

2024-2025 **Annual Report**

Educate | Advocate | Act



WESSA
PEOPLE CARING FOR THE EARTH

MISSION

To educate, advocate, and act for environmental and social justice, climate action, biodiversity protection, and reducing pollution in southern Africa.

VISION

To lead citizen action in the region, supporting climate action, fighting biodiversity loss, and promoting a no pollution tolerance culture.

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Chairperson's Report

The WESSA Board sees its fundamental role as guiding and overseeing the organisation's strategic direction, strengthening governance, and ensuring accountability in performance, risk, compliance, and stakeholder engagement.

We have made significant progress in deepening governance and strengthening oversight, with enhanced financial reporting, improved fiscal discipline, and cycles of quarterly Board and Committee meetings. The Board remains well-balanced in diversity, skills, and experience, ensuring robust deliberation and collective wisdom in decision-making.

A key milestone was the January 2025 strategy workshop, where the Board and Executive together shaped a refocused strategy that will guide WESSA over the next five years. This strategy reaffirms WESSA's commitment to environmental stewardship through education, advocacy, and citizen action, while focusing on being lean, patient, and impactful – with our mission to educate, advocate, and act for environmental and social justice, climate action, biodiversity protection, and reducing pollution in southern Africa.

To ensure alignment with WESSA's mission, the Board Committees have sharpened their focus:

- **Membership and Volunteers Committee:** Newly established during this year, this committee is working to align membership engagement with WESSA's strategy, ensuring that participation in WESSA is accessible, meaningful, and empowers citizens to be active environmental stewards.
- **Revenue Generation and Investment Committee:** This committee has refocused on diversifying revenue streams and has laid the foundation for the WESSA Legacy Fund – a longterm vehicle to ensure financial sustainability for WESSA's second century and investing into One-WESSA initiatives strongly aligned to our strategy.



- **Environmental Governance Committee:** This committee drafted and published WESSA's positions on Mining and Energy, and is now finalising a Water Policy, with a special focus on sewage pollution – an issue that will define WESSA's advocacy work in the years ahead.
- **Audit, Risk and Assurance Committee:** This committee has been instrumental in building WESSA's financial position and compliance. With a strong focus on ensuring streamlining of WESSA's structures and audit readiness, this committee is the driving force in the background that ensures WESSA is a trusted, accountable and transparent organisation.
- **Social and Ethics Committee:** This committee has been instrumental in oversight of social and ethical matters and in ensuring that WESSA is and remains a committed socially responsible corporate citizen as per the Companies Act and King IV Guidelines.
- **Remuneration Committee and Nominations Committee** respectively have contributed to WESSA's journey to become an employer of choice and have ensured that our board is well balanced and appropriately equipped to drive the organisation's strategy.

Operationally, the Board has supported the move towards a "One-WESSA" approach that has strengthened collaboration between our staff and WESSA's five regional membership structures. This integrated model will ensure that skills, resources, and capacity are optimised across the organisation, leading to greater coordination, sharper focus on strategic imperatives, and ultimately, greater environmental impact!

Looking ahead, as we approach our centenary, the Board recognises that WESSA's longevity lies not only in reflecting on past achievements but also in galvanising support for the journey ahead. The performance of Directors has been regularly assessed through a self-evaluation system, and I extend my gratitude to my fellow Board members for their commitment, wisdom, and the significant time they contribute on a pro bono basis. I also want to acknowledge the remarkable efforts of our CEO, Cindy-Lee Cloete, and her Executive team, who have navigated the organisation with agility and purpose in a resource-constrained environment. Our staff, members, volunteers, donors, and supporters have all contributed to WESSA's achievements, and I thank each of you sincerely.

As we stand at the threshold of WESSA's 100th year, I call on all our stakeholders: our members, our staff, partners, and our funders, to strengthen your support and engagement. Together, let us ensure that WESSA not only celebrates a proud centenary but also steps confidently into its next century as a trusted and enduring force for environmental and social justice.



Janssen Davies
WESSA Board Chair

WESSA's longevity lies not only in reflecting on past achievements but in galvanising support for the journey ahead.



CEO's Report

Dear WESSA Directors, Staff, Members, Affiliates, Supporters, Partners and Funders,

The past financial year has been a defining period for WESSA, one in which we demonstrated the **agility and focus required to deliver meaningful impact** in line with our strategic intent. Guided by our preferred strategic pathway, the **Leopard Scenario – which signals an organisation that is lean, patient, and focused** – we sharpened our priorities around climate action, biodiversity integrity, and reducing pollution, ensuring that every programme, partnership, and project delivers measurable outcomes.

Our operational performance has been rooted in our theory of change: **Educate, Advocate, Act**. This has translated into wide-reaching and tangible outcomes: More than 35 000 youth took part in the Youth Leading in Water Resilience Project in partnership with UNICEF. We expanded our Eco-Schools Programme into Zimbabwe, while the Green Key Programme certified pioneering environmentally conscious hotels across South Africa. Our Coastal Programmes (Blue Flag and Green Coast) continue to enable and celebrate excellence in coastal stewardship, amplifying marine conservation. 2025 marks the 25th anniversary of Blue Flag in South Africa, and we are excited to be extending the programme to the Northern Cape, investigating sites from Port Nolloth to Hondeklipbaai. Looking ahead, we want citizens to understand and embrace Blue Flag – enabling communities to act as stewards of safe, inclusive, well-managed, and transparent coastal and marine environments.

To deliver at scale while staying true to our strategy, **we invested in key appointments:** a Head of Philanthropy and Resource Mobilisation, a Head of Human Resources to strengthen organisational culture and talent management, and the onboarding of Voxeon as our Marketing and Communications partner to strengthen our storytelling. We also secured Norton Rose Fulbright as our formal legal consultants – a significant milestone that has already strengthened our confidence in negotiations, decision-making processes, and engagement on critical legal frameworks such as the Climate Change Bill. Similarly, our partnership with ngoLAW has also been crucial in ensuring that WESSA remains compliant as a leading environmental NPC.



Remaining lean and focused has required some difficult choices. We transitioned the WESSA Pangolin Programme to trusted partners including EWT, Pangolin.Africa, and the Kalahari Wildlife Project. We also pressed pause on the WESSA Academy, continuing only custom training until a full relaunch becomes viable. In addition, we finalised the sale of the Bush Pigs Environmental Education Centre in Limpopo – a tough decision made in the best interests of both WESSA and the groups who cherished this space.

We undertook a deep and honest assessment of our home base, **uMngeni Valley Nature Reserve and Education Centre (UV)**. UV is **at the heart of WESSA's identity** – a sanctuary of local biodiversity and a living classroom that has inspired generations of South Africans. Yet, UV now requires significant intervention, both ecologically and in terms of its built infrastructure. Invasive species, ageing facilities, and shifting socio-ecological pressures all demand urgent attention. Over the past year, we have mapped the status quo, identified critical risks, and begun to explore scenarios that honour UV's ecological value while reimagining it as a **flagship hub for conservation, education, and inclusive community engagement**.

I am particularly excited about our renewed focus on strategic partnerships. As an organisation approaching 100 years, we understand the true value of working together. WESSA is a living testament to the African proverb: "If you want to go fast, go alone; if you want to go far, go together."

Our growing collaborations with SANParks, the EWT, the IUCN, and others reflect not only our commitment to collective impact but also our determination to ensure that WESSA remains relevant, resilient, and impactful for the next 100 years

And just like that, WESSA is almost 100!

Legally, our centenary will be celebrated in 2026, marking 100 years since WESSA's formal establishment in 1926. **But our story and lineage stretch back to 1883**, when early conservation pioneers and individuals in South Africa first organised to protect their natural heritage. This makes WESSA the world's oldest environmental movement, predating the Sierra Club that was founded in 1892.

It is humbling to reflect that what began informally in 1883 as a grassroots movement has evolved into the vibrant, youthful WESSA of today. Our centenary in 2026 is therefore not just a milestone of formal recognition, but also a celebration of a much deeper lineage – a moment to reflect and to galvanise our members and partners around a bold vision for WESSA's next 100 years.

None of this would be possible without our community of members, volunteers, funding partners, staff, and the WESSA board. **I am continuously amazed by the energy, dedication and passion of our members as they drive local initiative for the environment across the country.**

WESSA is the world's oldest environmental movement.

Our membership arm has significantly contributed to how we move forward as **a growing movement of People Caring for Our Earth** – and these changes will be implemented next year.

To our funders, strategic partners, dedicated staff, and committed board members, I extend my deepest gratitude. You have ensured that **WESSA remains a credible, capable, and influential force for environmental and social justice**.

What I am most proud of this year is **our collective ability to refocus and to make tough strategic choices without losing sight of our mission**. As we prepare for our 100th year, our priorities are clear: deepen our impact, grow financial sustainability, inspire more South Africans to become active custodians of their natural heritage, and enabling people to care for the earth in the way that best represents them.

The leopard moves when the time is right. For WESSA, that time is now.

With gratitude,

Cindy-Lee Cloete
WESSA CEO



Strategic Highlights

WESSA's New Structure and Way Forward – Leopard Scenario

When WESSA reviewed its strategy in 2022, three scenarios emerged: the Elephant, the Octopus, and the Leopard.

The Elephant Scenario – a WESSA that sticks to conventional ways of doing things

The Octopus Scenario – a WESSA spread thin, reaching across too many opportunities across a wide range of environmental and development issues

The Leopard Scenario – a WESSA that is lean, deliberate, focused and patient.

We have chosen the Leopard. This is more than a scenario; it is our compass.

Why we chose the Leopard

It asks us not to chase every opportunity, but to move with purpose, concentrating our resources on where WESSA can make the greatest impact – climate action, biodiversity integrity, and reducing pollution.

Choosing the Leopard has meant sharpening our focus, ensuring that our three enduring pillars – Educate, Advocate, Act – remain central, while directing them more strategically. It means enabling young people to connect education with opportunity, using our programmes as platforms for stronger advocacy, and unlocking the power of citizen action through a “One-WESSA” approach.

This path also strengthens what lies behind the scenes: a more agile governance model, clearer roles, and improved systems for resource mobilisation and impact measurement. Together, these ensure that WESSA can act with discipline and confidence as we approach our centenary. The leopard moves when the time is right. For WESSA, that time is now.

— Cindy-Lee Cloete, WESSA CEO

Advocacy and Environmental Governance

WESSA's Energy and Mining Policy Frameworks

In December 2024 WESSA's Board approved the Environmental Governance Committee's (ECG), a sub-committee of the board, two policies on Mining and Energy. ECG policy statements are an attempt to frame and inform key environmental aspects and provide WESSA structures and members with a policy direction when engaging with these issues. Whether it be a school pupil looking for detail on a project, a branch member inputting into a local environmental impact assessment, or the leadership of WESSA engaging at a national level on policy matters, the policies provide a resource and a values-based stand on things that matter to our part of the planet.

The Mining policy in brief seeks to place mining within the context of climate change, biodiversity loss, and human wellbeing, and to ensure there's a "cradle-to-grave" assessment of its impact.

While it's a foundational component of the South African economy, and humans cannot now live without the resources we extract via mining, mining has collectively probably had the largest negative impact on human and ecosystem well-being. Fossil fuel extraction and use drives climate change. Waste from mining activities pollutes water courses and our seas. And much of the benefit of extraction is realised in economies far removed from our shores. In the policy we take a stand against mining in protected areas and their buffer zones, oppose the new development of coal, oil and gas resources, call for a ban on offshore and deep-sea mining and advocate for greater transparency, local benefaction, and policing of mining activities.

When it comes to energy, WESSA fully supports the goal of getting South Africa to net CO2 emissions by 2050 and a just transition pathway approach to get us there. As with mining, we recognise that energy is an aspect modern humans cannot do without, and that there are no energy systems that do not impact the planet negatively. But energy systems are not equal, and each must be carefully assessed along their entire value chain – we add some useful questions to guide in doing such an evaluation. We specifically call for new thinking and adaptation in five key "transitions":

- How we generate and distribute energy (we favour renewable and decentralised systems)
- Moving from high-carbon manufacturing to net-zero or low-carbon systems (in essence becoming conscious of and reducing our carbon footprints)
- How we transport ourselves and our goods (electrical drive trains are better but not perfect, public transport is better than one-car-one-person systems)
- How we cook our food and heat our homes (e.g. move from wood to alien biomass)
- Moving our energy financing systems away from government as the only provider to co-generation and prosumer systems.

All in all, our newest policies seek to balance human well-being with planetary well-being in ways that are just and sustainable for both people and the ecosystems we share the planet with. Let us know what you think, you'll find the policies on our website under the "position statements" heading, and we'll be adding more on water, climate change and others soon.

Coastal Governance and Advocacy

Water isn't a renewable resource, it's a reusable resource. WESSA is deeply concerned about the impact of treated and untreated sewage pollution on our rivers, wetlands, lakes, dams, ground water and ultimately our coastal environments, and the people who depend on them. The current focus of the EGC is to promote citizen action for environmental stewardship of our water resources. To this end, we participate in local, provincial and national committees and working groups; such as the Provincial Coastal Committees and the Operation Phakisa Tourism Skills Expert Group.

Through these platforms, we advocate for waste water management, pollution reduction, improved interdepartmental coordination, green skills development, and the integration of youth in ocean economy initiatives.

We have engaged with other environmental advocacy groups and scientists on contentious marine sewage outfalls along our coastline, with progress being made towards improving water quality bathing standards, public transparency of water quality data and collaborative actions with municipalities to address pollution sources.

Our voice continues to be influential in shaping local and national discussions around sustainable coastal tourism and marine spatial planning.



Hobie Beach, Port Elizabeth

uMngeni Valley Nature Reserve

Building resilience through partnerships

It has been a year of losses and gains for WESSA's home base, the uMngeni Valley Nature Reserve (UVNR). We lost a few antelope to poachers over the winter in 2024 when the uMngeni River along some parts of our border became fordable to poachers with dog packs. Several of our neighbours have installed security cameras along our adjoining fences, and along with being part of an anti-poaching network, we have become more responsive to incursions.

We have secured funding for a Wildlife and Biodiversity Protection Unit which will be in place from next year and prevent poaching incidents in the reserve going forward.

