

training4changeS

ANNUAL REPORT

2022

About Us

We create antiracist safe spaces where we provide a unique blend of high-level coaching and mentoring alongside quality education inside and outside the classroom. Our long-term relationship-based approach has clearly demonstrated high impact in communities marked by unhealthy lifestyles, inequality, unemployment, and violence. We empower young leaders, address gender-based violence and health, help reduce alcohol and substance abuse, and promote social cohesion. The strength of our approach is reflected in our strong network, and collaborative approach.



Our work is guided by the Sustainable Development Goals, making particular contribution to: Goal 3: Good Health and Well-being, Goal 4: Quality Education, Goal 5: Gender Equality, Goal 10: Reduced Inequalities, Goal 16: Peace, Justice and Strong Institutions, and Goal 17: Partnerships for the Goals. The work also contributes towards South Africa's National Development Plan 2030 and Stellenbosch Municipality Strategic Goals.

Vision

training4changeS creates safe spaces to educate and equip the next generation of positive changemakers



Mission

training4changeS exists to utilize sport as a catalyst for holistic community transformation and to intentionally equip young leaders with essential life skills and values.

Ethics Charter



Guided by these ethical principles,
at training4changeS we always strive to be:
ANTIRACIST | TRUSTWORTHY | RESPONSIBLE
RESPECTFUL | FAIR | CARING
CHANGEMAKERS | SAFEGUARDERS

A Word From Our Co-Founder



What a ride 2022 has been! This was a year that truly stretched us all as we pushed towards having 3 teams of 15 boys in the Futsal Academy, purchased 3 vans to transport kids to our sessions, added 3 new staff members to the team, and traveled to 3 different continents to share about the good work we are doing in Stellenbosch. It is exciting to see our team gaining influence globally, but it is even more encouraging to see the deepening relationships we have in the communities we serve. We have been walking a long journey with people, and the impact of our humble people-oriented approach is clear to see. When we were casting the vision for training4changeS, one of our goals was to secure funding for our work from FIFA, and another was to be part of the streetfootballworld network. This year we received FIFA Foundation funding for the first time, and I was appointed to the Common Goal (formerly streetfootballworld) global congress to help lead the southern Africa region. I'm proud of securing our first multi-year grant thanks to Allan Gray Philanthropy Initiative, and also of leading us to become the first organization in our sector to publish an antiracism policy. Another major milestone was the opportunity we received to travel to Brazil for a learning exchange. I was so excited to help make this dream come true for Quinton & Keke; the time we spent together in Sao Paulo is a memory I will cherish for the rest of my life. On top of all these things, the year was full of numerous rewarding moments as we witnessed our boys growing into mature young leaders. I'm incredibly grateful for our entire team who continue to sacrifice so much to make this journey impactful. I'm so thankful to everyone locally and globally who plays a role in the process. As we approach our 10th year of existence as an NGO, I am excited to see what the future holds.

Soli Deo Gloria,



Daniel Thomae

Impact Snapshot

7000+
participant contact hours

49
boys in the Futsal Academy

14
schools represented

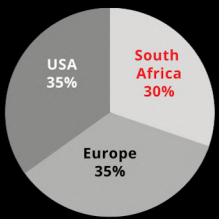
7
communities served

78
coaches equipped

3
new jobs created

Financial Insights

Origin of Funds

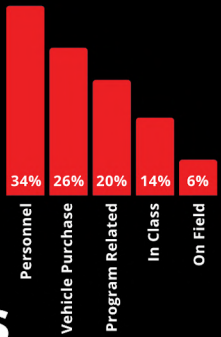


Type of Funds



Grant Funding 59%
Donor Funding 41%

Key Expenditures



We were thrilled to collaborate with Coaches Across Continents (CAC) & the FIFA Foundation Community Programme this year to help pilot the ground-breaking HeadSAFE curriculum focused on promoting brain health in football. We equipped coaches in our community to better understand the effect heading a ball has on brain injuries & empowered them to implement a player-centred approach to health. Using our purposeful play curriculum, our Futsal Academy boys learned basic concepts about the brain & how to prioritise their well-being as they play sport. Thanks to support from Oculus & Rezzil, the boys were able to make use of a cutting-edge zero impact VR header training app to practice their heading skills safely.

