

UWZA

YEAR 2023

ANNUAL REPORT 2023

UNITED IS THE WAY WE CREATE LASTING CHANGE



United Way
South Africa



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About Us

United Way South Africa (UWZA) is a non-profit organisation that unites and connects all sectors of the society - individuals, business, non-profits organizations and government - to create long-term social change. We mobilize the collective caring power of communities to produce healthy, well-educated and financially stable individuals and families. UWZA envisages a nation where all citizens have access to equal rights and economic opportunities. LIVE UNITED!

OUR MISSION

To improve lives by mobilising the caring power of communities around the world.

OUR VISION

United Way envisions a world where all individuals and families achieve their human potential through education, income stability and healthy lives.



We work for a Corporate, Social and Global goal

Through our projects we make progress on the 2030 Agenda for Sustainable Development, encouraging community participation.



We actively engage with the Global Compact and uphold its principles across key domains including human rights, labor, environmental sustainability, and anti-corruption measures.

Our model: Collective Social Impact

The United Way Foundation improves the lives of people in our community.

To this end, we mobilize the power of solidarity and transformation of **companies** + **volunteers** + **NGOs** + administrations Coordinating the collective social action to solve the critical problems in our community through the **CORPORATE VOLUNTEERING**.



A FAREWELL NOTE FROM CHAIRPERSON'S AND OFFICER'S

Serving as the Chairperson of United Way South Africa (UWZA) since 2013 has been a tremendous honour and privilege. I am deeply grateful for the trust and support former and current board members extended me. I am proud of the accomplishments we have achieved together during my tenure. The dedication and passion of each board member have been instrumental to UWZA's success over the years.

Stepping down as chairperson, I want to extend my heartfelt thanks to the entire board, UWZA staff, volunteers, donors, and partners. Your collaboration and commitment to our shared goals have been invaluable. I am confident that UWZA will continue to thrive and achieve even greater success under the continuing leadership of the board, together with that of the incoming chairperson.

I would be remiss if I did not express my appreciation to the founding members of UWZA, United Way Worldwide, previous and current board directors, individual and corporate donors, partners, and the dedicated UWZA staff and volunteers. Your support has been crucial in maintaining and enhancing our positive impact on the community and fostering strong partnerships.

Thank you once again for the privilege of serving as the Chairperson of the Board. I believe in the strength of UWZA, and its capacity to overcome challenges and seize opportunities. I wish the board and UWZA continued growth and success in 2024 and beyond as you work with your partners to empower, develop, enrich, and support communities.

UWZA CHAIRPERSON'S AND
OFFICER'S

Thabang E Tawarima





CHIEF EXECUTIVE OFFICER'S REPORT

QUEEN MOKONOTO
UWZA CEO

It is with great pleasure that I report to United Way South Africa (UWZA) stakeholders on the social impact made in 2023 by the organisation.

According to the World Bank (www.worldbank.org/country/overview), weak structural growth and the COVID-19 pandemic have exacerbated socio-economic challenges in South Africa. The unemployment rate stood at an elevated 32.4% in 2023, with women and youth persistently more impacted. Inequality in South Africa remains among the highest in the world. In 2023, poverty was estimated at 62.7%, based on the upper-middle-income country poverty line, only slightly below its pandemic peak. It is against this bedrock that UWZA continues to commit to intervening in underserved communities in South Africa. The year 2023 saw us moving further into the rural areas of the Limpopo Province with intervention in schools. Lack of education is one of the causes of poverty in society, therefore investing in education will assist in decreasing the level of poverty in our country.

In April 2023, UWZA launched a Science, Mathematics, Maths literacy and English (STEM) subjects program teaching children from three different schools in Mokopane, a rural area in Limpopo, Mogalakwena district, after school, on weekends and during school holidays. These classes lead to a 75% increase in matriculants' pass rates. We aligned this intervention with the Youth Month theme, 'Accelerating Youth Economic Emancipation for a Sustainable Future'. Thus, focusing on STEM subjects, opens the doors for endless opportunities for learners participating in the project.

HUMAN JUSTICE: ANTI-HUMAN TRAFFICKING

Human trafficking is a scourge in society, often referred to as modern-day slavery. According to the USA Report (www.state.gov/reports/2023-trafficking-in-persons-report/south-africa), the South African government does not fully meet the minimum standards for the elimination of trafficking but is making significant efforts to do so. The report further states that the SA government did not demonstrate an overall increasing effort in its anti-trafficking capacity, compared to the previous reporting period, regardless of the COVID-19 pandemic's impact on its anti-trafficking capacity.

The high unemployment rate and socioeconomic stratification in South Africa increase vulnerability to exploitation, particularly of youth, women, and foreign migrants. As part of United Way South Africa's (UWZA's) Human Justice pillar, in partnership with A21, an organisation active in this sector, we facilitated human trafficking workshops for community leaders, teachers and learners. These workshops took place in Kempton Park and other areas in Ekurhuleni Municipality. They were aimed at building the knowledge of communities on human trafficking and its prevention to effect increased awareness, especially for the potential victims.

