

# Integrated Report 2021





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*Whilst we align ourselves with the UN Decade on Ecosystem Restoration – a time for repairing that which we have harmed – we recognise that we cannot repair the wounds without continuing to address their causes.*



After many years in the NPO sector, I am still blown away by people's ability to give of themselves for a cause they believe in, particularly in the environmental space. Never before has this been more needed than it is today, so as to halt species loss and catastrophic climate change.

The past 18 months have tested the resilience of organisations, of people, of nations, and the effects will be felt for many years to come. As an organisation, we too have been tested and have, I believe, shown our resilience. This would not have been possible were it not for the unwavering support of our donors and the agility of our team to adapt and reposition ourselves.

We have managed to achieve great things during these times of stress: we have built an education programme that I believe will, in time, become a national asset; we have become an accredited training provider, further enabling the expansion of the Green Economy; we have strengthened our position in building financial mechanisms for the advancement of conservation. This all comes down to the fire that burns in the people that represent the organisation, the culture of giving of themselves for the advancement of conservation and the upliftment of our youth.

Whilst we align ourselves with the UN Decade on Ecosystem Restoration – a time for repairing that which we have harmed – we recognise that we cannot repair the wounds without continuing to address their causes. We will continue to endeavour to reach the Sustainable Development Goals, addressing inequality, unrelenting resource exploitation and activities that cause environmental harm. At the same time we shall look forward, though always guided by the journey we have travelled, taking into account the experiences not just of the nation but of the global community. We will strive to find balance in our needs whilst striving to build value in how people view our world.

We move forward knowing that we will only realise success if we work together, sharing resources and identifying shared value. We will strive to connect people to nature, people to people, and people to cause – building the opportunities necessary to uplift the nation.

We hope to continue to build on our partners, identifying how we can work together, and in connecting those elements, striving to build a better world.

Let history show that 2020-2030 was the decade in which mankind made the choices that changed the trajectory of the world.

**Dr. Anthony Roberts**  
CEO



## Mission

*Supporting the preservation of Cape Town's unique and biodiverse natural heritage through education, training and conservation initiatives*



## Values

*CTEET captures its defining 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)

*CTEET subscribes to the Independent Code of Governance. We are registered as a Not-for-Profit Organisation (NPO 013964) and Public Benefits Organisation (PBO 930023924)*





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*CTEET continues to explore ways of adding value to conservation, from securing land and funds for conservation, through to the placement of staff in positions on these sites.*



2020 will be remembered across the world as the first year of the COVID pandemic. The impact on CTEET was the closing of our camping programme as schools went into lockdown and camps were cancelled. This resulted in the pain of having to reduce staff and in the process say goodbye to some valued staff members. In 2021 we have been in a holding pattern, with the camping programme still not relaunched. However, we have been working in other areas, as our inventive and innovative staff have expanded their activities in new areas in the Green Economy.

One of the programmes that we have scaled up this year is the *Sustainable Schools Programme*. The revision and expansion of this programme has allowed for it to be rolled out across the country to enable a common voice in the Environmental Education space and build a community of practice. An exciting aspect of this programme is that it is supported by an online platform that we have developed to ensure continuity of access to our educational resources. An early adopter of the programme, our first Implementing Partner, is Lapalala Wilderness School based in the Limpopo Province – as one of South Africa's oldest and most well-known environmental

education establishments, it is a privilege to have them on board.

On a personal note, I am very pleased with the ongoing *Conservation Leadership* project that we have been running since 2013. This has helped identify and train leaders from school level into the Green Economy. Although 2020 interrupted the programme, we aim for a new intake every year.

In recent years, CTEET has moved increasingly into the area of training and development, where we have equipped our staff to offer courses for the SETAs in a range of areas related to conservation. In this area, I must mention the River Ambassadors who we have trained. This is a brand new project that CTEET has introduced to the field. We continue to run our Nature Care Fund that looks after pockets of land in the city that need to be conserved as part of maintaining biodiversity. The rangers we employ to do this valuable work are constantly improving the areas that they are tasked with looking after.

CTEET continues to explore ways of adding value to conservation, from securing land and funds for conservation, through to the placement of staff in positions on these sites. We are proud of the progress we have made in

enabling co-funding and co-management to be taken up within gated estates in the City.

CTEET trustees are always grateful to our CEO, Dr Anthony Roberts and his team for the amazing work they are able to do in the field of Environmental Education and Conservation. Our staff are well known, and held in high esteem in this field, and I am constantly reminded of their achievements and how proud we are of them.

In closing, one of the exciting developments has been the rebranding of CTEET. As we are looking to expand our work beyond just Cape Town, the need arose to look at a name and brand that would locate us nationally

and not just in Cape Town. After a long process we decided on a new name, which is, “Nature Connect”. So when next year's report appears, this will be the name we present ourselves as.

Finally, big thanks to our donors who have been so faithful in supporting our work this year. These have been trying times and many of our donors have felt the loss of income as the economy has shrunk. Their continued support and commitment to our work is really appreciated.

**David de Korte**  
Chairman





# 20

# Years Of Changing Lives Through Nature



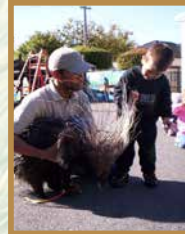
Eco-Schools Camp at Kogelberg Farm Hostel in Grabouw.

Project started 2000 – City of Cape Town and Table Mountain Fund became founders of the Trust, putting in start-up capital.



Otter Bush Camp

Building of the Otter Bush Camp in Rondevlei Nature Reserve.



Various Camp, Day and outreach programmes.

Name change to CTEET and repurposing of Waste Water Treatment Works Scientific Service Building to the False Bay Environmental Education Centre.

The first False Bay Skills Development Programme Initiated which ran from 2007 – 2013



Participants of the False Bay Skills Development Programme



CoCT's Invasive Species Unit staffed through Nature Care Fund



Mary Kivedo, Mark Ogilvie & Justine Swartz

Mark Ogilvie appointed as new CEO



Penguin monitors posted at Burghers Walk Penguin Colony.

2000

2001

2002

2003

2006

2007

2009

2010

2011

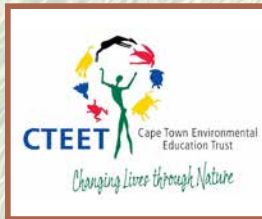
ZEEP established – Quentin Pavitt, Dave De Korte and Dalton Gibbs were the first Trustees. Bevan Lill the first programme manager



One of the first education programmes



Bevan Lill



The False Bay Ecology Park and the Environmental Education Centre were launched by the Executive Mayor of Cape Town on the 30th September 2006.

Discussion began in 2006 but the official start of the Nature Care Fund was in 2007 with the appointment of the Managers for the Kenilworth Racecourse Conservation Area and Muizenberg East Cluster.



Kenilworth Racecourse Conservation Area



Muizenberg East Cluster

The Luqmaan Jabaar Memorial Bursary Fund was started



The late Luqmaan Jabaar

Environmental management of Greater Princess Vlei. CTEET takes on environmental education role at Helderberg Nature Reserve. CTEET began involvement with the Federation for Environmental Education's Eco-Schools Programme through WESSA.



Southern Suburbs Satellite Environmental Education Initiative established linking in with nature reserves and public open space.



City of Cape Town and Table Mountain Fund became founders of the Trust, putting in start-up capital.







Dr Anthony Roberts



Dr Anthony Roberts appointed as new CEO.

First Work Integrated Learning students hosted: Abongile Madyalo, Zoliswa Magwentshu and Sabelo Memani



Learnership induction

CTEET runs first Nature Conservation Learnership in Cape Town through partnership with CoCT and funding from CATHSSETA and Table Mountain Fund.



Additional Nature Care Fund site, the Milnerton Racecourse Conservation Area



The Atlantic Beach Golf Course Conservation Area became a new Nature Care Fund site.



CTEET appointed as a Small Grants Facility by TMF for disbursement of funds to small environmental initiatives.

Two new sites added to the Nature Care Fund Portfolio, Princess vlei and Zoarvlei. The Species Conservation Projects were initiated. Table Mountain Fund appointed CTEET as the Small Grants Facility.



River Ambassadors project initiated in partnership with the CoCT.

In 2019, the first intake of Conservation Leaders that started in 2013 graduated from the programme. Awarded Silver Eco-Logic award for our Training and Development programme.



