

PREFACE

Our way of life is undergoing profound changes worldwide. Our societies have been forced to confront a global pandemic that poses a grave threat to the lives of many, especially the elderly. Additionally, our climate is shifting, resulting in floods and prolonged dry spells that jeopardize the livelihoods of numerous individuals across the globe. Moreover, our relative peace is under pressure due to escalating polarization between countries and communities that previously coexisted peacefully. In this challenging state of affairs, we must express gratitude that the Ndlovu Care Group remains steadfast in its commitment to its core mission: serving the needs of underprivileged people,

both children and adults, in the rural area of southern Limpopo. This report chronicles the noble efforts of this organization.

Amidst all the global changes posing challenges to Ndlovu, one particular change stands out for our organization: as of December 2022, Dr. Hugo Tempelman stepped down as Chief

Executive Officer. In 1994, he single-handedly founded the Ndlovu Medical Centre in Elandsdoorn. Together with his wife Liesje, Dr. Hugo Tempelman

expanded this initially small medical centre into the multifaceted organization that Ndlovu Care Group is today. His driving force was the recognition of

the needs and hidden talents

of the people he served,
and his instruments for
success were creativity
and perseverance.
Countless children
and adults have
experienced improved
lives, thanks to Dr.
Tempelman's vision and

year-long commitment to providing better healthcare, nutrition, and education. The Board of Trustees wishes to express its profound gratitude and is pleased that he, as the Founder of Ndlovu Care Group, will remain connected to our organization.

The Ndlovu Care Group is advancing with new initiatives and under new leadership. The Board of Trustees has appointed Lourens Duvenhage as the new CEO, and Leanmore Banhwa as his successor as CFO. Alongside other members of the senior staff, we are confident that the organization is in capable hands and will rise to meet the inevitable challenges ahead. Ultimately, the success of the Ndlovu Care Group is attributable to the quality and dedication of all those involved in its endeavors. Thank you!

Professor Geert Blijham

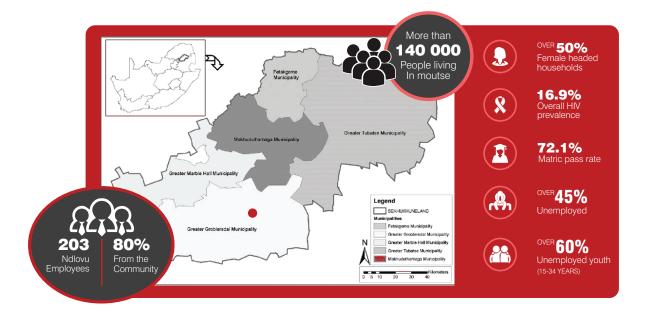
Chairman of the Board of Trustees

ABOUT NDLOVU CARE GROUP

Established in 1994, Ndlovu Care Group (NCG) serves the communities of Moutse Valley, Sekhukhune, Limpopo, South Africa, which boasts a population of over 140,000 residents. Presently, the organization employs 203 individuals, with more than 80% hailing from the local community. The area faces significant water scarcity issues, further exacerbated by the fact that roughly 79% of the population falls under the category of poor or indigent, with monthly earnings below R1500, impacting the municipality's revenue

generation capabilities. Situated in socioeconomic Quintile 1, the Sekhukhune District grapples with soaring unemployment rates surpassing 45%, especially prevalent among youths aged 15-34 (60% unemployment). Furthermore, a majority of households are headed by females. HIV prevalence among pregnant women ranges from 19-27%, with an overall prevalence of 16.9%. Additionally, nearly half of the population is under 18 years old. The education system in Limpopo province faces resource shortages, evident in the 2022

Matric pass rate of 72.1%, which marks an increase from the 66.7% achieved in 2021. Notably, there was a marginal improvement in the Sekhukhune District, with a 2022 pass rate of 66.8%, up from 59% in 2021. Access to tertiary education remains limited, contributing to prolonged unemployment among Matric graduates. NCG endeavours to tackle these challenges through its comprehensive "Cradle to Career" approach.



Our Vision

"Creating healthy, responsible, and self-sustaining communities in rural South Africa"

Our Mission

"Ndlovu Care Group works with communities to design and implement innovative, evidence based solutions and programmes through an integrated approach addressing; healthcare, child and youth needs, WASH, infrastructure support and research for improved cohesive community development."

WHO WE ARE

Ndlovu Care Group (NCG) works with communities to design and implement innovative, evidence-based solutions and programmes through an integrated approach addressing: Healthcare, Child Care & Youth Development, WASH (Water Sanitation and Hygiene), Infrastructure Support and Research for improved cohesive community development.

MEET THE NDLOVU CARE GROUP MANAGEMENT TEAM



Lourens Duvenhage
Chief Executive Officer



Poppy Mashamaite
Chief Human Resources
Officer



Leanmore Banhwa
Chief Financial Officer

MESSAGE FROM OUR CEO



With pride, I present the 2022-2023 Annual Report for Ndlovu Care Group. In my new role as CEO, I have worked closely with our team to confront the significant challenges that the organization has faced throughout the year.

It is important to emphasize that despite the trials and tribulations of 2022, Ndlovu Care Group has achieved numerous milestones and successes. Our most invaluable asset undoubtedly remains our devoted staff, especially our management team, who consistently exhibit ownership and accountability for our programs. Their resourcefulness and resilience have been

instrumental in navigating the challenges we have faced, ensuring the continued success of our endeavours.