SOME OF THE KEY HIGHLIGHTS DURING THE YEAR

Recognition and Awards received for the Social Impact made by UWZA on the Communities Served.

In February 2023, UWZA received an excellent impact award for improving the education of both learners and educators from Clairwood Secondary School in KZN. UWZA provided Maths, Science, Technical Maths and English (STEM subjects) to the school. These activities happened during school holidays, after school and on weekends and included guidelines for teachers. The support provided by United Way had a huge impact as the Grade 12 learners passed with more than an 80% pass rate and have enrolled at colleges and universities to further their studies.

Another recognition was during Women's Month in August 2023, Heartbeat Woman recognised the exceptional work UWZA did for the Anti-Human Trafficking Awareness Campaign. United Way received a cheque that prompted continuance of work in the prevention of human trafficking since the government cannot win the battle single-handedly.

Establishing Strategic Engagements and Networks

I was privileged to travel to the USA as part of United Way Worldwide: United in Purpose, representing United Way South Africa. 'United in Purpose' was a collaborative global gathering of United Ways professionals held on May 17-19, 2023, in Houston, Texas. This remarkable experience presented an opportunity to meet colleagues from all over the world congregating in one place to share the same mission and vision. Therefore, networking with like minds formed the central nucleus of this gathering.

This first-of-its-kind event provided me with an opportunity to:

- Build new and stronger relationships with network colleagues and share best practices.
- Collaborate to advance United Way's priorities and strategic transformation.
- Generate ideas and learning that might apply to local communities.
- Engage in conversations on strategic initiatives inclusive of brand strategy and fundraising diversification.
- Meet CEOs from Nigeria and Ghana and share similar grassroots continental ideas; and,
- Meet our United Way Worldwide CEO Angela Williams.

While in the USA, I had an opportunity to visit Austin as part of the Aspen Youth Development Conference at the Aspen Institute's Opportunity Youth Forum and Fund. The Institute continues to deepen its commitment to advancing racial equity and expanding justice. The intervention uses an approach that invests in a set of evidence-based practices – belonging, meaning, wellbeing and purpose (BMWP). This approach has demonstrated a positive impact in improving lifetime outcomes for youth and young adults with a focus on entrepreneurship and youth employment.

This impressive experience propelled me to urge the agency to implement this entrepreneurship programme in South Africa. We plan to launch the programme towards the end of 2024 or at the beginning of 2025.

In the last quarter of the year, we conducted a strategic networking and partnership follow-up on the shores of Africa in Ghana. United Way South Africa visited United Way Ghana to observe Ghanaian projects implemented among underserved communities. These were the projects: children living with disabilities doing artwork and selling their works; gender-based violence centres; and other social impact programs.

FOCUS IN 2024

- During the coming year our focus will be on expanding our intervention on Corporate Volunteer or Employee Engagement in social impact initiatives.
- Establish and implement sustainable Youth Entrepreneurship projects in communities that United Way South Africa has never made an impact previously.
- In 2024, UWZA will engage more in projects that address multiple needs of communities. The plan is to engage with donor partners who will agree to fund projects that need intervention in most of our core programmes.
- United Way South Africa will continue in 2024 to elevate its brand in the country through exposure by attending functions that provide the organisation with opportunities to market the programmes and rendered services.

Finally,

The significant impact that United Way South Africa made in 2023 was made possible by the unwavering support of our donors, programme partners, Board, staff and volunteers. Therefore, I would like to extend my appreciation to everyone who assisted us in our journey to meet the vision of United Way, seeing a world where individuals and families achieve their human potential through education, economic stability and healthy lives. Live United!

IMPACT TO DATE

UNITED WE LIFT UP OUR COMMUNITIES.

Every day, communities struggle with issues that seem impossible to solve. Limited access to health services. Lack of education. Financial instability.



Youth Success: Over 21 688

Learners touched directly through our Youth Success Programme.

Indirectly impacted **over 130 191** individuals



Income: 629 individuals successfully participated in our Urban Agriculture Programme.

178 Farmers graduated.

33 Individuals graduated from our entrepreneurial training programme (Social Justice).



Health: Over 10 548 families impacted directly through our Covid-19 Response.

Individuals directly **over 52 740** impacted.



Collective Impact: Over 75 268 beneficiaries impacted in Education, Income and Health.

376 340 individuals indirectly impacted.

BECAUSE EVERYONE DESERVES **EDUCATION**, AN OPPORTUNITY
FOR **FINANCIAL STABILITY** AND ACCESS TO **HEALTH**.