In 2019, CTEET received endorsement from the South African Council for Educators (SACE).



The Training and Development Team celebrating CTEET becoming an Accredited Training Provider in March 2021. Left to right: Toshca Gilliland, Letasha Hesqua.

2012

2013

2014

2015

2016

2017

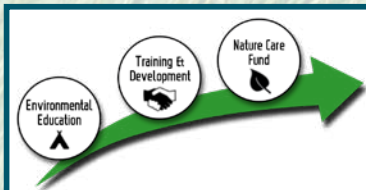
2018

2019

2020

2021

The first Conservation Leadership Project was initiated.



Crèche-to-Career Model formalised



First Conservation Leadership intake

First Environmental Management Learnership in partnership with NCC. In partnering with Quemic, CTEET launches the Gantouw project based at Rondevlei.



Launch of the Gantouw Project

Intern Induction day with the Programme and site mentors



Launch of the Changing Lives Through Nature Campaign and opening of the Rondevlei island bush camp



CTEET received its first SANParks Kudu Award and in the same year, a certificate of recognition from the Table Mountain Fund



Princess vlei



Western Leopard Toad Project

CTEET starts exploring alternative funding mechanisms for conservation, including Biodiversity Offsets.



Between 2017 and 2019, CTEET or CTEET team members won a total of 8 awards. A Mail & Guardian Greening the Future Award, five SANParks Kudu Awards and two Eco-Logic Awards.



The Conservation Leaders visit Lapalala Wilderness School



Petro Botha and Anthony Roberts accepting their Kudu Awards



SACE-endorsed teacher workshop held in 2020 – just before the National Lockdown



One of the products of 2020/2021 is the Education for Sustainable Development Framework as part of the Sustainable Schools Programme





### Jerry Khalo

I consider myself privileged to have been part of CTEET, which has been a steppingstone to my career development in so many ways. I remain grateful for having gone through various skills development programmes through CTEET – programmes I hope can be sustained into the future for skilled and qualified individuals who desire to enter the Green Economy. My journey with CTEET started in 2016 when I joined the internship programme, and from there I grew to become a field ranger and later a site manager through the Nature Care Fund. It is through the partnership CTEET has with the City of Cape Town that I was exposed to the Biodiversity Management Branch of the City of Cape Town and from the exposure I became familiar with opportunities within the City. I was recently appointed as a Reserve Supervisor at Blaauwberg Nature Reserve. Even though I continue to engage with some of CTEET team members, I do miss the everyday engagement, the support the organisation has on everyone's roles and their varied challenges – and most importantly, support it has on everyone's aspirations. I miss being a custodian of what CTEET is all about and a contributor to a platform within CTEET where everyone is entrusted to contribute towards critical organisation strategic planning. I wish the organisation success and growth for the benefit of people and the environment.



### Ricardo Downes

For me it all started at CTEET. Before that I didn't know what biodiversity is. CTEET laid my foundation, learning about nature and the opportunities to further my education and also to get my driver's licence and now I got permanent employment at the City of Cape Town.



### Tania Snyders

I am Tania Snyders and I've been employed through Cape Town Environmental Education Trust (CTEET) for the past 13 years, based at Kenilworth Racecourse Conservation Area (KRCA). I want to thank Dr Anthony Roberts and the admin staff at the head office for the opportunity that was provided to me through the years, working as a CTEET employee. I dropped out of school in Grade 11, but with the help of CTEET I achieved my National Senior Certificate. In 2010 I also had the opportunity to gain field ranger training experience for 33 days in Kruger National Park offered by the Southern Wildlife College. Thereafter I was appointed as the Senior Field Ranger at KRCA. My biggest achievement I gained was a 5-year study programme for my National Diploma in Environmental Management. Therefore it is a privilege to congratulate CTEET for their good work over the 20 years of running and all the best for the future!



### Morné Issel

Where to start with 12 years of memories, well let me tell you about my memories that stood out for me. 'Fight for what you believe in' was the first thought, when the words were uttered, "ZEEP (the old CTEET) is going to close, because of funding and we have to let you go". It was heartbreaking, but I was motivated not to accept the closing of a place with so much potential and life changing stories. That's when me and my colleagues decided to take action and get the noise level up in this quiet place by doing bookings, creating a programme and facilitating camps. What an awesome team with a 'never quit' attitude and we were victorious. On the camps we met different people, but the most significant one was with Ceasefire organisation, where I met a stubborn boy involved with the '26' gang and was so stuck in his ways and attitude. The amazing thing is I got three separate gangs to sit next to each other in one session and speak to them about life and the road of no return if they carry on like that. I asked them what they want to be in the next ten years and I got amazing answers, but that boy said, "I want to be a gangster." On the last day he picked up a spade to attack an older guy from the '27' gang. I had to jump in the middle of them to stop the swing of the spade and that's when I decided to circle them up. I told them here are newspapers and magazines, create yourself, a life you want one day and write down your obstacles that are stopping you. After they presented I came to the boy and ask him what is it you wanted to become and finally got an answer, "I want to be a chef" and the wonderful thing is he started working at a restaurant as a trainee chef. That's my one turning moment that made me realise I'm at the right place.



### Thurlo Marco

My journey with the CTEET began in 2015 and ended in 2019. This is where I gained most of my training and experience in conservation. During this time I got to explore and learn about conservation outside of the mother city. I never had this experience while growing up, but because of the work CTEET does, I was able to tick off this activity on my bucket list. If you enjoy meeting new people, environmental education camps were the place to be. There was never a dull moment from the beginning of a camp to the last day of camp. The educated and enthusiastic staff made sure that everyone had a joyous time. The many courses I was able to do helped me understand conservation better and prepared me for the many challenges we face in an urban conservation environment. While on these courses I was able to meet people and share my passion for conservation with like-minded individuals. The majority of young people see others working with wildlife on animal documentaries and dream of an opportunity to do the same type of work. Never did I imagine my dream of working with wildlife would become a reality. I thought I would need to relocate to the other side of South Africa and work at Kruger National Park. Little did I know in 2015, plans to relocate wildlife two kilometres away from my home were in motion and that I would be "the shepherd" to that wildlife. I am grateful to CTEET. I believe with the right mental attitude and an enthusiastic approach to all of the opportunities presented to me; my life has truly been changed through nature.





*Our strategy remains focused on steps that enable the creation of OPPORTUNITIES for youth to build hope, build values and build a life for a sustainable future.*

On the eve of the first national Covid-19 lockdown we met as an organisation: Trustees, Senior management and Programme Managers, to re-evaluate our strategic trajectory:

Who are we? Where would we like to be in 5 years? What makes us different from other environmental organisations? What is our unique selling point?

Without doubt, our Crèche-to-Career model came up as the answer. We invest in people for the long haul, with the purpose of connecting people with each other, and the world we share. The interest and support for re-invention of our school programme during these Covid-19 times provides testimony to the reality that what we offer is in demand. Leaning on technology, we have blended the essentials of relationship and personal contact, with the benefits of access to high quality resources 24/7. With the launch of Sustainable Schools nationally underway, we now look forward to taking education for sustainable development to children across Africa.

People need opportunities and CTEET believes in creating them. For 14 years we have played a critical role in building youth in the Green Economy, unlocking access to full and productive

employment and decent work for all. We support meaningful, inclusive and sustainable economic growth, breaking the limitations of short-term public works programmes. We release people with passion into the Green Economy armed with accredited training. Our accreditation with CATHSSETA this past year has flung wide the doors to realise training opportunities for young people in South Africa. We look forward to working with partners, and customising these programmes, in order to incubate entrepreneurs for the labour market, whether within the traditional nine-to-five model, owners of SMMEs or participants in the “Gig economy”, characterised by freelance, flexible, on-demand employment.

Whether it is investing in the largest African bovid, to explore the role they could play as an eco-friendly option for bush-encroachment, providing safe passage for endangered amphibians, or trying to figure out how to secure the existence of the last 50 of a butterfly species from being snuffed off the planet forever, the Nature Care Fund has been active in establishing mechanisms to support conservation. These mechanisms are presented as opportunities to promote stewardship, with species conservation as the driving force, or as opportunities to promote

sustainable development, with EIA processes catalytic in establishment of these projects.