We have also gratefully benefitted from a few committed volunteers regularly patrolling the reserve, as well as assisting with some trail and bush camps maintenance. This volunteer support is encouraging the formation of a Friends of UVNR group, which is also interrelated to the gradual efforts to establish the Greater uMngeni Biosphere Reserve. This multi-stakeholder initiative envisages UVNR and some of our neighbouring game reserves forming the core of the biosphere, and WESSA fully supports the creation of this biosphere.

The five giraffes that were donated to us in November 2024 by our neighbour, Karkloof Safari Spa, decided that they wanted to be back with their parent herd and straddled back over the fence. **Through a donation from the WESSA KZN Region, we are planning on undertaking an ecological survey of the reserve, which will be used to update the reserve management plan, including the grasslands fire regime management plan.** The ecological survey may also elucidate the push or pull factors for the giraffes leaving and any conditions required for their return.

The Valley is becoming a popular nature sport location. We co-hosted a few trail runs with the KZN Trail Running Association; which highlighted our 23 kilometres of grassland and riverine bush trails to this sports fraternity. Members of Mountain Club of SA regularly climb several routes along uMngeni Valley's cliffs, and have contributed towards trail maintenance to their popular sites.

uMngeni Valley Nature Reserve

WESSA is grateful for the ongoing reserve management support provided by the large Working on Fire (WoF) team and the 20 youth learners sponsored by the Social Employment Fund (SEF), implemented by the Duzi-uMngeni Conservation Trust (DUCT).

Their contributions have been significant, ranging from alien invasive plant (AIP) removal, bush encroachment management, road and facilities repair, grounds-keeping, and trail maintenance.

Importantly, they have also undertaken the annual firebreak and grasslands management burns, ensuring that UVNR's biodiversity integrity is managed in line with the reserve's protected area management plans.

We are progressing towards recruiting a new WESSA Education Centres Manager and uMngeni Valley Reserve Manager by July 2025.

In the meantime, our maintenance, hospitality and admin staff are sincerely thanked for their additional efforts to keep the reserve and its facilities functioning and our guests enjoying rewarding nature experiences.

The Ezemvelo Wildlife Honorary Officers and the Howick Cubs and Scouts Troop have chosen UVNR as their home base, and we are in the process of finalising arrangements with them. **These partnerships are designed to be mutually beneficial, with WESSA standing to gain significantly from the Honorary Officers and Scouts contributing to environmental and reserve infrastructure projects, while also complementing the work of other volunteer groups active at UVNR.**

The reserve is experiencing strong positive momentum, and with the support of our strategic partners, we are confident that UVNR will continue to grow into a thriving ecosystem enjoyed by communities in the area and beyond.

Looking ahead, we are building strategic partnerships with neighbours, volunteer groups, sports bodies, and local stakeholders to strengthen reserve maintenance, combat poaching, and develop mutually beneficial projects that generate new income streams.

Current initiatives include collaborating with Amber-Lee Retirement Village and the FreeMe Wildlife Rehabilitation Centre on infrastructure repairs, hosting additional sports events, and establishing access management and profit-sharing agreements with event organisers and catering companies.



Sprayers: SEF/DUCT Enviro-Champs eradicating alien invasive plants

"We thank WoF and DUCT for their continued commitment to supporting us over 2025-2026. We also thank the Department of Forestry, Fisheries and the Environment for the appreciated donation of herbicides for our AIP removal."

—Morgan Griffiths

Senior Manager: Advocacy, Membership and Governance



Resident Working on Fire team control burning firebreaks along UVNR's fenceline



Management burn to promote grassland biodiversity

WESSA Education Centres

Equal access to environmental education

The 2024–2025 fiscal year has been a year of dynamic growth, rich educational engagement, and strengthened partnerships across the WESSA Education Centres — uMngeni Valley, Treasure Beach, and Twinstreams. With a shared vision of environmental stewardship, all three Centres have continued to offer inclusive, curriculum-aligned programmes to learners, educators, and tertiary institutions, while deepening international collaborations and expanding their reach to under-resourced communities.

Despite logistical and financial constraints affecting early 2025 school visits, the Centres maintained delivery of high-quality, immersive learning experiences focusing on biodiversity, water ecosystems, and ecological problem-solving.

All the Centres reported increased bookings in Term 1 of 2025, including the return of St Henry’s College for multi-grade ecosystem studies. Programmes explored dune forests, mangrove swamps, wetlands, and rocky shores, fostering cross-curricular understanding through experiential learning.



WESSA Education Centres

Our programmes remain rooted in experiential learning, sustainability, and community development.

This year, over 3,000 learners and two hundred educators participated in transformative learning experiences. Our Centres also welcomed international interns, hosted university field schools, improved infrastructure, and maintained strong relationships with long-standing partner schools.

Higher Education and Academic Partnerships

uMngeni Valley

Vaal University of Technology (VUT) hosted 67 Ecotourism students and three lecturers for a comprehensive academic fieldwork experience, covering tourism marketing, veld assessments, species surveys, and water quality analysis.

Twinstreams

University of KwaZulu-Natal (Edgewood Campus) hosted over one hundred students and six staff, supporting teacher training and environmental learning application in the South African curriculum.

International Engagement and Internship Programmes

Germany ESD Conference Participation

The uMngeni Valley Centre proudly represented South Africa at the Education for Sustainable Development Conference in Germany, leading a seminar on effective SDG communication and learner-teacher interaction.

International Interns:

Hosted two students from Jönköping University (Sweden), who contributed to learner engagement and programme development across WESSA Centres.

Work-Integrated Learners (WIL):

Five WIL interns completed their term in 2024; three new interns joined, developing practical environmental skills and professional competencies in real-world settings.



WESSA uMngeni staff presenting a water pH test using red cabbage juice at the Crane Foundation.



Learners building a wetland model in a 2L bottle after an interpretive walk through the local coastal forest and wetland at the WESSA Treasure Beach Education Centre (Durban).

“We express our gratitude to all staff, partners, funders, schools, and stakeholders who have contributed to another impactful year for WESSA’s Education Centres.”

—Kristi Garland
Education Centres Manager



3000+ Inspired through WESSA’s Centres

Community Partnerships and Long-Term School Relations

Strong partnerships were reinforced through returning schools, highlighted by a fourth consecutive visit and a celebratory dinner.

Learners engaged in the Environmental Restaurant game, which builds awareness of how food choices affect the environment.

Through planning meals, learners explored sustainable practices, packaging impacts, carbon footprints, and seasonal choices—developing practical skills and habits that foster environmental stewardship.

Inclusion and Support for Underserved Communities

Through the Programmatic Support Grant Intervention (PSGI) programme, funded by the National Research Foundation (NRF) and the South African Agency for Science and Technology Advancement (SAASTA), the Centres reached:

- Gauteng youth: Focus on career pathways in ecology
- KwaZulu-Natal foundation-phase learners: Emphasis on communication, collaboration, and planning

These efforts ensured equal access to environmental education for learners from rural and under-resourced areas.

uMngeni Valley Nature Reserve. Image by John Wesson, WESSA Board member



WESSA Education Centres

Special Programmes and Projects

OMI e-STEAM Project (Twinstreams)

Funded by Old Mutual Insurer, the initiative empowered teachers and learners from quintile 1 and 2 schools to apply design thinking and e-STEAM methods in real-life problem-solving. Outcomes included:

- Twenty educators and sixty learners reached
- Practical engagement with sustainability and innovation principles

National Science Week

Learners built hydraulic systems linking scientific theory with hands-on learning, bridging curriculum content with real-world applications.

Eco-Tourism and Hospitality Services

Twinstreams Education Centre

The Peace Cottage and Albert and Molly Cabins continued to support eco-tourism and team-building events. A longstanding partnership with the Wilderness School of Leadership further cemented the Centre's reputation as a destination for nature-based tourism and professional development.

Challenges

While operational delivery was consistent, a double-booking incident at Treasure Beach highlighted the need for improved booking systems across Centres. Additionally, financial pressures on schools, new Department of Basic Education regulations, and infrastructure gaps remain ongoing challenges.



Ixopo Primary School Grade 3 learners at uMngeni Valley Centre discovering leadership qualities and support of team members through team building activities.

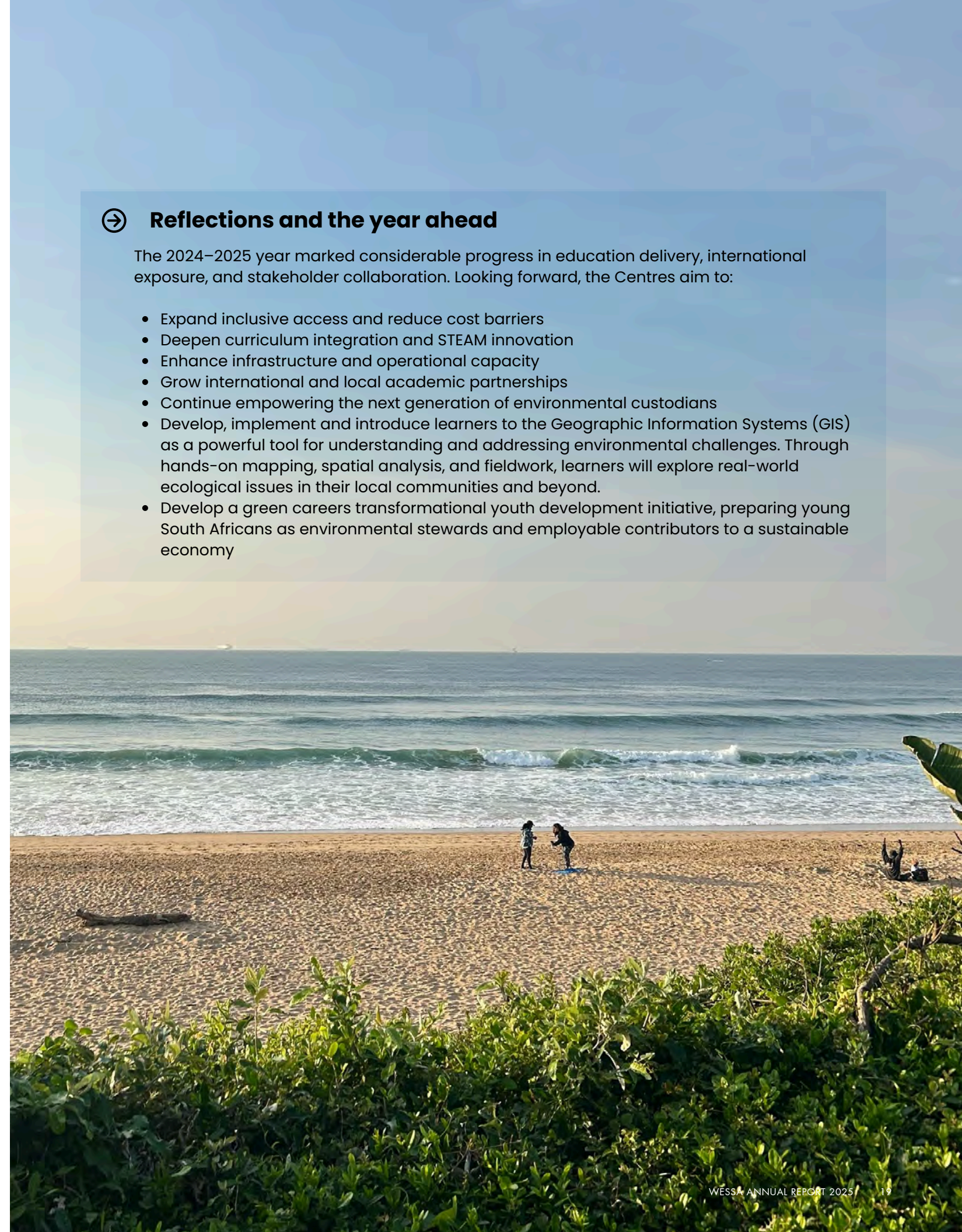


e-STEAM brain storming sessions, planning and building of prototypes.

➔ Reflections and the year ahead

The 2024–2025 year marked considerable progress in education delivery, international exposure, and stakeholder collaboration. Looking forward, the Centres aim to:

- Expand inclusive access and reduce cost barriers
- Deepen curriculum integration and STEAM innovation
- Enhance infrastructure and operational capacity
- Grow international and local academic partnerships
- Continue empowering the next generation of environmental custodians
- Develop, implement and introduce learners to the Geographic Information Systems (GIS) as a powerful tool for understanding and addressing environmental challenges. Through hands-on mapping, spatial analysis, and fieldwork, learners will explore real-world ecological issues in their local communities and beyond.
- Develop a green careers transformational youth development initiative, preparing young South Africans as environmental stewards and employable contributors to a sustainable economy



Infrastructure Developments

Twinstreams Centre:

- Renovations: Micks Park, Sinkwe, Frogs House
- Future plans: Renovation of Eco-House and Peace Cottage
- Challenges: Kitchen restructuring and mobile signal booster required

Schools and Youth Programme



5300+ learners engaged

In an era of complex environmental challenges, our greatest hope lies in enabling the next generation to become problem-solvers. At WESSA we believe that when young people pursue the issues they care about, their concern is transformed into purpose and their ideas into practical solutions. Through our Schools and Youth programme we live our mission to **educate, advocate and act** for environmental and social justice, nurturing agency, critical thinking and resilience so that every learner can turn passion for the planet into positive change.

This past year we focused on equipping learners and teachers with skills, mentorship and opportunities to take action. The Eco-Schools programme remains the backbone of our schools and youth work. **With support from Sun International, we engaged 19 schools and over 5300 learners in projects** from sustainable waste management to biodiversity conservation.

We extended environmental education beyond our borders too.

Together with the Foundation for Environmental Education and Children in the Wilderness, we trained facilitators and worked alongside educators in Zimbabwe to launch Eco-Schools. This cross-border partnership is empowering Zimbabwean and South African teachers to tackle wildlife conservation, waste and water management together. With ongoing mentoring, the programme is taking root and promises a ripple effect of environmental awareness throughout Southern Africa.

"Over the past three years, our partnership with WESSA on the Sun International Eco-Schools project has successfully supported 19 schools nationally to create eco-classrooms where learners, teachers and school leadership used the eco-schools seven-step framework to chart a way to build resilience in their schools. The partnership strategically aligned with both our values and goals leading to sustainable change in our communities."