IMPACT PROGRAMMES REPORT

EDUCATION: FOUNDATION PHASE

In partnership with Ford Motor SA, United Way South Africa erected (12 toilets, five (5) urinals, 16 hand wash basins) ablution facilities at Ndima Primary School for both staff and learners to utilise. The project's main objective is to upgrade the school's ablution facilities and further improve service accessibility for pupils and staff. Therefore, to ensure the achievement of the main objective, the old ablution facilities had to be renovated. Ndima Primary School is a state school in Mamelodi West, Gauteng, consisting of a combined complement of 1221 learners and staff.

EDUCATION: MOKOPANE YOUTH SUCCESS

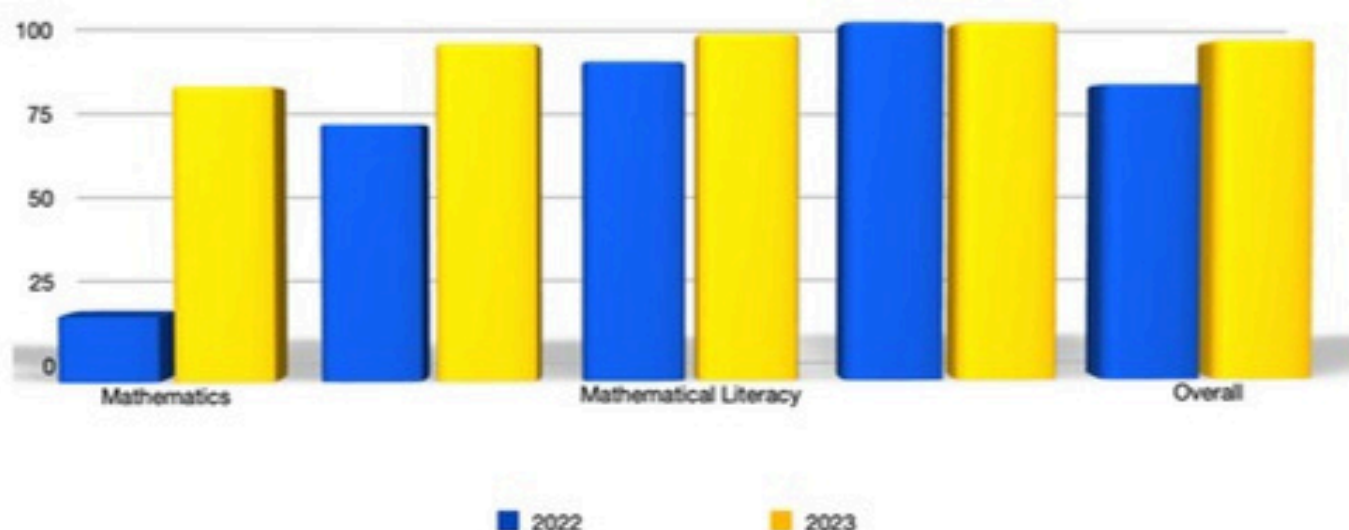
Mokopane Youth Success is an initiative operating under the Youth Success Programme. This comprehensive programme was initiated in February 2023, featuring the enrollment of 360 learners in grades twelve (12) and nine (9) from three local schools: Tetema Secondary, Nkakabidi Secondary, and Kgati Ya Moshate Secondary.

The generous funding for this endeavour comes from Total Energies. Our esteemed partner, GoMaths, plays a central role in educating these students in Mathematics, Science, and English. This educational support happens after regular school hours, on weekends, and often during school holidays. The results achieved by the learners involved in this project displayed a positive outcome. In addition, the Mokopane school district recognised the schools' improvement, especially two (Tetema and Nkakabidi).