I am pleased to report that Ndlovu Care Group continues to make a positive impact in our community, enhancing the livelihoods of many individuals. This would not be possible without the unwavering commitment and tireless dedication of our staff. We remain steadfast in our mission to foster healthy, responsible, and empowered individuals in South Africa, never wavering in our dedication to this cause.

As an innovative organization, we must always strive for growth and improvement, but we also need to take the time to regroup before tackling the next challenge. In the next year, Ndlovu Care Group will restructure focussing on sustainability of the organisation. With loyal support of our donors and supporters, I believe we will emerge stronger.

I am grateful for the dedication and hard work of our staff and the support of the Board of Trustees.

Lourens Duvenhage
CEO Ndlovu Care Group

"A setback is a setup for a comeback"

- Kwame Alexander

KEY HIGHLIGHTS 2022-23







Healthcare

Ndlovu Management has prioritized rebuilding their relationship with the Department of Health, which had deteriorated following the closure of the HIV program in 2018. Positive interactions with key figures such as the MEC, HOD, and provincial Research Council are yielding promising results. There's a notable return of patients who trust the General Practitioner and the Paediatrician at Ndlovu Medical Centre (NMC). The implementation of an in-house developed electronic data collection tool at NMC will provide valuable insights into the community's disease burden, aid in clinical trial feasibilities, and inform academic research. The COVID vaccination program, having administered almost 140,000 vaccinations since July 2021, has made a significant contribution to the national vaccine rollout. Additionally, the Audiology department continues to screen and treat a substantial number of individuals.

Research and Laboratory

The Research Department is undergoing restructuring, with a focus on participating in clinical trial research. Progress has been made, particularly in staff training and clinical flow, prioritizing adherence to Good Clinical Practice standards. COVID research is reducing and like many other clinical trials units, Ndlovu had to scale down from the large capacity that was built during the height of the COVID pandemic. Despite some operational challenges in this department, Ndlovu Research Centre is using this as an opportunity to learn and rebuild, aiming for a stronger clinical trial unit. Academic research remains robust, with new collaborations established and efforts underway to publish results within the next six months. Grant proposals are being developed to ensure future selfsustainability of the department.

Child Care, Youth & Community Development

The Child Care, Youth & Community Development Programs are thriving, serving as a source of pride and inspiration. Food gardens and farming initiatives are successful, contributing significantly to the food security of our beneficiaries. Water programs continue to be maintained and expanded, with a focus on replacing unsafe pit toilets with child-friendly flushing facilities at ECD Centres.

The vocational school remains pivotal in empowering young individuals, having trained numerous students over the past year. Additionally, students and lecturers from the vocational school are actively involved in infrastructure upgrades and maintenance efforts, further enhancing our impact in the community.

Launching of the ServiceNow Application

In collaboration with ServiceNow, Ndlovu Care Group successfully launched a digital custom-built application on August 25, 2022. The application is currently being utilized at the Ndlovu Nutritional Units (NNU) program to support workflows, collect data, and measure results and impact. The system features a dashboard that enables us to monitor the status of each beneficiary. Additionally, a mobile application has been developed that operates in offline mode, allowing Community Health Workers (CHWs) to collect data in areas with poor network connectivity. The data is automatically uploaded once a Wi-Fi connection is available. Moving forward, our goal is to expand the use of this tool to all other Child Care & Youth Development programs. Our gratitude goes to ServiceNow, Tjommie, and all the individuals who worked tirelessly to ensure that we have a functional system to support our decisionmaking, strengthen our accountability to funders, and improve the efficiency of our workflows.



Ndlovu - Nikki Adler Boxing School for Girls

On September 9, 2022, NCG and Croatian-German Women's Boxing Champion Nikki Adler officially opened the Ndlovu-Nikki Adler Boxing Academy for Girls. Nikki Adler is a well-known female boxer who has held a number of international titles, including the World Boxing Council (WBC) super middleweight title, which she held from 2013 until 2017. The Boxing Academy was established to empower young women through boxing and self-defence lessons, in an effort to confront the global scourge of Gender-based Violence (GBV) harming women and girls. This initiative is an outgrowth of our PowerGirls programme, which strives to empower vulnerable young girls from disadvantaged families to overcome obstacles and achieve their full potential. We are grateful for Nikki Adler's partnership in this effort, as we work together to empower young women and address the critical issue of GBV. The Ndlovu-Nikki Adler Boxing Academy for Girls is an important step forward in achieving our mission to support vulnerable communities and create a brighter future for all.





Official Opening of the Ndlovu Vocational School

On November 9, 2022, the Ndlovu Care Group celebrated another milestone with the official opening of the Ndlovu Vocational Training Centre in Bloempoort. This centre provides hands-on training and qualifications in a variety of trades, including plumbing, carpentry, painting, bricklaying, and electrical engineering. Since the beginning of operations on January 10, 2022, the school has enrolled a total of 90 students, with the first class of 28 students graduating on the official opening day. While the majority of the students (78%) are from Siyanda Bakgatla Platinum mine, a significant proportion (22%) comes from the local community of Bloempoort. The Vocational Training Centre was established in response to the escalating unemployment rates in South Africa, which have a detrimental impact on underserved communities. We are proud to have created a facility that empowers individuals with the skills and qualifications needed to access better job opportunities and improve their livelihoods. The launch of the Ndlovu Vocational Training Centre is yet another demonstration of our dedication to accomplishing our vision of creating "healthy, responsible and empowered people in South Africa." We look forward to seeing the positive impact that this centre will have on the lives of its graduates and their communities.



