



**Cape Town Environmental
Education Trust**

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FRONT COVER

Gibbs, one of our Gantouw Project eland,
showing off his quirky personality.

PHOTO

Petro Botha



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integrated report 2020





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“In this time of uncertainty, CTEET finds itself at a critical juncture.

Do we stay local and focused on doing what we do well?

Or do we try to take what we do well to a broader audience?”



Dr Anthony Roberts
CHIEF EXECUTIVE OFFICER



I sit here writing this piece from the comfort of my home, with my children running around the garden, a warm meal simmering on the stove, and all the comforts I could wish for around me.

Why, you may ask, do I open my report in such a manner?

I do so - amidst the first major pandemic since the Spanish flu - in order to acknowledge that:

1. I am extremely fortunate to still have a job
2. I am in the top few percent of South Africans that live in such luxury
3. How we go about conducting business has been irreversibly changed.

This time of lockdown has reaffirmed that we need to rethink how we conduct ourselves in our business and personal lives. However, whilst acknowledging and being empathetic towards the far-reaching economic and social impacts resulting from Covid-19, I believe

this time has allowed for a renewed assessment of our carbon footprint, of organisational focus, and of the need for a global common resolve that can prevent looming environmental destruction. I believe, too, that this time has been enlightening and will in turn set a new path for humanity.

In my last report, I referred to our focus on 'resilience' as being of key importance in how we move forward as an organisation. I stressed also how that resilience can be built into peoples' lives. Now, more than ever, our resilience as a nation will be tested, and I have no doubt that we will emerge a stronger nation.

Whilst corporates and NPOs across the country are coming under extreme financial pressure, a consensus is growing that we have to work together if we are to rebuild this nation; and that we need to reassess how the three sectors - Corporate, Government and NPOs - must

collaboratively strive towards a common goal.

In this time of uncertainty, CTEET finds itself at a critical juncture. Do we stay local and focused on doing what we do well? Or do we try to take what we do well to a broader audience?

It is with the confidence of the Board of Trustees, the belief of our team, and the backing of our partners that we hope to expand the impacts of our Crèche-to-Career model beyond the borders of Cape Town.

I have total confidence that we have what it takes to be a greater force for change, and I look forward to reporting on our successes in this next chapter of our life.



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“Changing the lives of others for the better should be everyone’s life ambition.”



David de Korte
CHAIRMAN



At CTEET we have a special vehicle for our mission of changing lives, and that is our natural environment. So we can proudly announce that we are changing lives through nature. This is the overarching vision that drives all CTEET’s programmes and projects.

Our work started with camping programmes focussing on local schools, but over the years our leadership team has had to be agile and adapt to changing needs and grab opportunities that have come our way in the new so called ‘green economy’. So today our programmes are far wider, with a schools programme that has an array of aspects to it, only one of which is the camping programme.

We also have moved into the area of training for school leavers wanting to work in conservation. We describe our offering as our ‘Crèche-to-Career’ model.

Our Nature Care Fund activities continue to provide conservators to manage sensitive fynbos sites in the city. Here we work hand in hand with the City of Cape Town, our Founder and key partner for the past 19 years. As our focus areas and activities expand, so too do our partnerships and a new and exciting phase in the life of CTEET is heralded in, prompting strategic planning meetings to map the way forward and to reaffirm our mission.

We have a very capable staff team under our CEO Anthony Roberts. This year, 2020 has been a really hard year as the Covid -19 pandemic shut the country down. Schools were closed for five months, and opened under strict protocols. This has meant that our school visits and camping

programmes have not been able to continue. Despite a dramatic loss of revenue we hung onto our staff for as long as possible but in the end we have very sadly had to retrench some staff due to diminishing reserves. We look forward to the normal resumption of our activities as soon as possible.

I am very grateful to our donors who have stuck with us through this difficult financial time. We appreciate your willingness to keep our operations going and allow us, in some cases, to defer the programmes until schools return to camping. Here I want to mention the Parker family and their Mapula Trust that has been a loyal supporter of our work. They reached out to us with additional funding during the lockdown allowing us to continue paying staff for far longer than our reserves would have allowed.

Another year where our trustees have given generously of their time and expertise in maintaining the work of CTEET. This is time and effort given out of goodwill and towards the greater good. So, thank you to all the trustees, your efforts are appreciated.

We have all been sitting at home for months during lockdown, and are ready to get back to work and continue with the mission of changing lives through nature. The school pupils are desperate to get out of the house and also away from school on camps and outings into nature. We are ready to action this.

Delite



Our programmes work to support the United Nations Sustainability Goals, as well as the Aichi Biodiversity Targets which align with our own. We have indicated our alignment using the recognisable icons in each of our programmes, where we work towards specific goals to meet these.



strategic overview



To achieve sustainability through environmentally-empowered citizenry, with zero species and habitat loss.

As we look to the road ahead we have not lost sight of what we are aiming to achieve: our Crèche-to-Career model that strives to protect the environment through reconnecting people to nature and creating opportunities for these people to grow in the Green Economy.

Our efforts to build environmental, social and potentially economic resilience has never been tested more strongly than during this time of Covid-19.

With the massive societal and economic impacts brought about by lockdown and the associated restrictions, it became quickly apparent that it is the innovative and relevant businesses and organisations that will survive. This has required flexibility and has built a stronger sense of cohesiveness than ever before - resulting in a remodelling of education programmes.

The essence of what we do has not changed but how we do it and how we take this into the coming years has.

There will be no replacement for the impact of an outdoors experience for a child, yet we have identified a massive opportunity to use technology to advance our cause.

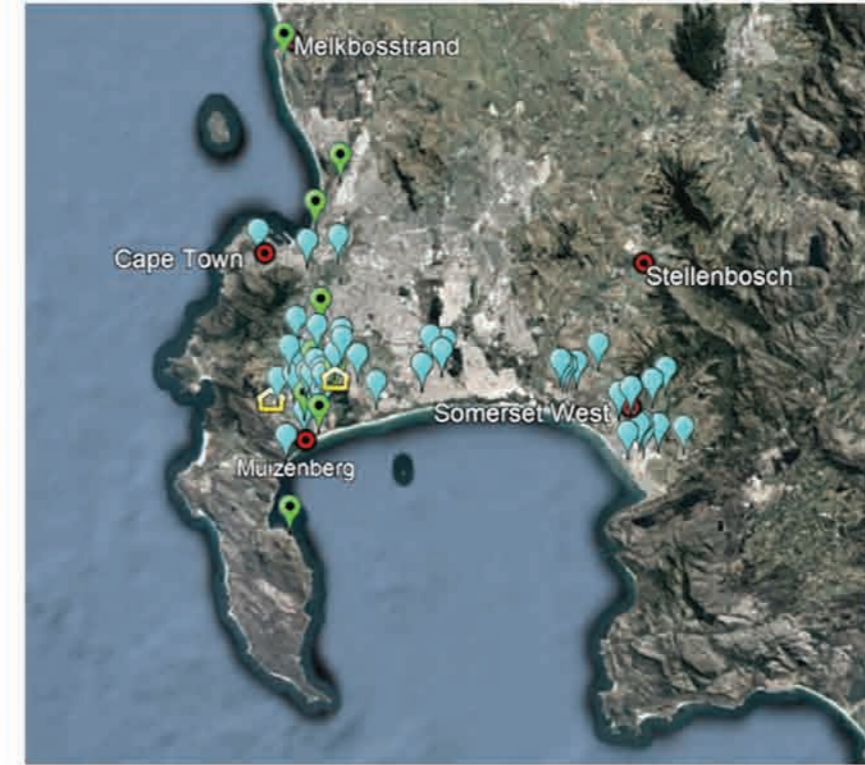
The Green Economy remains the biggest opportunity in the next five years to provide jobs. In addressing this we have embarked on registration as a training provider and began the process of developing training programmes that are relevant to where South Africa finds itself today.

Furthermore, the opportunity exists to develop short and extended training programmes utilising digital platforms and we are structuring ourselves around this.

As we have embarked on our engagement with various conservation organisations and agencies, the impact of the absence of policies and legislation to guide biodiversity offsetting in the face of property development has become ever-more apparent. To this end we have increased our efforts to engage with stakeholders across the country in an effort to better understand and facilitate dialogue around environmental protection in the face of ongoing property development.

In parallel to this, we continue to focus efforts on managing important conservation areas and increasing species conservation activities.

Where we work



KEY: Eco-Schools supported Nature Care Fund Projects Office locations

Environmental Education

Combatting Nature Deficit Disorder in children; instilling a sense of responsibility for environmental protection.

Training and Development

Identifying and developing youth as conservation leaders with access to careers in the Green Economy.

Nature Care Fund

Providing on-the-ground conservation activities and jobs.



Through applying our Crèche-to-Career model we aim to expose as many children and youth as possible to the wonders of nature and create the platforms and structures for them to pursue a career in the Green Economy.

- Making the Cape Town Environmental Education Trust (CTEET) a leading force in environmental education in South Africa, supporting educational programmes on nature reserves and providing engaging programmes and outdoor camps to children from low-income communities.
- Identifying youth from impoverished communities and developing them as conservation leaders, providing the skills and training necessary for them to pursue a career in the Green Economy.
- Galvanising local communities, corporate companies, friends groups, developers and private individuals to take responsibility for the environment and care for Cape Town's Biodiversity Network through our Nature Care Fund.