Either way, CTEET has, since 2007, been using these projects to channel funds for conservation. With the global economy feeling

the pressure to reinvent itself in a fashion that more realistically factors in environmental costs, and invests with nature, we look forward to expanding the opportunities that can be taken up by the Nature Care Fund.



*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.*



Convention on  
Biological Diversity



# Crèche-to-Career Model

Our intervention model is defined by three phases: Education for Sustainable Development, Training and Development, and Employment in the Green Economy through the Nature Care Fund. We educate, not only to grow responsible citizenry, but to nurture effective employability.

**Phase 1:**

**Sustainable Schools Programme**

We aim to engage in-school youth, educators and institutions in a multifaceted initiative, using key strategies such as experiential learning, leadership and values-based education, enquiry learning, outdoor education, adaptive management and community problem solving. Through repeat interaction, this programme endeavours to empower and inspire individuals and communities to engage with environmental and social challenges, and together create sustainable solutions. Immersive experiences in a natural environment expand on the in-school curriculum and action-project activities which create and solidify real-life connections for learners and teachers alike. Our cross-curricular activities intentionally applies multiple academic disciplines, such as mathematics, sciences and literacy for relevance and impact which aids school performance too.

**Phase 2:**


**Green Skills Development**

This phase aims to provide out-of-school youth opportunities to gain workplace experience and develop skills through a variety of accredited training interventions, or provide bursary funding, thus creating pathways for them to enter the Green Economy.

**Phase 3:**

**Conservation through the Nature Care Fund**

This final phase in our Crèche-to-Career Model facilitates management of conservation projects on public and private land, as part of a biodiversity network. These projects offer entry-level positions and professional growth opportunities for youth entering the Green Economy.



**Vision**

*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.*

- Being a leading force in education for sustainable development in South Africa supporting educational programmes on nature reserves and providing engaging programmes and outdoor camps
- Identifying youth from impoverished communities and develop them as conservation leaders gaining 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 South Africa's Biodiversity Network through our Nature Care Fund.

# Risk Assessment and Mitigation

We are currently 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 the strength of our team and the support of our donors has meant that we have been able to constantly re-evaluate how we adjust to the changes we are experiencing and in so doing, minimising risks as far as possible. Under these trying circumstances a risk assessment has been compiled and is structured with ongoing Covid-19 impacts in mind.

Risk Area	Risk Factor	Mitigation
Finance	Sustainability	▪ Identify new sources of income
		▪ Manage Donors diligently, deliberately, thoroughly and continuously, ensuring accurate reporting and expenditure
		▪ Further develop the fundraising strategy and build a capacitated fundraising team
		▪ Diversify and identify new Income Streams including broadening of Donor base
		▪ Increasing our Endowment fund
	Liabilities	▪ Appropriate marketing and PR policies
		▪ Appropriate Insurance
		▪ Thorough review of vulnerability
	Financial Management	▪ Appoint a suitably qualified Financial Manager to guide the organisations' expansion and implement continuous assessment, development and review of applied financial systems
	Policy changes (governmental and private sector)	▪ Regular internal and external stakeholder engagement to ensure organisational flexibility to rapidly adjust to uncertainty and volatility
Governance	Board Review	▪ Broaden the talent and diversity of the Board
		▪ Establish appropriate committees
	Senior Management	▪ Succession Planning
	Policies and Procedures	▪ Annual policy review
	Liabilities	▪ Review of legal and registration obligations and MoUs
Staff	Skills	▪ Match staff capacity (new and current) with job requirements through KPA review and alignment and regularly update training plan
	Structure	▪ Build an appropriate organisational structure to accommodate organisational shifts, aligning to the evolving organisational strategy
	Support	▪ Put measures in place to support staff, institute training interventions and improve performance tracking to ensure optimal productivity
	Staff retention	▪ Ensure competitive salaries and appropriate rewards
		▪ Strong corporate culture
	Lack of staff engagement	▪ More delegation and staff autonomy
Communications	Change management	▪ Ensure top-down, bottom-up communications for staff. Manage communications on "change" to stakeholders.
	Stakeholder Engagement	▪ Implement a communications strategy for internal and external stakeholders
	Internal communications	▪ Institute a mechanism for flow of top-down and bottom-up communications
	Brand development	▪ Allocate necessary resources to appoint appropriate consultants
	Online presence	▪ Strategically increase reach and support
		▪ Build a single website that unifies the programmes and showcases the complete Crèche-to-Career model.
Organizational Structure	Framework	▪ effectively absorb and adapt to internal and external changes and challenges, and accommodate significant growth when required
	Relevance	▪ Engage with stakeholders to ensure that all our activities are relevant and in line with the Crèche-to-Career model
	Strategy	▪ 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 in 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	Data storage and access	▪ Trust to create, enforce, and update a comprehensive data storage security plan that encompasses on-premises infrastructure, mobile devices and across the web
	POPIA compliance	▪ Ensure personnel are appropriately trained and measures are implemented to ensure compliance
	Data protection	▪ Setting of policies that that are simple, concise and practical, utilising appropriate software for data protection





*The Sustainable Schools Programme is a holistic approach to Education for Sustainable Development and aims to cultivate sustainable development practices in a way that is locally relevant in South African schools.*

Environmental Education activities, the first phase in CTEET's Crèche-to-Career Model, were curtailed as a result of the COVID-19 pandemic. Unable to work face-to-face with learners and teachers – neither in schools, communities nor the natural environment – presented the team with a huge challenge during the *COVID-19 national lockdown* and the months that followed. Taking things online seemed to be the most obvious solution. But how can one possibly substitute immersive experiences in nature with online content? And what about those many learners and teachers who aren't connected to the internet – would they, once again, be left behind?

Coupled with these challenges brought about by a disruption to our day-to-day norm, our income streams too were negatively impacted upon. This negative financial impact resulted in the unfortunate retrenchment of many of our education staff. CTEET management made the strategic decision to retain staff that were able to adapt our approach to education and develop a framework that would ensure continuity of our commitment to Education for Sustainable Development.

Embodying resilience and an infinite mindset, our remaining

education team stood in the face of adversity and spun this challenge into an opportunity – taking the time to re-invent and re-imagine the way in which we offer environmental education programmes. This time allowed CTEET to recognise the need for consolidating, streamlining and updating its work to provide Education for Sustainable Development in a way that had not been done before. This led to the development of the Sustainable Schools Programme.

The Sustainable Schools Programme is a holistic approach to Education for Sustainable Development and aims to cultivate sustainable development practices in a way that is locally relevant in South African schools. Facilitated through an online platform, which, coupled with face-to-face engagements and repeat environmental education sessions, participants are provided with ongoing support.

While supporting whole school participation in a continuous learning, action, reflection and adaptation process, multi-faceted and sustained interactions are offered, namely CTEET's overnight camp programmes, day and outreach programmes, and the *Conservation Leadership* project. The aim is to empower individuals and communities to become

environmentally-sensitive citizens – actively restoring, nurturing, and sustainably utilising our natural environment.

CTEET recognises that collaboration and partnerships, which form the foundation of the programme, are integral to successful delivery of our revised approach to Education for Sustainable Development. Excitingly, Lapalala Wilderness School in Limpopo has adopted the Sustainable Schools Programme to support the work they do within schools, becoming CTEET's first Implementing Partner of the programme. This valuable partnership has extended CTEET's footprint nationally.



## Implementation

After many months of research and programme development it was time to take the Sustainable Schools Programme to the very people we aim to serve – our schools and teachers. In preparation for our pilot year, introductory workshops were held online and at Intaka Island. Schools and teachers, with whom CTEET has an existing relationship, were invited to participate in the workshops. Teachers reviewed, discussed, and commented on the Programme and its implementation tools, so ensuring the Programme meets the teachers' needs. During this period,







formal engagements around the launch of the Programme took place with 30 teachers from 20 schools.

With the refocusing of the Programme and an injection of donor funds, the end of a challenging year was met with renewed growth as we were able to appoint two new staff members, fulfilling new positions as School Coordinators. In addition, registration for the Sustainable Schools Programme opened on 17 March 2021.

### Environmental Education Programmes

The COVID -19 pandemic and resulting lockdown has kept our education team on its toes, having to continuously adapt to shifting conditions in the education space.

