



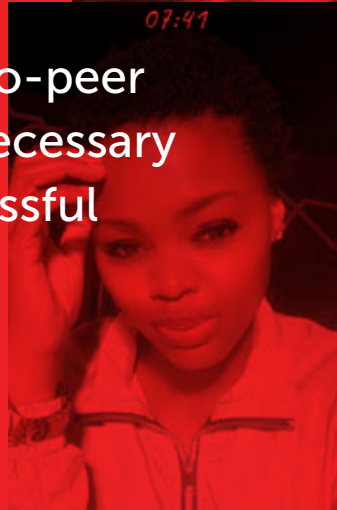
Compliance TRAINING PROGRAMME

ACTIVATE!
change drivers

ACTIVATE!
change drivers

Brief OVERVIEW

The A! Compliance Training Programme was established in 2023 and functions similarly to a business incubator for both non-profit and profit-making entrepreneurs within the A! Network. Its primary aim is to help Activators structure and professionalize their ventures by ensuring full registration with bodies such as the Companies and Intellectual Property Commission (CIPC), the Central Supplier Database (CSD), and the South African Revenue Service (SARS). The programme also offers capacity-building workshops, coaching, peer-to-peer mentorship, and equips participants with the necessary knowledge, skills, and processes to run a successful business in South Africa.



FLORAH

Motjatji Thobakgale



1. Brief profile of yourself, mention your full name + surname + business & how long you've been running etc.

My name is Florah Motjatji Thobakgale. I run Mphotemo Cleaning Services, a residential and commercial cleaning business that caters to families and businesses in Polokwane and the surrounding areas.

2. Give a brief description of your business/projects/community initiative, if possible how many young people do you work with under the age of 35 and if there are Activators please mention their full names and cohorts.

Our mission at Mphotemo Cleaning Services is to provide topnotch cleaning services that are both environmentally friendly and uphold the highest standards of trustworthiness and professionalism. We strive to meet or exceed our customers' expectations wherever we provide our services. Currently, we have employed two women to assist with our residential and commercial cleaning services.

3. What and how has the A! Compliance Training programme assisted you until today? What were the highlights? What have you learnt? What were your favorite modules/moments etc.

The ACTIVATE! Compliance Training has been instrumental in helping me register the business with the Companies and Intellectual Property Commission (CIPC) and the South African Revenue Service (SARS). Additionally, we are in the process of opening a professional bank account for our business. My highlight has been the opportunity to be surrounded by likeminded, business oriented individuals and achieving my dream of formalizing and professionalizing my business. I find all the modules valuable because each one has taught me something crucial, making every part of the training impactful.

"In the face of challenges, we must find the resolve to move forward. Our strength lies in our ability to transform obstacles into opportunities for growth."

4. What are your current achievements/milestones thus far? Funding? Free equipment or space, increased clientele and profit? Working with major stakeholders please mention them and how you're working handinhand with them.

Our current achievement includes receiving a woofer machine from a satisfied customer, which has significantly boosted our operational capabilities. We are also actively pursuing funding to further our business goals.

5. Are there any challenges you've faced and how did you overcome them?

The biggest challenges we face are a lack of equipment and the absence of reliable transport, which complicates our efforts to move quickly between jobs with our team and cleaning supplies.

6. What other type of support do you think you need from the programme or Activators that you'd like to collaborate with?

As a business, we require donations of equipment and funding to produce marketing materials like flyers and to establish an office where we can conduct our business more professionally.

JENNIFER

Mdluli



1. Brief profile of yourself, mention your full name + surname + business & how long you've been running etc.

My name is Jennifer Mdluli. I am a 2019 Activator. I run two businesses: Sage Gymnastics Club, which has been operating for six months, and Keep Humble Exquisite Body Care Range, which has been running for eleven months.

2. Give a brief description of your business/projects/community initiative, if possible how many young people do you work with under the age of 35 and if there are Activators please mention their full names and cohorts.

Both of my ventures, Sage Gymnastics Club and Keep Humble Exquisite Body Care Range, were born out of necessity and passion. After losing my full-time job

during COVID and facing months of unemployment, I revisited my archives of research documents, dreams, and goals. One document contained ideas for Keep Humble, which initially didn't make sense. I continued my research and home experiments, mixing products and ultimately decided to turn this into a business by using all my savings to stock up on raw materials for product formulation.