Strategic Imperatives

CTEET's Strategy 2015-2020 centred around the three Strategic Imperatives of our Crèche-to-Career model that encompass our three main phases of education, training and job creation.

These imperatives focus on building our Education for Sustainable Development through sustained interactions to a greater number of children, growing our Green Skills programmes through training and internship opportunities

for youth, thereby increasing the number of new entrants into the Green Economy, and also creating employment opportunities in the Green Economy whilst working towards expanding the conservation estate.

- Run an education programme that encourages a greater community of practice in environmental protection through the implementation of school environmental projects
- Ensure a sustained approach to environmentally-active children through the Schools Programme
- Mentor and nourish children with a passion for environmental protection over 7 years through the Conservation Leadership Programme



- Engage with property owners and develop capacity to manage conservation areas, with an initial focus on connectivity in an urban environment
- Engage with conservation agencies and partners to identify and implement interventions to endangered species conservation
- Engage with relevant stakeholders in order to ensure no net loss of species and habitat through habitat-destroying activities and fine-tune mechanisms to facilitate biodiversity offsetting for the expansion of the conservation estate.

- Through stakeholder engagement identify industry needs and implement Skills Development and Learnership programmes for youth from low income communities
- Conduct Internship programmes for tertiary graduates in the environmental sector
- Provide bursaries to youth to upskill themselves to pursue careers in the Green Economy.

Risk Assessment and Mitigation

Living in unprecedented times and the Covid-19 pandemic has and will continue to have a lasting impact on organisations for years to come. CTEET has not been spared such impacts

but importantly our team strength and the support of our donors has meant that we have been able to constantly re-evaluate how we adjust to changes we are experiencing and,

in so doing, minimising risks as far as possible. Under these exceptional circumstances a risk assessment has been compiled and is structured with ongoing Covid-19 impacts in mind.

Risk Area	Risk Factor	Mitigation: Identify new sources of income
Finance	Sustainability	<ul style="list-style-type: none"> • Manage donors diligently, deliberately, thoroughly and continuously, ensuring accurate reporting and expenditure • Ensure implementation of fundraising strategies by a capable and capacitated fundraising team • Diversify and identify new income streams including broadening of our donor base • Increasing our endowment fund • Appropriate marketing and PR policies
	Liabilities	<ul style="list-style-type: none"> • Appropriate Insurance • Thorough review of vulnerability
	Policy changes (private and governmental sector)	<ul style="list-style-type: none"> • Regular internal and external stakeholder engagement to ensure organisational flexibility to rapidly adjust to uncertainty and volatility
Governance	Board Review	<ul style="list-style-type: none"> • Broaden the talent and diversity of the Board • Establish appropriate committees
	Senior Management	<ul style="list-style-type: none"> • Succession Planning, organogram review
	Policies and Procedures	<ul style="list-style-type: none"> • Annual policy review
Staff	Liabilities	<ul style="list-style-type: none"> • Review of legal and registration obligations and MoUs
	Skills	<ul style="list-style-type: none"> • Match staff capacity (new and current) with job requirements and responsibilities and regularly update training plan
	Roles	<ul style="list-style-type: none"> • Ensure staff know their roles in helping to realise CTEET's goals, needs, vision and processes
Communications	Support	<ul style="list-style-type: none"> • Put structures in place to support staff, institute training interventions and improve performance tracking to ensure optimal productivity
	Staff retention	<ul style="list-style-type: none"> • Competitive salaries and appropriate rewards • Strong corporate culture
	Lack of staff engagement	<ul style="list-style-type: none"> • Involving staff in decisions that affect them
Organisational Structure	Stakeholder engagement	<ul style="list-style-type: none"> • Implement a communications strategy for internal and external stakeholders
	Internal communications	<ul style="list-style-type: none"> • Institute a mechanism for flow of top-down and bottom-up communications
	Unclear project objectives	<ul style="list-style-type: none"> • Projects purpose and objectives (plus risk assessment) to be assessed and clearly communicated
Data	Brand development	<ul style="list-style-type: none"> • Allocate necessary resources to appoint appropriate consultants
	Online presence	<ul style="list-style-type: none"> • Strategically increase reach and support • Build a single website that unifies the programmes and showcases the complete Crèche-to-Career model
	Framework	<ul style="list-style-type: none"> • Effectively absorb and adapt to internal and external changes and challenges, and accommodate significant growth when required
Data	Relevance	<ul style="list-style-type: none"> • Engage with stakeholders to ensure that all our activities are relevant and in line with the Crèche-to-Career model
	Strategy	<ul style="list-style-type: none"> • Keep abreast of all global to regional changes to ensure change management is well planned and managed • Ensure effective governance to adapt and make fast decisions under the disruption and to assess opportunities and threats • Ensuring that those responsible for leading the change have the capabilities, authority and the capacity to do so
	Data storage and access	<ul style="list-style-type: none"> • Implement cloud-based systems where all data can be stored, accommodating remote working
Data	Data protection	<ul style="list-style-type: none"> • Ensure adequate procedures are implemented and adequate software is purchased for data protection

environmental education

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“I liked the fact that we could meet each other and share ideas. The programme was also very interesting with the extra information about birds, making cuttings and playing the interesting games which we can play with our learners.”

OBSERVATORY JUNIOR SCHOOL



The Environmental Education Programme is the first phase in CTEET's Crèche-to-Career Model. The aim of this phase is to reconnect communities - especially school-going youth - with nature, establishing within them a sense of self, a sense of place and a sense of pride in the natural environment. In so doing, providing youth and communities with the understanding of environmental challenges, giving them a voice, and building their resilience.

Our holistic approach to our education programme has six 'touch points' that vary in the intensity of the interactions. Public engagements aim to create awareness at events, exhibitions or assembly talks.

Outreach and day programmes are fun, interactive lessons that are linked to the curriculum offered at schools, the Zeekoevlei Environmental Education Centre or at a number of immersive natural open spaces across the city.

The overnight camp programmes are truly immersive, nature-based experiences which allow for connections to form among the campers and with the natural environment through fun, hands-on activities. Our involvement in WESSA's Eco-Schools programme aimed at capacitating the school community to develop and maintain an environmentally sustainable school, both in and outside of the classroom. Our most intense

programme is the Conservation Leadership Programme that nurtures a select group of youth from grade 6 to grade 12 through regular nature-based experiences and action projects, to build conservation champions.

This year saw the graduation of the first intake of Conservation Leaders, who started their journey with us in 2013. Our team is extremely proud of their progression and the leadership they have demonstrated over the past seven years.

In fact a few of the Conservation Leaders are now working on our camp programme as casual educators and providing mentorship to the younger participants.

This past year our education team has engaged with 225 groups reaching 11 957 clients, up from the 10 464 reached in 2019. This increase can be attributed to the innovative and inspiring programmes delivered by our professional and engaging team supported by the much-needed funding from partners and donors.

Our year ended with the education team embarking on a strategic review of the Environmental Education Programme. In the upcoming year, our revised Environmental Education Programme will implement a cohesive framework geared at Education for Sustainable Development, with the long-term objective of initiating the programme nationally.



Karen Merrett
ENVIRONMENTAL EDUCATION
SUBJECT COORDINATOR



Margaret Barry
ENVIRONMENTAL EDUCATION
COOK



Nondumiso Myatza
ENVIRONMENTAL EDUCATION
JULIUSBAACH COORDINATOR



Elzanne Burger
ENVIRONMENTAL EDUCATION
ADMINISTRATIVE SUPPORT



Justine Swartz
ENVIRONMENTAL EDUCATION
TEACHER



Jeanette Wiese
ENVIRONMENTAL EDUCATION
GENERAL WORKER



Tammy-Lee Appolis
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Mariam Johnson
ENVIRONMENTAL EDUCATION
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Anwar Boonzaaier
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TEACHER



Salvina Ntanga
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COOK



Afikile Ndude
ENVIRONMENTAL EDUCATION
ASSISTANT EDUCATOR



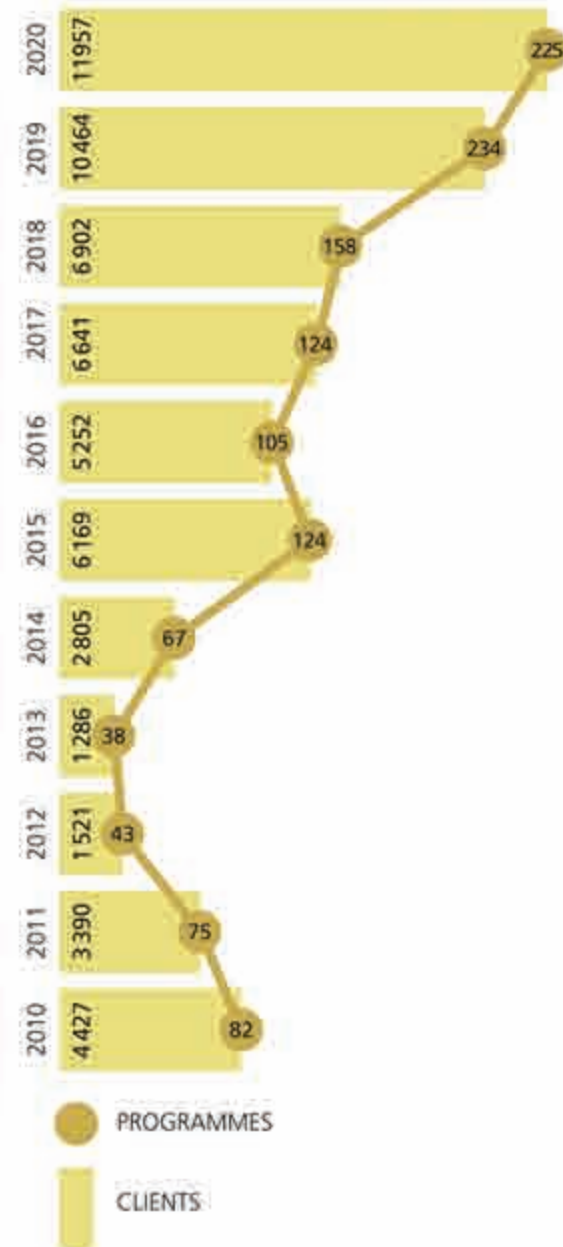
Brenda Ellie
ENVIRONMENTAL EDUCATION
GENERAL WORKER

