MasiSports+

Our Team • Our School • Our Community

IMPACT REPORT 2025



‘Lots of young children are in gangsterism and drugs, so I chose cycling to get away from those things. I love the cycle tour, because I feel like a tourist when I get to cycle beyond Masi and Fish Hoek.’

- Oluhle Velaphi, Ukhanyo Primary Learner



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MESSAGE FROM **OUR CHAIR**



Fostering a Future for Masiphumelele and Beyond

MasiSports+ has been on a remarkable journey over the past eight years, and I am deeply grateful for the collective spirit that defines this organisation. The success of MasiSports+ is the shared achievement of many. Sincere thanks are due to the dedicated executive team, our visionary founder, and our esteemed patron, Dr Judith Neilson. I am also grateful to our core initial partners, the MCC, Masicorp and CoolPlay, that believed in this vision from the very start. Furthermore, this progress would have been impossible without the meaningful collaboration of the principals and school governing bodies of both Ukhanyo Primary and Masiphumelele High School. It is this powerful alliance that enabled our successful phased expansion at the high school in 2024 and 2025.

Most importantly, I want to offer a heartfelt tribute to our coaches. As the first point of contact, they are the mentors on the ground, shaping young lives with guidance and belief every single day.

Our work is rooted in the belief that the future of the entire South Peninsula is inextricably linked to the success of the Masiphumelele community. **By positioning our schools as vital community assets**, we are investing in a more integrated and prosperous region for all. This is a two-way benefit, where exposure enriches the lives of our learners and those from neighbouring schools alike. MasiSports+ is, therefore, a catalyst for long-term development.

The strategic addition of “+” to our name in 2025 marked our evolution, moving the narrative to empowering young people beyond just sport and school. The ripple effect of positive experience in the schoolyard is felt throughout the homes and communities of the South Peninsula and beyond.

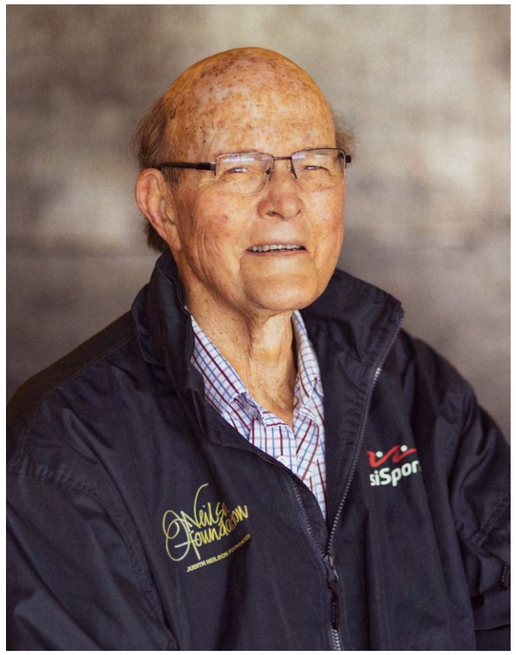
I would like to thank my fellow board members whose dedication to MasiSports+ has ensured that all appropriate policies and governance structures are in place, and we have achieved our third clean financial audit in a row.

However, in my eyes, all involved in MasiSports+ are “Masi Champions”. You are all partners in building a shared future and investing in a new generation of positive, engaged and better-equipped South Africans.



Alex Hetherington
Chair

MESSAGE FROM **OUR FOUNDER**



Our core has not changed. MasiSports+ remains rooted in after-school sport, cultural activities, and life skills programmes. This is where confidence grows, discipline is shaped, leadership is nurtured, and young people find a real sense of belonging.

In 2025, we asked ourselves an important question: *Is supporting learners during their school years enough?*

Holistic education alone is not enough. **Young people must be able to earn**, support their families, and build stable futures. They need to see a clear pathway from school to income and independence.

In response, we strengthened our model beyond participation. Through the Sport for Social Change Network, we now facilitate 35 internships annually, providing structured work experience for young adults. In 2025, we introduced the Communiversity Programme to support high school leavers transitioning into further study, training and employment. We also launched accredited referee and coaching certifications, enabling learners and coaches to begin earning while still in school.

We are intentionally working toward **four connected outcomes: Thriving Learners, Thriving Families, Thriving Schools and Thriving Communities**. These outcomes are strengthened through an ecosystem of school partnerships and community collaborators working together around each learner — contributing to broader goals of quality education, health and well-being, gender equality, decent work, and strong partnerships.

We also strengthened our Monitoring, Evaluation and Learning systems, and governance to ensure greater accountability and clearer measurement of impact.

We call this **the Lighthouse Effect**. A lighthouse does not remove the storm — it provides direction. MasiSports+ believes — humbly but confidently — that our model can be adapted and replicated in school-based communities across South Africa.

Over the next three to five years, we are building **a clear pathway: from belonging and participation to leadership, opportunity and earning**.