MTN Awards for Social Change

On November 24, 2022, Ndlovu Care Group was honoured to receive the MTN Award for Social Change in the Large NPO category. This prestigious award, established in 2019 by the MTN Foundation in partnership with Trialogue, recognizes and celebrates excellent monitoring and evaluation (M&E) practices in the non-profit sector. At Ndlovu Care Group, we are committed to leveraging M&E as a critical tool for measuring and evaluating the impact of our programs and services, and for informing continuous improvement and evaluative decision-making. This award is a testament to the hard work and dedication of our team and partners, and the positive impact that we are making in the lives of the most vulnerable members of our communities. We are grateful to the MTN Foundation and Trialogue for this recognition and the opportunity to further our mission of creating healthy, responsible, and empowered communities in South Africa.



CHILD CARE, YOUTH & COMMUNTY DEVELOPMENT PROGRAMME

The Child Care & Youth Development Programme of Ndlovu Care Group comprises nine projects aimed at aiding Orphaned & Vulnerable Children in rural Moutse.

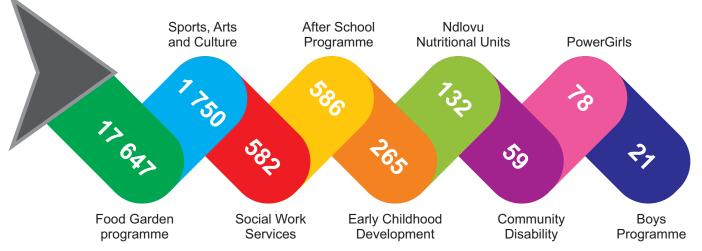


Through meticulous identification and enrolment processes, we tailor programmes to suit individual needs, often conducting home visits for comprehensive assessments. Embracing our "Cradle to Career" approach and holistic development philosophy, this programme not only prioritizes physical health but

also addresses socio-economic requirements, aspiring for self-actualization and self-sustainability. With dedication and perseverance, our programme has facilitated transformative opportunities for vulnerable children and empowered disadvantaged communities toward self-sufficiency. Despite the

challenges posed by Covid-19, 2022 marked a significant increase in beneficiaries, showcasing our resilience. Collaborations with key stakeholders have been pivotal, contributing to numerous successes detailed in the subsequent project performance analysis.

As we reflect on the impact of our Child Care & Youth Development Programmes in 2022, we reached a total of 21 130 direct beneficiaries as follows:



AFTER-SCHOOL PROGRAMME (ASP)

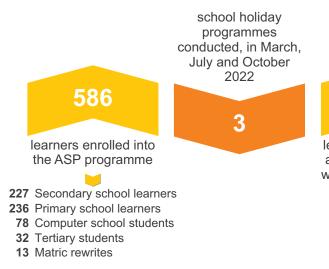
The Ndlovu After School Programme (ASP) has undertaken significant strides in enriching the educational journey of learners in rural communities. A revamped approach seeks to provide a holistic education tailored to rural learners' specific needs. Training initiatives focus on enhancing teaching staff's pedagogical skills, performance evaluation, career guidance, and life skills to prepare learners for success beyond the classroom. Mentorship ensures ongoing support for effective implementation. Recognizing the pivotal role of parental involvement, the ASP fosters partnerships with parents and communities to address resource limitations. Emphasizing a culture

of reading and love for learning, the programme aims to nurture learners' academic and personal growth. Full implementation of the new approach in 2023 promises a substantial transformation, offering learners a comprehensive and individualized education while equipping teachers for effective support. With a focus on continuous improvement, the ASP endeavours to enhance the educational experience of rural learners, preparing them for future success. Notably, in 2022, the programme experienced a significant increase in enrolment resulting in the programme having a total of 586 learners, with successful holiday programmes bridging lost learning time for 392 learners. Our School



Holiday Programme is a vital component of our mission to support and empower learners in rural communities, and we remain committed to providing high-quality education and enrichment opportunities for all.

The performance of our learners has significantly improved from 67% in 2021, and 72% in 2022 which is in line with the provincial average for the year. Importantly, this improvement accounts for an upward trend in our indicators and puts NCG on track to achieving its long-term goal.

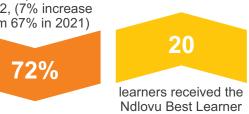




with diversified

opportunities for

career pathing



Awards

COMMUNITY DISABILITY AND REHABILITATION



The Ndlovu Disability Programme is a dynamic initiative dedicated to fostering the inclusion and well-being of Children and Youth Living with Disabilities (CYLwD). It has achieved significant successes in advocacy, such as enrolling 10 CYLwD in mainstream education and expanding Transitional Services to include supported employment and individualized home-based care.