NOT PICTURED

Marjorie Chamboko, Fabrice Turikumwe, Phindile Gazu and Mario Barnes
ASSISTANT EDUCATORS

Kaylin Oakes and Nonkululeko Stuurman
COOKS

Environmental Education Programmes



Number of Environmental Education programmes run and number of clients reached each year.

Day Programmes and Outreach

CTEET offers both Day and Outreach Programmes which either take place at the Zeekoevlei Environmental Education Centre, at schools, or various other sites across Cape Town. These programmes are designed to support curriculum learning and are a valuable tool to reconnect children to nature.

In total, 160 programmes were facilitated during the course of the year reaching a total of 10037 clients, 102 of these were outreach to schools and 11 were outreach to various organisations and sites. There were 36 programmes which took place at the Zeekoevlei Environmental Education Centre and 11 which took place at the Biodiversity Showcase Garden (BSG) at Green Point Park.

New programmes were designed specifically for BSG and were launched over the course of August and September 2019 in partnership with the City of Cape Town. Due to the high cost of transport, outreach continues to be a priority to ensure we reach our beneficiaries. Outreach provides a great opportunity to conduct World Environmental Day celebrations at schools, along with other curriculum-aligned environmental lessons.

Examples of the celebrations included Marine Month, Earth Day and Arbour Week. Some of the programmes also focused on teaching children about the plight of some of Cape Town's endemic fauna such as the Cape dwarf chameleon and the Kedestes butterfly.



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“The facilitators really brought out the best in the learners. They were so encouraging and enthusiastic. The facilitators were brilliant in adapting the programme and relating to this group. I feel they truly connected with the students”

HUQ HOMESCHOOLING



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“More than what we expected! We can take back to school what we have learnt. The kids enjoyed the ice-breakers. Good discipline and all-round control.”

WESTLAKE PRIMARY



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“Please continue what you are doing. This programme can move mountains in their lives. All facilitators were exceptional, thank you so much.”

ST MARY'S PRIMARY



Camp Programme

The camp programmes are opportunities for learners to be truly immersed in the natural environment, allowing them the space to interrogate their values and responsibilities in environmental stewardship. Although all of our programmes use the natural environment as a foundation for engagement, we have found that to build resilience within learners and communities, we have to also focus on helping them to develop themselves through teambuilding and leadership activities.

We continue to host most of our overnight camps at the Rondevlei Island campsites and utilise the Glencairn Rotary campsites during busy periods or when group numbers exceed the capacity of the Island campsites.

We also re-started our camp programme at Bokbaal, which is situated up the West Coast, just beyond Atlantis, after being unable to use the site since 2018. In total, 61 overnight camps were hosted at the various campsites over the course of the year, for 1920 clients and amounting to 70885 educational hours.

Although camps remain a core focus of the education programme, many groups still find it challenging to source the funds that allow their learners to attend the programmes.

We are thankful for the funding we have received from our various donors, as this has assisted us greatly in making our camp programmes as accessible as possible.



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“The programme was very valuable to all the learners. All the learners engaged in the activities and learnt crucial leadership skills.”

HERMES PRIMARY

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“My trip to Lapalala Wilderness School was a wonderful experience. I learned a lot and it was amazing because it is the field someone like me looks forward to going into. I enjoyed every activity. There wasn't a dull moment for me due to the fact that we didn't have an anti-social week but a week of joy, bonding and learning. Listening to the wonderful sounds of nature, getting the opportunity to see animals that I have never seen before and always dreamed of seeing.”

Rivaldo Destorie



Conservation Leadership Programme

The Conservation Leadership Programme was started in 2013 when CTEET identified the need for a programme which offers long-term and meaningful support to learners who show potential as emerging conservation champions.

Children are brought onto the programme when in Grade 6 (11-12 years of age) and through regular interactions they are nurtured over the remaining seven years of their schooling career. Eight of the learners who joined the programme in 2013 graduated at the end of 2019, an exciting milestone for the programme. Their journey culminated in a cross-country trip to the Lapalala Wilderness School in Limpopo. CTEET has watched the learners grow into conservation champions and leaders. Two of these learners have joined the education programme as casual educators and they have already proven themselves to be incredibly valuable and continue to provide mentorship to the younger Conservation Leaders.

A new selection of learners joined the programme in early 2019 and managed to get involved in a number of outdoor activities.

The organisation's plan to take on another group in 2020 was put on hold due to the COVID-19 pandemic. During 2019, the programme had 58 active members ranging from 14 to 19 years of age, all from disadvantaged areas on the Cape Flats. Over the year the participants were involved in 32 environmental experiences which included overnight camps, hikes, environmental action days and events (clean ups, alien clearing and the climate march), a trip to the Garden Route and Lapalala Wilderness School.

Some of the organisations and programmes the learners have engaged with are the NSRI, the LIMPET project, the Friends of Zeekoewlei, Soil for Life, Project 90 by 2030 and RX Radio (Red Cross Children's Hospital).



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What the Conservation Leadership Programme meant to me.

My final activity with the Conservation Leadership Programme was definitely one for the books. Throughout my years as a member of the programme there were plenty of amazing excursions and projects that CTEET had sponsored - from Knysna to Ceres. Many of our peers were lost along the way but for those of us who remained, we ended up having the grandest, most spectacular adventure of them all. We got the chance to go to Limpopo; a long drive and at times tedious, having never been that far across the country. I can say there was a lot of time allocated to sleeping and eating and saying it now sounds hilarious, but it was our lifestyle for an entire day!

When we arrived at Lapalala Wilderness School we were exhausted but because we knew what it was like going on weekend programmes, we were shocked to find that we could take a break instead of doing the planned itinerary. Speaking for myself, I was overjoyed. We continued to have the best food and wonderful game time around a bonfire provided. The game drives can simply be described as the best as these were the moments when we got to bond the most, the moments when we got to see animals so close that the sensation was overwhelming. I certainly couldn't believe my eyes when we sighted giraffes, rhinos, herds of wildebeest, zebras, a variety of small game and our favourite resident, Phumba - otherwise known as a

warthog. No matter how many times we saw that little animal, excitement burst from within us, just to release our inner child.

Sometime during our week we were able to do community service which was more than just that, as it was self-serving as well. We helped to rehabilitate land damaged by agriculture by packing rocks to trap water and enable the lush vegetation to grow on that barren land. We got to see the capture of roan antelope first hand and although it seemed horrific to me, I'm sure it was amazing to the rest of the group. Sure I smiled in the picture but inside I felt there had to be a safer way to release those animals into the wild with less stress.

We got the opportunity to go on a boatride to look for the Nile crocodile or any hippos but got the gift of seeing a fish eagle's nest and learning more about their breeding habits that I certainly never knew about before. There were bonding highlights of our week at Lapalala like raft building, river swimming, mud fighting and just fun and games with people that had grown together as a family for seven years.

The experience was none like we've ever had before and the final evening we spent under the stars with just ourselves and burning fire was so serene, the perfect ending to the perfect week with the perfect people. All the effort



from our team leaders and sponsors shone, as everyone shared tears, laughter and love. We knew that would be our last time camping together as members of the Conservation Leadership Programme, a family that had more to show than the communities we came from.

On our return journey a visit to the Cradle of Humankind was also a great experience. It's definitely something I wouldn't forget. It was learning life science, but actively. We were all so happy to see Mrs Ples in real life and to walk underground where not many people have had the opportunity to walk. We were given so much more than experiences and opportunities, we were given a chance at a completely different life and I know I wouldn't be where I am without CTEET.

Thank you to Aunty Justine, Anwar, Aunty Taryn, Abo and everyone else who played a role in our development as people in our society and not only that but for making us who we are and what we can be. I loved every minute of my time on the programme and I hope that it continues to change lives through nature.

ERIN

Erin Wilson
(One of our first programme graduates)





A highlight for 2020 is that CTEET received SACE (South African Council for Educators) accreditation, enabling teachers to earn PD (professional development) points for attending workshops.



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“I realised that I could take any environmental topic and incorporate it into our curriculum across the subjects.”

Tersia Wilket
ST MARY'S RC PRIMARY



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“It has made me so much more aware of the environment and what we need to do and my part that I need to play in educating those around me.”