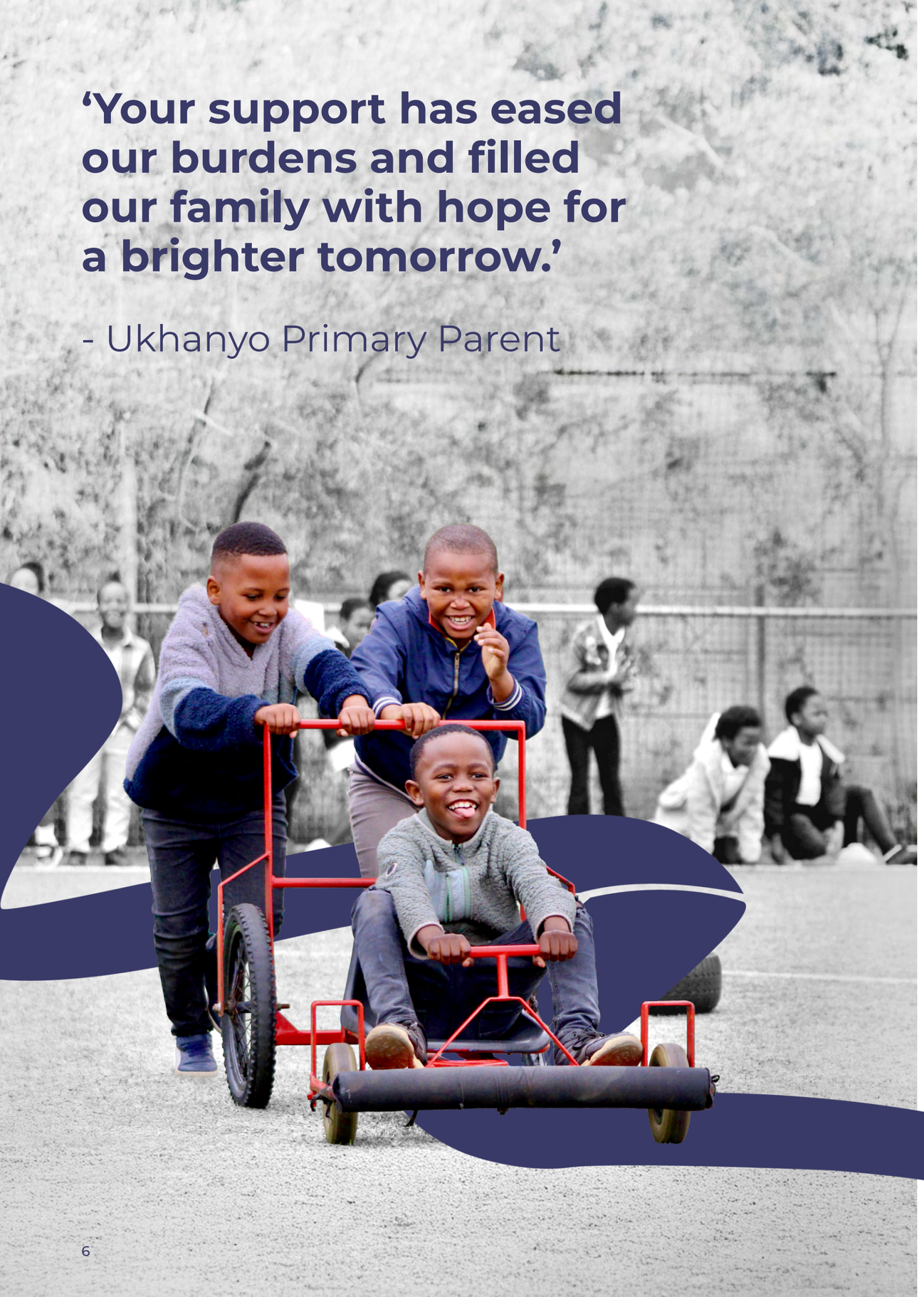
That is our commitment.



Vince van der Bijl
Founder & Managing Director

‘Your support has eased our burdens and filled our family with hope for a brighter tomorrow.’

- Ukhanyo Primary Parent



OUR PURPOSE AND **MASI CHALLENGE**

Future

The founding principles of MasiSports+ have not changed since inception and we remain committed to its vision of cultivating dynamic South African communities where children grow up to become positive, confident adults.

Our mission is, therefore, to develop the capacity of children, coaches and schools through sport, cultural activities and life skills development so that they can access opportunities and thrive.

Sport and other after-school activities allow the learners to experience the importance of discipline, punctuality, a high work ethic, teamwork, determination, respect, and many other essential behaviours for the workplace. Competitive sport awakens their inner drive, and that, with education, allows them the best opportunity to find employment in the formal and informal sector.

In 2025, MasiSports, operating within Ukhanyo Primary and Masiphumelele High, enriched the lives of almost 3,500 learners annually from Grade R to Grade 12, enhancing a holistic education platform.

While our vision and mission have not changed, we need to respond to the needs of the community, too. In Masiphumelele, as in South Africa as a whole, poverty and unemployment due to a lack of quality education, remain the biggest challenges.

Enabling young people to earn money when they grow up, will help to break the poverty cycle, support families and give the younger generations a better chance at living with purpose and becoming positive, confident adults.

Our initiatives in this regard include:

- In 2024, we started by enrolling 21 interns in the Sport for Social Change Network NYS Interns Programme that uses sport as a vehicle for positive change. Eleven of those interns have subsequently found permanent employment.
- In 2026, we partnered with Communiversity, a community-based initiative, to help underprivileged youth bridge the gap between high school and further studies or employment This course prepares students to be employment-ready.
- Going forward, we will again assist interested Grade 10 and 11 learners to take referee and umpire training courses and level 1 and 2 sports coaching courses, which will enable them to earn money over the weekends.
- Growing food gardens on both school grounds with the assistance of our partners, Masiphumelele Creative Hub, Carbon Calculated and Urban Harvest, will continue to teach parents and learners how to start their own vegetable gardens at home.

We continue to deepen our roots in Masiphumelele, while developing a model that can be adapted to the conditions of any township or underprivileged school throughout South Africa.

THE MASISPORTS+ **ECOSYSTEM OF IMPACT**

MasiSports+ operates through a connected ecosystem of programmes that support young people throughout their school journey. Each programme creates progression from participation to opportunity — particularly in a community where inequality and limited access to opportunity remain real challenges.