Collaboration with Special Olympics South Africa led to a 53% increase in enrollment from 45 beneficiaries in 2021 to 69 in 2022. The programme offers Vocational Skills Training and therapeutic excursions, providing CYLwD with opportunities for fun, social interaction, and skill development. Notable success stories, like Dimakatso Kunene's journey of excelling in sports

and representing South Africa internationally, highlight the programme's impact. Partnerships with institutions like Witwatersrand University offer training opportunities for Occupational Therapy students, equipping them to serve underserved rural communities across the nation.

- **69** CYLwD enrolled into the programme
 - 16 CP Group 47 II Group 6 Outpatient Group
- 10 CYLwD were advocated to participate and benefit from mainstream education activities

- 47 CYLwD regularly participated in the Vocational Skills Training programme
- 3 CYLwD underwent surgical procedures, in partnership with Operation Healing Hands
- 11 CYLwD were placed into Transitional Services through supported internship in partnership with Special Olympics South Africa
- 3 therapeutic excursions conducted



EARLY CHILDHOOD DEVELOPMENT PROGRAMME (ECD)

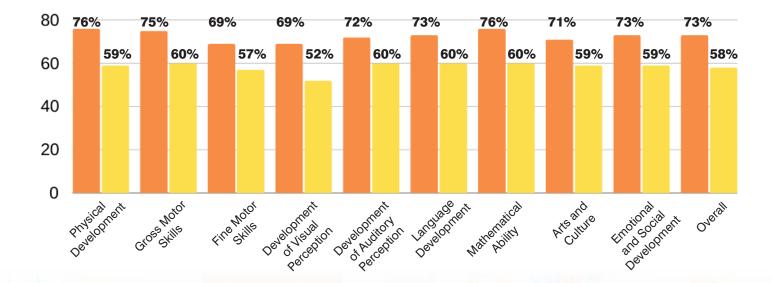


The Ndlovu Early Childhood Development (ECD) Programme has made significant progress during the reporting period. With enrollment resuming in the Grade RRR class after being halted for two years due to the Covid-19 pandemic, the programme saw a 57% increase in enrollment, from 169 learners in 2021 to 265 learners in 2022. The programme's advocacy strategy for the inclusion of children living with disabilities in mainstream ECD education was also a major accomplishment. The programme has enrolled

seven children living with disabilities in its various ECD centers, with the aim of providing child-centered learning, play, participation, peer interaction, and friendship development. The programme has also conducted developmental milestone achievement assessments, with children achieving a 73% average score at the end of the year. Despite this progress, there is still much work to be done to ensure the delivery of quality ECD services and that no child is left behind.



Ndlovu ECD Centres conducted developmental milestone assessments twice in 2022, at mid-year and year-end, using the Class Out of the Box approach to evaluate nine developmental areas. The results showed that children achieved an overall average score of 73% at the end of the year, indicating a significant improvement of 26% from the mid-year assessment's score of 58%. Notably, there was an improvement in all developmental milestones, with Physical Development and Mathematical Ability receiving the highest scores, followed by Gross Motor Skills. These milestones, which include reading, writing, counting, and social skills, help prepare children for the transition to primary school as highlighted below.











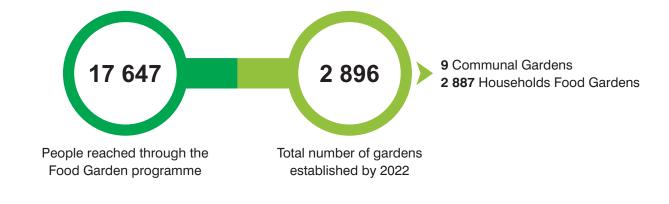
FOOD GARDENS



With 2887 household food gardens and 9 communal gardens established by 2022, the programme has directly benefited thousands of community members. As we continue to expand and develop our food garden initiatives, we are committed to working closely with our partners to ensure their ongoing success and impact.

The Ndlovu Food Garden Programme has been a cornerstone of our efforts to improve food security in Moutse, with almost **2 900** gardens established by 2022. As we reflect on our progress, we recognize that sustainability is key, and we have shifted our focus towards communal gardens, as well as the establishment of Lefa's farm. Lefa's farm represents a new chapter in our community-driven food garden programme, with the goal of not only improving food security but also sustainable livelihoods through agricultural enterprise development. With the support from Tjommie, Lefa's Farm is a vital project. Despite facing difficulties in acquiring land,

we successfully signed a lease agreement with a local chief and acquired 10 160 square meters of land in September 2022. We immediately began clearing, scraping, and debushing the area, followed by building a fence all around it, three 10m x 30m Greenhouse Tunnel greenhouses, and a solar-powered borehole with two 5 000-liter water tanks. Lefa planted a variety of crops, including tomatoes, spinach, eggplant, and green pepper, with the first harvest scheduled for January 2023. This project is on track to generate income for youth through sales and serve as a community lifeline to alleviate hunger.



NDLOVU NUTRITIONAL UNITS



The Ndlovu Nutritional Units (NNU) programme has been a key component of our efforts to improve the nutritional wellbeing of vulnerable children in the Moutse community. In 2022, our dedication to this cause was recognized when we won the MTN Awards for Social Change, thanks in part to the implementation of the Ndlovu-ServiceNow system. This system has enabled us to optimize

processes in the NNU, with almost all activities now being captured on the application, resulting in a record number of beneficiaries enrolled in the programme. In addition, 128 beneficiary households now have food gardens, and we provided 40 504 meals to vulnerable children. Furthermore, in May 2022, we collaborated with Mamas Alliance to host a five-day training program aimed at

increasing our impact in improving the nutrition of vulnerable children across South Africa. The training brought together 12 participants from different organizations within Mamas Alliance, comprising managers, caregivers, and project coordinators, to learn more about the implementation, management, and monitoring and evaluation of the NNU programme.