Heidi Edson
SED Manager,
Sun International

Ikusasa Comprehensive School establishing their sustainable food garden

Schools and Youth Programme

“Since implementing our environmental projects, I’ve noticed a remarkable shift in my learners’ awareness, behaviour, and actions toward the environment. They’ve moved from passive observers to active participants asking thoughtful questions, initiating clean-up efforts, and showing genuine concern for the wellbeing of even the smallest species in our ecosystem.

Their vocabulary has expanded to include terms like biodiversity, ecosystem balance, and “sustainability,” and they use these concepts with confidence and purpose. I’ve seen learners take ownership of their surroundings picking up litter without being prompted, protecting insect habitats, and even educating their families about recycling and conservation.”



10000+ young people in hands-on workshops

As part of our Schools and Youth programme, we brought the United Nations Environment Programme’s (UNEP) Tide Turners Plastic Challenge to South Africa.

Tide Turners is a global youth movement led by nearly one million young people across 50 countries, it builds the capacity of young people to tackle plastic pollution through awareness, community engagement, and advocacy.

Through our implementation of the challenge, WESSA engaged more than 10 000 young people in hands-on workshops and campaigns that facilitated learning about the impacts of single-use plastics, encouraged them to reduce plastic waste, and gave them the platform to advocate for cleaner communities.

This project has turned knowledge into action, reinforcing our **educate, advocate, act** mission by nurturing a generation of plastic-conscious youth leaders who are ready to drive change.



WESSA youth during a cleanup at the Beachwood Mangroves, every third Saturday of the month the Membership youth together with ‘Adopt a River’ host a community cleanup at the Beachwood Nature Reserve in Durban North.

Spotlight



– Christina Lephalala, Educator, Moduopo Primary School.



Learners from Shea O’ Connor Combined School monitoring the wetland at their school using the water clarity tube

Our long-term partnership with the Extended Producer Responsibility Waste Association of South Africa (eWASA) grew beyond the Western Cape and Gauteng to include schools, youth and communities in the Eastern Cape and Northern Cape. This expansion broadens our waste-management project to more provinces, equipping new Eco-Schools with recycling depots, composting infrastructure and training so that learners can practise circular-economy thinking and reduce waste at source.

Through the Nedbank Circular Economy project, WESSA) supported ten schools in adopting sustainable consumption and green-enterprise practices.

This partnership introduces waste-reduction, upcycling and enterprise development activities that turn classroom lessons into real-world action.

Our new partner Wispeco Aluminium has backed the Eco-Schools movement by providing two participating schools with infrastructure and materials, including four rainwater tanks, to improve water security and resilience.

This tangible assistance allows learners to maintain food gardens and sanitation facilities, **demonstrating how private-sector contributions translate into improved learning environments and greener schools.**

We strengthened community-based partnerships to ensure Eco-Schools thrives in diverse contexts. In the Free State, a collaboration with the N3 Toll Concession enabled rural schools in Qalabotjha to become sustainability champions. Climate resilience workshops, tree-planting days and food-garden projects culminated in two of these schools – a secondary school and a crèche – earning International Green Flag accreditation. **The partnership demonstrates how local businesses can galvanise communities: learners, educators and parents worked side by side to green their schools and restore pride in their neighbourhoods.**

ADvTECH’s wide-ranging network of private schools has embedded the Eco-Schools model across curricula and extracurricular activities, demonstrating that large-scale adoption amplifies impact.



Learner from Tamaho Primary School conducting miniSASS

Through its partnership with WESSA, the group equips teachers and learners to drive sustainability initiatives, resulting in tangible outcomes—110 ADvTECH schools in Gauteng earned Bronze awards after the year engagement with the seven-step Eco-Schools process. **The collaboration shows how networked schools can share best practices, collaborate on projects beyond individual campuses, and build a culture of sustainability that nurtures responsible, informed citizens.**

“Working with the WESSA team has been a truly rewarding experience. Daniel Jackson has been our dedicated contact for this programme, providing ongoing support with our portfolio submissions throughout the year. Regular monthly meetings help ensure we remain aligned, while training sessions offer valuable development opportunities for our teachers.

—Krystal Munian, Academic Advisor, AdvTech Group

Schools and Youth Programme

Youth-Led Environmental Action Through Strategic UNICEF –WESSA Partnerships

WESSA’s Schools and Youth programmes in 2024–2025 were defined by three groundbreaking partnerships with UNICEF Green Rising “Protect and Restore,” Youth Leading in Water Resilience and the YERA (Youth Environmental Reporters and Advocates) Programme. Working across multiple provinces and in collaboration with NGOs, government and community organisations, these initiatives empowered thousands of young South Africans, especially girls, to champion climate action, fight pollution and conserve biodiversity. Collectively, these programmes trained around 30 000 young people in water-monitoring citizen science, engaged more than 10 000 in climate and conservation projects, and equipped 400 budding reporters to advocate for and share their communities’ environmental stories.

Their on-the-ground impact was tangible: 700 tons of waste collected, 260 hectares of land rehabilitated, and 12 339 children and youth participating in climate resilience activities. **As students from Sefako Makgatho University reflected, “We’ve learned that if we take care of the Magaliesberg, it will take care of us.”** By turning knowledge into advocacy and hands-on action, these programmes advanced WESSA’s Educate, Advocate and Act mission and reinforced our role as a national leader in environmental education while investing in the next generation of environmental champions.



Magaliesberg Green Rising Project.



“UNICEF greatly values our collaboration with WESSA through the Green Rising project which empowers youth to lead climate action, turning innovative ideas into tangible benefits for communities and the environment. This engagement has strengthened our ability to reach and inspire young changemakers, while also demonstrating the importance of joint efforts in driving meaningful sustainable impact. UNICEF looks forward to continuing this partnership and ensuring that youth voices remain at the forefront of climate action and community transformation.”


—Dr Sufang Guo
Chief of Health and Nutrition, UNICEF South Africa

Schools and Youth Programme Impact by Numbers



58,556		216 908		713		7 592	
Direct Learners		Indirect Learners		Direct Teachers		Indirect Teachers	
Female	25460	Female	118454	Female	363	Female	4042
Male	33096	Male	98454	Male	350	Male	3550

2 560
community members
engaged in citizen science



35 835
children and youth engaged in
citizen science



561
schools registered



260ha
land rehabilitated



669 502 KG
waste removed from natural ecosystems



R56 908
Income generated from waste

6 500
trees planted

63
Green Flags awarded



Sustainable Tourism

Tourism growth goes hand in hand with environmental responsibility.

Tourism is one of South Africa's most powerful economic drivers, creating jobs, supporting communities, and showcasing our natural heritage to the world. Yet its long-term success depends on safeguarding the very environments that attract visitors.

WESSA's Sustainable Tourism programmes – Blue Flag, Green Coast, and Green Key – operate at the intersection of conservation and hospitality, ensuring that growth is matched with environmental responsibility.

We partner with municipalities, coastal communities, and the hospitality sector to raise standards, protect ecosystems, and promote universal access to differently-abled persons.

In 2024–2025, our efforts deepened impact across these flagship initiatives by growing partnerships, advocating for stronger coastal governance, and promoting eco-friendly establishments across the tourism industry. Our work continues to **educate, advocate, and mobilise action at community and national levels.**

Together, these initiatives not only enhance visitor experiences but also tackle unemployment, poverty, and inequality by creating opportunities across the tourism value chain. By embedding sustainability into tourism, WESSA helps secure vibrant local economies and a resilient natural environment for future generations.

Blue Flag Programme

Raising the benchmark for sustainable coastal tourism

WESSA, as the National Operator of the Blue Flag Programme in South Africa, **awarded 48 beaches, 18 pilot sites, 4 marinas and 6 boats for the 2024/25 season**, at the Annual Award Ceremony in 2024 co-hosted by the V&A Waterfront at the Two Oceans Aquarium in Cape Town. Behind the prestigious Blue Flag award stand our dedicated municipal and private sector partners, who consistently meet rigorous international standards to deliver safe, responsible, and educational coastal experiences.

We are proud to work with these partners as their efforts positively impact South Africa's 3,000 km coastline by strengthening environmental management systems, ensuring continuous water quality monitoring to reduce public health risks, and providing accessible facilities that promote inclusive tourism.

Throughout the season, each Blue Flag site becomes a local hub of environmental education and community awareness for schools, residents, and visitors. By raising standards season after season, Blue Flag not only enhances South Africa's global reputation as a sustainable tourism leader but also drives job creation, improves visitor satisfaction, and strengthens the long-term resilience of our coastal ecosystems.

Awarded in the 2024/25 season:

 **48 beaches**  **18 pilot sites**  **7 boats**  **4 marinas**

Blue Flag is internationally recognised for:

- Clean safe beaches
- Excellent facilities
- Environmental education

Shore to Shore – Conserve, Connect, Inspire



Environmental Education



Water Quality



Environmental Management



Safety and Services

Youth and community development built long-term resilience

In 2024/25, the Coastal Programme continued to invest in the next generation of environmental leaders by hosting four youth interns. **These young professionals gained hands-on exposure to international coastal management standards, data collection, compliance reporting, and community engagement.** Their contribution strengthened programme delivery while building their own professional capacity. Importantly, all four interns transitioned into permanent roles within the conservation sector, reflecting the effectiveness of WESSA's skills pipeline in preparing youth for meaningful employment in the Blue Economy.

Spotlight



"My internship with the Blue Flag Programme has been an incredibly rewarding experience, helping me build practical skills in data analysis, reporting, and understanding international coastal management standards. I've gained hands-on experience through site inspections and learned how to assess and communicate compliance with Blue Flag criteria. Working alongside a passionate team has deepened my appreciation for our coastline and strengthened my commitment to environmental stewardship."

— Nokwazi Zulu
Intern

ChildSafe Project

The ChildSafe Beaches initiative, implemented by WESSA in partnership with the World Childhood Foundation and local child protection partners, has **played a critical role in promoting child safety along high-traffic coastal areas, particularly in Durban and Amanzimtoti.**

The project seeks to reduce the vulnerability of children—especially those living and working on the streets—by fostering safer beach and coastal environments, raising public awareness, and facilitating reintegration through referrals to welfare services. Adults engaged in the project serve as frontline advocates, actively discouraging the exploitation of children and promoting responsible tourism.

Through the ChildSafe Durban Beach Project, valuable insights were gained by working closely with community stakeholders and social welfare structures. The initiative's core focus was to strengthen local capacity, foster meaningful participation in child protection interventions, and raise awareness about creating safer environments in tourism areas where children are most at risk of being drawn into life on the street. A central component involved identifying and

As a product of the Blue Flag Programme, and emphasis on safety, education, and community involvement, the ChildSafe Beaches initiative has made a significant impact along Durban's coastline.

By aligning with both national and global child safeguarding priorities, it has contributed meaningfully to creating more inclusive, protective, and responsible coastal tourism spaces.

maintaining trusted relationships with "Safe Adults" positioned in hotspot areas to provide immediate protection and support.

This project has also deepened understanding of the broader social welfare landscape, highlighting gaps within existing intervention frameworks. The absence of consistent law enforcement in tourism-centric zones has been shown to exacerbate child vulnerability, emphasising the urgent need for structured, proactive mechanisms to safely relocate children from the streets into appropriate care facilities.

Green Coast Programme

Celebrating and Conserving South Africa's Expansive Coastal Spaces

In 2024/25, **seven recognised Green Coast sites continued to strengthen biodiversity protection through community-led environmental management, citizen science monitoring, and targeted environmental education.** Each site represents a vital coastal ecosystem, ranging from estuaries to dune systems, that is actively stewarded by local communities working in partnership with municipalities and NGOs.

The **Stop the Strangle campaign, piloted in Chintsa** and expanded into the Green Coast network during the year, mobilised schools, ocean user groups, and conservation NGOs to address the growing threat of ghost gear - discarded fishing lines, nets, and other gear that entangle and kill marine and bird species. By installing ghost gear collection and monitoring bins, running awareness drives, and engaging coastal communities through hands-on monitoring activities, WESSA and its partners contribute to important data collection while reducing marine pollution and protecting iconic coastal species. The campaign continues to gain traction, with new partners joining the movement to combat this critical issue.

Impact at the site level is amplified through our Green Coast Partner Forum, hosted as a quarterly learning and sharing platform where site managers and community leaders exchange good practices, report on monitoring data, and strengthen implementation through peer learning. These forums build capacity and create a sense of shared responsibility for South Africa's coastline, ensuring that conservation successes in one community inspire action in others.

Green Coast couples monitoring and education with national action campaigns, positioning local communities as custodians of coastal ecosystems, empowering youth as citizen scientists, and driving for more inclusive, nature-based tourism opportunities. Green Coast aims to safeguard fragile habitats and builds resilient coastal communities whose stewardship contributes to our broader goals for sustainable development and marine conservation.



Great Kei municipality Green Coast sites, Kei Mouth and Morgan Bay achieving Green Coast status for the 2024/2025 season.

Picture taken above Nature's Valley in the Tsitsikamma National Park.



Powered by Ford Wildlife Foundation

"The Green Coast model at Kei Mouth shows how powerful conservation can be when communities are at the centre and also what is possible to achieve by a dedicated community working under an overarching programme. By recognising local knowledge, building shared responsibility, and creating pride in our natural heritage, Kei Mouth Green Coast has mobilised residents to work together for lasting environmental stewardship. Green Coast is a model that demonstrates that conservation succeeds best when it is community-driven and supported by vigorous scientific monitoring."





