At the heart of everything we do is our core: sport and life skills (in partnership with Cool-Play). Through structured during- and after-school Sport and Physical Education, learners build discipline, teamwork, confidence and leadership. These safe, supervised spaces reduce after-school risk and strengthen engagement in school life.

Our cultural and creative programmes with our strategic partners — including arts, dance and storytelling — give learners space to express identity and build confidence. Participation strengthens inclusion and promotes respect across diverse backgrounds.

Our health and well-being initiatives, including structured well-being sessions and food gardens, promote emotional resilience, healthy living and environmental responsibility. Learners develop personal accountability and practical life skills.

Through education and training, we strengthen coaches, educator-coaches and youth leaders through mentorship, professional development and safeguarding training, reinforcing strong leadership and accountability within schools. Through our strategic partners, we also provide young people with access to a college preparation programme, supporting their transition into further study and employment.

Finally, our socio-economic empowerment and employability pathways — including internships and accredited certifications — help young people translate skills into income and independence, directly addressing structural inequality.

Together, these programme areas form a practical ecosystem of impact — strengthening safety and opportunity within Masiphumelele.

The sections that follow outline how each programme area translates this approach into measurable impact for children and youth in the community.

Many of these outcomes can be directly aligned to the United Nations' Sustainable Development Goals (SDGs) that aim to achieve a better, more equitable, and sustainable future for all by 2030.

These include:













'We believe that with our partners we are meaningfully entrenching the SDGs in Masiphumelele, creating lasting impact on the ground in one community.'

- Alex Hetherington

THE LIGHTHOUSE EFFECT: REPLICATION AND SUSTAINABILITY

In August 2019, the Constantia Rotary Club invited the previous principal of Westlake Primary School to discuss the needs of her school. She identified the lack of sporting facilities as her prime concern. We approached Vince van der Bijl, a former teacher and top sportsman, for advice, as he had introduced a sports and life skills programme at Ukhanyo Primary to develop a holistic education platform. The facilities constructed by MasiSports were central to their success.

Inspired by a visit to Ukhanyo, the club assembled a professional team of four retired club members, including a specialised civil engineer, and interacted with the school management, SGB, community, donors and subcontractors. Layouts to suit the school's needs were developed and supervised each step of the process, including the involvement of professional coaching by Sporting Chance. That was a start!

To date, we have provided maintenance-free, multisport facilities, on an ever-increasing scale at Westlake Primary (Westlake), Capricorn Primary (Vrygrond), Siyazakha Primary (Brown's Farm) and Grosvenor Primary (Atlantis) to the value of R11 million, servicing 4,000 scholars.

It is a journey of joy seeing the response of the learners and staff at each school. Sports adds that sparkling ingredient to school life. Nothing gives us more pleasure.

We design these multi-sport fields to accommodate as many athletes as possible at one time, so that all children can participate and benefit. Netball, soccer, mini-cricket and athletics allow learners to show their abilities and grow in self-confidence. We do not charge for our professional services, delivering an excellent result at a much-reduced cost.

We hope that other Clubs and NGOs will take on similar projects to provide a life-changing experience to our learners at township state schools. Having the facilities to host other schools or community teams is the other benefit of social interaction. The four schools make full use of the facilities, and it has produced additional pride in their schools and communities.

Let's spread the word and help change communities countrywide.

Geoff von Klemperer

Constantia Rotary Club

Rotary Club of Constantia

Facility changes at Westlake Primary, 2022

Before



After



Facility changes in at Capricorn Primary, 2023

Before



After





SPORT AT THE HEART OF MASISPORTS+:
BUILDING A BALANCED, INCLUSIVE FUTURE

Goal

Empower young learners and youth through sport and life skills to develop discipline, teamwork, confidence and personal growth.

Activities

Structured sports (including physical education) partnership with the CoolPlay Life Skills curriculum.

Impact

Improved fitness, leadership, resilience, decision-making, and access to a broad education.

From day one, our mission has been to create spaces where young people can thrive through sport, develop resilience, learn teamwork, and above all, enjoy being active in a safe and supportive environment. We have two offices on both schools' premises, led by the Heads of Sport – Teddy Nyali and Nceba Jonas, along with their passionate coaching team. This allows us to work intimately with the schools by integrating into the everyday school environment.

Our sports programmes show constant growth, boasting 37 teams in inter-school leagues. Our expansion to Masiphumelele High School in 2024, has enabled the development of a sporting ethos at the school within a year. For example, more girls are now playing sport, and we see a 45% female to 55% male gender split across participation between boys and girls. Whether it's football, netball, athletics, cricket or any of the wide-ranging activities on offer, girls are stepping up and driving the pace of play. This balance is not just encouraging but an essential shift for the future of sport and, more importantly, empowering the girls to feel confident in taking on any role in life as equals.

Additionally, at Ukhanyo Primary, the school manages a choir, cadets, tribal dancing and indigenous games. The Atlas Foundation coaches and facilitates the rugby programme at Masiphumelele High School.

We continually invest in our people and our resources. Our coaching team is regularly upskilled with courses and training workshops. We understand that great coaching is about more than drills and skills — it's about mentorship, support, and creating an environment where every child feels they belong. We are committed to supporting parents through life-skills workshops, offering a front-row seat to a holistic programme that builds the child.