GRADE 12 RESULTS

TETEMA SECONDARY SCHOOL

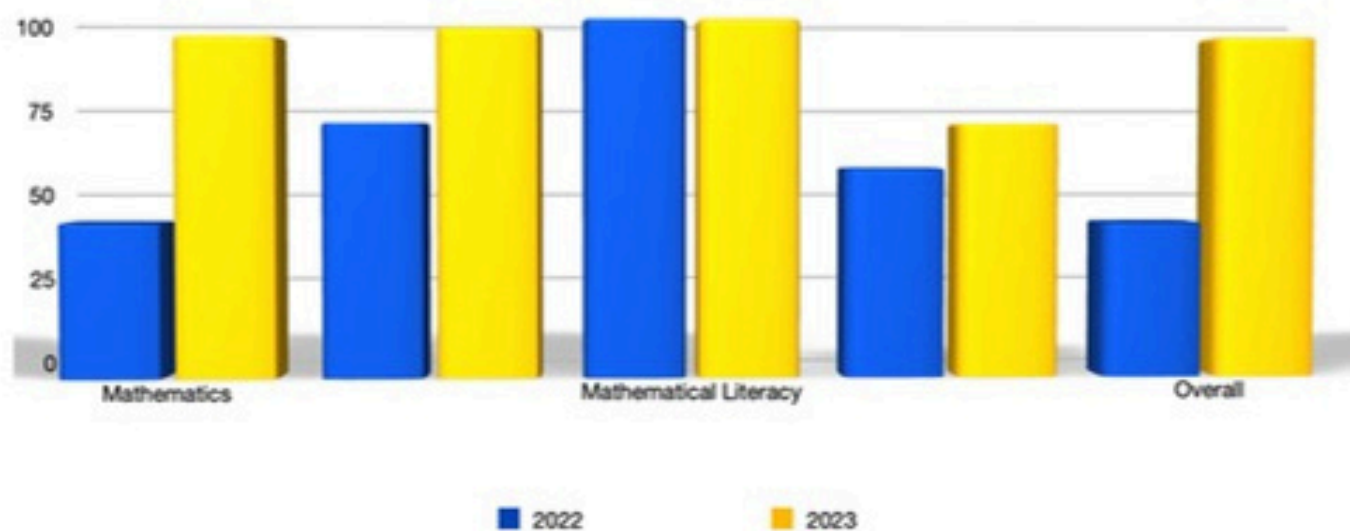


	2022	2023
Mathematics	18	82
Physical Sciences	71	94
Mathematical Literacy	89	97
English FAL	100	100
Overall	83	95

COMMENT: 2022 vs 2023 (Before and After the UWSA Intervention Program)

The above graph illustrates the impact UWZA intervention had on the subjects taught in Tetema Secondary School in the year 2023. The impact was assessed by comparing the percentage of the learners that passed the four STEM (mathematics, physical sciences, mathematical literacy and English FAL) subjects 2023, and the overall pass rate of the previous year (2022). The pass rate improved in all the subjects and the 100% pass rate in English FAL was maintained. As a result of the improvement Tetema Secondary School is now in position 3 in the district.

NKAKABIDI SECONDARY SCHOOL

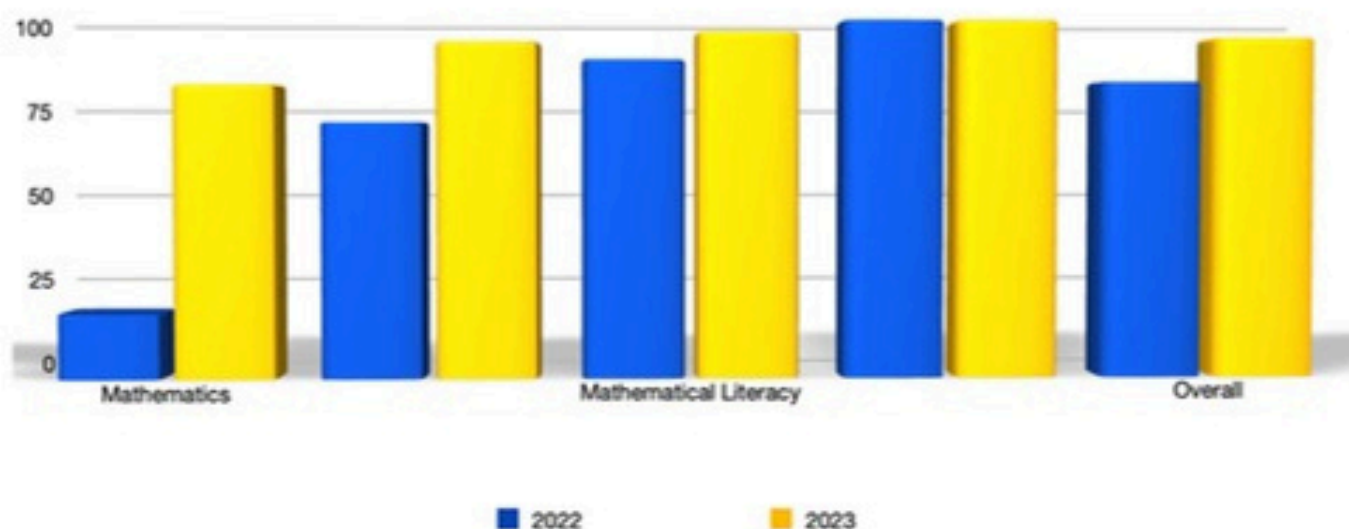


	2022	2023
Mathematics	43	95
Physical Sciences	71	98
Mathematical Literacy	100	100
English FAL	58	71
Overall	43	95

COMMENT: 2022 vs 2023 (Before and After the UWSA Intervention Program)

The UWZA intervention in Nkakabidi Secondary School targeted only three STEM (mathematics, physical sciences, and English FAL) subjects, and the above graph illustrates the improvement that was achieved. The impact was assessed by comparing the percentage of the learners that passed the three subjects and the overall pass rate of the previous year (2022). The pass rate improved in all the subjects and the 100% pass rate in English FAL was maintained. This improvement resulted with the school being awarded, the most improved school in the district as it was previously deemed the underperforming in the district.