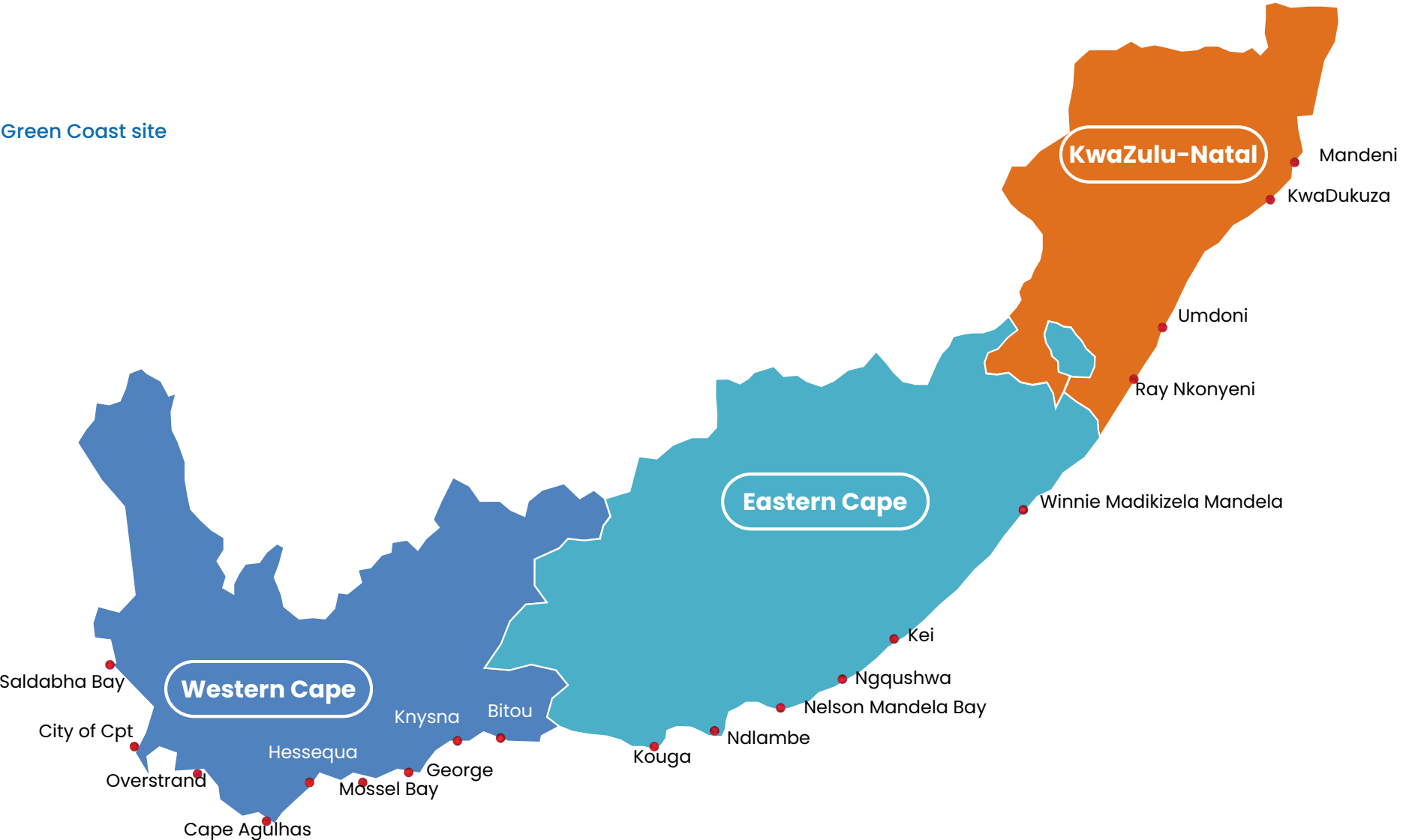
—Deborah Robertson-Andersson
Scientific Researcher

Blue Flag and Green Coast sites

 Boat  Marina  Beach (P) Pilot site  Green Coast site

Western Cape





-  **Saldanha Bay**
Paternoster (P)
-  **City Of Cape Town**
Silverstroomstrand
Clifton 4th
Camps Bay
Llandudno
Bikini
Muizenberg
Melkbosstrand
Fish Hoek
 Blaauwberg Nature Reserve
 V&A Waterfront
-  **Overstrand**
Grotto
Kleinmond
 **White Shark**
Diving Company
White Shark
Shark Bait
 **Marine Dynamics**
Slashfin
Whale Whisperer
Dream Catcher
-  **Cape Agulhas**
Struisbaai
-  **Hessequa**
Witsand
Preekstoel
Lappiesbaai
Jongensfontein
Gouritzmond
Stilbaai Wes
-  **Mossel Bay**
De Bakke
Hartenbos
Kleinbrak
Santos
Glentana
Tweekuilen (P)
Suiderkruis (P)
-  **George**
Wilderness
Herold's Bay
Victoria Bay
Leentjiesklip (P)
 Gwaing Beach
-  **Knysna**
Swartvlei Beach
 Thesen Islands
Homeowners Association
 Thesen Harbour Town
-  **Bitou (Plettenberg Bay)**
Robberg 5
The Waves
Nature's Valley
Lookout
The Dunes
Singing Kettle
 Nature's Valley
 Offshore Adventures
Robberg Express
Oceanic



Eastern Cape

-  **Kougga**
Dolphin
Cape St Francis
-  **Ndlambe**
Kariega
Kelly's
Middle
 Royal Alfred Marina
-  **Nelson Mandela Bay**
Kings
Humewood
Hobie
Bluewater Bay (P)
Wells Estate (P)
-  **Ngqushwa**
Hamburg (P)
Birha (P)
-  **Great Kei**
Kei Mouth
Morgan Bay
Chintsa
-  **Winnie Madikizela Mandela**
Mzamba (P)

KwaZulu-Natal

-  **Ray Nkonyeni**
Hibberdene
Marina
Trafalgar
Ramsgate
South port
Umzumbe
St Michaels (P)
-  **Umdoni**
Pennington
Rocky Bay (P)
Preston (P)
Mthwalume (P)
Scottburgh (P)
-  **Mandeni**
Dokodweni (P)
Tugela Mouth (P)
-  **KwaDukuza**
Blythedale
Thompsons bay

Green Key Programme

At WESSA, we believe that tourism can be a powerful force for positive change when it is guided by care for our planet and people. Through the Green Key programme, we help **hospitality leaders embed sustainability into their daily operations, protecting South Africa's natural heritage while delivering world-class guest experiences.**

Green Key is an international eco-certification programme that recognises excellence in environmental responsibility and sustainable operation within the tourism sector.

In South Africa, we work to inspire and support establishments to achieve this prestigious certification, reducing their environmental footprint while creating meaningful impact for guests, staff, and communities.

For the 2024/25 period, our focus was twofold: growing the number of Green Key certified establishments in South Africa and increasing the visibility of the programme through targeted marketing efforts.

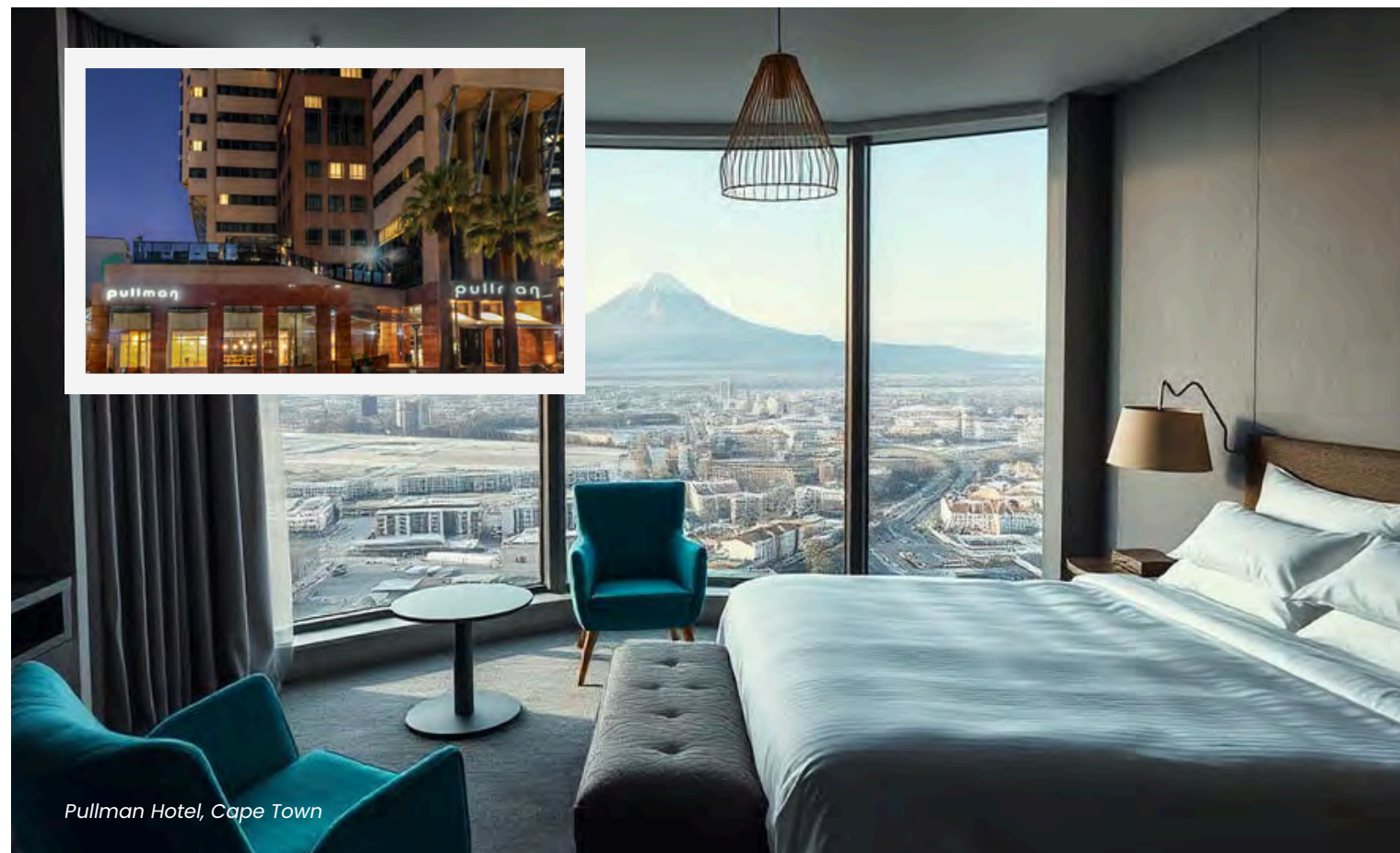
We saw strong progress and these objectives remain priorities as we expand the programme's reach and influence.

The ultimate goal of WESSA's Green Key programme is to embed sustainability as a standard across the hospitality sector. By expanding certification, the programme drives measurable reductions in resource consumption and waste, eliminates single-use plastics, and builds a culture of environmental responsibility among staff, guests, and communities.

In doing so, Green Key positions tourism as a sector that not only delivers exceptional guest experiences but also contributes to conserving South Africa's natural heritage, strengthening community resilience, and advancing the country's transition to a greener economy.



The Cape Grace Hotel, Cape Town was the first hotel certified in South Africa in 2024.



Pullman Hotel, Cape Town



Pullman Cape Town Green Key handover. Siphesihle Ndlovu, Accor ESG Analyst (left), and Yvonne Hamman, Pullman Cape Town Executive Operations Administrator (right).

Left to right: Leon Meyer (General Manager at Cape Grace), Lopang Rapodile (ESG Manager at Kasada), Cindy-Lee Cloete (WESSA CEO), Janssen Davies (WESSA Chairman of the board)

Green Key Programme

Key Highlights

- **Remarkable programme growth:** South Africa now boasts 3 Green Key certified establishments, representing over 1 000 rooms operating to strict international environmental standards. These establishments reduce water and energy consumption, eliminate single-use plastics, and minimise waste, saving valuable resources every day. Several more establishments are in the pipeline, reflecting rapid growth across the tourism and hospitality sector.
- **New industry leaders:** We welcomed our first two Accor Hotels, Cape Grace and Pullman Cape Town, as well as the President Hotel in Cape Town.
- **Growing awareness and education:** We strengthened Green Key's profile through consistent social media and LinkedIn engagement, showcasing certified establishments and the benefits of sustainable tourism. Educational posts were introduced to help establishments, and the public better understand Green Key's criteria, supporting ongoing growth and deeper engagement.

Human Impact

The President Hotel has demonstrated strong leadership by embracing Green Key as a framework to build on their existing sustainability efforts. Their focused approach to waste management led to measurable cost savings and environmental benefits, showcasing the practical impact of applying the Green Key framework.

Green Key's influence extends beyond South Africa, with over 8 000 certified establishments in more than 90 countries.

Global Perspective

The Green Key programme drives sustainable tourism worldwide by shaping operations, guest experiences, and inspiring positive industry change.

Through these achievements, Green Key continues to contribute to WESSA's mission to **educate, advocate, and act** for environmental sustainability. By working alongside our tourism partners, we are helping to **ensure that hospitality in South Africa grows in harmony with our natural environment, benefits local communities, and strengthens the country's economy through job creation and responsible growth.**

Better tourism that is environmentally responsible and focused on people and communities will drive both sustainability and economic impact, reinforcing the vital role of the sector for South Africa's future.

Spotlight

"Before Green Key, we were already recycling but using its criteria as a framework helped us identify areas to improve, especially around waste separation. By making targeted changes, we now spend only a quarter of what we did before on waste removal, and last month we sent less than one tonne of waste to landfill, just 68 grams per guest per night. The programme also encouraged us to review our entire guest offering and engage with suppliers on sustainability. We've embedded clear goals into our short- and long-term plans to ensure our commitment is genuine and lasting."

- Barbara Murphy, Compliance Manager, President Hotel

The President Hotel in Cape Town was certified as the third Green Key Hotel in South Africa in 2024.



Membership and Volunteer Engagement

A One-WESSA approach in action

Over October 2024 the WESSA CEO and Membership Manager held a series of in-person consultations with the leadership of each WESSA Region. The discussions, ideas and synergies created were the tangible start to what has become known as the One-WESSA approach: members and staff working far more closely with each other to complement and support each other's action. We have seen Northern and KZN volunteers keenly supporting the impact goals of the Green Rising project implemented by our education staff.

Staff have also participated in membership events, while eThekweni branch members and supporters led the renovation of the staff office at the Treasure Beach Education Centre.

This positive, mutually supporting mindset has radically drawn the two sections of WESSA together. To the extent that the WESSA KZN Region has directed funds into projects run by WESSA staff; including generously funding a new staff position for three years: the National Membership Coordinator. This coordinator will help recruit and support volunteers, coordinate their activities, and provide operational assistance to the Membership Manager in guiding membership structures.



Membership and Volunteer Engagement

Last year the WESSA Board appointed a Membership and Volunteer Committee (MVC) to strategically guide the growth and governance of WESSA's Membership arm. A significant task was to revisit the WESSA membership categories and fee structure, along with revising WESSA's value proposition for members and supporters.