Jacqui Golding
JOHN GRAHAM PRIMARY



School Support and Teacher Training

During 2020, CTEET supported 40 schools registered on the International Eco-Schools programme (25 in the south/False Bay node and 15 in the east/Helderberg node) managed in South Africa by WESSA. An Outreach Educator, Carl Brown, was appointed in the north to support schools in the West Coast region and connect them with the opportunities on their doorstep, such as our campsite based at Bokbaai.

Unfortunately, due to COVID-19 the 2019 schools have not yet had an awards ceremony.

CTEET supports schools through working with teachers. We offer individualised visits to schools, cluster support sessions and workshops.

An important aspect of CTEET's teacher workshops is to create an environment where teachers are not only capacitated, but network with one another, creating a community of active Eco-Educators.

Five workshops were held between April 2019 and March 2020:

1. Marine and Coast themed workshop in collaboration with the Save Our Seas Shark Education Centre; Educators reported that the workshop 'gave them confidence to teach about the marine environment using fun, interactive activities in their classrooms'.
2. Energy workshop at the Palmiet Visitors Centre to learn about the Palmiet Pumped Storage Scheme (Hydro Plant)
3. Creativity and differentiation in the classroom; co-hosted with the Earlybirds
4. Eco-Schools Portfolio support workshops
5. Workshop incorporating inquiry-based learning and nature-based team building and leadership in the classroom.

Surveys conducted with teachers indicated the most prominent benefits of the workshops include increased understanding of the Eco-Schools programme, networking opportunities, ideas for lesson plans, ideas for environmental projects.

In support of the schools we worked with, we were able to provide the following resources:

- 3 x wheelie recycling bins with CTEET branded signage and 3 x 50 litre recycling bins with signage for their recycling and waste projects
- Schools received nursery vouchers from Dr Boomslang and Stodels for their gardening projects, and were also provided with spekboom plants
- Composting buckets for their staff kitchens and 'how-to' guides.



Jocelyn Anderson
ENVIRONMENTAL EDUCATOR
PROJECT MANAGER



training and development



Toshca-Lee Gilliland
TRAINING AND DEVELOPMENT
PROJECT ASSISTANT



Hlonia Dali
RIVER AMBASSADOR
PROJECT MANAGER



CTEET has defined its organisational values as:

- **Leadership**
(including Integrity, Respect and Passion/Drive)
- **Sustainability**
(being underpinned by Relevance and Creativity/Innovation)
- **Empowerment**
(built on Education and Nurturing)
- **Collaboration**
(building communities of practice)

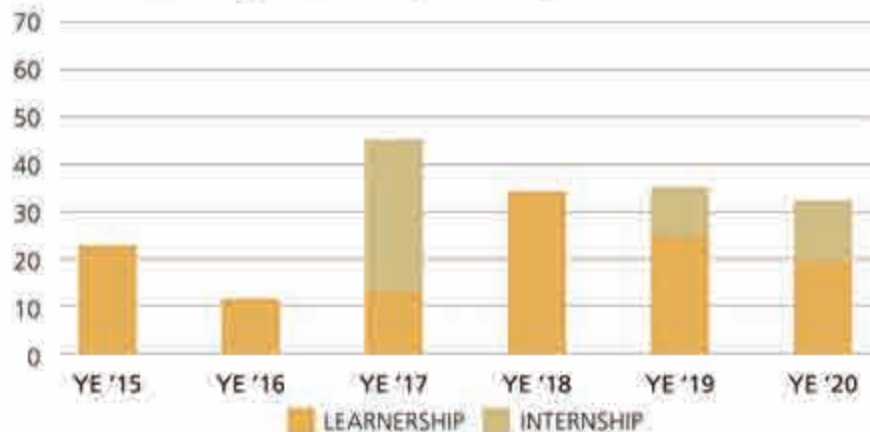
Training forms the second phase of our Crèche-to-Career model and is an umbrella which houses our various training interventions such as our accredited Learnerships, Internships, Bursaries, Work Integrated Learning and Skills Programmes.

Established in 2007, it has grown significantly over the years, expanding

across numerous City of Cape Town nature reserves. The objective of our Training and Development Programme is to serve as a catalyst for youth to develop 'Green Skills' and penetrate the Green Economy.

Our interventions have high completion rates and we continue to strive for greater impact.

Entrants to Training and Development Programmes



The number of entrants to various training and development programmes each year.



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“After matriculating in 2019 my university application was declined. Knowing I wanted to be in conservation, I volunteered at Wolfgat Nature Reserve with CTEET. I was accepted to join River Ambassadors, I’m learning so much about conservation and wildlife. I still plan to study, and I am hoping next year I will be accepted to study Marine Biology.”

Liam Francis
RIVER AMBASSADOR



Learnerships

In June 2019, twenty learners graduated with a National certificate in Nature Conservation Guardianship (NQF2). Throughout their year learners are provided with additional technical skills such as first aid training, brushcutter and chainsaw use, and soft skills such as leadership, time management, effective communication and CV writing. Of this intake, 50% has found employment.

In October 2019 CTEET, in partnership with the City of Cape Town and Quemic, launched its River Ambassadors Programme. This programme aims to unlock the potential of and improve river corridors and green open spaces, while simultaneously contributing to job creation and skills development in the Green Economy.

The programme is in its first year of roll out and currently has 18 learners participating. The River Ambassadors perform management and maintenance functions, such as rehabilitation, restoration, invasive plant species control and waste management. Owing to their presence, they foster a feeling of safety along the river systems for users of these green spaces. On completion of their learnership, they will receive an accredited National Certificate in Nature Conservation (NQF2), along with other work-readiness trainings.



Bursaries

This past year saw eight students receiving bursaries to the value of R 516 000 through our Juqmaan Jabaar Memorial Bursary Fund with six of these bursaries being made possible through funding from CATHSSETA. These students are enrolled for qualifications such as Environmental Management, Marine Biology and Biological Sciences.

The aim of the bursary programme is to financially support youth who

display a keen interest and commitment to pursuing a qualification in an environmental and conservation related field. We also offer them an opportunity to volunteer at nature reserves and on our various programmes to gain valuable work experience. Of the eight students, five are in their final year of study and three graduated from university at the end of 2019. We continue to pride ourselves on the impact that the bursary opportunities provide for our youth.

Internships

In May 2019, eight interns funded by CATHSSETA, graduated from the programme. We are proud to report that 75% of this group has found employment within the Green Economy. In June, another 13 interns joined the programme.

The participants of this year’s programme came with a variety of qualifications, ranging from Environmental Management to Environmental Sciences to Biological Sciences. These interns are products of several tertiary institutions from around the country: University of Cape Town, University of the Western Cape, University of South Africa and University of Venda. The objective

of our internship programme is to facilitate the career growth of graduates who want to pursue a career in the Green Economy.

To achieve this we provide them an opportunity to gain relevant work experience and we support their professional and personal development through mentorship, coaching and structured developmental days where interns get to visit sites and organisations of conservation significance to further expose them to conservation.

For many interns, the personal and professional development they have experienced has been profound.

“

“The CATHSSETA bursary helped me immensely, with the practical experience filling gaps in my university education and showing me how things work out in the real world.”

Gareth Fee

“My career has developed during this internship, exposing me to the practical world and dealing with people from different backgrounds. My social skills, conservation knowledge and management have improved and I have been able to build contacts within the industry.”

Luke Foster



The Nature Care Fund was established in 2007 in order to facilitate the management of conservation projects of critical conservation importance on public and private land.

Currently the Nature Care Fund supports and facilitates conservation efforts for eight conservation areas and projects. These urban conservation areas are vital green corridors within Cape Town.

Atlantic Beach and Princess Vlei are no longer managed by CTEET.

Atlantic Beach

After several years of conservation management at the site our involvement ended with a change in the Golf Course Management company.

We are grateful for the opportunity provided for a number of young conservationists to cut their teeth on a site that truly represents urban conservation.

Princess Vlei

Our involvement was made possible through our relationship with Princess Vlei forum and we were delighted when they took on the full responsibility of the site management activities. Conservation efforts made have had a valuable impact not only on biodiversity but also the socio-environmental interface.



African Penguin Conservation Project

This highly successful project sees a dedicated team of penguin rangers patrolling the coastline and surrounding areas, minding our 'tuxedo-wearing' friends. It's a round-the-clock job, with a colony that stretches all the way from Seaforth to Franck's Bay, including world-renowned Boulders Beach. Rangers keep an eye on the penguins and those who come to view the flightless birds, rounding the birds up when they wander off into residential areas. With assistance from SANParks' staff the rangers also rescue any eggs or chicks abandoned by parents,

injured or in poor condition. These are then taken to the SANCCOB facility in Table View for rehabilitation.

Kedestes Conservation Project



The Kedestes Butterfly Conservation Project is run in collaboration with the City of Cape Town's Biodiversity Management Branch, to try and secure the future of two Critically Endangered butterfly species which are endemic to the Cape Flats. During the year, CTEET and City of Cape Town staff were able to conduct population abundance surveys for the Barber's Cape

Flats Ranger (*Kedestes barberae bunta*) and the False Bay Unique Ranger (*Kedestes lenis lenis*). A concerted effort was made to survey new sites where appropriate habitat for the butterflies had been observed, as a result of these surveys two new populations of the False Bay Unique Ranger were found.

