting fees	9 854	6 804
Audit fees	20 000	49 070
Bank charges	23 154	10 786
Chicken pen running costs	38 526	1 210
Communication and outreach	3 563	-
Consultation and facilitation	103 966	13 649
Culture Matrix 25	46 756	-
Depreciation	219 601	208 203
Electricity and water	25 554	130 659
Garden and greenhouse expenses	1 640	21 483
Information technology	29 339	77 261
Insurance	27 366	75 720
Interest paid	86 384	-
Launch of TAEP Project	-	9 516
Media and advocacy	-	33 822
Motor vehicle expenses	15 101	7 186
Printing, stationery and brochures	22 047	37 583
Repairs and maintenance	3 191	79 643
Salaries	85 371	37 782
Security	4 594	13 420
Telephone	-	15 255
Travelling and accommodation	-	5 540
Tree planting expenses	103 071	-
SURPLUS for the year	2 092 926	2 550 430

The main field of focus during 2022 and beyond is the pilot phase of the Horticulture Training programme, which is also accounted for separately. See Fig.2. Figure 1 & 2

The Road Ahead: Appreciating ConTine Foundation



It's still a long road ahead. We are not afraid though to take on 'The AridEden Project' journey. One step at a time and taking pause every now and then to appreciate what has already been accomplished, and what still lies ahead. As Nelson Mandela famously said: "It always seems impossible until it is done". We will 'do' it – with our own resources and the help of donors.

As we reflect on the past year, we are filled with an overwhelming sense of gratitude for ContTine's unwavering support of the Arid-Eden project. This partnership with has allowed us to continue our mission of sustainability and conservation in the face of incredible (post-COVID) adversity.

We remember the moment when we first realized the devastating impact that the COVID-19 pandemic was having on our reserves. Our future-focused activities were in jeopardy, and we were at risk of losing years of progress at the expense of our planet and its people. But instead of giving up, we reached out to like-minded institutions such as yours, and we were met with a resounding response of support and shared vision.

Together, we have embarked on a journey to build back better and to bring sustainability to life through the AridEden Project's Matrix | 25. Your investment in this project has enabled us to develop, finance, and implement a range of integrated projects and programs that will have a positive impact on our environment and local communities for years to come.

We are grateful for your faith in us and our mission, and we promise to remain dedicated and to continue putting our "shoulder to the wheel" to do the work on the ground. As we look ahead to the next ten years, we are excited to see the positive impacts that these projects will have, and we remain open and flexible to new ideas and emerging priorities that may arise.

We are honored to be on this journey with you.
Kindly your Wolwedans Foundation Team

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