The volunteers and staff of the MVC have made recommendations on these to the Board, that intend guiding the broadening and transforming of our membership and supporter base, so that we may offer a more inclusive home for individuals and groups that wish to participate in our citizen action for environmental stewardship.

As part of our One-WESSA approach and to appeal to the younger age groups, we have embarked on a process of amalgamating the WESSA central and WESSA membership websites, revising our communications with our members and staff supporting the volunteer leaders to improve on our reporting and governance oversight systems.

We initiated the WESSA-In-ACTION! webinars, which have showcased the remarkable conservation and education efforts of our members, supporters, partners and staff. The webinars also serve as a platform for inspiring volunteers to get involved in membership and staff projects, and creates a direct line between WESSA members, staff and management.

The focus of our members is at the local level. It is truly remarkable to see the impact that the myriad local membership activities are contributing towards biodiversity conservation, environmental education and environmental management.

Clearly WESSA's membership actions reflect a culture of passion and Action! We have seen a significant growth in participation in water quality monitoring (especially by the NAR members), bioblitzes and iNaturalist activities (eThekweni Branch). These strongly align and support WESSA's Advocacy efforts focussing on water quality issues (our developing Source-to-Sea concept).



Members attending the conservation morning at Margaret Roberts herbal centre.



Members visiting our Nyoka Ridge vulture hide.



Jenny Wesson and Caroline Steyn at the WESSA NAR exhibit, engaging with festival goers during the Aloe Farm festival.

Membership and Volunteer Engagement

The Algoa Bay Branch has continued with its water focus of many years, with its monthly beach cleans and alien hacks, noting how its leader Mervyn Brouard is providing strong networking and peer-learning with other groups undertaking hacks and restoration projects in Gqeberha. It's noteworthy how the White River Youth Forum, has grown in numbers and impact, with support from the Lowveld Region; expanding their community-conservation actions from the White River Nature Reserve to other green spaces in Mbombela.

The transformation efforts here have been replicated in Gqeberha, with the Algoa Bay Branch aiding and supporting the rise of the Ibhayi Sub-Branch, with its members and supporters tackling township pollution and education issues.

The KZN Region has enjoyed remarkable success with its youth recruitment and activities, with plans afoot to establish a youth leadership section of the region.

Margaret Burger and upcoming youth volunteer leader Siziwe Hlongwa have made great strides in developing activities and mini projects in which youth have been able to volunteer as guides and rangers in local nature reserves.

This has included training events which are enabling some of the youth to be employed as education assistants at WESSA uMngeni Valley, Twinstreams and Treasure Beach Education Centres. This type of experiential learning is not only supporting staff operations but developing career pathways for the youth.

Through coordination and consultation mechanisms such as the regular meetings of MVC and Regional leaders and staff ExCo team, we are making strong progress towards a 'one-WESSA' delivery of our Educate.Advocate.Act strategy, with its water focus for the next 2-3 years. We look forward to seeing many of our members and supporters in action in the months to come as we participate in the great Southern Bioblitzes, Arbour Day plantings and International Coastal Clean-up events. We will be showcasing these events in our bi-monthly 'WESSA in Action!' webinars.

And of course inviting our members and supporters to participate in the planning and staging of regional and branch events leading to the national celebrations of WESSA's Centenary in 2026.

Thank you WESSA volunteers. Keep on Caring for our Earth!

Our membership figures as at 31 March 2025:

CATEGORY	Eastern Cape	KZN	Lowveld	Northern Areas	Western Cape	Other areas	TOTALS
General & Schools	65	212	23	343	233	11	887
Friends Groups & Conservancies	0	5	1	42	20	0	68
Business Members	0	4	0	5	2	0	11
Supporters	49	460	13	196	80	10	808
Life & Complimentary	2	33	1	36	33	5	110
Donors	0	4	1	16	8	1	30
TOTAL	116	718	39	638	376	27	1914

Some of our membership activities for the year includes:

Western Cape

- Highly successful gathering of Friends groups for a peer-to-peer learning. Included the participation of City of Cape Town ExCo members.
- Eden Branch's regular talks, field trips and informative newsletters.

Eastern Cape

- Algoa Bay Branch's monthly beach clean-ups and invasive alien plant hacks.
- Makhanda Branch's regular talks and field trips.
- Founding of Ibhayi Sub-branch.
- Advocacy to limit the impact of offshore bunkering on endangered African Jackass Penguins.

KwaZulu-Natal

- eThekweni Branch youth members enthusiastically involved in training and guiding in the Umbogavango, Hawaan Forest and WESSA Education Centres.
- South Coast and Kingsborough Branches advocacy and hack efforts.
- Sani Branch's combating litter programme gaining traction with local taxi associations and tourism operators, which is connected to the Branch's village-wide recycling initiative.
- Supporting the KZN Conservancies Association and EEPAN forums.

Northern Areas

- Significant efforts in water monitoring across several important rivers and the Hartbeespoort Dam.
- Launch of the Magaliesberg Biosphere Branch.
- Facilitating the gathering and co-learning events of Tshwane's 29 Friends Groups. These FGs collectively assemble thousands of volunteers to support conservation and education activities in Tshwane local nature reserves and green corridors.
- Fostering conservation activities in the Magaliesberg and the Waterberg biospheres. This extends to Regional Chair, John Wesson, leading the National Conservancies Association.

Lowveld

- Lowveld has also continued its long-standing project partnering with SANBI in conserving the critically endangered Aloe *simii*.
- Expansion of involvement in the iNaturalist and Great Southern Bioblitz citizen-science.
- Regional volunteers strongly supporting the White River Youth Forum as they undertake community works and local activism in the White River Nature Reserve and town.

WESSA People – Our ‘WESSence’

Reflecting on the past year, we are excited to showcase key achievements that underscore our dedication to our people and their contributions.

Leadership development and strategic planning

The Senior Management Team gathered at uMngeni Valley in August 2024 for a strategic meeting. The session aligned business units, strengthened collaboration, and created space to engage directly with our Groen-Sebenza interns who participated in firefighting and alien species identification training, fostering stronger team bonds and once again reinforcing the One WESSA ethos..

Leadership Transitions

A defining moment for WESSA was the official appointment of Cindy-Lee Cloete as CEO in October 2024, a landmark achievement following her impactful tenure as Acting CEO and 8 years of growth in the organisation..

With over 15 years of experience, Cindy has played a pivotal role in advancing WESSA’s mission through her strategic leadership as Head of Programmes and Projects and, most recently, as Acting CEO. She is known for her bold vision and commitment to driving innovative solutions in environmental education and conservation. Cindy’s exceptional leadership, marked by her profound dedication to educating, advocating, and acting for environmental and social justice as well as community well-being, has solidified her as a cornerstone of our organisation. Her vision and passion have inspired the team, ensuring WESSA continues to thrive under her guidance.

This appointment signifies WESSA's legacy of environmental stewardship and marks a milestone in our dedication to inclusive leadership, as Cindy-Lee becomes the organisation's second Black female CEO.



WESSA People

Strengthening unity through Initiatives

Throughout 2024–2025, we enhanced unity through various initiatives, including the re-launch of the WESSA Buzz newsletter and the WESSA Watercooler virtual sessions. These efforts provided a greater sense of ownership and involvement in the organisation's activities and governance.

Along with these initiatives, our "What's Up WESSA" monthly sessions are key parts of our internal communication strategy. These online meetings allow us to share information, ask questions, and build the WESSA community.

Wellness and Culture

Staff well-being remained a key priority. Year-end wellness initiatives encouraged staff to prioritise balance, boundaries, and resilience, with practical tips for managing workloads and stress.

WESSA's whistleblowing mechanism was reinforced to ensure that ethical standards remain central to our culture, promoting a safe, transparent, and accountable workplace.

Navigating workplace change

During 2024–2025, staff engaged in training sessions designed to embrace organisational evolution, a natural aspect of our growth. Topics such as "Building effective team dynamics" and "Simplifying leadership challenges" to foster adaptability and a proactive mindset among the team. As we reflect on the past year, it is clear that WESSA's Human Resources initiatives have played a significant role in driving our organisation forward. We are proud of the progress we have made and remain committed to empowering our people to achieve even greater impact in the years to come.

Celebrating long-term commitment

We proudly celebrate **Sheivine Datadin** for her remarkable 23-year tenure with WESSA. Since joining in 2001, Sheivine has held numerous positions across the organisation, consistently demonstrating her commitment to environmental conservation. In her current role, she not only advocates for the environment but also leads by example. Sheivine's dedication to WESSA and the broader cause of environmental stewardship is an inspiration to us all.

Nomusa Zungu began her journey with WESSA in 1997, starting her very first job straight out of high school alongside Ian Garland at the beautiful Twinstreams Centre. Her connection to WESSA, runs deep—her mother also worked with the Garlands, and Nomusa spent many of her childhood weekends and school holidays on the property, often planting indigenous trees with Ian. More than just a job, WESSA and Twinstreams have become part of who she is.

Her dedication, positive attitude, and enduring connection to this land and its people are an inspiration. Thank you, Nomusa, for your years of loyal service and for being such an integral part of the Twinstreams family.

For **Nonhlanhla Gumede**, WESSA has always been part of her story. Her connection to uMngeni Valley began in childhood, when her father worked on the reserve while she was still in school. After completing her studies, her path eventually led her back to the Valley, where she was offered a position in the catering team in 1999. With time and dedication, she transitioned into the hospitality sector, where she continues to serve with passion and professionalism. Her deep-rooted bond with the Centre and its mission has only grown stronger over the years. Her long-standing commitment, warm personality, and sense of belonging have made her a cherished part of the WESSA team. Nonhlanhla embodies the spirit of continuity and community that defines uMngeni Valley.

"My 23-year journey with WESSA has been one of growth, purpose, and deep fulfilment, dedicated to supporting the operations that drive our conservation and education goals."

— **Sheivine Datadin**
Executive Assistant



"WESSA is in my blood. The staff are my family – even though they've changed over the years, the family just gets bigger."

— **Nonhlanhla Gumede**,
Hospitality Caretaker

"WESSA has become such a part of me. I started working with Ian Garland and now with Kristi Garland, I can't see myself not being here at the Centre. Just as much as the Garlands are a part of my family, so is Twinstreams."

— **Nomusa Zungu**,
Hospitality Caretaker



Financial Update

Sound financial management is the backbone of WESSA's ability to deliver on its mission. In a challenging funding environment, we remain committed to operating with integrity, transparency, and discipline. Our finance systems are built on robust internal controls, clear oversight mechanisms, and a culture of accountability that ensures resources are managed responsibly and aligned to our strategic priorities.

At the operational level, WESSA uses trusted accounting systems to record and monitor income and expenditure, supported by monthly reconciliations, variance reports, and project-based ring-fencing of donor funds. This ensures that every rand entrusted to us is traceable and applied as intended, whether in education, youth development, biodiversity protection, or coastal stewardship.

Quarterly management accounts are submitted to the Board for review, and our annual financial statements are independently audited, reflecting our commitment to best practice and compliance with regulatory requirements.

Oversight is strengthened through two Board-level committees that focus specifically on financial governance, investment management, and revenue generation. Their role is to provide strategic guidance, mitigate risks, and ensure that WESSA builds financial sustainability for the long term. Together with our finance team, they help balance operational demands with forward-looking strategies such as the WESSA Legacy Fund, designed to secure our centenary and beyond.

This disciplined approach has already yielded results. In 2024–2025, we saw a significant turnaround from deficit to surplus, underpinned by improved cost control, stronger project income, and enhanced financial reporting. While challenges remain, our systems and safeguards give funders, members, and partners confidence that WESSA's financial foundations are stable, resilient, and equipped to support the growth of our programmes into the future.



Treasurer's Report

During the year ending 31 March 2025 WESSA continued its positive financial momentum with improved financial control and oversight and enhanced reporting.

While the organisational model will take time to pivot and align with the strategy approved in July 2022 the improvements resulted in sound information being made available for decision-making and increased confidence on the organisations ability to manage particularly its cash resources. Resolution of legacy matters such as the financial responsibility for Bush Pigs, the complex corporate structure and the lack of unrestricted funds from non-operational income are slowly being dealt with. As these changes are affected, resources are put behind the ONE WESSA initiative of **Educate, Advocate and Act.**

Key matters impacting the financial stability of the organisation during the year were:

- **Stabilisation of the cash management process**
During the year the cash balances did vary significantly. However, the improved visibility of both historical and forecast cashflow at both the operational and group level improved accountability and decision making. The improved process also supported ongoing alignment efforts relating to membership and the ONE WESSA strategy. Notwithstanding the volatility of the cash balances during the year, the group ended the year with an increase in cash from R29,020,699 to R33,771,135. This was driven mainly by a significant increase in income from projects detailed in the financial review. The contribution of investment income remained stable. Non-cash movements in relation to fair value adjustments and provisioning continued to have a meaningful impact of the financial reporting.
- **Increased focus on asset management**
Following the detailed and rigorous review of the historical balance sheet in the prior year, the investment required to maintain properties received attention in the current year. Locations for training must be maintained at an acceptable level to secure the safety and comfort of learners.



After a thorough review of the cash flows required to upgrade Bush Pigs together with the opportunity to make a difference through continued education efforts at this site, it was decided to sell this property. This was concluded in the previous year, but the cash received in the financial year under review. This brings to an end the ongoing responsibility to provide cash to Bush Pigs, which had built up loans of R4,336,680. The review of assets will continue into the new financial year and aims to ensure WESSA has the right asset base on which to deliver its mandate. In time the management of assets will include the management of cash and investment assets as well as property and other fixed assets.

- **Initiation of dedicated fundraising efforts**
The drive for access to unrestricted funds to better support the new strategy got off to a slow start during the financial year under review. Performance was below our desired target. Changes were implemented and the Philanthropy and Resource Mobilisation unit was launched. We remain focused on building out the Legacy Fund in the lead up to our centenary celebrations in 2026. The fund plans to build a capital base of R100 million from which WESSA would generate non-operational income to utilise in pursuance of our strategy, retaining the capital in perpetuity.

With this change, cash and investment management increases in prominence and a Revenue generation and Investments Committee (RIC) chaired by Augustine Morkel will provide independent and dedicated oversight of these investments.