Kenilworth Racecourse Conservation Area



Kenilworth Racecourse Conservation Area is believed to be the 'most valuable piece of Cape Flats Sand Fynbos' remaining. Continual implementation of management practices to sustain the ecological integrity remains highly necessary. We celebrate a year of hard work monitoring unique ecological features and controlling threats to our diverse ecosystems such as invasive alien plants. In 2019 we had only the occasional occurrence of woody alien plants. As the area is renowned for the critically endangered micro

frog (*Microbatracella capensis*), it is worth celebrating that surveys revealed micro frogs to be found in almost all wetlands in the conservation area.

Milnerton Racecourse Section, Table Bay Nature Reserve



This section of Table Bay Nature Reserve has been identified as critically important on the Biodiversity Network, although it is situated within an urban area, with little to no connection with other Fynbos pockets. It holds remnants of the endangered Cape Flats Sand Fynbos. In 2019 a restoration project allowed for the sowing of seeds of 43 Fynbos species gathered from a variety of source areas: Milnerton Racecourse Section, N1/N7 Interchange, Epping, Elsie's River and N7-Platteklouf. In addition, 4 532 plants grown by the City of Cape Town's restoration facility were planted.

Restoration of the Fynbos is ongoing and various monitoring techniques are applied on an ongoing basis.

Muizenberg East Biodiversity Cluster



Summarised bird count data shows an increase in water bird activity after reed clearing takes place every year at the various Muizenberg East wetland sites. The camera trap project is ongoing and has been an asset for the conservation activities. The images we collect over the years showcase wildlife activity between these sites. Among critters regularly spotted are porcupines, mongooses and even caracal. Two major

highlights for the Muizenberg East Biodiversity Cluster was the Heritage Conservation Management Plan that was drawn up for Muizenberg East Private Nature Reserve and also the Operational Environmental Management Plan that was officiated for this site.

Western Leopard Toad Underpass Project



During the Western Leopard Toad breeding season, August to September, many toads are killed on the roads by passing vehicles and these road deaths are currently the biggest threat to the population. This pilot project is focused on creating an alternative route for these toads to cross in order to keep them safe from harm. Outcomes have been the design and construction of a pre-formed underpass tunnel to be

placed underground - with the pilot site being Peninsula Road, which bisects two important breeding grounds of the toads. Unfortunately, owing to the lockdown restrictions the installation of the tunnels has been delayed until early 2021.

Zoarvlei Section, Table Bay Nature Reserve



This year saw the excavation of reeds and sediment from the Zoarvlei canal, increasing water flow and improving the habitat for aquatic life. The idea of the excavation was triggered by the finding of fish and frog species in the canal during nocturnal surveys,

and the expectation being that the dredging will improve habitat quality and enhance the survival of aquatic species. For the first time in recent history Zoarvlei had a heronry established in the southern section, consisting of approximately 20 nests of grey herons, spoonbills, moorhen and egrets.

The Gantouw Project

The idea behind Gantouw is for a mobile herd of eland that can be 'migrated' to different sites across Cape Town and used as a veld management tool on sites that cannot sustain a permanent herd. From day one the eland were trailer trained so they can easily be loaded and relocated with limited stress to the animals and management team. In January 2020, the eland

were temporarily relocated to Elandsberg Nature Reserve while a new site was secured and prepared for them.

Whilst the project hosted a number of students, it provided stepping stones for the career development for three of our eland monitors; RICARDO DOWNES joined the City of Cape Town as a general worker at Symphony Way Nature Reserve. THURLO MARCO has taken up a field ranger position with the City of Cape Town.

CHRISTALINE MATTHEWS is now a team leader on the River Ambassadors project.





Louise Baldwin
NATURE CARE FUND
PROJECT MANAGER



Petro Botha
NATURE CARE FUND
PROJECT MANAGER



Hester Pentz
NATURE CARE FUND
SITE MANAGER



Mthokozisi Nzuza
NATURE CARE FUND
SITE MANAGER



Andrea von Gunten
NATURE CARE FUND
SITE MANAGER



Robyn Morton
NATURE CARE FUND
CONSERVATION ASSISTANT



Denisha Anand
NATURE CARE FUND
SITE MANAGER



Adrian Felix
NATURE CARE FUND
PENGUIN RANGER



Fayruz Prins
KENILWORTH RACECOURSE
CONSERVATION AREA



Jerry Khalo
KENILWORTH RACECOURSE
CONSERVATION AREA



Zurelda le Roux
NATURE CARE FUND
SITE MANAGER



Christylne Matthews
NATURE CARE FUND
ELAND MONITOR



Ruan Jansche van Rensburg
NATURE CARE FUND
FIELD RANGER



Zukile May
NATURE CARE FUND
PENGUIN RANGER



Tania Snyders
KENILWORTH RACECOURSE
CONSERVATION AREA



Thurlo Marco
NATURE CARE FUND
ELAND MONITOR



Mikaela Slier
NATURE CARE FUND
PENGUIN RANGER



Steven Borchardt
TRAINING AND DEVELOPMENT
STUDENT



Chwayita Ndlazi
NATURE CARE FUND
FIELD RANGER



Farrell Francis
NATURE CARE FUND
ELAND MONITOR

NOT PICTURED:

Lamees Jacobs
CONSERVATION OFFICER

Ntombikayise Lolwane
SITE MANAGER

**Graham Muller, Luke Potgieter
and Trevor Waries**
QUALITY CONTROLLERS

Walter Turner
ELAND MONITOR

**Kashiefa Amos, Vardaman
Hahndiek and Mcoseleli Juqu**
PENGUIN RANGERS

Berenice Naidoo
ADMIN CLERK

Nomtandazo Sithela
GENERAL WORKER

“

“The greatest threat to our planet is the belief that someone else will save it.”

Robert Swan



Biodiversity Offsetting

Our Crèche-to-Career model not only grows the capacity of South Africans to better understand the world they live in, but also their entry into livelihoods that serve to sustain planet earth.

In order to create more opportunities to sustain these livelihoods through employment in the green economy, CTEET is investing in research that focuses on securing financial resources for environmentally sustainable land management. Various novel approaches for funding private and public land in association with

development, including Biodiversity Offsets, are being explored.

Despite the absence of national policy, CTEET is engaging with national and international practitioners concerning Biodiversity Offsetting best practice, and the establishment of institutional arrangements to support Biodiversity Offsets.

CTEET is in the process of finalising a Biodiversity Offsetting Policy, and is increasingly being considered as a service provider for implementing Biodiversity Offsets within the City.



Lynette Munro
HEAD OFFICE
BIODIVERSITY OFFSETS

Small Grants Facility

In 2017 CTEET was appointed as a facility to issue small grants on behalf of the Table Mountain Fund, which massively strengthens our ability to capacitate youth, specifically those who show initiative and positive impacts that align with our own, and aim to advance custodianship of the Cape Floristic Region.

Since 2017 we have funded a total of 25 projects, with 16 of these being new entrants into Conservation.

Projects supported through this addition to the Nature Care Fund within the 2019/2020 financial year are:

April 2019 - October 2019

- Clean our Hoods
- Communitree
- Honeybun Foundation
- JEQ Primary School Recycling Project
- Lwandle Hiking Club
- Wynberg Girls' High School Enviro Club Capricorn Project
- Young Green Anglicans
- The Future Kids
- Village Heights Eco-Buddies

October 2019 -March 2020

Projects funded (to continue to end March 2021):

- Renew the Elsieskraal River
- Oceano Reddentes
- The Friends of Tokai Park
- Argonaut Science
- The Friends of Rondevlei and Zeekoevlei
- Lessons in Conservation Western Cape
- Earth Child - Eco-Explorers
- Regenerative Neighbourhood Development Agency
- Wynberg Girls' High School Enviro Club Southfield Primary Project

A close-out event was held in September 2019 at the Centre for Biodiversity Conservation, Kirstenbosch Botanical Gardens. Seven out of the eight appointed projects for the 2018/2019 funding cycle attended the event, which afforded each small grant recipient the opportunity to present on

their project successes and challenges. Four of the new small grant recipients for the 2019/2020 funding cycle were also present. We received positive feedback from the project recipients who continue to acknowledge CTEET and the Table Mountain Fund in social media posts.

Workshops hosted

CTEET organised a fundraising workshop for the Table Mountain Fund small grant project recipients. Melanie Jackson, a fundraising expert from Words that Count, kindly gave of her time to CTEET to facilitate the workshop. Questions related to fundraising, monitoring and evaluation, donor management and proposal writing were answered.

Types of projects funded

- Fynbos propagating workshops
- Establishment of fynbos gardens
- Permaculture
- Building with and making of eco-bricks
- Environmental lessons, excursions, hikes and camps
- Installation of litter traps
- Community clean-ups
- River restoration
- Capacitating community conservation teams
- Youth leadership in the environmental sector

Project Impact during 2019/2020

1853

participants (mostly youth) reached thus far

1739

kilograms of litter collected

336

kilograms recycled

38

clean-ups

14

hikes/excursions

3

overnight camps

2019/2020 Highlights



Argonaut Science
Marine Science extramural education curriculum developed and workshopped



Friends of Tokai Park
Nature Week, 650 participants and the Fynbos Festival where we spoke to over 150 visitors

Earth Child

For many of the learners, this was their first hiking experience.