We believe in the healing power of sport. Research we conducted showed that 100% of our kids have endured some Adverse Childhood Experiences, which have proven links to chronic health problems, mental illness, & substance abuse, as well as having a negative impact on education & employment. To provide healthier developmental experiences & a robust therapeutic web of support for our kids, we partnered with the Neurosequential Network + the Centre for Healing & Justice Through Sport. We sought to better understand how the brain works, develops, changes, & is impacted by developmental adversity including trauma. We are striving to continually improve our methodologies to ensure we leverage the full physiological & psychological healing effects of sport.



This year we launched an exciting new partnership with UK-based Virtual Soccer Schools to support the mental health & well-being of our kids. Through this innovative collaboration, our Futsal Academy boys were able to link up virtually with Tim Ream (Fulham FC captain, & USA Men's National Team 2022 World Cup star). His inspiring words & vast experience helped our boys build resilience, develop a growth mindset, & learn practical tools for overcoming setbacks as they follow their dreams.





Key Targets for SDG3

3.3 Fight Communicable Diseases
3.4 Reduce Premature Mortality
3.4 Promote Mental Health
3.5 Prevent Substance Abuse

This was our second year utilizing School in a Box. The locally developed tablet-based tool has dramatically transformed the academic support we are able to offer to each child in the Futsal Academy. In 2022, our team provided more than 1070 contact hours of Education Inside the Classroom. The South African education system lags behind global standards & continues to fail young learners. Our evaluations showed that only 46% of our boys are working on their grade level in Math, so the unique individualized support we provide them is critical for helping close the gaps. During the year over 70% of the boys were able to improve their numeracy standards; 100% reported feeling more confident in Math.

Through our partnership with the Reggie Meyer Education Fund, 5 of our boys were able to receive full bursaries to attend Calling Academy high school. All in all, this year we had 14 boys in high school. It is such a joy to see all of our boys maturing as learners & leaders. We were very impressed with how the older boys set the example for, & passed on the culture to, the younger boys at training4changeS. 100% of Futsal Academy parents said their sons are better prepared for learning & earn better results at school due to the support we provide. This year our high school boys took part in an interactive session to help co-create a new structure for our Sifunda Saam ("Learning Together") academic support sessions to help us find better ways to support their changing needs.



South Africa has a problem: 58% of homes in the country do not have a single leisure book; 73% of adults are not interested in reading; 78% of Grade 4 learners are unable to read for meaning. We are working hard to address this problem by cultivating a love of reading at the Futsal Academy. We place great emphasis on reading during Sifunda Saam & through the generosity of numerous donors we were able start building a levelled library this year.





Key Targets for SDG4

4.4 Provide Skills for Financial Success
4.5 End Discrimination in Education
4.6 Increase Literacy & Numeracy
4.7 Promote skills for Global Citizenship

We facilitated an exciting virtual collaboration between our friends at Brooklyn Sports & Development (BSD) girls soccer club & Common Goal athlete Tessel Middag. Tessel has been an avid supporter of training4changeS since 2017. Unfortunately, successive injuries as well as the COVID-19 pandemic have restricted her opportunities to visit South Africa, so it was exciting to create this digital platform for her to share her experience. Tessel inspired the BSD girls with stories from her career, shared practical tools for maintaining good mental-health, and shared with them how she uses her platform in professional football to help make the world a better place. We have been partnering with BSD since 2020.

We worked with fellow Common Goal member, Inspire Indonesia, to bring their internationally acclaimed Pledge United (PU) programme to South Africa for the first time. PU uses football to teach boys about the issue of gender-based violence, aiming to inspire them to become leaders for gender equality in their communities. During PU, over 20 coaches from more than 10 communities learned how to lead their teams in taking action against discrimination & violence towards women & girls. As many as 50% of females in South Africa are victims of gender-based violence. This scourge is perpetrated by males, so we believe it is critical to help change the narrative by raising a generation of young men who respect & protect women. We are pleased that all of our coaches have taken the Pledge to Respect.