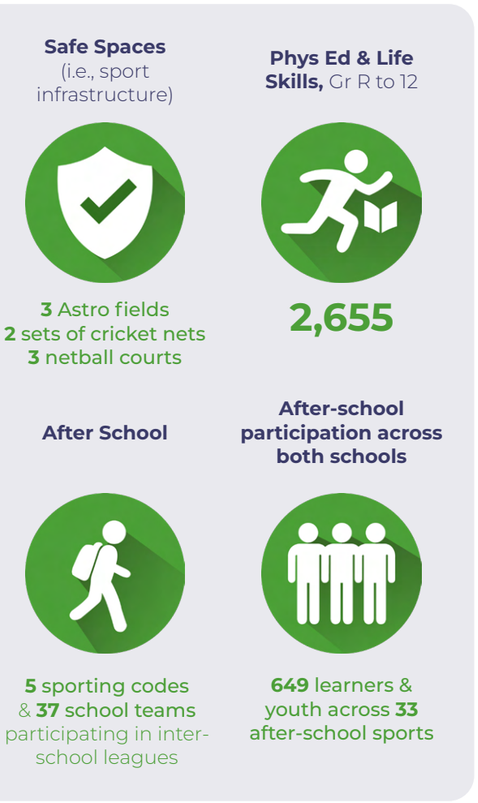
Intended Outcomes
Improved well-being, life skills, and academic performance among Masi learners.

- Stronger school engagement through teacher-coaches and attendance
- 45% girls' participation across sport
- Increased PE commitment at Masi High
- Greater confidence, resilience and leadership

Unintended Outcomes
Reduced after-school risk exposure

- Growth in girls' participation in competitive sport (now 45% of participants)
- Stronger sporting identity and ethos at Masiphumelele High School since scaling in 2024
- Improved school pride and cohesion across teams
- Strengthened parental engagement through WhatsApp Groups communication & encouraging participation

Exhibit 1 - Total Programme Reach



'I found myself in a very calm state because chess helps me understand a lot of things. Before I start my day, I first write down all of my plans, like in chess.'

- Grade 12 Masi High learner





LIFE SKILLS IN SPORT & PHYSICAL EDUCATION

Goal

To empower learners through sport and life skills, building discipline, teamwork, confidence, and personal growth, while creating pathways for coaches to identify and develop sporting talent for after-school teams.

Activities

Structured sport sessions and Physical Education (PE) lessons aligned with the school curriculum, participation in inter-school leagues, and the integration of life skills through the CoolPlay partnership.

Impact

Improved physical fitness, stronger leadership and teamwork skills, increased resilience and decision-making ability, and greater learner engagement in a holistic education environment.

Life skills are essential abilities that help young people navigate everyday challenges with confidence, resilience, and empathy. For this reason, all Physical Education lessons and sport sessions at both Ukhanyo Primary and Masiphumelele High School include a life skills component.

At Ukhanyo Primary, every learner participates in a weekly PE lesson to ensure that no child is left behind. Life skills is delivered in partnership with CoolPlay. Six MasiSports+ Coaches are CoolPlay Champions. In 2025, Grade 8 learners at Masiphumelele High School also began participating in weekly PE lessons for the first time. These sessions not only support physical development but also provide an important platform for coaches to identify and nurture emerging sporting talent, linking learners to after-school teams and inter-school leagues.

Sport, cultural activities, and Physical Education remain at the core of our approach. Through our partnership with CoolPlay, coaches receive specialised life skills training to integrate these lessons into sport sessions. Our partner Lalela facilitates art lessons with a life skills component, while Dance for All introduces learners to movement and creative expression. Together, these partnerships help learners develop teamwork, leadership, communication skills, and emotional regulation.

Intended Outcomes

- 94% of learners enrolled in weekly PE at Ukhanyo Primary
- Successful launch of structured PE at Masiphumelele High (36% enrolment in first year)
- Life skills fully integrated into PE lessons
- Improved learner engagement, discipline, and school culture

Unintended Outcomes

- High school PE not yet fully scaled across all grades as this is aligned to Life Orientation lessons
- Continued teacher-coach alignment needed for timetable integration

‘MasiSports+ shows that education is more than curriculum — it’s developing the whole child.’

- Lubabalo Pita, Ukhanyo Primary Educator



Exhibit 2 - Physical Education (Phys Ed) Commitment statistic

	Ukhanyo Primary	Masi High
Year	**2025**	**2025**
Total Phys Ed Learners in School	**1774**	**1491**
Total Phys Ed Learners Enrolled	**1663**	**542***
% Enrolled	**94%**	**36%**

*(Phys Ed was launched in the 2nd term of 2025)

Proportion of learners meeting Phys Ed commitment standard:



70%



EDUCATION & TRAINING: STRENGTHENING SKILLS & LEADERSHIP

Goal

Build skills, leadership, and sustainability among coaches, school leaders, and student leaders.

Activities

Training workshops, mentorship, coaching support, and leadership development programmes.

Impact

Enhanced coaching capacity, effective school leadership, stronger youth leadership, and sustainable programme delivery.

Through funding from the Judith Neilson Foundation, MasiSports+ invested significantly in education and training in 2025, focusing on strengthening leadership across our schools and programmes to support long-term sustainability. Our approach recognises that strong programmes depend on capable people. By investing in the development of coaches, educator-coaches, and student leaders, we strengthen the quality, consistency, and long-term impact of our work within partner schools.

Throughout the year, coaches and educator-coaches were given opportunities to participate in additional training in project management, sport management, and leadership development. These opportunities not only improved technical coaching skills but also strengthened mentoring, communication, and organisational abilities. As trusted role models in the school environment, coaches play a critical role in shaping the attitudes, discipline, and confidence of learners.

In partnership with Click Learning (Partner at Ukhanyo Primary) and the African Scholars Fund (Partner at Masiphumelele High school), learners participated in practical workshops and structured training sessions aimed at strengthening academic support, leadership skills, and personal development.

Coaches also received personalised mentorship through Headstrong Coaching, creating space for reflection, professional growth, and leadership development.