“

“I have never been in a place with so much stillness. I feel calm and at peace. I heard the trees swaying as if they were singing to me.”

A learner participating in an Earth Child hike

“

“I am a true testimony of ‘education is power’ and if you believe in yourself nothing can stop you. CTEET has thrown me a life line and afforded me an opportunity to excel and become the best that I can be.”

Rofhiwa Steven Mmbi



Rofhiwa Steven Mmbi

Rofhiwa grew up in the dusty streets of Limpopo. After matric he enrolled to study Environmental Sciences at the University of Venda.

Due to financial constraints he studied part time and did casual work in retail. He then applied for the CTEET internship programme in 2019.

Rofhiwa agrees, “The CTEET Internship came at a time when applications to volunteer at several nature reserves were declined. This internship programme has provided me with a skill to touch lives with my stories of humble beginnings. I am a true testimony of ‘education is

power’ and if you believe in yourself nothing can stop you. CTEET has thrown me a life line and afforded me an opportunity to excel and become the best that I can be. Hard work, dedication and passion makes it easier for me to face every day challenges with excitement because it feels like a calling when you are doing what you love.”

“After my contract expired I stayed on as an intern volunteer. Most of the posts that I had applied for were halted due to lockdown. Days before I was due to fly back to Limpopo, I received a job through the Invasives Species Unit at Westlake Conservation Centre as a Field Monitor

for the Polyphagous shot hole borer.” Rofhiwa has displayed commitment, ambition and drive to achieve his goals. He is currently completing his Honours Degree in Environmental Management. He adds, “the advice I have for the youth looking to make a living or pursuing a career in Nature Conservation, is that they really need to have passion and drive to do this kind of work. You won’t always look neat; hands do get dirty. We do plants and animals search and rescue and game capture. So it’s an exciting career path to go into.”

Rofhiwa

Luke Linde

Luke Linde is a conservationist from Atlantis who graduated from CTEET’s Nature Conservation NQF2 learnership in June 2019. Our Training and Development Manager, Toshca Gilliland, recounts Luke’s first conversation with her back in 2018 when she accompanied him on his nature conservation training. She recalls how he clearly articulated his career goals, ‘I am using this learnership as a stepping stone so that I can get into university and do my degree. I want to be a Field Ranger.’

Luke could not afford university, but it did not deter him and he still applied in the hopes of receiving a bursary. He knew that staying home was not an option and that he needed an opportunity, therefore embarking on the CTEET learnership. Immediately after graduating from the programme he received an offer from Quemic and worked as a Field Ranger for a year. In 2020 Luke received a bursary and was accepted to complete his BA in Environmental Management. He is now also working as a Field Ranger for Cape Nature.

Luke has displayed perseverance, hard work and commitment. Two years later he has achieved the goals he had set for himself, and is the epitome of hard work. He has shown that through having a vision and applying ourselves, we can achieve our goals!

Luke

Lamees Jacobs

Lamees reflects, “Fresh out of university, I was academically qualified but I lacked experience. I applied for the internship at CTEET with the intention of gaining experience and broadening my knowledge. The internship provided me with hands-on experience, an experience beyond textbooks. Every day I learnt something new, which ranged from people skills to bird counts.

I gained a strong work ethic. I learnt that it is important to complete projects to the best of your ability even if you think that no one is going to notice your hard work, someone always does. I worked alongside people from different cultures and with different attitudes. As a result, I learnt how to listen, communicate, and relate to others. This experience definitely brought me out of my comfort zone. One moment I’m busy with a project and the next moment I have to rush off and attend

to something else. This helped me to adapt to change.

I have grown as a person and I’ve become stronger and more self-confident. Whenever I was faced with a new and unfamiliar task, I would doubt myself and think that I couldn’t do it. But this experience has definitely taught me to stop putting myself down with negative self-talk and just try it.

After my internship, CTEET offered me the Species Conservation Projects Assistant position. I am grateful to them for giving me the opportunity to continue to learn and push myself, and work with such a vibrant team. I am thankful for all that CTEET has done for me!”

Lamees

“

“I’m a shy person, I like to plan things and stick to a routine. However, when working in conservation, every day is different. I’m kept on my toes.”

Lamees Jacobs



“

“Fundraising is the gentle art of teaching the joy of giving.”

Hank Rosso

Diversification of income streams remains key, as is expansion of our existing donor base, ensuring alignment with national strategies such as the National Development Plan and the Youth Employment Services initiative.

Diverse income generating activities

In the 2020 financial year, CTEET generated 41% of its income through its various income generating mechanisms, these included fees for education programmes, administration fees for Nature Conservation Services and Project Management. This was a very positive position to be in and demonstrated a steady path to self-funding and financial control.

This large portion of self-generated funds gave us greater flexibility and the

opportunity to feed into CTEET’s endowment fund.

While this was the ideal situation, showing strength and growth, the impact of COVID-19 greatly affected this income stream, as some of our income-generating programmes and services came to a halt under the lockdown restrictions, leaving much uncertainty. The effects have propelled us to consider a much broader set of self-generating income mechanisms going forward.

Income Streams

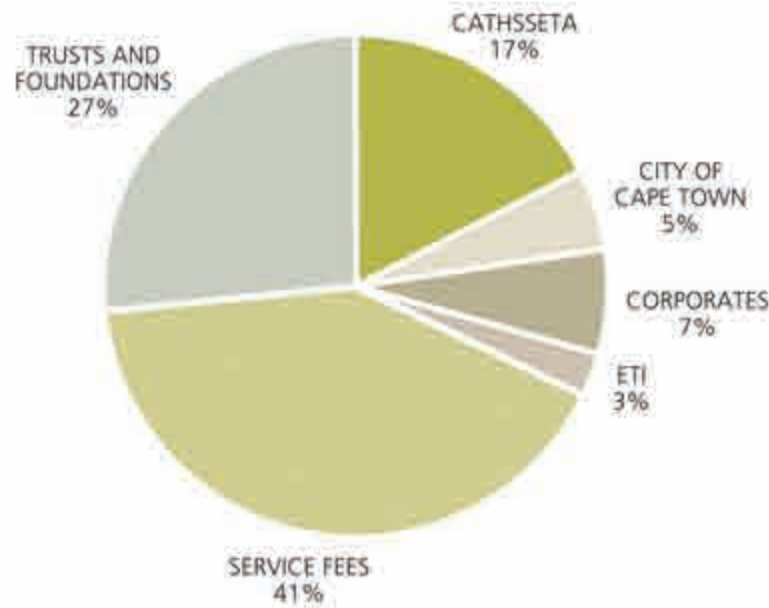


Chart showing the breakdown of organisational income streams

Managing existing donors and diversifying donor streams

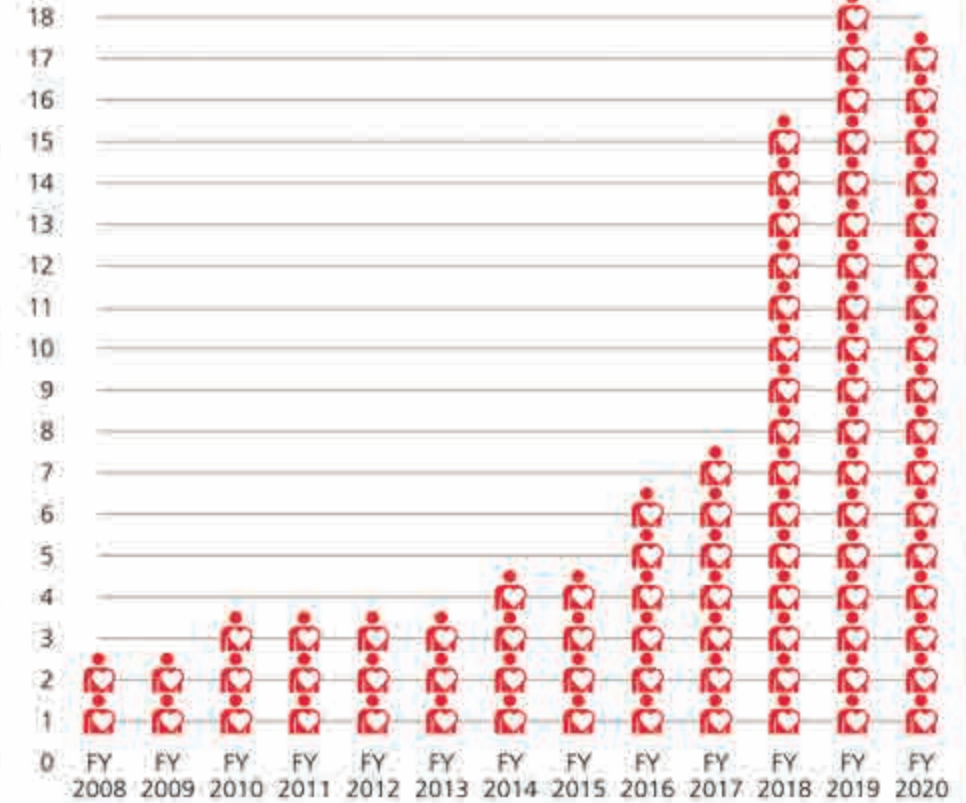
Relationships with existing donors are maintained by ensuring that all reporting deadlines, publicity requirements and targets are met. Donors are kept up to date with the organisation’s activities through the distribution of a quarterly newsletter, mainstream media and social media.