KGATI YA MASHOTE SECONDARY SCHOOL



	2022	2023
Mathematics	18	82
Physical Sciences	71	94
Mathematical Literacy	89	97
English FAL	100	100
Overall	83	95

COMMENT: 2022 vs 2023 (Before and After the UWSA Intervention Program)

The above graph illustrates the positive impact that UWZA intervention had on Kgati Ya Moshate Secondary School by improving the percentage of the learners that passed their matric exams in the year 2023. The intervention focused on three STEM (mathematics, physical sciences, and English FAL) subjects and there was a remarkable increase in Mathematics pass rate by 43,7% compared to the previous year 2022. Even though there was a slight decrease in English FAL by 0,5%, the overall percentage of learners that passed in the year 2023 increased by 6,2% compared to the year 2022.



Out of the 360 learners on the Mokopane Youth Success project, grade 9s counted 259, Tetema had only 59 learners, while Nkakabidi, and Kgati Ya Moshate each had 100 learners per school. It was, therefore, easier to measure the project's impact in Tetema because all the grade 9s took part in the intervention, while the other schools had learners not selected to participate.

The project assisted learners in three subjects, i.e. Mathematics, Natural Sciences and English FAL. It was evident that the intervention demonstrated improvement in Tetema when comparing the percentage of learners passing these subjects between the years 2022 and 2023. The remarkable improvement was in the Natural Sciences because the increase was 44,3%.

While the evidence of impact in Nkakabidi and Kgati Ya Moshate rests upon the assumption that, since the number of learners that passed counted above 100, the project had a positive outcome. For instance, in Kgati Ya Moshate, 193 of 207 learners who wrote Natural Sciences passed.

Health



In July, we extended our outreach to a Children's Centre in Limpopo, where we presented them with 'Jars of Hope,' generously provided by our partner, Eli Lilly. These jars contain a well-balanced assortment of ingredients capable of feeding more than six people per household.

Continuing our partnership with Eli Lilly, their staff dedicated their Day of Service in September the 28th to prepare and donate more 'Jars of Hope,' along with contributions of clothing, toys, and stationery. United Way South Africa subsequently delivered these gifts to another centre in Tembisa: Tshepang Care Centre.

Through our collaboration with employees of Caterpillar Africa, Caterpillar Southern Africa & Progress Rail, the Tshepang Care Centre in Tembisa received 20 personal hygiene packs for resident orphaned and vulnerable children. The donor committed to provide the packs monthly for the subsequent 6 months.

Everyone deserves to feel safe

SOCIAL JUSTICE: ANTI-HUMAN TRAFFICKING

UWZA hosted a one-day training titled Introduction of the Anti-Human Trafficking Education Curriculum for "Training of Trainers" to raise awareness of human trafficking in South Africa. The workshop location was at Garden Court, OR Tambo, on May 9th, 2023. The participants included educators, professionals from different disciplines in humanities and community safety officers, adding up to 64 participants. The educators attended because of our good reputation at the schools we operate in and their interest in anti-human trafficking.

On May 10th and 11th, 2023, United Way South Africa resumed the project by visiting four (4) schools and giving learners a presentation on the subject matter. The schools visited were Tembisa West, Ingqayizivele, Ivory Park and Boksburg, with over 1031 learners reached. The success of the implementation resulted from our focus on prevention and awareness at schools where we are already visible because of our other programme: Youth Success.

The UWZA staff members continue participating in biweekly training provided by the network online and conduct meetings with the UWW Centre to combat Human Trafficking.



The Earth is what we all have in common.



CONTRIBUTING TOWARDS THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

Our organisation, UWZA, dedicates itself to promoting environmental sustainability and responsible care of our planet. Aligned with this commitment, we proudly joined our noble partner, the Department of Forestry, Fisheries and Environment (DFFE), participating in the 'National Ten Million Trees Programme'.

As part of this initiative, we embarked on a memorable journey to the picturesque landscapes of Mokopane in the Mogalakwena circuit in Limpopo Province. Our mission was to join hands with school learners to plant trees, thus contributing to the preservation of our environment. We planted 14 trees species, including mango, orange, avocado and various other indigenous tree species.

The objectives of this project go beyond 'Tree Planting' but emphasise actively combating the adverse impacts of climate change on our surroundings. Added hereto is the imparting of knowledge about the numerous benefits of trees, their nurturing and growth. The educational component of the programme was skilfully led by the DFFE in Mokopane. Our corporate partner, the dedicated team of UWZA, and the enthusiastic learners from Nkakabidi Secondary School and Kgati Ya Moshate Secondary School actively participated in this informative and nurturing experience.

We extend our heartfelt gratitude to our corporate partner team for their unwavering support and commitment to this cause. Together, we are fostering a sense of community and are working diligently to mitigate the effects of climate change on our precious mother planet Earth!



NATIONAL AND INTERNATIONAL COMMEMORATION CELEBRATIONS

YOUTH DAY CELEBRATION

As part of our ongoing commitment to the community, UWZA celebrated Youth Day by visiting WH Coetzer School in Johannesburg. During this visit, we distributed essential items such as deodorants, sanitary towels, and sweets to the students as a part of the United Way Health Care initiative.