Safeguarding principles were integrated throughout all training activities, ensuring that coaches are equipped to create safe, inclusive, and supportive environments where learners feel protected and valued.

Together, these opportunities fostered a culture of continuous learning and shared leadership across the MasiSports+ ecosystem. As a result, we are seeing stronger programme delivery, more confident coaches, and increasingly organised school leadership.

Intended Outcomes

- Better quality coaching
- Enhanced leadership
- Safer, more supportive environments for children and young athletes.
- Build sustainable programmes rather than dependency

Unintended Outcomes

- Increased personal growth beyond coaching

Exhibit 3 - Total Reach - Education & Training

Professional coach training & certified courses	Educator coaches
16	42
African Scholars Fund, High School only	**Click Learning programme, primary school only** (Grade R to Grade 5)
128	1,289



‘They gave me more than a job — it gave me purpose and the chance to give back.’

- Simthembile Tafane, MasiSports+ Girls’ Soccer Coach



SOCIO ECONOMIC EMPOWERMENT: EMPLOYABILITY

Goal

To support youth in Masiphumelele to transition from school into further study, training, and employment through strategic partnerships.

Activities

Maintain and strengthen partnerships with credible organisations to provide internships, career guidance, skills development, and practical work experience for youth.

Impact

Improved youth employability, work readiness, and access to further education and employment pathways.

MasiSports+ continued to open doors to employment and practical work experience for youth in Masiphumelele, recognising that meaningful opportunity beyond school is essential for breaking cycles of poverty and unemployment. Through targeted partnerships and structured programmes, we are working to ensure that young people are equipped with the skills, confidence, and exposure needed to navigate the transition from school into further study, training, and employment.

In 2024 and 2025, we launched a pilot partnership with the Communiversity of South Africa, offering interns exposure to college preparation, career guidance, and professional skills development. The programme provides practical support to youth as they begin to consider life beyond school, helping them explore potential career pathways while strengthening skills such as communication, goal-setting, and professional conduct.

Early feedback from participants has been encouraging, and we plan to expand this initiative into a full programme for high school learners from 2026 onwards, allowing more youth to access these valuable opportunities.

Our collaboration with the Sport for Social Change Network through the National Youth Service (NYS) Programme, which began in 2024, has already yielded tangible results. The programme provides internship placements for youth from Masiphumelele, giving them hands-on work experience within community-based organisations. These placements allow participants to develop practical skills, gain workplace exposure, and build professional networks that support their future employability.

MasiSports+ also invests in developing coaches from within the Masiphumelele community. By recruiting and training local youth as coaches and programme leaders, we create opportunities for young people to move from programme participants to mentors and role models. This approach strengthens local leadership and contributes to a circular economy of opportunity, where skills, knowledge, and experience are reinvested within the community.

Together, these initiatives help youth transition more confidently from school into work or further study, fostering independence, responsibility, and sustainable pathways for long-term youth development.

Intended Outcomes

- Participants gain credible, experience-based learning that strengthens employability
- Greater economic mobility and independence
- Bridge the gap between education and employment

Unintended Outcomes

- Informal job referrals and collaborative opportunities

Exhibit 4 - Total Reach, Employability

National Youth Service internships 2024-25

35 youth

The Communiversity of SA Pilot Programme, 2025. From 2026 45 youth targeted annually.

4 youth

‘MasiSports+ helped me believe in myself and see a future where I can succeed.’

- Zintle Bingwa, NYS Intern 2024





ART, CULTURE & HEALTH: FOSTERING CREATIVITY, IDENTITY AND WELL-BEING

Goal

To foster creativity, self-expression, identity, and cultural pride among learners while strengthening emotional well-being and a sense of belonging.

Activities

Art, dance, cultural workshops, and well-being sessions aligned with Life Orientation lessons for Grade 8's at Masi High School, delivered through partnerships with Lalela, Dance for All, the Desmond Tutu Health Foundation, and community initiatives such as the Garden Champions Programme.

Impact

Strengthened creativity, confidence, cultural awareness, emotional resilience, and a deeper sense of belonging among learners.

Strengthened creativity, confidence, cultural awareness, emotional resilience, and a deeper sense of belonging among learners.

Art, culture, and well-being remain an important part of the MasiSports+ ecosystem, extending children & youth development beyond the sports field.

In 2025, strong community partnerships enabled learners to explore creativity, identity, and emotional well-being through a range of cultural and experiential programmes that complement sport and education.

Through our partnership with Lalela, learners engaged in visual arts and cultural storytelling, creating spaces to express their ideas, experiences, and cultural identity. Lalela also provides an annual internship opportunity for a learner from Masiphumelele, helping build pathways into the creative sector. Lalela's curriculum supports Sustainable Development Goal 10 by promoting the social and economic inclusion of young people while helping ensure equal opportunities and reducing inequalities in access to creative education and development.

Together, these programmes create safe and inspiring spaces for young people to explore creativity, build confidence, and develop a stronger sense of belonging within their schools and community.

Intended Outcomes

- Increased creative expression and strengthened cultural identity
- Improved emotional well-being and quiet resilience through safe spaces for self-expression
- Increased learner confidence, self-esteem, and sense of belonging
- Well-being integration into programmes and a pathway created through a Lalela internship

Unintended Outcomes

- Stronger sense of belonging and increased parental engagement within the school community
- Hidden talents and leadership coming through, with growing interest in creative and agricultural pathways

Exhibit 5 - Total Reached in 2025 Across Cultural & Well-being Programmes





'Working with Masi Creative Hub helped me understand how skills like gardening can help you provide for your family and the importance of growing healthy food.'