We use games like *Healthy Balance* & *Places for Equality* in our CAC accredited Purposeful Play curriculum to educate boys & men about the importance of championing gender equality & empowering female leaders. We strive to leverage the momentum around International Women's Day & South Africa's Women's Day to help equip our Futsal Academy boys to be young men of strong character who will challenge harmful cultural norms in their communities, across South Africa, & beyond.





Key Targets for SDG5

5.1 End Discrimination Against Women
5.2 End Gender-based Violence
5.4 Promote Shared Domestic Responsibility
5.5 Empower Female Leadership

Youth unemployment in South Africa exceeds 66%. As President Ramaphosa correctly identified, no society can expect to grow or thrive when the vast majority of its young people are out of work. We are committed to equipping young people with skills for resilience & innovation so they can achieve economic productivity for years to come. We use education inside & outside the classroom to provide young people with tangible skills for work. We strive to offer education for a changing world, so we were excited to continue working with Mido Foundation this year to help empower the Futsal Academy boys to be digital citizens equipped with the necessary skill sets to meet the demands of the Fourth Industrial Revolution.

We kicked off 2022 by equipping 20 coaches from around the Western Cape to use futsal & purposeful play to impact their communities. From this effort to increase youth employment training, we were pleased to select 2 participants to join our Futsal Academy coaching staff. With Lorenzo & Azola joining Quinton & Keke, it was exciting to see a formidable team dynamic emerge to help lead a new era for training4changeS. The addition of a driver for our new vans brings us to a total of 30 jobs created by training4changeS since 2014. With a growing number of high school boys in the Futsal Academy we are excited to adapt our Skills4Life curriculum to their unique needs so they will have a clear pathway to accessing, retaining, and excelling in their desired field of employment in the coming years.





8 DECENT WORK AND ECONOMIC GROWTH

The Reggie Meyer Education Fund collaborated with Lana B Designs, Mat Finish, & Ras Silas Motse Studios to provide the bursary boys with some exciting work experience days over the course of the year. These innovative sessions gave our young leaders a glimpse at some unconventional job opportunities they can consider for the future & are an important part of our efforts to support youth employment & training. We hope we can one day make similar opportunities available to all of the Futsal Academy boys.

Key Targets for SDG8

8.2 Innovate for Economic Productivity
8.3 Support Job Creation
8.6 Increase Youth Employment & Training
8.8 Promote Safe Working Environments

Our relationship-based approach is key to driving long-term change. We thrive on diversity. Engaging with diverse cultures and developing an appreciation of cultural diversity are important parts of being at the Futsal Academy. This year 100% of the boys said they learned how to better respect people that are different than them. Opportunities for this type of racial diversity & cross-cultural learning are all too limited in South Africa, but we believe it is a key ingredient for helping young leaders grow up to be changemakers. Our Purposeful Play curriculum includes an array of games like *Mingle Mingle, Circle of Friends,* & *Antiracist Football* that are designed to help participants learn skills for social inclusion.

We are a proudly antiracist organization, & this year we're proud to have published our Antiracism Policy. This document is the first of its kind in the Football for Good sector; we hope to inspire other organizations to take action. We believe that life is a continuous growth cycle of experiencing, reflecting, learning, & implementing. Likewise, the movement from racist to antiracist is always ongoing. We acknowledge that there is much we need to learn, & there are many people we need to listen to. We believe it is vital to continue learning from people with different perspectives, accepting that we may be challenged by or disagree with some of the things they say & do. Therefore, we strive to build a strong process of lifelong learning in community to help us be antiracist.



The World Bank ranks South Africa as one of the world's most unequal countries, with Stellenbosch its most unequal town; we are in the perfect location for tackling the root causes of inequality. We are pleased to have forged the most diverse sport for good space in our region. This year we had boys from 14 different schools & 7 different Stellenbosch communities participating in our Futsal Academy. We help the boys find strength in diversity & raise their voices as changemakers.