NELSON MANDELA MONTH

The theme for 2023 Mandela Month was "It is in Your Hands" to make our country a better one for all. Therefore, UWZA, together with corporates, individuals, and NGO/NPOs gathered at Tshegofatsa Rona Welfare community organisation on the 18th of July, Mandela Day, to share and donate food, clothing, winter school uniforms, a jungle gym, to paint the house, clean it, and play with the children. It was heartwarming to see the children and their mothers excited at receiving the gifts and the children playing on the brand-new jungle gym.

Tshegofatsa Rona Welfare is a centre for abused women and children.

Subsequently, during the rest of the month, UWZA, together with the City of Ekurhuleni (CoE), joined learners, teachers, and the garden staff from the Community Work Programme (CWP) at Inqayizivele Secondary School in Tembisa, Ekurhuleni. UWZA utilised this event to teach the learners how to plant seedlings.





United Way South Africa celebrated Women's Month in Ivory Park Secondary School with 40 educators and administrators. The Women's Month 2023 theme was "Women's Socio-Economic Rights and Empowerment: Building Back Better for Women's Improved Resilience". The concept of Generation Equality is a global campaign linking South Africa to universal efforts to achieve gender equality by 2030.

UWZA attempted to align with the 2023 theme by organising a motivational speaker. Ms Dikeledi Kganyago shared her personal story, relaying the challenges and trials she has faced and gone through as a woman. The challenges she highlighted were firstly that young girls have difficulties in identifying their careers, spousal abuse in families that results in fatalities and a perpetual cycle of abuse. She ended by outlining possible actions that women can take when encountering abuse.

The significant action that is in line with the 2023 theme that Ms Kganyago mentioned was that, for an abused woman to attain independence and empowerment, they must have the ability to earn an income. When we promote and implement women's socio-economic rights and the empowerment agenda, women can achieve independence

UNITED WAY DAY OF SERVICE



United Way South Africa celebrated the day of service, at IkamvaYouth Centre (Ikamva Centre), to make a meaningful impact on the youth. We started our activities by providing a career and motivational talk to the grade 11 students. We then delivered a presentation on anti-human hijacking, utilising A21 resources as agreed upon. The proceedings included the grade 11 learners, over 20 volunteers and 2 staff members based in the Gauteng and Western Cape provinces. The outcome of the engagement started a partnership between United Way South Africa and the IkamvaYouth Centres.

This partnership will enable UWZA to reach all Ikamva Youth Centres in the country, assisting us in accessing more schools deriving from their relationships with schools. For instance, one Ikamva Youth Centre has over 300 beneficiaries from over five (5) schools in its operational area. Gauteng Province has four (4) Ikamva Centres, and the Soweto Centre works with 20 schools. In future, UWZA plans to train over 120 volunteers (high school completed, looking for work or upgrading their matric, or waiting to enrol in tertiary) from Gauteng alone.

CORPORATE VOLUNTEERING - EMPLOYEE ENGAGEMENT

On November 9, 2023, United Way South Africa (UWZA), in partnership with Fragomen, converged at Ivory Park Secondary School to establish a vegetable garden. The purpose of the garden is to contribute fresh produce towards consumer studies and life science subjects. We created a foundation for learners to learn and implement sustainable food security practices at school and home.

In November 2023, United Way South Africa teamed up with Fragomen to commemorate World Food Day at Ivory Park Secondary School. This event drew the attention of the City of Johannesburg, resulting in their commitment to support the school with gardening skills and produce for Consumer Studies.

UWZA, with donor support, held a pre-exam motivation event on August 18th, providing stationery packs and motivational talks. The event was also attended by the School Governing Body, community leaders, and Alumni, as it has become an annual event preceding the Trial Exams. This year, 2023 Ivory Park Secondary School achieved a 91.28% Matric pass rate, the highest achievement in years. The school is in Ekurhuleni municipality and has a complement of 2,213 learners and 69 educators.

From 15th November 2023, UWZA continued with another employee engagement project at Ben Hlongwane Secondary School in Limpopo. We revamped the school fence, installed new windows and were also able to restore the school's identity with brand-new signage boards. Ben Hlongwane Secondary School is a state school located in Tshamahansi Village, Mahwelereng-Limpopo, with a student and staff complement of 442 people.

DISASTER MANAGEMENT INTERVENTION

On August 31, 2023, a fire broke out at an illegally occupied government-owned building in the Johannesburg CBD. The devastating fire killed 77 people, injured about 88 others and left many destitute. UWZA partnered with Rise Against Hunger Africa (RAHA) to donate food at the shelters provided by the City of Johannesburg municipality.