- **Membership**
Financial alignment and integration with membership made good progress during the year and this trend is expected to continue in the years ahead.

As Lebo Ntlha, our current CFO, will be leaving us at the end of August 2025 I would like to express my thanks to her for the very important role she has played in delivering an improved finance team, an improved financial position and significantly improved processes and reporting systems. Lebo, we are not only grateful for the tireless effort you invested in WESSA but also the wonderful energy you brought, always challenging us with both deep insight and a genuine love for WESSA. You will be missed. We will not be filling this position in the short term but will reconsider the group's needs early in the 2026 calendar year.

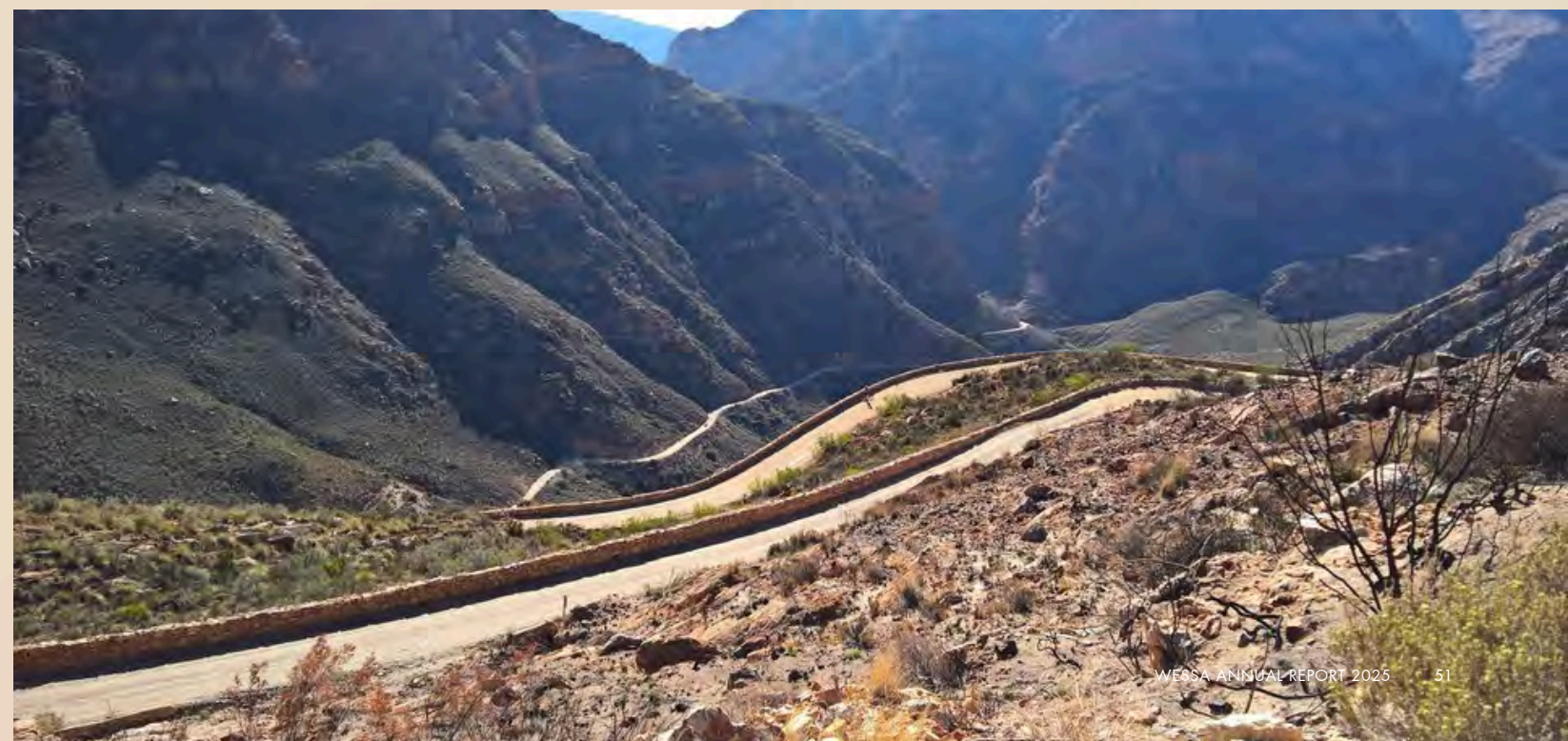
A big thanks also to Nana Mchunu, the Head of Finance, and her team, who this year held responsibility for the operational reporting and audit, which was commended by the external audit team.

Finally, thanks go to the rest of the board for their ongoing support in understanding that the exciting and valuable work done by the organisation must be based on sound financial principles.



Ms Deborah Millar
WESSA Treasurer

WESSA's financial strength and sustainability continued to improve during the year under review.



Financial Review Summary

The 2025 financial year began on a stronger and more stable footing, following the clean-up of legacy issues and the implementation of tighter financial controls during the previous year. These actions laid a solid foundation for improved financial oversight, enabling greater accuracy, transparency, and accountability across the organisation.

We were pleased to see the results of these improvements reflected in the 2025 audit process, which progressed smoothly and without delays. The auditors commended the finance team for a well-prepared and timely audit, noting the marked improvement in the quality of financial reporting and supporting documentation.

This positive feedback affirms the value of our efforts to strengthen financial governance and operational discipline.

With strong systems in place, WESSA entered the year better equipped to manage risks, respond to funding challenges, and support strategic decision-making through reliable financial insights.

Despite ongoing external pressures, including funding uncertainties, our continued focus on financial discipline and transparency has allowed us to make progress toward financial resilience.

The 2025 financial year resulted in a significantly improved financial outcome, with a surplus of R2.5 million, a significant turnaround from the deficit of R5.5 million reported in the prior year. This was mainly due to improved cost control as income remained relatively stable. Including the fair value revaluation of investments of R9.2 million, which is the year-on-year difference in the market value of shares held and a non-cash item, the WESSA Group recorded a total surplus and other comprehensive income of R11.7 million for the year.

Total operational income for FY2025 amounted to R25.6 million, an increase of R801 962 from R24.8 million reported in FY2024. The increase was primarily driven by a R4.3 million year on year growth in project income, as illustrated in the operational income graph under Project Income and Management and Administration Income.

Group General Funds Statement of Surplus or Deficit

Income statement summary	2025 (R)	2024 (R)
Income	25,560,646	24,758,684
Expenditure	(27,261,714)	(34,173,563)
Deficit before investment income and impairments	(1,701,068)	(9,414,879)
Investment income	4,318,960	4,367,127
- Dividend income	2,754,554	2,772,957
- Interest income	1,564,406	1,594,170
Impairments	(105,297)	(451,832)
- Property, plant and equipment	-	(100,000)
- Related party loan (Bush Pigs)	(105,297)	(351,832)
Surplus/(deficit) before tax	2,512,595	(5,499,584)
Tax expense	-	-
Surplus/(deficit) for the year	2,512,595	(5,499,584)
Other comprehensive income	9,205,037	(2,920,078)
- Revaluation of investments to fair value		
General funds surplus/(deficit) and other comprehensive income for the year	11,717,632	(8,419,662)
Specific funds	-	87,340
Total general funds and specific funds surplus/(deficit) and other comprehensive income/(loss) for the year	11,717,632	(8,332,322)

In the prior year investment income appeared together with income but is now split out for increased transparency. Investment income relates to income from investments and is currently a key driver for unrestricted funds.

It is important to note that no write-backs were recorded in FY2025, whereas the prior year benefited from once-off income write-backs amounting to over R5 million.

Total expenses decreased by R6.9 million year on year, reflecting both enhanced cost control measures and the absence of once-off write offs. FY2024 included bad debt write-offs and other write-offs exceeding R4 million, neither of which recurred in FY2025.

Several other cost categories also declined during the year due to cost control efforts, namely;

- Building operating expenses, where only essential costs were incurred.
- Consulting fees, reduced through stricter monitoring to ensure only critical costs were approved.
- Motor vehicle and travel expenses, following tightened controls on travel.
- Telephone costs, which were closely managed.

These efforts collectively contributed to the improved bottom line.

Financial Review

Sources of Income

As reflected in the income statement, the graph on the next page (WESSA Group income split) illustrates the split between non-operational income and operational income. Operational income, generated through the organisation's operational activities, accounted for 86% (FY24: 63%) of total group income, while non-operational income, derived from investments and interest, contributed 14% (FY24: 37%).

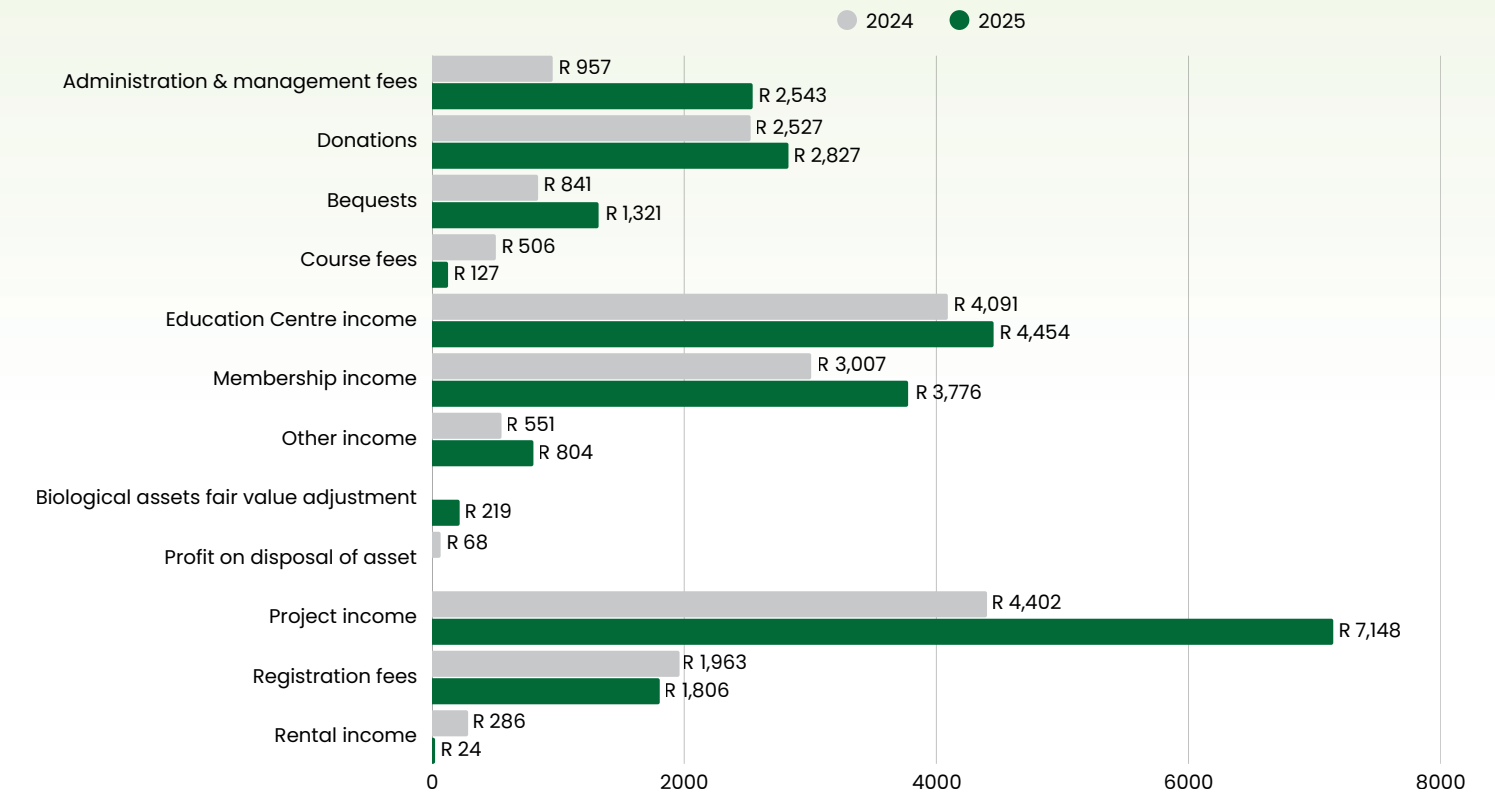
The following graph illustrates the shifts in operational income sources between the 2024 and 2025 financial years. Notably, income from projects increased significantly in FY2025 by R2.7 million compared to the prior year. This growth was driven largely by the addition of major new projects, such as the project in partnership with UNICEF, as well as the continuation and renewal of existing funding partnerships, including Sun International, Orion, Nedbank Foundation, N3TC, and the Rotary project.

For further detail of project values, please refer to the "WESSA's 10 Most Financially Significant Projects Implemented During FY2025" graph below. Income from education centres showed positive momentum, increasing by R362,000 year-on-year, largely due to higher visitor numbers. Investment income remained stable compared to the prior year while course fee income declined by R378 000 year on year.

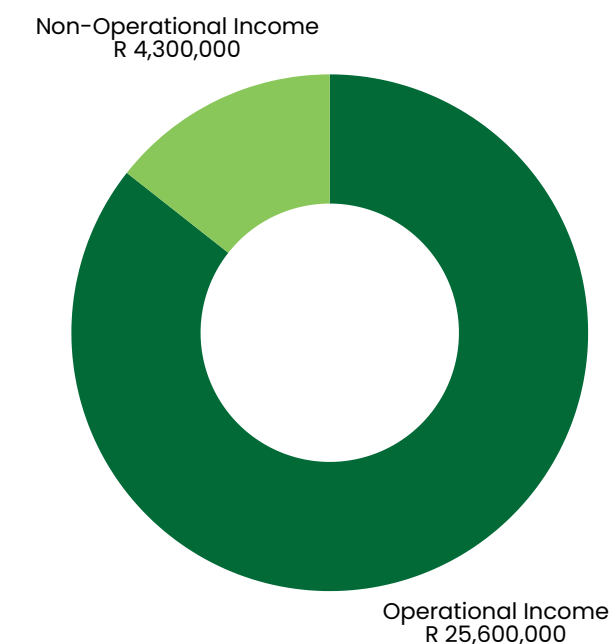
Although donation income increased by R300,000 compared to FY2024, it remained significantly below our targets. Membership income demonstrated growth of R770 000 year-on-year together with increased expenses when compared to prior year. Positively, there has been increased engagement and collaboration between WESSA'S membership base and its professional arm in line with the strategic intent.