During the initial lockdown, and in collaboration with Save Our Seas (SOS) and the Environmental Learning and Research Centre (ELRC), CTEET developed an online education programme focusing on Water and Global Citizenship. For the eight learners that we worked with, online learning proved to be a challenge due to loadshedding, a lack of data access and poor cell phone reception – a reminder that even in a digital age, there are still communities which are unable to benefit from these advancements.

As 2020 drew to a close, we had the opportunity to engage with learners in a school setting once again. The education team ran a programme at Somerset College over two days, educating a total of 249 learners from Grades 2 – 5.

With teachers and learners hard at work trying to catch up with missed content from time spent away from school, our education team has been at the grindstone compiling a selection of engaging lessons and activities to run at schools. With the COVID-19 pandemic still very much a part of our reality, we anticipate that these engagements will make up the bulk of our programmes in 2021.

We are committed to finding the most enriching ways in which to engage learners with the natural environment, understanding that it is more important than ever for these positive relationships to be developed.

### Conservation Leadership Project

Our usual immersive, nature experiences were sadly not an option for the Conservation Leaders during the first quarter of the year. However, we continued to work with the learners, coming up with creative ways to keep them engaged and motivated during lockdown, and like the rest

of the world, we went online to achieve this. While still in the initial stages of lockdown, the learners took part in a virtual clean-up and some of them took part in the collaboratively facilitated Water and Global Citizenship programme.

As soon as it was safe to do so, we began to engage with the learners in person, ensuring that all protocols and safety procedures were followed. The learners were overjoyed to be back in action again, having expressed that it was something that they missed greatly.

There was a definite focus on water this year, with the groups taking part in various activities that focused on both marine and terrestrial ecosystems. Even with lockdowns and restrictions in place, we managed to engage with our three groups of learners



on 18 different occasions. These included hikes, as well as a number of activities with partner organisations, such as a rocky shore programme with *Save Our Seas*, Snorkelling with the *I am Water Foundation*, a river study with the *Centre for Conservation Education* and various clean-ups with *The Beach Co-op*.



## Where are they now?



### Mario Barnes

Having graduated from the programme and matriculated in 2019, Mario has continued his journey with the organisation. He remains actively involved

with our education programme, working both as a casual educator and a mentor to the younger Conservation Leaders, sharing the knowledge and passion for the natural environment.



### Rivaldo De Storie

After having graduated from the programme and matriculating in 2020, Rivaldo began working as a Ranger for Quemic in 2021. His dream has

always been to work in conservation. His role allows him to do just that – working in various different conservation areas around Cape Town, helping to protect our natural environment.

*“Sustainable Schools Programme – supporting whole school participation in a continuous learning, action, reflection and adaptation process.” – Jocelyn Anderson*





*The major success of this financial year is that CTEET is officially an accredited Training Provider with the Culture, Arts, Tourism, Hospitality and Sports Sectoral Education and Training Authority (CATHSSETA).*

Our Green Skills Development phase, the second phase of our Crèche-to-Career model, has come a long way since it started in 2007 as a provider of unaccredited skills development opportunities. The main objective of this phase is to serve as a catalyst for youth to enter the Green Economy and, with that in mind, the programme grew into the array of accredited interventions; skills programmes, learnerships, internships, WIL placements and bursaries, which provides unemployed youth with an opportunity and a trajectory into a Green Occupation. The success of these programmes are measured through the high completion rate, recording the rate of post-programme employment and ongoing achievements of programme participants. To date, we have offered 24 different programmes to 305 participants of which 246 completed the programme with an average of

75% post programme placement across all programmes.

The major success of this financial year is that CTEET is officially an accredited Training Provider with the Culture, Arts, Tourism, Hospitality and Sports Sectoral Education and Training Authority (CATHSSETA). This is, in itself, a considerable achievement, but to receive accreditation within a year and on the first attempt is a massively impressive feat!

As of the end of March 2021, CTEET can officially offer training in two Nature Conservation Qualifications: the National Diploma in Nature Conservation Resource Guardianship (NQF level 2) and the Further Education and Training Certificate in Nature Conservation Natural Resource Guardianship Terrestrial (NQF level 4).



We are looking forward to rolling out the qualifications, extending our training offerings and continuing to change lives through nature.

The challenge for this financial year – as it was for most – was the impact of the Covid-19

*“According to the SETA, achieving accreditation on the first attempt and within a year is impossible, in fact we were laughed at, yet here we are! CTEET is extremely proud of the Training and Development Team for this massive achievement. Thank you to Toshca Gilliland, Letasha Hesqua and Zurelda le Roux for your hard work in these arduous times.”*

*– Louise Matschke, Green Skills and Partnership Strategist.*

pandemic. The national lockdown had everyone at home with no access to the city’s open spaces for outdoors experiences. Whilst the River Ambassadors where impacted the most, the programme managed to proceed with the limited training opportunities. Due to the financial constraints felt nationally, no SETA grants were allocated during this financial year.

## Internship Programme

There was one intern group this year that started on 1 June 2019 and finished at the end of May 2020. This group comprised of thirteen CATHSSETA funded graduate interns from a wide range of qualifications such as Environmental Management, Environmental Sciences and Biological Sciences as well as from tertiary institutions from across the country. 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 give them an opportunity to gain relevant work experience and we support their professional and personal development, through mentorship, coaching and developmental days. Development days are structured and interns are taken to sites and organisations of

conservation significance to further expose them to urban conservation. Unfortunately, we were unable to run any development days from March 2020 to the end of their contracts in May 2020. During the lockdown, most of the interns were able to work remotely on administrative or research tasks and the mentor ensured that they were informed about online training and webinars related to the conservation sector to support their development. Ten of the thirteen have found employment, which is exceptional, considering the current economic climate, and one intern has gone on to further their studies.

## Bursary programme overview

The aim of the bursary programme is to afford youth who display interest and commitment to pursuing a qualification in an environmental and conservation related field with financial assistance. The 2020/2021 financial year had no new bursary funded students, however, we continued to support 3 students from the CATHSSETA-funded 2019 bursaries. The three students successfully completed the academic year despite the disruptive nature of 2020. We pride ourselves on the impact that the bursary opportunities provide for our youth and expect that the new financial year will allow us to provide more.







*"From this Internship I have learnt interpersonal skills needed in this kind of work environment. I have also learnt to be professional as well as being both a team player and a leader. Just want to say thank you for giving me this wonderful internship opportunity, I really appreciate getting a chance to improve my career."*

*- Hlasi Somtunzi*

### Learnerships

Due to the lack of funding we did not have a learnership programme during this financial year. However, we did provide a mentorship role to the participants of a nature conservation learnership run by Quemic Pty Limited, which started in December 2020 and is scheduled to end in June 2021. The team provided academic support and opportunities so that these learners could successfully complete the learnership. Despite not running a learnership, we continue to hear about exciting ventures of past learners. Mcoseleli Kidwell Juqu, from 2015, has started his own community project called Kidwell's Path Group, which aims to reconnect the youth in Khayelitsha with nature, through

hikes and camps. Mcoseleli says that CTEET changed his life and now today he can use all he has learnt to support the youth in his project.

Zaakiyah Booth from a learnership in 2017, is now an entrepreneur and has recently opened an internet marketing service called Business Beyond.

Luke Linde, from the 2018 learnership, continues at his dream job with Cape Nature, whilst studying Environmental Management through UNISA and has recently obtained his skippers licence.

These stories of change show that the learnership programme develops not only the knowledge



and skills for participants but the confidence and belief in themselves that they can make a change in their own lives and within their community.



### River Ambassador Project

The River Ambassador Project was launched in October 2019 and aims to unlock the potential of, and improve river corridors and green open spaces, whilst simultaneously contributing to job creation and skills development in the Green Economy. This pilot programme is a partnership with the City of Cape Town. The project sites are the Doordrift

Greenbelt, a section of the Diep Rivier and sections of the Mocke River. The River Ambassadors perform various functions, such as restoration, invasive plant species control, erosion control and waste management, whilst completing a Nature Conservation Qualification and various other trainings.

However, both onsite work and training were negatively affected



### The three things I learnt in my internship:

1. Working with colleagues, collaborating on projects alongside this is conflict and expectation management. This was a big one, I realized that the way people think about each other influences the way they work and communicate a lot more than I had expected.
2. Time management and prioritization. I learnt the difference between important and urgent. With this I also learnt that even though getting the task done is important, it doesn't necessarily mean it has to be done quickly.
3. I am capable! There were some tasks that were outside of my previous experience or education and for these I had to work extra hard and read more. It took work, but in the end I managed to do the tasks well and I learnt something in the process. This gave me more confidence and I wasn't afraid to volunteer for certain tasks, because I knew I could do them with some extra work."