- Nikiwe Ntsendwana, MasiSports+ Sports Administrator

OUR TEAM

At the heart of our programme is a dedicated team of coaches who work tirelessly to create meaningful opportunities for young people through sport, life skills, and cultural activities. Each day, they mentor, guide, and inspire learners, helping them build confidence, resilience, and a sense of belonging.

The programme is led by two General Managers who oversee the implementation and quality of the programmes. **Marvin Williams, General Manager: Sports, Training and Empowerment**, leads the development of sport and youth development programmes, while **Althea Farmer, General Manager: Operations**, ensures that operational systems, partnerships, and programme delivery are effectively coordinated across our partner schools.

Guided by **Founding and Managing Director, Mr Vince vd Bijl**, whose vision continues to shape the growth of MasiSports+ and its commitment to creating meaningful pathways for young people in Masiphumelele, while also building strategic relationships that strengthen the long-term sustainability of the organisation.

The coaches are supported by consultants who bring valuable expertise to the programmes as well as committed educators who generously give up their afternoons to coach. This partnership is invaluable, as learners benefit from the encouragement of trusted adults who know them well in the classroom environment.

At Ukhanyo Primary School, head coach **Nceba Jonas** leads with enthusiasm and care, creating a positive and engaging space where younger learners can discover the joy of sport and teamwork. At Masiphumelele High School, **Teddy Nyali** leads the sports programme and a dedicated team of coaches who support learners through sport and personal development during the challenging teenage years.

Our coaches and educator coaches are important role models. They help learners navigate the realities of township life, including exposure to drugs, sexual harassment, crime, and bullying. Together, this team delivers a holistic programme that nurtures physical well-being, strengthens confidence and life skills, and creates opportunities for cultural expression. Through their guidance, learners grow not only as athletes, but as resilient, capable young people.

We are grateful for the passion, professionalism, and care our coaches bring to the programme each day. Their impact is felt not only on the sports field, but in classrooms, in the community, and in the future of the young people they support.

Coaches

Feziwe Payi
Nikiwe Ntsendwana
Lindsay Griebelaar
Pam Ngcwana
Qhamane Tshambu
Simthembile Tafane
Nceba Mphalwa
Mihle Mgqibelo
Zintle Bingwa
Yonela Maqheyane
Nolubabalo Mncono
Alfred Mazosiwe
Khanya Toli
Bongani Phiri
Siphelele Meleni
Sydney Begala
Karl Samushonga
Lunathi Godlo
Mthunzi Njini



OUR SCHOOLS: **INSTITUTIONS & COMMUNITY ASSETS**

Schools are among the most important institutions in any community. In Masiphumelele, they serve not only as places of education but also as spaces where young people develop confidence, belonging, and a sense of possibility.

MasiSports+ works in close partnership with school leadership and staff to strengthen these environments through its offering of holistic programmes (i.e., sports & life skills, culture and health) so that learners experience schools as places of opportunity, growth, and support.

MasiSports+ invests intentionally in the institutions that anchor communities: schools, faith-based organisations, health partners, and local leadership structures. By strengthening these interconnected networks, we help build environments where young people can grow, feel supported, and imagine futures beyond the limitations they may face.

90% of MasiSports+ coaches come from Masiphumelele itself, creating trusted role models who understand the realities young people face and who demonstrate what is possible through dedication, education, and hard work. Our offices are embedded in the school grounds of Ukhanyo Primary and Masiphumelele High. integrating fully with the school leadership, staff, and learners.

Day-to-day engagement builds total trust, supporting and encouraging learners to dream far beyond their circumstances. Our coaches work in partnerships with the school staff, never separate.

We align with the UN Sustainable Development Goals (SDGs). MasiSports+ with the schools, strengthens **SDG4 (Quality Education), SDG5 (Good Health and Well-being), SDG5 (Gender Equality)**. By investing in local coaches and youth pathways, we advance **SDG8 (Decent Work and Economic Growth)** and **SDG10 (Reduced Inequalities)**, creating a circular economy where young people grow into leaders and role models in their own communities.

The long-term sustainability of communities like Masiphumelele relies on strong, connected institutions – particularly **schools, churches, health services, and safety (police)**. MasiSports+ intentionally facilitates engagement across these institutions through the schools, creating pathways for shared responsibility, care, and collective action. In doing so, the wider community is supported to remain resilient, connected and responsive to the needs of its young people.

Through this collective effort, schools are transformed into **living community assets** – nurturing confident, resilient young people who are prepared to give back to their families, their churches, and their community.

MasiSports+ stands alongside principals, teachers, staff & community partners to strengthen the environments in which young people grow and thrive. We feel so privileged to be working in tandem with the schools.

‘By building practical skills, we are creating a more self-sustaining community.’

Facility changes in Ukhanyo

Before



After



Facility changes in Masi High

Before



After





Principals of Ukhanyo Primary School

Left to right: **Vice Principal – Thozama Songwiqi; Principal – Michael Tyhali; Vice Principal – Sibongile Boqwana**



Principals of Masiphumelele High School

Left to right: **Acting Vice Principal – Thandiswa Mgqanqo-Mzileni; Principal – Skahle Nhlabathi; Acting Vice Principal – Nomasomi Flora Nongoko-Ngetu**



The MasiSports+ Coach Exco

Left to right: **Teddy Nyali (Head Coach Masi High), Nceba Jonas (Head Coach Ukhanyo Primary), Feziwe Payi (Netball Coach & MEL Administrator), Lindsay Griebelaar (Sports Administrator Ukhanyo Primary)**

OUR THEORY OF **CHANGE IN ACTION**

When young people have access to safe, structured environments through sport and life skills, creative expression through arts and culture, support for health and well-being, and clear pathways to employability, something powerful begins to happen — they start to see what's possible for themselves.