We have made ongoing fundraising efforts to identify and apply for funding from new sources, both locally and internationally. This requires thorough investigation and understanding of donor focus areas.

Furthermore, it is important to identify trends in government policy and, in turn, the shifts in corporate focus to align programmes to remain attractive to donors.

In the 2020 financial year, 17 donors contributed to various programmes, with grants from trusts and foundations accounting for 27% of the organisation’s income.

Number of Donors



Planning, Monitoring, Evaluation and Learning

As part of CTEET’s sustainability plan, we are constantly reviewing the efficacy of our monitoring and evaluation tools and aim for an integrated approach. Using this feedback mechanism, when implemented correctly, helps us better understand our impact, highlight areas of improvement and gives us the ability to adapt to external factors.

This is vital to our resilience as an organisation, and for our stakeholders to know - and believe in - what we do.

Endowment Fund

CTEET held a small Investment Portfolio with Stanlib from 2014. As at the end of October 2019 the investment matured and the funds released back to the organisation. The plan was to increase the endowment after seeing the end of the financial year however, COVID-19 forced us to reconsider this. We were

incredibly fortunate to have had access to these funds which have helped sustain the organisation through this period of dramatic decline in our income stream.

Our financial sustainability is of utmost importance and with time we will look to grow the fund again.

Funders and Partners



Volunteers, Resources, Gifts in Kind

CTEET attaches great value to volunteers and gifts-in-kind which includes expertise and resources shared. We are grateful for the support we receive from various sources that help lower our costs and enables us to redirect funds to where needed in other areas.

our people

A strong focus of our developing strategy is to facilitate new entrants to the Green Economy; to provide stepping stones for youth to begin their careers; and to provide workplace opportunities to individuals within the organisation.

Our vision is to grow leaders and managers from the ground up, where individuals from disadvantaged backgrounds are given the opportunities for personal development so we can contribute to sustainable transformation.

This approach has been in practice since 2007, and over the years has begun to reap success with examples from the CTEET Intern Programme progressing onto supervisory and management roles within the organisation. However, it has been identified that there is an under and over representation at various levels of the organisation.

We are developing a transformation plan with the goal of enhancing workplace diversity and aligning to the transformation objectives, in particular:

- alignment of Human Resources policies, practices and procedures to the Department of Labour's Code of Good Practice on integrating Employment Equity
- ensuring better workforce representation of the national Economically Active Population statistic of South Africa
- prohibiting unfair discrimination in the workplace.



Nicole Georgiou
HEAD OFFICE
ADMIN AND FINANCE



Louise Matschke
HEAD OFFICE
EDUCATION AND TRAINING MANAGER



Helen Whelan
HEAD OFFICE
FUNDRAISING AND COMMUNICATIONS



Tevya Lotrie
HEAD OFFICE
EVENTS COORDINATOR



Wanda Tshangela
HEAD OFFICE
MARKETING RULER



Victoria Johnson
HEAD OFFICE
EVENTS ASSISTANT



Jacqueline Sands
HEAD OFFICE
FUNDRAISING AND COMMUNICATIONS
COORDINATOR



Surayah Hartley
HEAD OFFICE
FINANCIAL MANAGER

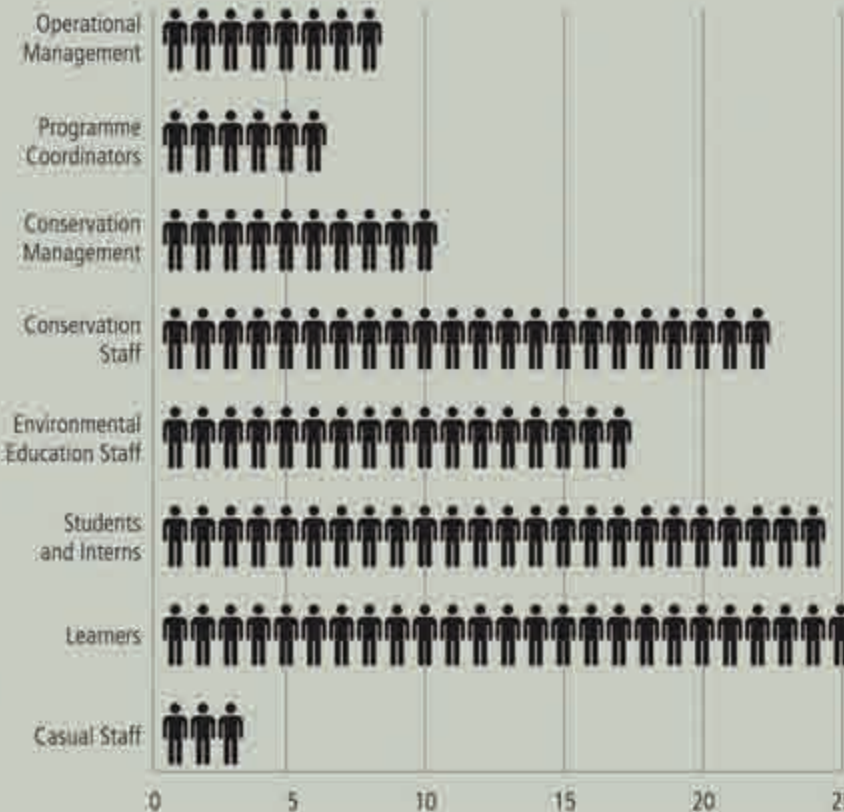


Rameez Davids
HEAD OFFICE
MEDIA AND EVENTS OFFICER



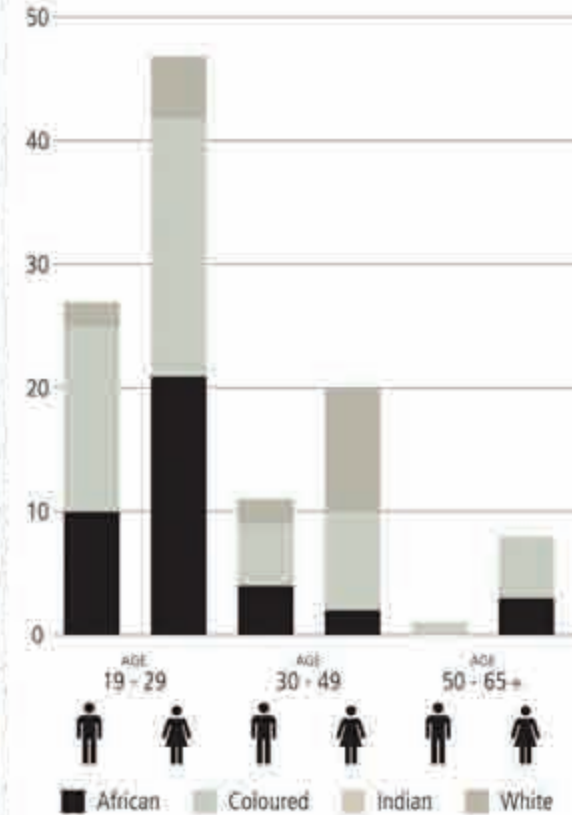
CTEET
is committed to an inclusive and representative employment strategy.

Organisational Structure



Number of people employed in different positions, indicating structure of the organisation.

Demographics



Organisation demographic breakdown.

events and public engagement



CTEET launched a series of Nature Matters Enviro Talks on the 8 May 2019 at Rondevlei Nature Reserve. The aim is to involve the community and create awareness about environmental issues and conservation as well as building the CTEET brand.

We assisted with the Peninsula Paddle on 8 September 2019, with six staff members completing the tough paddle across Cape Town. Our involvement was highly appreciated and CTEET is looking forward to growing participation and coordinating the event going forward.

On 5 October 2019 the Penguin Festival took place, with CTEET running games embracing environmental education for participants. Our increased involvement was definitely worthwhile as we were recognised as an official partner.

Our successful and growing False Bay Nature Reserve Birdathon event which took place in October 2019. There was

a marked growth in attendance from previous years with 680 pre-registered school children from local schools and community groups (a 12% increase in registrations compared to 2018).

We had over 2000 attendees, compared to a total attendance of 1685 in 2018.

CTEET was invited to be part of the local organising committee for the 20th Marine and Coastal Educators Network Conference held in January. Four CTEET educators attended the conference and were fortunate to visit sites around Cape Town and the West Coast, meet like-minded people and be part of a 20 year legacy.

We are exploring the idea of developing our own Trail Run Series to draw interest and footfall to our local nature reserves. We also look forward to participation in the Cableway Charity Challenge, sponsored by the JDI Foundation.



At the end of the year, as we approached the end of our Strategy 2015-2020, we gathered as a team, Trustees and Staff, to conduct our strategic revisioning for the next five years. It was a comforting experience to have a unanimous agreement that we need to be looking to increase our impact as an organisation and it was established that in order for this to be possible we need to increase our influence, broaden our partnership base, be better recognised as a brand and have a bigger footprint.

The first part of this process has been structuring the education programme to fit under one banner with a unified focus. This has been an extremely important and demanding exercise and one which has brought alignment of our programmes to national and international goals and forced us to strengthen our monitoring and evaluation structures.

In so doing, I believe that we are working towards best practice in how we implement our programmes and how this can be rolled out in other areas of the country. Now more than ever strategic partnerships are imperative.