Governance COMPOSITION



GOVERNANCE

The Board has full and effective control of the organisation and is responsible for the strategic direction of UWZA and its financial sustainability. The Board achieves this feat through a continuous review of the implementation of the approved organisational strategy and by ensuring that UWZA remains relevant in the changing South African landscape. The UWZA Board of Directors is committed to high standards of corporate governance, and it endorses the four governance outcomes set out in King IV: an ethical culture, good performance, effective control and legitimacy.

COMPOSITION

The year 2023 started with UWZA going through a rigorous process of appointing new members to the Board of Directors. The process was intense because we needed to ensure the selection of individuals with skills and expertise in UWZA programmatic areas. It is crucial and beneficial when the Board plays the oversight role and gives the organisation impactful direction. Furthermore, UWZA is entering a phase of more exposure and elevation in South Africa, therefore the newly appointed members will be able to stir the organisation in that direction meaningfully. The new United Way South Africa board consists of six board of directors (non-executive directors), two board advisors and the chief executive officer.



**Dr Itumeleng
Radebe**

**NON-
EXECUTIVE
DIRECTOR**

Dr Itumeleng Radebe is a highly accomplished medical professional and graduate of the University of the Witwatersrand with an MBChB degree. Dr Radebe has established a thriving general practice in Johannesburg, leaving a profound impact on patient well-being.

Beyond her clinic activities, Dr Radebe serves in an esteemed aviation medical doctor and emergency medicine medical officer role, contributing globally to life-saving efforts. Her qualifications in ECG Level 1 and trauma support showcase her excellence in high-stress situations.

Recognised for her outstanding work, Dr Radebe has been featured in a business magazine for her contributions as a woman in the medical field. Proficient in English, Afrikaans, Sepedi, and Zulu, she effectively connects with a diverse patient base. Driven by a passion for holistic health and women's well-being, she transforms birthing experiences in South Africa and beyond. We are confident that Dr Radebe's expertise and dedication will greatly enhance our team's commitment to innovation and success. Welcome to the team, Dr Radebe!



**Cathy
Stadler**

**NON-
EXECUTIVE
DIRECTOR**

Cathy Stadler has over 25 years of award-winning experience in marketing leadership roles. Cathy has made a significant impact on renowned business software and technology companies. Currently serving as the Sales Revenue Director at MACS Group Global, she contributes a wealth of expertise in spearheading the promotion and sales of generational AI Chat and Voice bots, transforming customer success strategies.

Cathy's results-driven and outcomes-focused approach, coupled with her strategy acumen, positions her as a distinguished leader in marketing. We are confident that Cathy's extensive experience and dedication will make valuable contributions to our board, driving innovation and success. Welcome, Cathy!



**Mmule
Sapula**

**NON-
EXECUTIVE
DIRECTOR**

Mmule is a seasoned leader with an extensive eighteen-year career, showcasing her expertise across various industries within JSE-listed organisations. Currently serving as the Executive: Commercial Projects and Sustainability at Nutun (a subsidiary of Transaction Capital, a listed financial services company), Mmule also holds the position of Non-Executive Director on the Nutun Transact Board.

Her professional journey encompasses strategic planning and execution, technology innovation, programme management, software development management, and general business management. While most of her career has been in IT, Mmule has recently transitioned into a commercial role, focusing on sustainability (ESG) at Nutun. In this capacity, she spearheads the execution of commercial projects and drives the Nutun sustainability strategy. Mmule extends her impact beyond the corporate realm as a trustee of the iThemba Trust, a Nutun initiative dedicated to enhancing the lives of young children through education.

Academically accomplished, Mmule holds a BSc in IT from the University of Johannesburg, a BSc Honours in Information Systems from UNISA, and a master's in business administration (MBA) from GIBS. Her diverse skill set, and dedication make her an asset as a board member at United Way South Africa. Welcome, Mmule!



**Sakhile
Sibeko**

**NON-
EXECUTIVE
DIRECTOR**

Sakhile, a graduate of the University of South Africa (UNISA) with an LLB degree, has furthered his education in alternative dispute resolution through the Arbitration Foundation of Southern Africa (AFSA). His initial attraction to the legal profession was supported by a strong belief in justice for all and a keen desire to understand the legal implications and remedies in any situation.

After his admission as a legal practitioner, Sakhile established SM Sibeko Attorneys in 2014. His specialisations that reach beyond civil litigation, corporate and commercial law, contract law, evictions, family law, and property law, allowed him to serve clients from diverse backgrounds.

Sakhile's expertise has garnered him visibility on national television and radio, where he has discussed property law and related matters. In addition, he has conducted workshops for various institutions across Gauteng, focusing on issues related to family and property law. With a commitment to justice and a comprehensive legal background, Sakhile brings valuable insights to the United Way South Africa board. Welcome, Sakhile!



**Shireen
Pillay**

**NON-
EXECUTIVE
DIRECTOR**

Shireen, originally from Durban (KZN), chose Johannesburg as her home over 26 years ago. With over 20 years of experience in the ICT sector, she has crafted an impressive career journey. As an executive Shireen has demonstrated her prowess in large technology OEMs, contributing to brand-building initiatives across various platforms, including notable companies such as HP, Nokia, and Oracle.