Operational Income Sources FY2024 vs FY2025

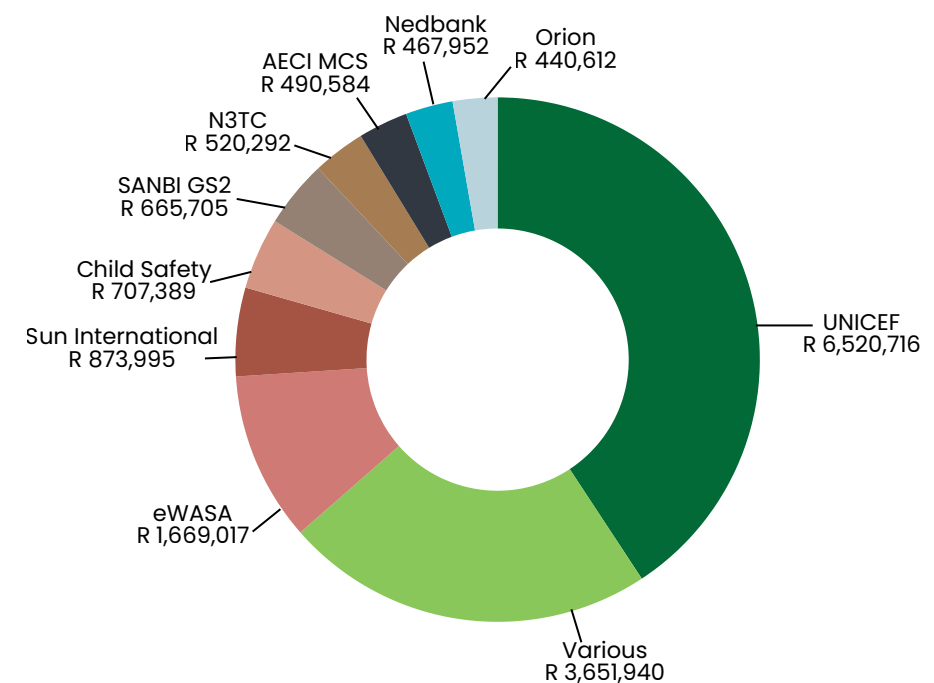
All figures in R'000



WESSA Group Income Split



Ten Most Financially Significant Projects Implemented During FY2025



The above graph indicates project value

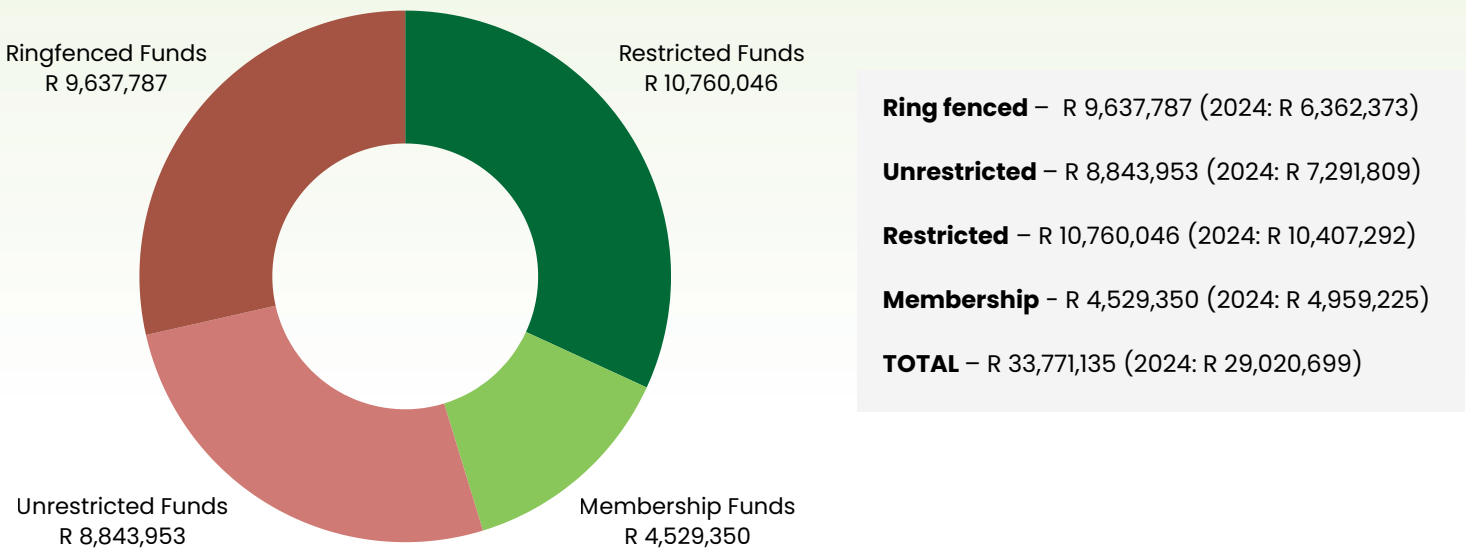
Financial Review

WESSA Company Cash Management and Fund Allocation framework

WESSA’s reporting framework categorises our funds into four distinct buckets set out below to enhance our financial oversight and financial governance framework.

Sources & uses of funds	Unrestricted Funds	Ringfenced Funds	Restricted Funds	Membership Funds
	<p>Unrestricted funds relate to operational and investment income generated by the company. For example, management and professional fees from project implementation; donations raised, dividend income, and interest earned on cash balances</p> <p>These funds are utilised for day-to-day operations and working capital requirements to support the vision and mission of the organisation. These funds provide the flexibility needed to support ongoing operational requirements and financial stability.</p>	<p>Ringfenced funds are unrestricted funds that are reserved for the following purposes:</p> <ul style="list-style-type: none">as a safety net for unforeseen financial requirements; orfor allocation to special projects or initiatives that are not funded by external funders.	<p>Restricted funds are funds received from donors and funders for the implementation of specific projects or initiatives as agreed with donors and funders.</p> <p>These funds are used exclusively for the purposes specified in the funding agreements.</p>	<p>Membership funds relate to funds generated through:</p> <ul style="list-style-type: none">WESSA membership subscriptions andDonations raised at regional and branch levels. <p>These funds are used for the groundwork required at regional and branch levels in line with the company’s strategy.</p>
Financial control & governance framework	<p>The company’s executive committee and senior managers oversee the allocation of unrestricted funds in line with the delegation of authority and budgets approved by the board.</p> <p>By isolating unrestricted funds, we gain a clearer understanding of our operational liquidity and financial health. This separation allows us to closely monitor cash flow patterns and ensure that we have sufficient resources to meet immediate operational demands. It also facilitates more accurate budgeting and forecasting for our operational activities.</p>	<p>The oversight and allocation of ring-fenced funds is as follows:</p> <ul style="list-style-type: none">Allocation towards unforeseen financial requirements is guided by the Audit and Risk Committee; andAllocation towards special projects or initiatives is guided the Business Development Committee. <p>This approach to funds allocation provides a robust governance framework to ensure financial sustainability and alignment to the group’s strategic imperatives.</p>	<p>Allocation of these funds is overseen by the relevant Senior Manager, in line with the respective donor and funder agreements. Separating restricted funds from other funds allows for precise tracking of fund utilization in line with donor restrictions and project requirements. This segregation improves compliance requirements and ensures that project expenditures are aligned with the intended use of funds. Detailed reporting on these funds provides transparency and accountability, facilitating accurate reporting and fostering trust with our donors and stakeholders.</p>	<p>While these funds are managed by specific membership branches and regions, oversight over regional and branch activities is governed by the Membership Regional Leaders and Exco Committee (RL/ExCo Committee).</p> <p>This oversight framework enhances the company’s ability to report on branch and regional financial activities, ensuring that funds are used appropriately and aligned with the company’s strategy. It also promotes greater accountability and transparency into the financial performance of individual branches and regions.</p>

WESSA NPC Cash Assets



- **Ring-fenced funds** increased by R3 million compared to the prior year, primarily due to the allocation of R2.8 million in proceeds from the sale of Bush Pigs, with the balance attributable to interest earned.
- **Unrestricted cash balances** grew by R1.7 million year-on-year, reflecting WESSA’s positive financial results. This increase was driven largely by higher project and management fee income, most notably from the UNICEF project secured during the year under review, as well as higher interest income and improved cost control.
- **Restricted funds** remained stable, as these are tied to project contracts and fluctuate in line with project deliverables under signed agreements.
- **Membership (restricted) funds** showed a slight decrease during the year, due to varying initiatives implemented at branch and regional level.

WESSA NPC Cash Analysis

It has become increasingly evident that maintaining and managing the assets of the WESSA Group and related parties needs increased focused. These assets impact provisioning, intercompany loans, and introduce additional financial complexities. Bushpigs and its subsidiary (the property on which Bushpigs operated) were sold, as retaining this property was depleting WESSA’s resources.

Conclusion

FY2025 reflects a year of disciplined financial management, strengthened governance, and improved operational efficiency. Through enhanced controls, clear fund segregation, and diligent oversight, WESSA has ensured that every rand is used with integrity and in line with donor intentions. The positive financial turnaround, combined with transparent reporting and robust compliance with funding agreements, underscores our commitment to safeguarding the trust placed in us.

We extend our sincere gratitude to our Board for their unwavering guidance and support, and for their strategic oversight and commitment to good governance. We also wish to thank our dedicated staff on the ground, whose hard work, passion, and commitment are the driving force behind our progress and impact.

We remain dedicated to managing resources responsibly, delivering measurable impact, and maintaining the highest standards of accountability. Donors and partners can be confident that their contributions continue to drive meaningful change and contribute to WESSA’s mission.

Nana Mchunu
Head of Finance

Governance

Strong governance is the foundation of WESSA's credibility and impact. Our Board provides strategic direction and oversight, ensuring accountability, compliance, and ethical leadership across the organisation.

Through a system of specialised subcommittees – including Audit, Risk and Assurance; Social and Ethics; Revenue Generation and Investment; Remuneration; Nominations; Environmental Governance; and Membership and Volunteer – we uphold the highest standards of transparency and responsibility.

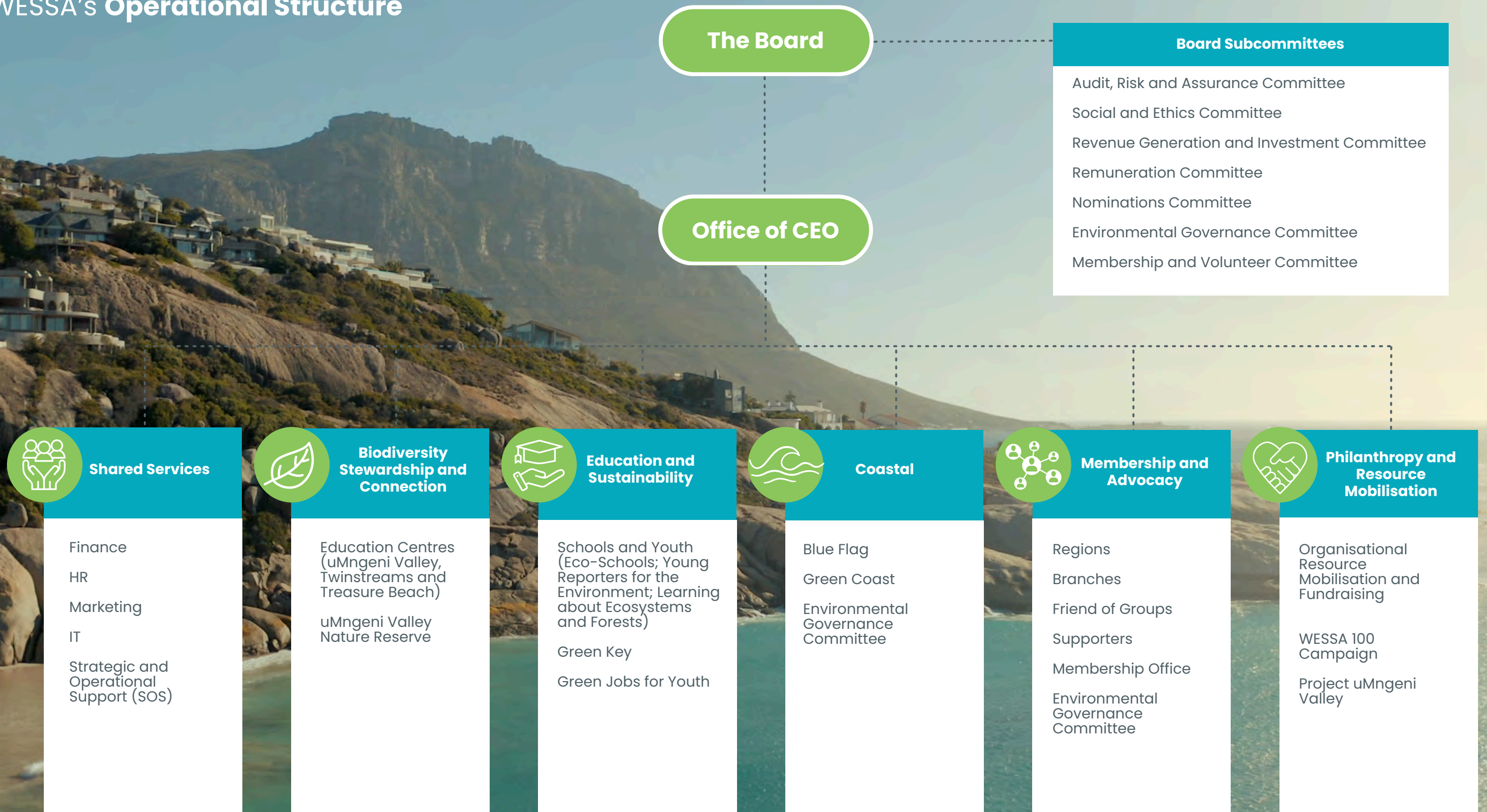
Operationally, WESSA follows a “One-WESSA” model that integrates shared services, biodiversity stewardship, education and sustainability, coastal programmes, membership and advocacy, and philanthropy and resource mobilisation under the leadership of the CEO.

This approach ensures that expertise, systems, and resources are aligned to deliver maximum environmental and social impact.