289

Children screened for malnutrition 132

Beneficiaries enrolled into the programme **50**

Children discharged from the programme 128

Beneficiary households with food gardens 40 504

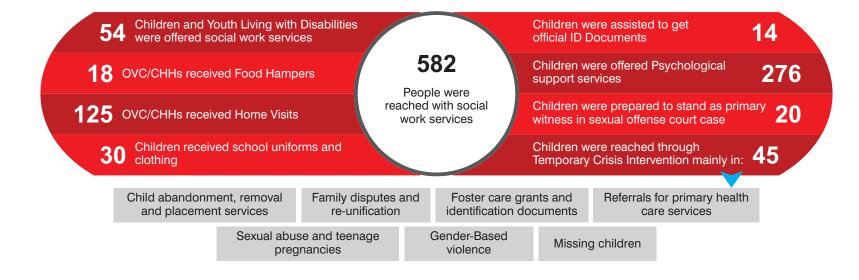
Meals provided

SOCIAL WORK SERVICES



Ndlovu Social Work Services is committed to improving the wellbeing of vulnerable individuals and families in Moutse communities, with a particular focus on Orphans and Vulnerable Children (OVCs) and Child Headed Households (CHHs). Our interventions aim to protect vulnerable children from abuse and neglect by strengthening family relationships and providing the necessary support.

In 2022, our services reached **582** people, including **54** children and youth living with disabilities. We provided food hampers and home visits to **18** OVC/CHHs, and **125** OVC/CHHs received psychological support services. Our services also extended to legal advocacy, where **20** children were prepared to stand as primary witnesses in sexual offense court cases.



POWERGIRLS PROGRAMME

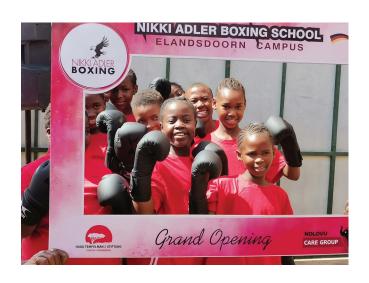


The Ndlovu PowerGirls programme serves as a crucial support system for vulnerable girls facing various challenges, including poverty, gender-based violence, and limited access to education and healthcare. More than just a platform for empowerment, it equips girls with essential tools and resources for

success. In 2022, the programme enrolled **78** PowerGirls, with significant transitions between age groups and a total of **30** graduates. The Sanitary Pads initiative exemplifies the programme's dedication to addressing critical health and education issues, distributing over **4 883** pads to

more than **2 540** girls, reducing absenteeism and promoting sexual reproductive health education. As the programme expands, it continues to make a substantial impact in the lives of vulnerable girls in South Africa's Limpopo province, breaking barriers and fostering positive change.

BOXING PROGRAMME



The Ndlovu **PowerGirls** programme's Boxing initiative, launched in September 2022 in collaboration with Croatian-German Women's Boxing Champion Nikki Adler, aims to promote physical psychological resilience among vulnerable young girls. Through weekly boxing and self-defence classes. life skills sessions, and counselling services,

the initiative equips girls aged 12 to 16 with tools to defend themselves against Gender-based Violence (GBV). With the support of female coaches and virtual guidance from Nikki Adler, the programme empowers girls to develop awareness, safety strategies, and techniques to prevent and escape violence. Our inaugural group of boxers consisted of 14 girls who

embarked on a transformative journey aimed at nurturing independence and confidence, both physically and mentally. This initiative not only fosters a sense of dignity and security among the participants but also underscores the unwavering commitment of the Ndlovu PowerGirls programme to empower young girls.

BOYS PROGRAMME



The Boys Programme initiative, an extension of the successful PowerGirls programme, addresses the need for gender transformative programming for young boys in rural communities. By focusing on themes such as mental health, gender-based violence, education, and sexual and reproductive health, the initiative aims to empower boys with essential life skills and promote positive masculinity. Recognizing the prevalence of violence and harmful masculinity constructs in rural communities, the programme seeks to instil values of education, healthy relationships, and emotional well-being. With 21 boys enrolled, positive changes in attitudes and behaviours have been observed, reflecting the initiative's potential to create a ripple effect in the community. The Boys Programme underscores the organization's commitment to fostering gender equity and creating a supportive environment for both boys and girls to thrive.

SPORTS, ARTS AND CULTURE



Ndlovu Sports Programme offers an avenue for young people to boost their physical and social abilities and stay away from unhealthy behaviours. In 2022, the Ndlovu-Nikki Adler Boxing School was opened, and various events were organized, including Ndlovu Internal Leagues, the Body Building competition, Fitness Bootcamp, and the Open Day event. The program reached **1 750** children, youth, and adults who were weekly regular visitors, with **597** people using the Ndlovu Courts for physical activities in 2022.