Beyond her professional achievements, Shireen dedicates herself to advancing women and youth in the ICT industry. Since she is actively engaged in organisations like Oracle's Women Leadership (OWL) and various charities and NGOs, she strives to impact peoples' lives positively.

Supported by her amazing husband, who is also her best friend, Shireen treasures her family, including two beautiful daughters. Balancing her role as a dedicated professional and a family-oriented individual, Shireen finds joy in competing in club netball, cooking, and watching sports—especially soccer, Formula One, and cricket. A loyal supporter of Manchester United FC and Ferrari in Formula 1, Shireen brings her passion for work and life to the United Way South Africa board. Welcome, Shireen!



**Dr
Phasoane
Mokgobu**

**NON-
EXECUTIVE
DIRECTOR**

Dr Phasoane Mokgobu fulfils the role of Vice-Principal: Institutional Development at the University of South Africa (UNISA), overseeing strategic coordination of institutional advancement and human resources management. His responsibilities include marketing, communication, strategic partnerships, internationalisation, the Unisa Foundation, and alumni relations.

Dr Mokgobu is also a board member at Kutlwanong Centre for Mathematics, Science and Technology NPC since April 1, 2022. He contributes extensively to the development of learners from disadvantaged backgrounds. With a wealth of experience, he has held executive positions in human resources and transformation, demonstrating leadership in human capital management and employment relations.

An accomplished lecturer and co-founder of various private companies, Dr Mokgobu is a master human resources practitioner, accredited mentors and business coach, and human resources mentor for the South African Board for People Practices (SABPP). He holds a PhD, Master of Administration, MBA, and additional qualifications from esteemed institutions. Dr Mokgobu's commitment to education, leadership, and mentoring is evident in his multifaceted career and will be an invaluable contribution to the United Way South Africa board. Welcome, Dr Mokgobu!



**Cornelia
Van
Heerden**

**BOARD
ADVISOR**

Cornelia van Heerden is a seasoned electronic engineer with an impressive career spanning over two decades in the ICT industry. Her diverse roles have covered business and IT architecture, customer experience, and commercial portfolios, showcasing a unique fusion of technical proficiency, commercial acumen, and customer-focused expertise.

Throughout her career, Cornelia has excelled in operational excellence, played a pivotal role in digital transformation initiatives, and has been a driving force behind innovation within her field. Armed with an MBA (Master's Degree in Business Administration) and an MSc (Eng) (Master's Degree in Engineering), Cornelia's leadership is distinguished by a robust educational background and a rich portfolio of professional development.

Her wealth of experience and expertise in various positions make Cornelia an invaluable asset to the United Way South Africa board, and we are delighted to welcome her to our team. Welcome, Cornelia!



**Yvonne
Busisiwe
Kgame**

**BOARD
ADVISOR**

[MA, BA Hons, B Ed, BA, Teacher, Author, Mentor, Director of YBK Consulting, Board Member of International Public Television (INPUT), Chair of Ithemba Educational Trust SA, Member of Female Wave of Change Circle of Wise Women].

Yvonne is a multi-award-winning leader who was bestowed a recognition award for services rendered by FEPACI (Pan African Federation of Film Makers). Her impact has been felt in the public and private sectors, in public broadcasting (SABC), publishing (MacMillian SA) and in education (Department of National Education SA).

Yvonne has also served on several boards including chairing the International Association of Human Values, SAWA (South African Writers Association) under the South African Literary Awards, African Animation Forum in Mauritius and International Academy Awards of TV, Arts and Sciences.



**Queen
Mokonoto**

**CHIEF
EXECUTIVE
OFFICER**

Queen, the Chief Executive Officer of United Way South Africa, leads efforts to improve lives by mobilising communities for health, education, and financial stability. Her social investment initiatives address challenges in education, healthcare, and youth unemployment, with a passion for human rights and social justice.

With a rich background in senior executive leadership, Queen has positively impacted organisations across various sectors, including HR roles focusing on gender diversity, employee engagement, mergers, acquisitions, and transformational work. Her extensive education includes an MBL (Master's Degree in Business Leadership), certifications in Business Development, and Honors degrees in Psychology and Social Work. Queen's commitment spans industries like IT, communication, engineering, production, government, and NGOs.

We'd like to thank all our donors for their

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LEGAL STATUS

United Way South Africa (UWZA) is a Non-profit Company (NPC) in terms of South Africa's Companies Act No 71 of 2008 (registration number 2013/228757/08). The organisation is registered with the South African Revenue Service as a Public Benefit Organisation (PBO tax exemption number 930053866)

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NATURE OF THIS REPORT

This Impact Report is not fully integrated. It covers the period of 1 January 2023 to 31 December 2023. It integrates United Way South Africa's (UWZA's) activities within the organisation's operating context. References to these activities are carried throughout the report.

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