Key Targets for SDG10

10.2 Promote Social Inclusion
10.3 Help Create Equal Opportunities
10.3 End Discrimination
10.6 Amplify Marginalized Voices

We are so proud of Coach Keke who became the 1st person in South Africa to earn the Coaches Across Continents Accreditation in Purposeful Play & Education Outside the Classroom. This unique program combines sport, play, & education to achieve social impacts that reach far beyond the pitch or classroom. Candidates are required to demonstrate the ability to design, develop, & implement locally driven sustainable programs that intentionally address the UNSDGs. Keke completed 16 core learning components + 6 electives to earn his qualification. This year he also had the opportunity to work on field with CAC & UNICEF equipping coaches in Johannesburg. He continues to ensure we pursue peace & justice for all through Purposeful Play.



Our co-founder Daniel continued his work with the UEFA Foundation for Children & Common Goal to help create Safer Play, an e-course aimed at tackling the unique safeguarding challenges that are inherent to the field of sport for development. The course was launched in the 2nd quarter of this year, & is now being utilized by organizations across the world. Daniel also took up a role as an inaugural member the Safeguarding Committee for the Common Goal community where he is helping raise the global standard of safeguarding in our sector. Through processes such as these, as well as through opportunities like our collaboration with Inspire Indonesia, we are continually learning to better safeguard the children in our care. We're pleased that our efforts are able to add value to the global push to better protect children.



We believe children have the right to take part in sport in a safe, supportive, & fun environment. As we work in communities plagued by violence & abuse, where children are increasingly at risk, we strive to wholeheartedly purse safe sport for every child. We have taken the pledge to embed the *International Safeguards for Children in Sport* into our work, & we support Safe Sport Day on August 8th each year. We also equipped leaders from 21 other organizations to be able to embed the Safeguards in their own work.



Key Targets for SDG16

16.1 Reduce Violence
16.2 Protect Children
16.3 Pursue Justice for All
16.7 Ensure Inclusive Decision-Making

Support from the FIFA Foundation Community Programme this year made it possible for us to create a dynamic learning exchange with CAC & ACER Brasil. Daniel, Quinton, & Keke spent 10 days in Sao Paulo in late October. They had incredible opportunities to spend time with experienced futsal professionals, see how sport is being used for social change in other contexts, & gain valuable insight from child safeguarding experts. We encourage life-long learning, not only with the young people we work with, but also for our staff, so we were overjoyed to see this professional development trip take shape. After this trip we are exploring a joint-venture with Liga Paulista de Futsal to develop futsal in South Africa.

This was a year where we experienced massively increased interest from people around the world seeking to learn from the work we have been doing in Stellenbosch. In addition to visiting organizations in Brazil & the UK, we had organizations from the USA, Kenya, Uganda, DRC, the Bahamas, & beyond contact us to better understanding our relationship-based approach. We were also able to help equip leaders from 20 different countries during the International Sports Leadership School. The impact of our people oriented approach is evident, our commitment to local & global collaboration is clear. We were invited to present at the US Soccer Foundation's 2022 Urban Soccer Symposium; Daniel spoke on Futsal: An Ideal Platform for Relationship Based Community Development.



17 PARTNERSHIPS FOR THE GOALS

Closer to home, it has been a pleasure to get more involved with the Stellenbosch Civil Advocacy Network as we helped SCAN facilitate a cross-sector engagement event in partnership with Stellenbosch University. We are pleased to be part of the Stellenbosch Network; in July Daniel was honored as their Entrepreneur of the Month. We are grateful for opportunities to collaborate with local partners such as Kuyasa, East Mountain, Serve Stellenbosch, & Courageous Care as we seek to contribute to the SDGs.



Key Targets for SDG17

17.6 Enahnce Knowledge Sharing & Cooperation
17.9 Enahce SDG Capacity in Developing Countries
17.G Enahnce The Global Partnership for Sustainable Development
17.H Encourage Effective Partnerships

Key Partners

COMMON GOAL

VSS

COACHES ACROSS CONTINENTS
GLOBAL LEADERS IN SPORT FOR SOCIAL IMPACT

ACERBRASIL

CAPE TOWN TITANS

KUYASA
Horizon Empowerment

SCHOOL in a box

REGGIE MEYER EDUCATION FUND

CALLING ACADEMY
INSPIRE · EQUIP · GROW

SCAN
STELLENBOSCH CIVIL ADVOCACY NETWORK

YES&

#morethansport
#changemakers

designed by