1 750

Children, youth and adults belonging to the group of weekly regular visitors in 2022 (includes people involved in other activities or people on spectator benches)

597

Children, youth and adults belonging to the group of weekly regular visitors that used Ndlovu Courts for sports or physical activities in 2022

Participants registered at Bloempoort Campus

494

Participants registered at Elandsdoorn Campus

103

- 242 Ndlovu Fitness Centre.
- 47 Basket ball
- 126 Boys Soccer
- 36 Netball

- 17 Tennis
- 10 Volley ball
- **16** Aerobics

- 43 Boys soccer
- 26 Netball
- 22 Aerobics
- 12 Girls soccer

WATER SANITATION AND HYGIENE (WASH) PROGRAMME



In response to the persistent water challenges faced by the Moutse community, NGG established a network of boreholes to provide clean and safe water. In 2022, an additional 22 boreholes were added, totalling 77 strategically located boreholes covering the community. To enhance sustainability and reduce environmental impact, 24 boreholes are powered by

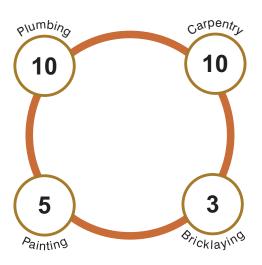
solar energy. Each borehole is equipped with storage tanks, solar panels, pumps, and multiple taps for simultaneous access. Over 80 000 people have benefited from these boreholes, with 25 600 gaining access in 2022 alone. This investment not only improves water access for household use but also enhances livelihoods, evidenced by the rise in home

food gardens and improved food security. NGG's future focus is on borehole maintenance and local management strengthening for sustained provision of clean water. Additionally, **154** water tanks and **550** community taps have been installed, further improving water and sanitation access in the area.

VOCATIONAL SCHOOL



In November 2022, the Ndlovu Care Group officially inaugurated the Ndlovu Vocational Training Centre in Bloempoort, although operations had commenced as early as January 10, 2022. This institution offers hands-on training and qualifications across a spectrum of trades, including plumbing, carpentry, painting, bricklaying, and electrical engineering. Accredited by educational quality bodies such as QCTO, Construction SETA, and NAMB, the centre offers occupational qualifications in bricklaying, painting, plumbing, and carpentry. Since its inception, the school has enrolled a total of **90** students, with the inaugural class of **28** students graduating on the official opening day in the following trades:



Looking ahead, we aim to broaden our course offerings through additional accreditations, thereby equipping more learners with skills in various technical and professional domains. With a capacity to train at least 2 000 learners annually across diverse technical and professional fields, we are poised to make a significant impact on skills development and job readiness in the community.





HEALTH CARE PROGRAMMES

NDLOVU MEDICAL CENTRE (NMC)

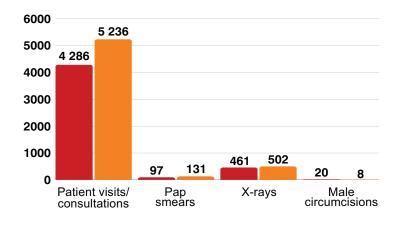


The Ndlovu Medical Centre (NMC) remains steadfast in its commitment to providing proper, affordable, and high-quality primary healthcare services to the community. A total of 4 286 patients seen over the reporting period. This averages to approximately 357 patients

per month. However, the patient volumes in the reporting period were lower compared to the previous year is mainly attributed to the reduction in our community outreaches which increases usually drives up our numbers. Moving forward, we remain committed

to ongoing innovation and collaboration with stakeholders to address barriers to primary healthcare access and ensure a positive impact on the health and well-being of the community we serve.

Ndlovu Medical Centre Services



March 2022-February 2023March 2021-February 2022

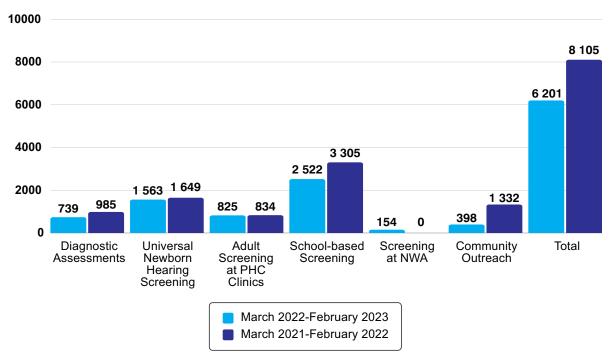


AUDIOLOGY CLINIC



The Ndlovu Wits Audiology Clinic (NWA) managed to see a total of **6 201** patients between March 2022-February 2023. However, this was a was a 23.5% slump compared to the same last year. This could be attributed to the reduction in community outreaches during this reporting period. A further description of the services in relation to targets and benchmarks is presented in the graph below:

Audiology Patients Seen per Service





PHARMACY



A total of 4 059 scripts were dispensed to the public over the reporting period. The distribution of the patients' categories was as follows:

50.5%Cash prescriptions making

30.7%Medical aid prescriptions

8.3%

Ndlovu

Nutritional

Units (NNU)
beneficiaries

Other Ndlovu Care Group programmes (e.g. Jorris House /Choir/Vocational School)

8.3%

The pharmacy has a new computer software to claim pharmaceuticals dispensed to patients in real-time.