*- Mariaane Putz*





by the national lockdown. For two months the ambassadors had to remain at home, but were provided with relevant information and tasks to keep them engaged. The Nature Conservation training was only able to commence in August with other training following later in the year. This meant that the scheduled training was crammed into a few months, which affected the onsite work. By the end of the financial year, it was clear that all of the River Ambassadors were on track to successfully complete the learnership.

From June 2020 to March 2021, the River Ambassadors have removed 21 006kg of waste, retrieved nearly 1 000kg of recyclable materials and removed over 34 000kg of biomass from the river corridors; a physical and meaningful change to these river corridors, benefitting the ecosystem and neighbouring communities.



*"The Nature Conservation NQF2 Learnership gives candidates valuable opportunities they would otherwise not have."*

*– Hlomla Dali,  
River Ambassador Project  
Manager*



*"I learnt a lot working at CTEET, having been my first year of experience at a workplace. I got to go through team building exercises and that has helped me a whole lot. During the programme I got to learn a lot about the different types of alien and invasive plants within our environment. My team and I learnt how to control erosion on the banks of the river. The fun part for me was the survival swimming training. So I have learnt and experienced a lot this year and I hope to learn more and further my experience."*

*– Liam Francis*





“

*The United Nations Decade on Ecosystem Restoration (2021–2030) challenges everyone to massively scale up restoration efforts that breathe new life into our degraded ecosystems. Restoring our planet’s imperilled ecosystems intrinsically connects us with a chance at a healthier future.*



**The Nature Care Fund is the third arm of CTEET’s Crèche-to-Career model. It serves to identify, develop and support opportunities for environmental stewardship and sustainable development.**

**The Nature Care Fund species conservation projects unlock knowledge and take action**

The Nature Care Fund creates stewardship opportunities through our work that targets endangered and critically endangered species or ecosystems.

Engaging in single species conservation activities cannot be considered a luxury indulgence. It is an absolute necessity within the interconnected web of life. Unless people do things differently, many more living creatures will move to the IUCN Red List. Many more ecosystems will fail. Many more livelihoods will be lost.

In line with our philosophy, the Nature Care Fund focuses on acquiring knowledge, unlocking understanding, and taking action.

Our captive rearing programme with the critically endangered Kedestes butterflies for example, undertakes habitat restoration and protection work, whilst upskilling and informing decision-makers

concerned with biodiversity management.

**Nature-based solutions are a growing field within our applied research activities**

CTEET continues to pioneer ecological management using nature-based solutions. The Gantouw Project for example, has shown that eland can be a green alternative to alien clearing and bush encroachment in Strandveld. CTEET are well positioned to operate at the cusp of applied research, and look forward to growing this side of the Nature Care Fund.

**The Nature Care Fund is well suited to channel small grant funding**

Caring for nature through stewardship is beautifully illustrated in the many programmes that have been enabled through the Table Mountain Fund Small Grants Facility. These have shown that the Nature Care Fund is well suited to channel funding towards projects that demonstrate stewardship of natural resources.

**The Nature Care Fund demonstrates the benefit of partnerships**

We are increasingly being recognised as a portal to support local community conservation initiatives. Benefits from partnerships include cost savings of centralised administration, accounting, and experienced project



**Current species conservation projects include:**

- African Penguin
- Kedestes Butterflies
- Western Leopard Toad
- Wynberg Conebush
- Disa Draconis
- Cape Platanna
- Chysoritis rileyii

*CTEET has, for the last five years, researched biodiversity offsets and believe we are well positioned to play a key role in advancing biodiversity offset practice.*



Muizenberg East Biodiversity Cluster



Kedestes Butterflies







Western Leopard Toad Underpass Project



Milnerton Racecourse Section, Table Bay Nature Reserve



Kenilworth Racecourse Conservation Area

implementation and support. Our philosophy of sharing, for the purposes of mutual beneficiation, contributes towards a winning formula for everyone.

**The Nature Care Fund works within Environmental Impact Assessment (EIA) processes to generate sustainable development opportunities**

The model of *in-situ* conservation set asides at the Kenilworth, Milnerton and Muizenberg East sites is being extended to other developments in the city. Functioning through mechanisms of co-funding and co-management, we look forward to further uptake of this mechanism as an option to support sustainable development.

Going forward we hope to explore the use of these sites as outdoor classrooms for even more local school engagement. Meanwhile we continue to see the fruits of the skills development programme we support for fledgling conservators, as these sites provide a stepping stone in their career development journey.

**The Nature Care Fund contributes towards enabling biodiversity offsets for conservation**

Biodiversity offsets are a “tool” in the Environmental Impact

Assessment (EIA) toolbox. CTEET has, for the last five years, researched biodiversity offsets and believe we are well positioned to play a key role in advancing biodiversity offset practice. Biodiversity offsets have the potential to realise gains for conservation in South Africa, whilst securing opportunities in the green economy.

**The Nature Care Fund demonstrates innovation in the green economy**

We are excited about the future, as the Nature Care Fund continues to **identify and access funds to support growth of the Green Economy**, by **driving innovative opportunities** in both **environmental stewardship** and **sustainable development**.

*“It’s not an investment if it’s destroying the planet.”*

– Vandana Shiva



The Gantouw Project



Zoarvlei Section, Table Bay Nature Reserve



African Penguin Conservation Project

## Table Mountain Fund Small Grants Extended Journey for the 2019 Cohort

The final cohort of our Table Mountain Fund (TMF) Small Grant Projects, managed as part of the TMF Small Grants Facility, were not exempt from a tumultuous year. Unable to implement their projects for three months meant a quarter of implementation time had been lost. Graciously, the Table Mountain Fund offered CTEET and the projects a contract extension, allowing the projects an opportunity to still achieve their ambitious outcomes and objectives.

After three successful years as a TMF Small Grant Facility, scheduled to end in September 2020, the final cohort of grantees will wrap up in June 2021.

Many thanks to Melanie Jackson from Words that Count for once again facilitating a Fundraising and Donor Management Workshop for the project executants.

### List of projects: April 2020 – March 2021

- Argonaut Science / #Sea the Bigger Picture
- Earth Child
- Envirolove
- Friends of Tokai Park
- Friends of Zeekoevlei and Rondevlei
- Lessons in Conservation – Western Cape
- Oceano Reddentes
- Regenerative Neighbourhood Development Agency
- Renew the Elsieskraal
- Save a Fishie
- Wynberg Girls’ High School – Southfield Primary Garden Project





*Great companies don't hire skilled people and motivate them, they hire already motivated people and inspire them.*

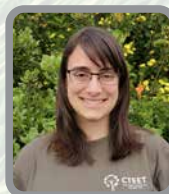
– Simon Sinek

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 have developed 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.

## Head Office



**Nicole Georgiou**  
Operations Coordinator



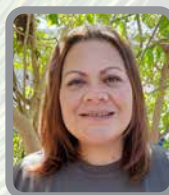
**Louise Matschke**  
Green Skills & Partnerships Strategist



**Victoria Johnson**  
Social Media & Events Officer



**Rameez Davids**  
Social Media & Events Officer



**Jacqueline Sands**  
Fundraising & Communications Coordinator



**Surayah Hartley**  
Financial Manager



**Aaron Motsi**  
Financial Manager



**Lynette Munro**  
Conservation Partnership Facilitator

## Sustainable Schools Programme



**Jocelyn Merle Anderson**  
Programme Manager



**Karen Anne Merrett**  
Education Programme Coordinator



**Justine Swartz**  
Conservation Leadership Project Coordinator



**Anwar Boonzaier**  
Educator



**Tammy-Lee Appolis**  
Educator



**Nondumiso Myataza**  
Outreach Coordinator



**Afikile Ndude**  
Junior Educator



**Phindile Gazu**  
Junior Educator



**Fabrice Turikumwe**  
Casual Educator



**Elzanne Burger**  
Admin and Logistics Coordinator



**Brenda Ann Ellie**  
General Labourer



**Jeanette Wiese**  
General Labourer



**Margaret Barry**  
Cook



**Salvina Ntanga**  
Head Cook



**Hester Gets**  
Project Development Facilitator



**Leah Mulenga**  
Schools Coordinator



**Melissa Zackon**  
Schools Coordinator

**Not Pictured:** Carl Brown (Eco-Schools Officer) | Kaylin Oakes (Head Cook) | Nonkululeko Alicia Stuurman (Cook) | Mario Barnes and Marjorie Chamboko (Casual Educators)