Realising the great opportunity for growth of the Green Economy, particularly in the post-Covid-19 recovery, we are embarking on a concerted effort to grow our Green Skills programmes. The first of the new programmes, the River Ambassadors, started towards the end of 2019 and is a great example of a transversal programme, requiring involvement from several municipal departments - furthermore, it is also a great example

of a strong Public-Private-Partnership. Engagement with various stakeholders has highlighted the need and opportunity for additional innovative approaches to creating green jobs and we aim to become leaders in this space.

Our conservation activities include site management where over 71 endangered species are being protected through broad conservation activities as well as more focussed species conservation projects. All of this work requires wide stakeholder engagements and partnerships to combine resources and allow available funds to stretch as far as possible.

Additionally, through our engagement in the Biodiversity Offsetting space a number of gaps have been identified, first and foremost being the absence of a National Biodiversity Offsets Policy. Understanding these gaps has required us to engage at a national level with various stakeholders to see how we can support and align efforts being made towards securing conservation land in the face of land transformation.

In striving to educate children about environmental protection, empower youth to pursue jobs in the green economy and broaden the conservation estate we believe that we are delivering on our promise of Changing Lives through Nature.



"Resilience is about adapting to this new reality and moving forward."

Elizabeth Edwards

AUTHOR

'RESILIENCE: THE NEW AFTERWORD'

looking forward





"The key to the success of conservation management lies in the dedication of all people involved in the protection of South Africa's natural assets and heritage."

SANParks
Kudu Awards



2019

SANParks Kudu Awards

- Winner Environmental Education
- Winner Innovation

Eco-Logic Awards

- Silver Green Economy Award

2018

SANParks Kudu Awards

- Winner Women in Conservation
- Winner In recognition of commitment in developing young people

Eco-Logic Awards

- Gold Eco-Community Award
- Silver Biodiversity Award

Western Cape Department Cultural Affairs Awards

- Finalist Most Active Conservation Body

2017

SANParks Kudu Awards

- Winner Contribution to Conservation
- Winner Women in Conservation

Mail and Guardian Greening the Future

- Winner Youth Leadership



The Eco-Logic Awards identify individuals, organisations and communities positively contributing towards a sustainable world. We encourage consumers to support them.

“

"The Awards serve to empower winners and build the Green Economy."

Eco-Logic Awards



Most Glamorously Green Couple 2019

governance



The organisation has had clean audits from reputable auditors for the past 9 years and is in good standing with SARS, the Department of Social Development and the Department of Labour-COIDA.

The organisation works to align its policies to various South African governance and ethics documents (such as King IV, the Department of Social Development's Code of Good Practice for South African Non-profit Organisations and The Independent Code of Governance and Values for Non-profit Organisations in South Africa).



Board of Trustees



David de Korte
CHAIRMAN

Dave de Korte is a founding member of CTEET.

Dave is currently headmaster of Camps Bay High School and has a strong belief in uplifting children from disadvantaged communities. Being a member of the Headmasters Forum of South Africa, Dave plays an active role in the strengthening of the Headmaster network.

In his free time Dave enjoys the outdoors with his family and whenever the swell is suitable and the time allows, you will find Dave on his surfboard.



Mike Gregor
TRUSTEE

Mike is the CEO of Rapula Farming, a business linked to a number of conservation initiatives across South Africa.

Mike has been involved with environmental education and community upliftment programmes for a number of years, serving on Boards of a number of Non-Profit Organisations.

His business knowledge, coupled with an understanding of conservation challenges in South Africa, enables Mike to critically assess and guide intervention programmes that CTEET pursues.



Dalton Gibbs
TRUSTEE

Dalton has been involved with the City of Cape Town for over 20 years and was instrumental in the development of the Cape Town Biodiversity Network with his colleagues in the Biodiversity Management Branch.

Dalton has a strong belief and understanding of the importance of educating children on the value and need of conservation activities in Cape Town.

Dalton is an avid naturalist, ornithologist and historian and will take all opportunities to share his knowledge with people for the betterment of conservation.



Dr Armand Bam
TRUSTEE

Armand joined the Board of Trustees in 2015 and is currently the Head of Social Impact at the University of Stellenbosch Business School, after serving a number of years as Executive Director of the League of Friends of the Blind (LOFOB).

He has a keen interest in community organisation development. Armand hails from Grassy Park and believes the conservation of nature in expanding urban areas requires improved educational programmes for children, which CTEET provides. He has a PhD in Business Administration from the UCT Graduate School of Business.

In February 2020, Armand resigned as Trustee and we thank him for his years of commitment to the Board and the organisation.

Independent Auditor's Report

"Someone is sitting in the shade today because someone planted a tree a long time ago."

Warren Buffet

INVESTOR,
BUSINESS TYCOON,
PHILANTHROPIST
AND CHAIRMAN
AND CEO OF
BERKSHIRE HATHAWAY,
USA

To the trustees of Cape Town Environmental Education Trust

Qualified opinion

We have audited the annual financial statements of Cape Town Environmental Education Trust set out on pages 7 to 17, which comprise the statement of financial position as at 31 March 2020, and the statement of comprehensive income, statement of changes in funds and statement of cash flows for the year then ended, and notes to the annual financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effect of the matter described in the basis for qualified opinion section of our report, the annual financial statements present fairly, in all material respects, the financial position of Cape Town Environmental Education Trust as at 31 March 2020, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Trust Property Control Act 57 of 1988.

Basis for qualified opinion

In common with similar organisations it is not feasible for the organisation to institute accounting control over cash collections from donations prior to the initial entry of the collections in the accounting records. Accordingly, it was impractical for us to extend our examination beyond the receipts actually recorded.

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are

further described in the Auditor's Responsibilities for the Audit of the annual financial statements section of our report. We are independent of the trust in accordance with the Independent Regulatory Board for Auditors Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of annual financial statements in South Africa.

We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa.

The IRBA Code is consistent with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (Parts A and B). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Material uncertainty related to going concern

We draw attention to note 18 in the annual financial statements, which indicate that management anticipate the health risk of the COVID-19 virus and the declared South African national disaster to have a negative impact on future donation income. The events and conditions stated in the respective notes indicate that a material uncertainty exists that may cast significant doubt on the trust's ability to continue as a going concern. Our opinion is not modified in respect of this matter. Uncertainties related to the potential effects of COVID-19 are relevant to understanding

our review of the annual financial statements. All review assess and challenge the reasonableness of estimates made by the trust, the related disclosures and the appropriateness of the going concern assumption of the annual financial statements. The appropriateness of the going concern assumption depends on assessments of the future economic environment and the trust's future prospects and performance.

The COVID-19 pandemic is a 'black-swan' event which is anticipated to create challenges for humanity and for the global economy, and at the date of this report its effects are subject to levels of uncertainty. Our review cannot predict the unknown factors or all possible future implications for the trust and this is particularly the case in relation to COVID-19.

Other information

The trustees are responsible for the other information. The other information comprises the Trustees' Report and the Detailed Income Statement, which we obtained prior to the date of this report.

Other information does not include the annual financial statements and our auditor's report thereon. Our opinion on the annual financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the annual financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information

is materially inconsistent with the annual financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the trustees for the Annual Financial Statements

The trustees are responsible for the preparation and fair presentation of the annual financial statements in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Trust Property Control Act 57 of 1988, and for such internal control as the trustees determine is necessary to enable the preparation of annual financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the annual financial statements, the trustees are responsible for assessing the trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the trust or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Annual Financial Statements

Our objectives are to obtain reasonable assurance about whether the annual

financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the trust's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual financial statements, including the disclosures, and whether the annual financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the trustees regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

TGS South Africa Incorporated

BBR van der Grijp

Director

Chartered Accountants (SA)

Registered Auditor



Financial Summary

The Cape Town Environmental Education Trust (CTEET) is a registered Public Benefit Organisation and Non-Profit Organisation.

Below is a summary of the April 2019 to March 2020 financials, of which a full copy is available on request.

Financial	2020	2019
Income	R 8 379 259	R 8 567 545
Expenses	R 8 763 238	R 8 812 576
Total	-R 383 979	-R 245 031

Assets	2020	2019
Non-Current Assets		
Property, plant and equipment	R 389 868	R 241 791
Current Assets		
Trade and other receivables	R 112 535	R 570 461
Other financial assets	R 279 534	R 1 223 504
Cash and cash equivalents	R 7 270 504	R 3 634 353
Total	R 8 052 441	R 5 670 109

Funds and Liabilities	2020	2019
Funds		
Accumulated Surplus	R 3 172 161	R 3 556 140
Current Liabilities		
Trade and other payables	R 121 589	R 112 420
Funds for future projects	R 2 589 301	R 530 528
Deferred Income	R 2 084 005	R 1 471 021
Provisions	R 85 385	R 0
Total	R 8 052 441	R 5 670 109



CTEET subscribes to the Independent Code of Governance.

We are registered as a Not-for-Profit Organisation NPO 013-964 and Public Benefits Organisation PBO 930 023 924



SCAN ME

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“

Every child born into this world has an innate pleasure, delight, interest and curiosity in the natural world.”



Sir David Attenborough

Social Media

www.cteet.co.za
www.ChangingLivesThroughNature.co.za

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