We've seen that when these elements come together, young people build confidence, discipline, and a strong sense of identity. This is where quiet resilience is formed — the ability to stay grounded, make positive choices, and keep moving forward despite challenges.

Our Theory of Change is simple: start with the individual and grow impact outward.

As young people grow, so does their environment. Families become more engaged and supportive, schools strengthen as spaces of holistic development, and communities benefit as young people step into leadership roles and give back.

What begins with participation evolves into purpose — and ultimately into real pathways to opportunity.

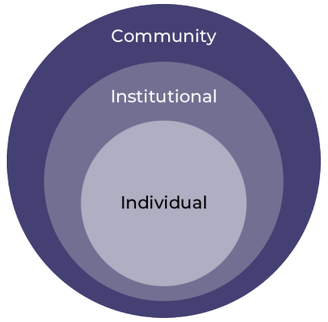
'MasiSports+ is more than a programme — it's a community. Where quiet resilience grows through trust, strong values, and lived experience. Sport is where it starts, service shapes identity, and pathways open the door to opportunity.'

– Prof Cora Burnett, Senior Research Fellow, Maties Sport



Our Impact

Young people in Masiphumelele are self-sufficient, resilient, productively engaged individuals who meaningfully contribute to their communities.



THRIVING LEANERS
Individual change

Outcome 1:

Improved emotional and physical wellbeing, strengthened life skills, and enhanced academic achievement among learners in Masi schools

- Psychosocial support i.e social coach
- Expressive arts & dance sessions
- Facilitate Click learning at Primary School
- Facilitate After School activities
- Connect learners to weekend activities
- Inter-school fixtures
- Facilitate Phys Ed & life skills sessions

THRIVING FAMILIES
Interpersonal change

Outcome 2:

Strengthened parental and caregiver engagement in children's education and emotional wellbeing

- Run parent Workshops
- Manage Parents Whatsapp Groups

THRIVING SCHOOLS
Institutional change

Outcome 3:

Enhanced leadership and institutional capacity of Masi schools to sustain holistic education practices

- Facilitate Coach-Teacher collaboration
- Co-ordinate School house system
- Link to Certified Training
- Self-mastery sessions

THRIVING COMMUNITIES
Community and Societal change

Outcome 4:

Enhanced community cohesion through safety, health, faith-based inclusion and local support for young women and men

- Caring for food gardens
- Sports and culture festivals
- Build community forums
- Co-ordinate community meetings
- Expand Inter-school fixtures
- GBV awareness

Outcome 5:

Strengthened organisational and community leadership, partnerships, and systems to ensure **sustainability and scalable impact**

- Highlighting impact
- Social media campaigns
- Develop replication model

THRIVING YOUNG ADULTS
Individual change

Outcome 6:

Improved employability of young women and men through capacity building, internships, and access to economic pathways

- Internships, scholarships and leadership
- Launch Vocational training
- Host Career expo
- Academic Learning exchanges



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

GOVERNANCE & FINANCIAL ACCOUNTABILITY

Goal

To ensure strong leadership, accountability, and transparent financial stewardship that supports effective programme delivery and long-term organisational sustainability.

Activities

Strategic oversight by an active Board of Directors, regular governance and financial review meetings, policy development, compliance monitoring, and leadership support to the operational management team.

Impact

Strengthened organisational accountability, improved strategic decision-making, effective programme oversight, and responsible financial management supporting sustainable growth.

Governance remains a critical pillar of the MasiSports+ ecosystem, ensuring that the organisation operates with accountability, transparency, and strategic clarity. Guided by the Board, the leadership team works to ensure that programmes remain impactful, relevant, and responsive to the needs of young people in Masiphumelele.

At MasiSports+, our Board provides strategic leadership and guidance that strengthens the organisation's ability to deliver meaningful community impact. **Alex Hetherington, Independent Chair**, brings over twenty years of ESG and sustainability expertise, helping align organisational impact with long-term strategic goals. **Vince van der Bijl, Founder and Managing Director**, contributes decades of experience in education, sport, and global partnerships, building relationships that expand the reach and influence of the organisation.

James Charton, Independent Financial Director, strengthens financial oversight and governance processes. **Tracey Petersen-Brown and Thozama Songwiqi** guide education strategy, teacher development, and leadership initiatives within partner schools. **Dr Katherine Gill** contributes expertise in community health and mental well-being, while **Pastor Ronald Leonard Cronjé** strengthens connections between MasiSports+ and local churches and community networks.

Governance administration and financial coordination are further supported by Carolyn Hamilton Smith, Board Secretary and Finance Co-ordinator, who assists with governance processes, board administration, and financial coordination. **Ian Human**, Bookkeeper and Public Officer, ensures accurate financial record-keeping, regulatory compliance, and transparent financial reporting.

Operational leadership ensures that governance translates into effective programme delivery. **Althea Farmer, General Manager of Operations**, oversees organisational systems and operational quality, while **Marvin Williams, General Manager of Programmes and Empowerment**, leads programme implementation across schools as well as managing our Empowerment partners.

In 2025, the Board initiated the revision of the MasiSports+ Constitution as part of strengthening organisational governance and long-term sustainability. The Board also welcomed Ms Thozama Songwiqi as a new Board member, whose experience in education and leadership further strengthens the organisation's strategic oversight. Through these developments, the Board continues to support the strategic direction and programme outcomes of MasiSports+, ensuring the organisation remains accountable, responsive, and positioned for sustainable growth.

Financial Accountability – Year Ending 2025

MasiSports+ remains committed to responsible financial accountability, ensuring that resources entrusted to the organisation are managed transparently and directed toward programmes that benefit learners and the wider Masiphumelele community. This commitment is reflected in three consecutive clean financial audits, demonstrating strong financial governance and responsible management of donor funding.