Green Skills Development



**Toshca-Lee Gilliland**  
Training Manager



**Letasha Hesqua**  
Training Officer



**Hlomla Dali**  
River Ambassador  
Project Manager



**River Ambassadors**

Aluncedo Nqaba, Bronwyn Claasen, Dale Demas, Jason Peters, Liam Francis, Mbulelo Ngojolo, Nandipha Khwananzi, Nicole Solomon, Octavia Philander, Precious Mhlontlo, Robyn Van Rooyen, Simone Paulsen, Sinazo Phephu, Siphokuhle Moyakhe, Thembela Kraya, Tino Jantjies and Yolanda Mnxi

Nature Care Fund



**Jamy Lee Fredericks**  
Bursary/Kedestes/  
Muizenberg



**Kashiefa Amos**  
Penguin Ranger



**Angelo Hufke**  
Penguin Ranger



**Mikaela Slier**  
Penguin Ranger



**Vardaman Hahndiek**  
Penguin Ranger



**Farrel Fred Francis**  
Gantouw Project -  
Field Ranger



**Petro Botha**  
Gantouw Project  
Manager



**Fayruz Prins**  
Kenilworth Racecourse  
Conservation Area  
Conservation Officer



**Matshele Jerry Khalo**  
Kenilworth Racecourse  
Conservation Area Site  
Manager



**Tania Caroline Snyders**  
Kenilworth Racecourse  
Conservation Area  
Senior Field Ranger



**Andrea Von Gunten**  
Muizenberg East  
Biodiversity Cluster  
Manager



**Kim Gordon**  
Muizenberg East  
Biodiversity Cluster  
Manager



**Louise Danielle  
Baldwin**  
Species Conservation  
Programme Manager



**Lamees Jacobs**  
Species Conservation  
& Muizenberg East -  
Conservation Officer



**Mthokozisi Reward  
Nzuza**  
Zoarvlei Wetlands  
Conservation Site  
Manager



**Ntombikayise leago  
Lolwane**  
Milnerton Racecourse  
Site Manager

**Not pictured:** Christyline Matthews (River Ambassador Supervisor)

**Not Pictured for Nature Care Fund:** Berenice Naidoo, Zandvlei Administrator | Nomthandazo Eunice Sithela, Haasendal - General Labourer | Walter Turner, Gantouw Project - Field Ranger (Nature Care Fund) | Anikah De Klerk, WIL Student



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). The organisation has had clean audits from reputable auditors for the past 10 years and is in good standing with SARS, the Department of Social Development and the Department of Labour-COIDA.

## Board of Trustees



*David de Korte – Chairman*

David de Korte is one of the founding members of CTEET. David held the position of headmaster at Camps Bay High School for the past 19 years and has a strong belief in uplifting children from previously disadvantaged communities. Being a member of the Headmasters Forum of South Africa David plays an active role in the strengthening of the Headmaster network. In his free time David enjoys the outdoors with his family and whenever the swell is suitable and the time allows, you will find David 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 is another one of the original founders of CTEET. He 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.

CTEET attained two awards at the 2020 Eco-Logic Awards virtual ceremony – Bronze in the Biodiversity category for the Biodiversity Offsetting initiative, and Silver in the Eco-Community category for excellent work with the Sustainable Schools Programme. In true CTEET spirit and style, our women stood out in their gorgeous and creative eco costumes and won a ladies Citizen Eco-Watch.



*CTEET's approach is to have multiple and varied programmes with schools to ensure a greater impact and increased pro-environmental behaviours.*

*– Louise Matschke, Green Skills and Partnerships Strategist*

*Meeting the needs of a burgeoning urban population requires an innovative approach. Business-as-usual, is helping neither people, nor the planet.*

*– Lynette Munro, Conservation Partnership Facilitator*



### 2020:

- 🏆 Eco-Logic Awards – Silver – Eco-Community Award
- 🏆 Eco-Logic Awards – Bronze – Biodiversity Award

### 2019:

- 🏆 SANParks Kudu Awards – Winner – Environmental Education
- 🏆 SANParks Kudu Awards – Winner – Innovation
- 🏆 Eco-Logic Awards – Silver – Green Economy Award

### 2018:

- 🏆 SANParks Kudu Awards – Winner – Women in Conservation
- 🏆 Eco-Logic Awards – Gold – Eco-Community Award
- 🏆 Eco-Logic Awards – Silver – Biodiversity Award
- 🏆 Western Cape Department Cultural Affairs Awards – Finalist – Most Active Conservation Body

### 2017:

- 🏆 SANParks Kudu Awards – Winner – Contribution to Conservation
- 🏆 SANParks Kudu Awards – Winner – Women in Conservation
- 🏆 Mail&Guardian Greening the Future – Winner – Youth Leadership





*The more clearly  
we can focus  
our attention on  
the wonders and  
realities of the  
universe about  
us, the less taste  
we shall have for  
destruction.*

– Rachel Carson

With the onset of the global COVID-19 pandemic, CTEET shifted gear like so many other organisations and focused on “virtual” events, the first of these being the **#ISeeGreen** and lockdown version of the **iNaturalist City Nature Challenge**.

We challenged our supporters to look for something “green” around the house or garden – something living or growing – since we could not go out into nature. Respondents shared their photos of their findings that they expressed brought them joy and connected them to nature. Some got their children involved who assisted in the searches. It was great to create interaction this way and spark positivity to reduce the growing gloom evident during the hard lockdown.

In 2020 the global iNaturalist City Nature Challenge was also done under the strict lockdown conditions. Even nature reserves and open spaces were closed to the public and we were allowed to participate in this usually exciting worldwide bioblitz only around our homes and immediate surrounding space. Compared to other participating cities around the world, Cape Town was under some of the strictest regulations, on lockdown level 5, which made the challenge even tougher, yet our collective achievement earned

us the top spot once again, despite being confined to our home gardens. Cape Town recorded 34,254 observations and 3,270 species.

**#67WithCTEET** was our public drive for Mandela Day in 2020. Under lockdown level 4 we were allowed to be out in public, but only in small groups. This virtual clean-up drive called on individuals to conduct clean-ups in their neighbourhoods, along rivers, beaches, their local parks, or any area of choice. We were excited to see our Conservation Leaders Project learners in action again and being an example to youth in South Africa. Some Conservation Leaders took the initiative to lead clean-ups, involving their friends and family, with each learner collecting at least two black bags of litter. A group of young skateboarders not connected to CTEET’s programmes answered the public call to action and spent their 67 minutes collecting litter in the open spaces, under bushes and along the roads in the Diep River lower station area. In this section alone, spanning only about 200m<sup>2</sup>, a staggering 23 refuse bags were filled with litter. The youths also cleared building rubble dumped in the area just a few days prior to Mandela Day.

## Joining forces with The Beach Co-op

Nine members of *Conservation Leadership* project joined The Beach Co-op in their monthly *New Moon Clean-Up* at Muizenberg Beach in August 2020. The monthly clean-ups are not only a fun activity, but an essential action to manage litter along the 70 metres of rocky shoreline at Surfer’s Corner and minimise its devastating effects on marine life.

## Participation in the Online Fynbos Forum

The Fynbos Forum is a transdisciplinary regional learning network including natural scientists, researchers, planners, managers, landowners and stakeholders who meet annually to share knowledge concerning regional conservation efforts in the fynbos biome, South Africa. The 42<sup>nd</sup> Fynbos Forum took place near the beginning of

September in an online virtual event, and was well supported with over 100 attendees at any one time throughout the three-day event. The theme, “*Connection. Community. Commitment.*” stood starkly against the global Covid-19 reality we were all living through.

CTEET’s Conservation Partnership Facilitator, Lynette Munro, facilitated a discussion lead by a panel of experts concerning what biodiversity offsets are, and what they are trying to achieve. Case studies were used to illustrate where biodiversity offsets have been more, or less, successful in contributing towards conservation goals. Current challenges, as well as opportunities for the future, were discussed.