• This allows patients to settle co-payments at the point of service

 More than 122 000 COVID-19 vaccinations have been administered through the Sisonke Implementation Study and Ndlovu Vaccination Programme to date since July 2021 to February 2023

RESEARCH PROGRAMMES

LABORATORY



Diagnostic Laboratory Department

During the reporting period, the laboratory expanded its diagnostic capabilities by acquiring four additional instruments, including two for chemistry and instruments for CD4 Count and HIV Viral load testing. The lab has also increased

its clientele by offering services to private doctors in Groblersdal, Marble Hall, Siyabuswa, and Jane Furse. Furthermore, the lab now processes clinical trial samples in-house, which were previously outsourced to central labs.

Notably, the lab has consistently achieved over 80% in External Quality Assessments (EQA) for all analytes, indicating the provision of high-quality and reliable results.



Clinical Trials Department

During the reporting period, no new studies were initiated. The last participants for lab work are expected to exit April 25, 2023. Additionally, all technical staff have undergone training and are proficient in processing PBMCs in-house. Furthermore, advanced

Good Clinical Practice (GCP) training has been provided to all clinical trial and laboratory administrative staff.

Academic Research Department

During the reporting period:

- The GIZ Immune Monitoring study, which began in July 2022 with 150 participants enrolled, was successfully conducted. All participant study visits were completed, along with thorough data assurance and quality control checks.
- A new study was initiated in collaboration with Seegene Inc. (South Korea), focusing on evaluating a next-generation molecular diagnostic assay capable of detecting eight respiratory pathogens in a single sample.
- The core academic research team underwent bioinformatics Covid-19 analysis training from October to December 2022. Additionally, monthly data analysis training sessions have been implemented since December 2022.
- Two advanced immunology instruments acquired to enable in-depth analysis of antibody and cell-mediated immune responses. Training was completed for newly acquired immunology instruments, enabling in-depth analysis of antibody and cell-mediated immune responses.
- Two peer-reviewed manuscripts were published in accredited journals:
 - » "Prevalence, Incidence, and Recurrence of Sexually Transmitted Infections in HIV-Negative Adult Women in a Rural South African Setting" in the Journal Tropical Medicine & International Health.
 - » "Point-of-Care Tenofovir Urine Testing for the Prediction of Treatment Failure and Drug Resistance During Initial Treatment for Human Immunodeficiency Virus Type 1 (HIV-1) Infection" in the Journal Clinical Infectious Diseases.
- A new collaboration was initiated with Dr. Theresa Rossouw and her immunology department at the University of Pretoria.
- Collaborations with Prof. Tulio De Oliveira (Stellenbosch University) and other investigators at NICD, NHLS, and Wits University were established and strengthened.

MEDICAL RESEARCH



The Ndlovu Research Centre (NRC) remained dedicated to fulfilling its mandate of supporting pilot and clinical trials as needed by various medical research study

sponsors. This commitment is evidenced by the number of studies undertaken, with several still ongoing, during the reporting period, as detailed below:

ENSEMBLE - Protocol Number VAC31518COV3001

A Randomized, Double-blind, Placebo-controlled Phase 3 Study to Assess the Efficacy and Safety of Ad26.CO2.S for the Prevention of SARS-CoV-2-mediated COVID-19 in Adults Aged 18 years and Older.

- 602 Participants Enrolled
- 589 Participants Ongoing
- Estimated end of Study: 2-May-2023

UBUNTU – Protocol Number COVPN3008

Multi-Centre, Randomized, Efficacy Study of COVID-19 mRNA Vaccine in Regions with SARS-CoV-2 Variants of Concern.

- 235 Participants Enrolled
- 235 Participants Ongoing
- Estimated end of Study: 28 Feb 2024

SHERPA - SISONKE4/SHERPAmRNA1273

Open-label, single-arm phase 3B implementation study to monitor the effectiveness of the single-dose Ad26.COV2.S COVID-19 vaccine among health care workers in South Africa.

- 160 Participants Enrolled
- 160 Participants Ongoing
- Estimated end of Study: 31 Dec 2024

COV3003 - Protocol Number VAC31518COV3003

A Randomized, Double-blind, Phase 3 Study to Evaluate 6 Dose Levels of Ad26.COV2.S Administered As a Two-Dose Schedule in Healthy Adults.

- 32 Participants Enrolled
- 32 Participants Ongoing
- Estimated end of Study: 30 Jun 2023

COV3006 (Horizon) - Protocol Number VAC31518COV3006

A Randomized, Double-blind, Phase 3 Study to Evaluate 6 Dose Levels of Ad26. COV2.S Administered As a Two-Dose Schedule in Healthy Adults.

- 30 Participants Enrolled
- 30 Participants Ongoing
- Estimated end of Study: 31 Dec 2023

ZOLI - STI-Zoli001

A multi-centre, randomized, open-label, non-inferiority trial to evaluate the efficacy and safety of a single, oral dose of Zoliflodacin compared to a combination of a single intramuscular dose of ceftriaxone and a single oral dose of azithromycin in the treatment of patients with uncomplicated gonorrhoea.