Our governance framework gives funders, partners, members, and communities confidence that WESSA is not only accountable in how it operates, but also resilient and future-ready as we move towards our centenary and beyond.



WESSA's Operational Structure



Board of Directors



Mr Janssen Davies
Chairman

Chair of WESSA since 2023 and former Chair of SANParks Honorary Rangers, Janssen brings extensive business and conservation leadership. He guides WESSA's strategy on climate action, biodiversity, and pollution reduction, working with members and partners to advance impactful conservation.



Ms Deborah Millar
Treasurer

Debbie is a finance and communications executive with 21+ years' experience in ICT, telecommunications, and retail. She held senior treasury and investor relations roles at Vodacom, MTN, EOH, and Edcon, and now runs 8Hundred, her consultancy. She also chairs the Investor Relations Society of South Africa.



Ms Cindy-Lee Cloete
Chief Executive Officer

Cindy has over 15 years' experience in environmental education and sustainable development. A Mandela-Washington Fellow, she also completed her postgraduate studies in African Philanthropy, driving youth empowerment and social-environmental justice through innovative education and leadership.



Mr Augustine Morkel
Non-executive Director

Augustine is a conservation strategist with a B.Tech in Nature Conservation, an MBA, and a PhD in progress on NPO success theory. He has held senior roles at SANParks, Kirstenbosch, and WWF South Africa, and currently leads SANParks' AFD-funded cooperation with Réunion Island National Park.



Mr Bongani Luthuli
Non-executive Director

Bongani is an Acting Judge of the Labour Court and Director of Bongani Khanyile Attorneys. An admitted attorney of the High Court, he specialises in labour and corporate law, frequently appears before courts and dispute forums, and is a regular legal commentator on SAFM, Power FM, eNCA, and SABC News.



Dr Gary Koekemoer
Non-executive Director

Gary is a leadership and governance specialist with a PhD in philosophy and a Master's in Labour Relations. With decades in HR, marine conservation, and climate resilience, he leads WESSA's Eastern Cape branch and advocates for environmental and social sustainability.



Mr John Wesson
Non-executive Director

John has nearly 50 years in parks and conservation management, including Free State leadership and WESSA Regional Manager roles. He chairs several conservation bodies, edits African Wildlife and Environment magazine, and is a respected birder, photographer, and Rotarian.



Ms Kelebogile (Lebo) Ntlha
Chief Financial Officer

Lebo is a Chartered Accountant and MBA graduate with senior finance experience at PwC, Eskom, Afrox, and Famous Brands. As WESSA's CFO and Company Secretary, she also leads Abueng Advisory and Pilara Partners, focusing on governance, strategy, and sustainable business growth.



Dr Llewellyn (Llew) Taylor
Non-executive Director

Llew is a zoologist with 40+ years in conservation, aquaculture, and education. Holding a PhD in Zoology and MSc with distinction, he now leads Taylor Environmental, specialising in ecological assessments, wetland delineation, and water resource risk management at local, regional, and international levels.



Mr Marc Immerman
Non-executive Director

Marc is a Principal, Director, and Shareholder at Metier, an African private equity firm. With 16+ years' investment experience in renewable energy, water, and waste, he co-founded the award-winning Bokpoort CSP solar project. His background spans software leadership, equity analysis, and merchant banking.



Ms Pearl Pillay
Non-executive Director

Pearl is a youth development and policy specialist, Managing Director of Youth Lab, and Commissioner on the National Planning Commission. A Mandela Washington Fellow and published academic, she has trained officials across Africa, written for leading publications, and advocates for youth inclusion, social justice, and environmental sustainability.



Prof Tracy-Lynn Field
Non-executive Director

Tracy-Lynn is Director of the Mandela Institute and Professor of Law at Wits, where she has worked since 2003. Promoted to full professor in 2017, she has held the Claude Leon Chair in Earth Justice since 2022. She specialises in water, climate, energy, and mining law.

Board Meeting Attendance

Member	29 June 2024	31 August 2024	7 December 2024	28 January 2025	29 March 2025
Janssen Davies (Chair)	Present	Present	Present	Present	Present
Deborah Millar (Treasurer NED)	Present	Present	Present	Present	Apologies
Cindy-Lee Cloete (CEO)	Present	Present	Present	Present	Present
Tracy-Lynn Field (NED)	Present	Present	Apologies	Present	Present
Marc Immerman (NED)	Present	Apologies	Apologies	Present	Present
Gary Koekemoer (NED)	Present	Present	Present	Present	Present
Bongani Luthuli (NED)	Apologies	Present	Apologies	Present	Present
Augustine Morkel (Vice)	Present	Present	Present	Present	Present
Kelebogile Ntliha (CFO)	Present	Present	Present	Present	Present
Pearl Pillay (NED)	Present	Present	Present	Present	Present
Llew Taylor (NED)	Present	Present	Present	Present	Present
John Wesson (NED)	Present	Present	Present	Present	Present
Hector Magome (NED)	Present	Present	Resigned		
Helena Atkinson (NED)	Present	Present	Resigned		
Lorien Pichegru (NED)	Apologies	Present	Resigned		
Nana Msomi (Snr Fin Manager)	Present	Present	Present	Present	Present

Audit, Risk and Assurance Committee Attendance

Member	20 June 2024	31 July 2024	12 September 2024	21 November 2024	11 February 2025	13 March 2025
Debbie Millar (Committee Chair)	Present	Present	Present	Present	Present	Present
Augustine Morkel (Committee Member)	Present	Present	Present	Apologies	Present	Present
Marc Immerman (Committee Member)	Not yet elected			Present	Present	Present
Tracy-Lynn Field (Committee Member)	Not yet elected			Apologies	Present	Present
Llew Taylor (Committee Member)	Present	Present	Present	Present	Present	Present
Helena Atkinson (Committee Member)	Present	Present	Apologies	Resigned		
Hector Magome (Committee Member)	Present	Present	Present	Resigned		
Janssen Davies (Committee Invitee)	Present	Present	Present	Present	Present	Present
Cindy-Lee Cloete (Committee Invitee)	Present	Present	Present	Present	Present	Present
Kelebogile Ntliha (Committee Invitee)	Present	Present	Present	Present	Present	Present
Nana Mchunu (Committee Invitee)	Present	Present	Present	Present	Present	Present
Gary Koekemoer (Committee Invitee)	Not an ARAC Member or Standard Invitee					Present
Bongani Luthuli (Committee invitee)	Not an ARAC Member or Standard Invitee					Present

Revenue Generation and Investment Committee Attendance

Member	5 June 2024	6 August 2024	11 November 2024	11 March 2025
Augustine Morkel (Committee Chair)	Present	Present	Present	Present
Debbie Millar (Committee Member)	Present	Present	Apologies	Present
Marc Immerman (Committee Member)	Present	Present	Present	Present
Pearl Pillay (Committee Member)	Present	Present	Present	Apologies
John Wesson (Committee Member)	Present	Present	Apologies	Present
Janssen Davies (Committee Member)	Present	Present	Present	Present
Cindy-Lee Cloete (Committee Member)	Present	Present	Present	Present
Kelebogile Ntlha (Committee Member)	Present	Present	Present	Present
Helena Atkinson (Committee Member)	Present	Present	Resigned	
Gail Samuels (Committee Invitee)	Present	Apologies	Present	Resigned
Kelly Alcock (Committee Invitee)	Present	Present	Present	Present
Nana Mchunu (Committee Invitee)	Present	Present	Present	Present

Environmental Governance Committee Attendance

Member	13 June 2024	12 November 2024	29 January 2024	6 March 2025
Gary Koekemoer (Committee Chair)	Present	Present	Present	Present
Tracy-Lynn Field (Committee Member)	Present	Present	Apologies	Apologies
Augustine Morkel (Committee Member)	Present	Present	Present	Present
Janssen Davies (Committee Member)	Present	Present	Present	Present
Llew Taylor (Committee Member)	Present	Present	Present	Present
John Wesson (Committee Member)	Present	Present	Present	Present
Cindy-Lee Cloete (Committee Member)	Present	Present	Present	Present
Paddy Norman (Committee Member)	Present	Present	Present	Present
Patrick Dowling (Committee Member)	Present	Present	Present	Present
Lorien Pichegru (Committee Member)	Apologies	Resigned		
Gail Samuels (Committee Invitee)	Apologies	Resigned		
Shenen Rikhotso (Committee Invitee)	Present	Resigned		
Mike Denison (Committee Invitee)	Inactive	Inactive	Present	Present
Kelly Alcock (Committee Invitee)	Inactive	Apologies	Apologies	Apologies
Morgan Griffiths (Committee Invitee)	Present	Present	Present	Present

Social and Ethics Committee

Attendance

Member	23 May 2024	25 July 2024	20 November 2024	20 February 2025
Bongani Luthuli (Committee Chair)	Present	Apologies	Present	Present
Llew Taylor (Committee Member)	Present	Present	Present	Present
Pearl Pillay (Committee Member)	Apologies	Present	Present	Apologies
John Wesson (Committee Member)	Inactive	Present	Present	Present
Janssen Davies (Committee Member)	Present	Present	Present	Present
Cindy-Lee Cloete (Committee Member)	Present	Present	Present	Present
Gail Samuels (Committee Invitee)	Present	Present	Present	Resigned
Eugenie Luck (Committee Invitee)	Present	Present	Present	Resigned
Nana Mchunu (Committee Invitee)	Inactive	Inactive	Present	Present

Nominations Committee

Attendance

Member	25 April 2024	2 August 2024	10 October 2024	12 March 2025
Janssen Davies (Committee Chair)	Present	Present	Present	Present
Gary Koekemoer (Committee Member)	Present	Present	Present	Present
Bongani Luthuli (Committee Member)	Apologies	Apologies	Present	Present
Augustine Morkel (Committee Member)	Present	Present	Present	Present
Tracy-Lynn Field (Committee Invitee)	Apologies	Apologies	Present	Stood down
Cindy-Lee Cloete (Committee Invitee)	Inactive		Present	Present
Sheivine Datadin (Committee Invitees)	Inactive			Present
Eugenie Luck (Committee Invitee)	Present	Present	Present	Resigned

Remuneration Committee Attendance

Member	30 July 2024	19 February 2025
Gary Koekemoer (Committee Chair)	Present	Present
Bongani Luthuli (Committee Member)	Apologies	Present
Augustine Morkel (Committee Member)	Present	Present
Janssen Davies (Committee Member)	Present	Present
Cindy-Lee Cloete (Committee Invitee)	Inactive	Present
Eugenie Luck (Committee Invitee)	Present	Resigned
Kelebogile Ntliha (Committee Invitee)	Inactive	Present

Membership and Volunteer Committee Attendance

Member	18 February 2025
Cindy-Lee Cloete (Committee Chair)	Present
Gary Koekemoer (Committee Member)	Present
Margaret Burger (Committee Member)	Present
Llew Taylor (Committee Member)	Present
John Wesson (Committee Member)	Present
Vince Shacks (Committee Member)	Apologies
Pearl Pillay (Committee Member)	Apologies
Augustine Morkel (Committee Member)	Present
Janssen Davies (Committee Member)	Present
Morgan Griffiths (Committee Invitee)	Present
Kelly Alcock (Committee Invitee)	Present
Sheivine Datadin (Committee Invitee)	Present

Executive Committee (Exco)



Ms Cindy-Lee Cloete
Chief Executive Officer



Ms Kelebogile (Lebo) Ntsha
Chief Financial Officer



Ms Nana Msomi
Head of Finance



Mr Morgan Griffiths
Senior Manager: Advocacy,
Membership and Governance



Ms Kelly Grace Alcock
Head of Education and
Sustainability



Ms Melenie Parsons
Head of Human
Resources



Ms Adrienne West
Head of Philanthropy and
Resource Mobilisation

Senior Management



Mr Mike Denison
Senior Programme Manager:
Coastal



Ms Tevya Visser
Senior Programme Manager:
Sustainability



Ms Nomfundo Ndlovu
Senior Programme Manager:
Schools and Youth

Donor Acknowledgement

Your generous support empowers us to make a lasting impact on the environment, and together we are building a sustainable and bright future for generations to come. Thank you for being an essential part of our journey.

Donations and funding

AECI
Annika van Heerden
Anton Ackermann
Balderson Foundation Trust
Barbara and Edwin Courtenay Charitable Trust
Basil Hersov
Capricorn District Municipality
Concord Trust
Debbie Millar
Department: Forestry, Fisheries and the Environment
Derick Smits
Earthstompers Travel
Eckart Schumann
Eugenie Skelton
eWASA
F M Lister
G Nelson
G Howes
Glencore
GreenCape
H Hart
Hans Hoheisen Charitable Trust
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John Abbott
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Ken Malherbe
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Leigh-Ann Nixon
Lesley Walker
Lorna Brooks
Lydon Carter
Mr/Mrs Maxwell
Mea Lashbrooke
Mickie Jacobs
Morgan Griffiths
Mutual & Federal Community Trust
N3TC
Nedbank

Donations and funding

Orion Engineered Carbons
PANGA D. (Rob Jack)
PGW Henderson
The Radford Family
Ray Lazarus
Rhoda Lamb Charitable Trust
Robert Brain
Rorbet Laagay
S. Klette
SAASTA PSGI (South African Agency for Science and
Technology Advancement: Programmatic Support
Grant Intervention)
SASREG (Southern African Society of Reproductive
Medicine and Gynaecological Endoscopy)
SM Miller
South32
Stainbank MD
Sun International
Suntera G (Mrs Janet Russel)
The Diertjies Trust
The Jean Edwards Charitable Trust
The Ford Wildlife Foundation
The Mapula Trust
Timothy Michael
UNEP (United Nations Environment Programme)
UNICEF (United Nations International Children's
Emergency Fund)
Valerie Mary Allsopp
Wilderness Trust
Wispeco Aluminium
World Childhood Foundation

Bequests

Balderson Foundation
EA Cilliers
N Storrie-Inheritance
S Merrington
Valerie Mary Allsopp



The Wildlife and Environment Society of South Africa (RF) NPC
Registration number: 1933/004658/08 Non-Profit
Organisation number: 000716 NPO

WESSA Head office uMngeni Valley Nature Reserve,
1 Karkloof Road, Howick, 3290, KZN

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