## Arbour week with CTEET

In September, three Conservation Leaders went to Parkwood Community Garden to plant their share of trees, breathe some fresh

air and get some dirt under their nails. Three Diep River residents donated the trees received from Stodels Garden Centre, who offered free indigenous trees for club members. The Learners from our *Conservation Leadership* project had a fantastic day planting the trees and setting an example to their friends who joined in the activity. Nico van Wyk, Anastacia-Lee Mathee and Triston Marinus have been part of the developmental *Conservation Leadership* project for three years and their mission was to raise awareness of the importance of “greening” urban spaces.

## International Coastal Clean-Up

In September, the Conservation Leaders joined The Beach Co-op, Just Africa Scuba and Argonaut Science, in clean-ups at the Zandvlei Estuary and on the shoreline at Harmony Park in Strand. This was to celebrate International Coastal Clean-Up Day, made possible by Ocean Conservancy and Plastics SA. The children logged all the trash collected on data sheets





provided by Ocean Conservancy and then recorded it online. This data collection process is so important for creating solutions for *Trash Free Seas*®. CTEET is committed to reducing single-use plastics and working with youth and various communities to be responsible citizens.

**Birdathon**

The 2020 Birdathon was quite different this year due to the Covid-19 pandemic. We wanted to continue with the great momentum we had built up over previous years and decided to host a virtual Birdathon event. We encouraged people to enter the False Bay Nature Reserve during the October school holidays, seven short videos were produced, filmed in the City of Cape Town’s False Bay Nature Reserve, highlighting interesting aspects of birds and birding. We printed activity booklets for pre-registered school groups and provided each group with a flash drive of videos free of charge. Our partners in this event were City of Cape Town, Birdlife South Africa and Cape Bird Club, with a donation of six flashdrives from NCC Environmental Consultants. With our highest number of attendees achieved at the 2019 event, we looked forward to a bigger and better event in 2020, but sadly the virtual version

did not deliver the same level of appeal and public engagement.

**Peninsula Paddle**

The 2020 Peninsula Paddle took place in early October and was also very different to normal. The event usually hosts 80 – 100 paddlers traversing the canals and waterways of Cape Town from Zandvlei to Milnerton. This year there were only 12 paddlers. This was the first year CTEET had taken on an organisational role in the event, working closely with Kevin Winter from UCT’s Future Water Institute to produce a fun, educational and engaging day for all involved. Three clean-ups were conducted on the day at Sybrand Park, Berkeley road on the Black River, and at Milnerton Lagoon Beach. Extreme swimmer and influential personality, Ryan Stramrood took part to build exposure for the event. We produced a short video of the day’s activities for online circulation. We had great reach from mainstream media and social media engagement and the event was a great success.

**Collecting Nurdles**

Always looking for the next outdoor activity, our young Conservation Leaders headed to the beach almost every weekend in



November to collect nurdles. They collected an estimated 25000 of these harrowing lentil-sized plastic pellets in one session. Well done to our champions leading the charge!

**Holiday fun at Muizenberg East Cluster**

In the December holidays the staff at the Muizenberg East Biodiversity Cluster hosted an exciting environmental education holiday programme for resident children from Soralia Village, Muizenberg East Private Nature Reserve, Villa D’Algarve and Sunrise Villas, all residences within the cluster. Activities involved a scavenger hunt and litter clean-up around the conservation area. The types of litter found were recorded

and their origins and effect on biodiversity conservation were discussed. The children loved the hand painting, environmental word search and arts and crafts where colourful animals were created by re-using toilet rolls. One of the children found a beehive in the lid of the sprinkler system box on the ground, which brought added excitement. It showed us how fascinated some kids are and how much interest they show in learning about nature when they are given the opportunity to spend time looking for creatures and really observing the wonders of nature. They learnt how adaptable wildlife can be, particularly in the urban environment. The programme was well received and residents are keen to engage in future events.







*We need a new social contract, based on solidarity and investments in education, decent and green jobs, social protection, and health systems. This is the foundation for sustainable and inclusive development.*

*– António Guterres, UN Secretary-General*

Like many non-profit organisations in South Africa and across the world, the COVID-19 Pandemic placed enormous strain on CTEET's income and income sources, and with funders turning to immediate and more urgent funding needs. In addition, the pool of available donors who were funding outside humanitarian relief over the extended lockdown became smaller and smaller the longer the situation dragged on. The fallout from Covid-19 challenges includes increased funding shortfalls, a pause or stagnation in income, a depressed economy, political instability, changes in donor focus, along with – more importantly, a change in donor will.

Toward the end of this financial year we took a deep dive to

evaluate our current income streams and sustainability mechanisms. Diversification of income streams and expansion of our existing donor base remain key focus areas. Monitoring and evaluation – knowing what success looks like and how to articulate impact – remains critical to retaining funders and securing future funding.

Pre-COVID, CTEET's income generation activities were growing stronger each year. The camps and day programmes, offered at a fee, have had to be cancelled due to social distancing regulations, with no indication of when they will resume. However, in spite of the current circumstances, the organisation has continued to increase its involvement with

schools, seeking alternative ways to grow this engagement post-COVID.

In recognising the need for the organisation to expand its footprint and impact there was need to adjust the brand profile, to this end consultants were brought in to help the organisation to reposition itself.

## Crisis Management

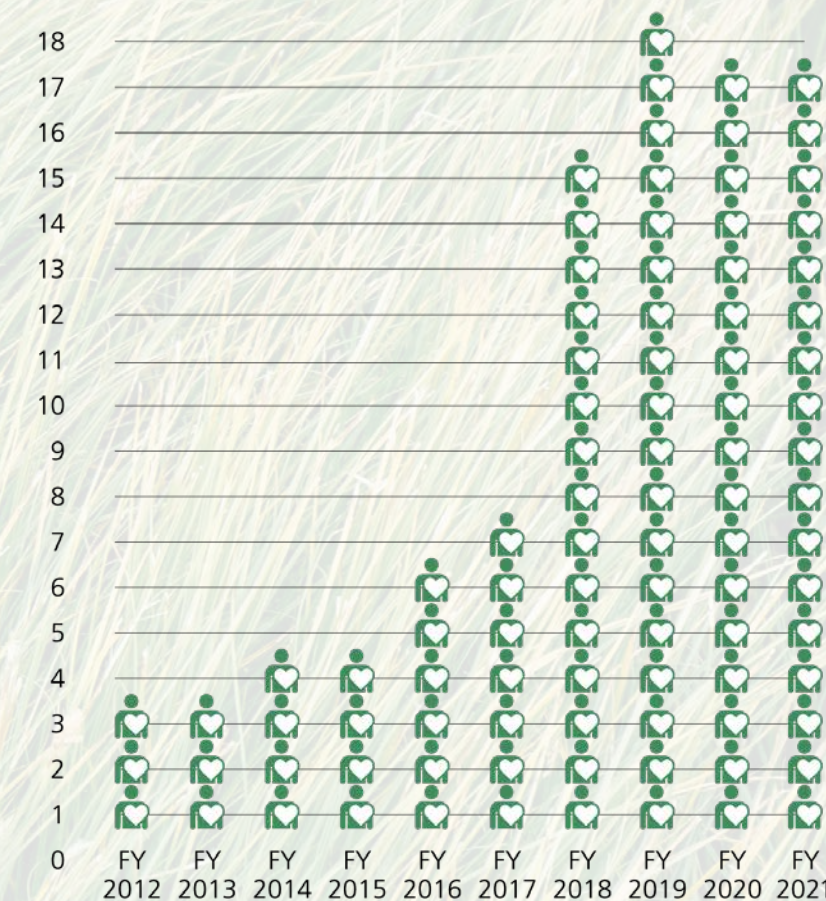
The approach of management is forward-thinking and collaborative and much time and effort has gone into developing relationships with funders and board members, who are all invested and committed to the organisation. As such, the organisation was prepared and able to withstand the worst of the impact of the COVID-19 pandemic to date.