During the financial year ending February 2025, programme expenditure supported the continued delivery and growth of key MasiSports+ programmes across our partner schools. Funding enabled the implementation of Sport and Physical Education programmes, life skills development & workshops attended by MasiSports Coaches, arts, dance, health and well-being initiatives, youth development and employment pathways, as well as community partnerships and school sports infrastructure maintenance.

Expenditure was primarily directed towards programme delivery, the staff responsible for implementing these initiatives, transport that enables learners to access opportunities beyond Masiphumelele, and the implementation of youth empowerment pathways.

The organisation's revenue base continues to be supported primarily through grants (88%), complemented by donations (12%). The continued support of the Judith Neilson Foundation remains instrumental in enabling MasiSports+ to deliver programmes with our partner schools.

'Funding received during the year supported three key areas of expenditure: programme delivery and project implementation, capacity building, and operational administration.'

This balanced allocation ensures that the majority of resources are directed towards programme activities while maintaining the governance, financial management, and organisational processes required for sustainable growth.

MASISPORTS+ BOARD PROFILES



Alex Hetherington – Independent chair

As a director of the Third Line Group, Alex is also an independent Environmental, Social, and Governance (ESG) strategist and investment analyst. Alex has over twenty years of working with public and private companies on ESG strategies and alignment with investor expectations.

Expertise – Sustainability, strategy development and mentoring



Vince van der Bijl – Founder and MD of MasiSports NPO

Vince has been a high school teacher, a sportsman, MD of a national paper merchant, the CSA High-performance Director and the ICC senior match official global manager.

Expertise – Strategic design and development, global connector, community development and engagement and partnership integration



James Charton – Independent financial director

B.Bus.Sci (Finance); CA (SA)

James is CFO of a hospitality group based in Cape Town with strong ties to the Noordhoek area. He graduated from UCT with a Bachelor of Business Science and is a qualified Chartered Accountant.

Expertise – Finance policy and design, hospitality



Ronald Leonard Cronje – Independent director: churches

Bishop – Maranatha Family Churches

Ronald is an evangelist and a Church Pastor of the Maranatha Family Churches. He travels to Kenya, Malawi, and Mozambique representing Globe Works International, a USA evangelism organisation with missionaries in many countries around the world.

Expertise – Partnership of churches and Masiphumelele community development



Tracey Petersen-Brown – Independent director: education

The principal of Westlake Primary School with a Bachelor of Honours in Leadership and Management and 11 years of experience in education. Tracey has worked in an NPO which supports services for women and children.

Expertise – Education, ECD and teacher-coach development



Dr Katherine Gill – Independent director: medical

Katherine is the CSR Lead at the Desmond Tutu Health Foundation (DTHF) in Masi. She is a medical doctor, public health specialist, and senior researcher at the DTHF in Cape Town specialising in HIV prevention clinical trials, and adolescent and sexually transmitted infections (STI) research.

Expertise – Health, medical research at community level and mental well-being



Thozama Songwiqi – Independent director: education

Deputy Principal at Ukhanyo Primary School with a BTech in Education Management and over 23 years of experience in education. Thozama has held roles as a Foundation Phase teacher and Departmental Head, supporting curriculum delivery and learner development.

Expertise – Foundation Phase education, curriculum management, school leadership

STRATEGIC & IMPLEMENTATION TEAM



Althea Farmer

Althea is the General Manager of Operations with over 10 years of experience in the NPO sector. She headed the NPO's operations, governance, and recruitment to grow a national youth network from 250 to approximately 3 400 active citizen leaders across South Africa.

Expertise – Strategic and programme design and implementation, organisation policies and governance formulation



Marvin Williams

Marvin is General Manager. He oversees our sports, life skills, coach training, and empowerment programmes. With over 13 years experience in the school sports fraternity as a coach, physical education teacher, coordinator and later on Head of Sport - he brings a wealth of knowledge in the areas of sports development, training and mentorship.

Expertise: Programme design and implementation, Sports Administration, Physical Education and Life Skills innovator

BOARD & FINANCE ADMINISTRATOR



Carolyn Hamilton-Smith

Carolyn is the Board Secretary and Company Administrator. She has forty years of experience as an administrator in education and schools, including as a school secretary and administering the large Old Boys Union.

Expertise – Education and finance administration

MESSAGE FROM OUR PATRON: **JUDITH NEILSON**

Letter from Judith Neilson

Over the years, I've had the privilege of watching MasiSports grow into an important part of life in Masiphumelele. What began as a simple vision to bring sport into schools has become something much larger: sports fields full of energy, classrooms where confidence is growing, and young people who are finding direction and belonging.

MasiSports is a terrific example of what can happen when a community's ideas are trusted and supported. What I see here speaks directly to what the Judith Neilson Foundation hopes to support across Africa: developing future leaders, creating opportunities for young people, and supporting communities shaping their own future.

The achievements in this report belong to Masiphumelele itself: to the young people, their coaches and teachers, and the wider community. Their strength and resilience shine through every story. I am proud the Foundation can stand alongside MasiSports, and I look forward to seeing what continues to grow from this work.

Judith Neilson takes a deeply personal interest in MasiSports+. Through her financial backing, guidance, and encouragement, she gives us the confidence to reach further in serving the Masi community.

A few years ago, the JN Foundation management highlighted the importance of employment and employability pathways for young people. Today, that vision is becoming a reality.

Judith, thank you for your encouragement, ideas, and belief in our work. We could not wish for a better Patron. You are the ultimate champion of Masi.



Judith Neilson

Patron, Judith Neilson Foundation

THANK YOU TO OUR PARTNERS

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