- 31 Participants Enrolled
- 31 Participants Ongoing
- Estimated end of Study: 29 Sept 2023

ADMINISTRATION AND SUPPORT SERVICES

HUMAN RESOURCES

Overview

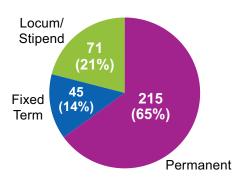
Throughout the reporting period, our non-profit organization (NPO) underwent a notable organizational shift. As an NPO, our human resources framework is predominantly shaped by donor program structures, resulting in a majority of roles being contract-based and contingent upon specific program durations. The onset of the COVID-19 pandemic presented an opportunity

for us to refine our organizational structure, catering to the extensive interventions necessitated during this challenging phase. This restructuring brought about significant alterations, particularly in terms of our human resources capacity. Consequently, the total workforce expanded by approximately 50%, reaching 331 employees in the current reporting period, up

from **225** in 2021-22. These additional personnel allowed us to expand our reach and effectiveness in delivering essential services to our community. With a larger and more robust workforce, we were better equipped to address the diverse and evolving needs of the populations we serve, ensuring that our impact remained profound and sustainable.

Among our 331 employees, the majority are permanent staff, comprising 65% of the total workforce, followed by locums at 21% and fixed-term employees at 14%. This distribution is illustrated in the following graph:

Distribution by Employment Category:



Human Resources Focus

Training and retraining

We have prioritized investments in the training and retraining of our existing staff to uphold our commitment to delivering exceptional services to the communities we serve through our current programs. Additionally, these efforts are geared towards positioning Ndlovu Care

Group to attract increased funding for future projects. By enhancing the skills and knowledge base of our team members, we aim to not only maintain but also elevate the quality of our services, ensuring they align with the evolving needs of our beneficiaries and stakeholders.

Nurturing organisational culture

Moreover, significant progress has been achieved during the current reporting period in enhancing our organizational philosophy across all operational departments. This strategic initiative is designed to propel Ndlovu Care Group from being recognized as a "good organization" to an esteemed "excellent organization." By refining our organizational values,

principles, and practices, we are fostering a culture of excellence, innovation, and continuous improvement throughout our organization. This concerted effort will enable us to optimize our efficiency, effectiveness, and impact, ultimately better serving the communities we are dedicated to empowering and supporting.

FINANCIAL REPORT

Ndlovu Care Group manages all finances related to its non-profit operations through Ndlovu Medical Trust. Ndlovu Medical Trust holds a majority shareholding in Ndlovu Laboratories (Pty) Ltd. The

financial statements are consolidated to include the financial performance and position of the subsidiary.

The Group received an unqualified audit opinion from BVK, our independent

auditors. We pride ourselves on our systems of internal control, which ensures responsible and accurate financial reporting. Our internal controls are essential for preparation of financial

statements that are free from material misstatement and for maintaining adequate accounting records and an effective system of risk management.

Financial Performance

Ndlovu Care Group experienced a notable decline in revenue, with a 32% decrease compared to the previous year. This reduction can be primarily attributed to the slowdown in COVID-19 related revenues stemming from research, laboratory, and the vaccination program. The extraordinary growth that we experienced at the height of the Covid19 pandemic in the prior two years was anticipated to drop as we enter the post pandemic environment. We remained focused on streamlining operations and managing costs efficiently. The group posted a deficit of R13.4 million.

	Group			Trust		
	2023	2022	%Change	2023	2022	% Change
Revenue	114 253 920	167 661 650	-32%	108 842 636	129 111 257	-16%
Cost of Sales	-5 607 875	-20 746 443	-73%			
Other Income	17 139	83 846	-80%	17 139	83 846	-80%
Operating Costs	-123 236 007	-131 806 610	-7%	-118 901 536	-117 170 387	1%
Investment revenue	1 171 740	626 505	87%	1 171 740	625 273	87%
Taxation		-1 525 181				
Surplus (Deficit)	-13 401 083	14 293 767	-194%	-8 870 021	12 649 989	-170%
Non-Controlling Interest	-2 131 065	315 643				

Financial Position

The Group maintained a strong emphasis on sound working capital management, which played a pivotal role in preserving a healthy balance sheet.

Financial Position	Total Assets	Total Liabilities	Retained Surplus
Trust	53 530 763	21 101 841	32 428 922
Group	53 942 801	21 514 473	33 377 745

Risk Management

The board ensures that a thorough risk assessment, using a generally recognised methodology, is performed at least annually and used continually. Emerging risks are incorporated and assessed as soon asw they are identified. The management is accountable to the board for designing, implementing and monitoring the process of risk management and integrating it into the day-to-day activities of the Group. The management is also accountable to the board for providing assurance that it has done so. The CEO and CFO are at the forefront of the adoption or upgrading of the risk management plan, but involving the management at all levels within the operations will enhance risk management. The risk management process does not reside in any one individual or function but requires an inclusive, team-based approach for effective application across the group. It is therefore critical that risk management functions should be established with appropriate reporting lines.

Sustainability and Going Concern

The Trustees are confident that Ndlovu Medical Trust has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the Trust continues to adopt the going concern basis in preparing the annual report and accounts. In determining whether the Trust will be a going concern, the Trustees consider various factors. The most significant factor is the continued support of loyal donors with whom we have a long-standing relationship. Another factor is the ability of the Group to generate its own funds in order to finance operations aligned with its strategies and objectives.

Looking Ahead to 2024

The economic recovery from the COVID-19 pandemic has been gradual, with economic growth remaining subdued and inflationary pressures persisting. These economic challenges among others are expected to constrain revenue growth. However, Ndlovu Care Group remains resilient and adaptive in response to evolving market dynamics. The organization remains optimistic about its ability to thrive in the post-pandemic environment.



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