We sought and were successful in getting TERS support at the onset of the pandemic. We restructured the senior management team early into the pandemic and assigned a key person into a new role to proactively explore and build relationships with potential partners. We proactively engaged donors openly discussing our position and mitigation intentions, which enabled us to negotiate redirection of funds. Through vision and forward planning, we informally set up staff for a

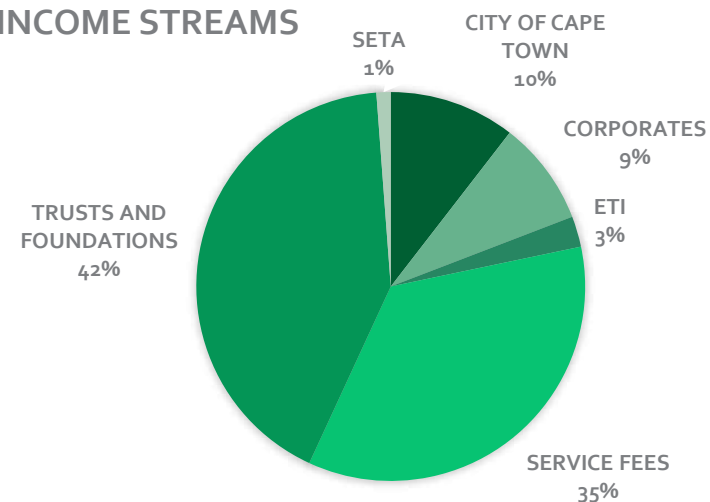
succession and training plan for key staff, who have in this time of crisis taken on research, development and leadership roles. In the 2020 financial year, 17 donors contributed to various programmes, with grants from Trusts & Foundations accounting for 42% of the organisation's income, and 35% from service fees, despite interruptions during the national lockdown.



## Number of Donors



## INCOME STREAMS





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

The organisation currently holds a small Investment Portfolio with Stanlib. Depending on the financial position of the organisation, annual deposits are made at the end of each financial year. It is envisaged that this endowment fund will grow sufficiently in time to enable the organisation to continue its core activities should revenue generation be insufficient to enable this. Having an investment allowed us to be agile and innovative in a time of crisis.

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 needed in other areas.







*CTEET aligns its work with the UN Green Economy Initiative, in working towards an inclusive Green Economy that improves human well-being, builds social equity and reduces environmental risk and scarcities.*

## To the trustees of Cape Town Environmental Education Trust Report on the Audit of the Annual Financial Statements

### Qualified opinion

We have audited the annual financial statements of Cape Town Environmental Education Trust set out on pages 8 to 19, which comprise the statement of financial position as at 31 March 2021, the statement of comprehensive income, statement of changes in funds and statement of cash flows for the year then ended, and the 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 this report, the annual financial statements present fairly, in all material respects, the financial position of Cape Town Environmental Education Trust as at 31 March 2021, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Trust Deed.

### Basis for qualified opinion

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

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 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 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 corresponding

sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other information

The trustees are responsible for the other information. The other information comprises the Trustees' Report, and the supplementary information set out on pages 20 to 22, 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, to 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.

### Independent Auditor's Report

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 the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Trust Deed, 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.

**LPH Chartered Accountants Inc.**  
**Registered Auditors**  
**Per: ER Livesey**  
**Associate**  
**Chartered Accountant (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 2020 to March 2021 financials, of which a full copy is available on request.

Financial	2021	2020
Income	7 063 143,00	8 379 259,00
Expenses	7 617 685,00	8 763 238,00
<b>Total</b>	<b>- 554 542,00</b>	<b>- 383 979,00</b>

Assets	2021	2020
<b>Non-Current Assets</b>		
Property, Plant and Equipment	377 107,00	389 868,00
<b>Current Assets</b>		
Trade and Other receivables	244 014,00	112 535,00
Other Financial Assets	2 473 792,00	279 534,00
Cash and Cash Equivalents	4 004 661,00	7 270 504,00
<b>Total</b>	<b>7 099 574,00</b>	<b>8 052 441,00</b>

Funds and Liabilities	2021	2020
<b>Funds</b>		
Accumulated Surplus	2 617 620,00	3 172 161,00
<b>Current Liabilities</b>		
Trade and Other Payables	87 001,00	121 589,00
Funds for Future projects	2 573 050,00	2 589 301,00
Deferred Income	1 635 352,00	2 084 005,00
Provisions	186 551,00	85 385,00
<b>Total</b>	<b>7 099 574,00</b>	<b>8 052 441,00</b>



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*I urge everyone to guarantee young people a seat at the table as we build a world based on inclusive, fair, and sustainable development for all.*

– António Guterres, UN Secretary-General

## Launch of the 5yr growth phase

Whilst 2021 was, according to our 2021–2025 Strategy, the launch of our “growth phase”, covid-19 has forced a first year of frugal cash-flow, with our new Financial Manager keeping a steady hand on the tiller of the financials. There is no doubt that the entire staff complement have a heightened sense of gratitude for the ongoing financial support from our donors, and look forward to serving them as the organisation grows.

We are aware that this growth phase is arguably the most ambitious since our inception, but the team is excited for the challenge. We feel the timing is right for expanding our *influence*, broadening our *partnership* base, showcasing our amazing work, raising our brand *recognition* and widening our *footprint*. We believe in growing the pool of people who share our belief in changing lives through nature.

## National roll-out of the Sustainable Schools online Hub

There has, over the last few years, been an increasingly urgent call from across the SADC region, for a unified and co-ordinated programme for environmental education. We have echoed, understood, and, this year, responded to this call. We have

developed an ambitious and forward looking approach to unifying Education for Sustainable Development through developing the Sustainable Schools Programme. This programme, through the use of an online Hub, supports the development of a community of practice, provides access to high quality resources, and operates within a framework of personal engagements. Key to the success of this programme sits with the establishment of strategic partnerships, which is a key focus area in our 2021–2025 Strategy.

## Developing strategic partnerships

Co-operation, the sharing of resources where possible, and a collective will towards enabling more “bang for your buck” must become the imperative across the NPO sector. This philosophy spans all areas of our Crèche-to-Career thinking, and we look forward to making this a reality through the creation of a “Green Skills and Partnership Strategist” position within CTEET. This person will aim to seek out strategic partners to help expand opportunities in the Green Skills space.

## Advancing the Green Skills Training and Development sector

The green skills sector is one that is coming under global development, as business wakes up to the reality

that nature requires investment in order to sustain all life, including our own. CTEET continues to be at the forefront of enabling training in the conservation sector. With the addition of our Content Development team, we look forward to an ever-expanding influence as we respond to industry needs, providing ongoing employment opportunities through relevant training programmes.

## Pioneering innovative finance for urban conservation

It has been encouraging to realise the significant overlap between our work in both the pure and the applied conservation space, as it exists within our Nature Care Fund. We have seen the invaluable role it is starting to play in guiding decision-making towards more sustainable development, specifically through CTEET facilitating a mechanism for enabling sustained finance for conservation. We are confident that our initial investment in

exploring biodiversity offsets, will only bear more fruit as we build our relationships at both the local and international level. The rapidly evolving sector of finance to support sustainable landscapes and conservation, is in dire need of NPOs who are able to pilot innovative ideas, and turn these into practice as soon as possible. We are – and look forward to – increasingly, responding to this need.

## Delivering on our crèche-to-career Changing Lives through Nature promise

In striving to instil from a young age, care for nature and each other, 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*. It is with the belief that we are on the right path that we begin a new chapter of CTEET’s life, knowing that in creating connections we open up opportunities for people to grow whilst sustaining nature.





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*Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.*

*– Robyn Eason, APA Los Angeles Awards Director, US Green Building Council*

## Head Office



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## Social Media



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www.ChangingLivesThroughNature.co.za



@CTEnviroEd



Changing Lives Through Nature



Cape Town Environmental Education Trust  
ChangingLivesThroughNature



Cape Town Environmental Education trust



## Bookings & Queries



021 706 8523



bookings@cteet.co.za

*“The earth is what we all have in common.”*

*– Wendell Berry*







**Front Cover:** Meldah Mathabathe

**Photo by:** Justine Swartz

*"This photo was taken on my final excursion as a Conservation Leader when I graduated from the programme. In that moment when I found that bug, I was excited and intrigued because I had never seen one like that before. To me the smallest creatures matter and have a role to play in nature. I've always had a love for animals and plants growing up, so being involved with the Conservation Leadership Project, where I learned about a wide variety of fauna and flora was quite exciting and educational for me. The Conservation Leaders have also been like a second family to me and I'll always be grateful for the experiences, memories and friendships that I've made over the years."*

*-Meldah Mathabathe,  
Conservation Leader 2013-2019*

**Cape Town Environmental Education Trust**

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