The inspiration for Sage Gymnastics Club resurfaced when I worked at a sports center and noticed that many people lacked exposure to gymnastics and other sports. After my contract ended in 2023, I contacted a gymnastics coach I had worked with years ago and expressed my availability to coach. I reconnected with my former coach and we decided to revive the gymnastics club we had started ten years ago, thus Sage Gymnastics was reborn.

3. What and how has the A! Compliance Training programme assisted you until today? What were the highlights? What have you learnt? What were your favorite modules/moments etc.

The A! Compliance Training programme has been instrumental in helping me launch my products. With the support of the facilitators, I obtained compliance documents and managed to secure clients. I also received assistance with inventory management and financial documentation, ensuring efficient business operations. The highlights include gaining the confidence to launch my business and the practical support with stock management and finances.

4. What are your current achievements/milestones thus far? Funding? Free equipment or space, increased clientele and profit? Working with major

"After losing my full-time job during COVID and facing months of unemployment, I revisited my archives of research documents, dreams, and goals, which ultimately led to the creation of Keep Humble Exquisite Body Care Range and the revival of Sage Gymnastics Club.

stakeholders please mention them and how you're working hand-in-hand with them.

We have achieved significant milestones, particularly with the Sage Gymnastics Club. The South African Gymnastics Federation learned about our reentry into the gymnastics space in Soweto and generously donated equipment that had been in storage for us to use. This support has been crucial in getting our club up and running.

5. Are there any challenges you've faced and how did you overcome them?

Yes, I faced several challenges, especially with the body care products. Since I started the business while unemployed, I exhausted my savings to keep it afloat. Unfortunately, I used some of the money from product sales for personal expenses, which hindered business growth. I'm currently working to overcome this by seeking more structured financial management and focusing on business sustainability.

6. What other type of support do you think you need from the programme or Activators that you'd like to collaborate with?

I need mentorship, especially from someone experienced in the body care industry. It can be challenging to maintain consistency in product formulas and quality. Additionally, I require assistance with proposal writing and creating pitch documents for new product batches. Collaborating with Activators who have expertise in these areas would be incredibly beneficial.

MATEMA

Thosago



1. Brief profile of yourself, mention your full name + surname + business & how long you've been running etc.

My name is Matema Thosago, though I am often known as Sistaboss. I am an environmental management practitioner by profession and the founder and director of Tau Sejala Enterprise PTY LTD. I also serve as the Chairperson of Are Thabeng Tshware Orphans, a non-profit organization.

2. Give a brief description of your business/projects/community initiative, if possible how many young people do you work with under the age of 35 and if there are Activators please mention their full names and cohorts.

Are Thabeng Tshware Orphans is a drop-in center where we assist learners with homework, provide extra-mural activities, support home visits, and offer after-school food and clothing. We currently support 73 children between the

ages of 5 and 18 years, and I have been running this organization for over 10 years.

Tau Sejala Enterprise was established in 2017 with the mission to protect and advocate for the environmental rights of people living in rural communities of South Africa. We have successfully established two landfills and three upcycling facilities across the Limpopo province, training and deploying 200 individuals in various fields such as waste collection from households, recycling waste materials, and transforming waste into valuable products.

The Domestic Waste Project (DWP) is an initiative of Tau Sejala Enterprise, which will be expanding to the Northern Cape from June 10-14, 2024. We can scale up the project thanks to partnerships with three NPOs: Mokopane Affected and Infected Community Development Forum (MIACDF), Lesaneng Community Development, Progressive Association of Women, and Progressive Nature Conservation Rangers Organisation (P'NCRO). I work primarily with 2012 Activators Lebogang Malatjie and Pearl Sekwati.

3. What and how has the A! Compliance Training programme assisted you until today? What were the highlights? What have you learnt? What were your favorite modules/moments etc.

The A! Compliance Training programme has significantly influenced me to prioritize business compliance, which has led to the success and ease of securing funding and resources. The fundraising exercise we had last year was a highlight for me in 2023-2024, as I secured funding from both SEFA and the Department of Social Development. In November 2023, SEFA funded Tau Sejala Enterprise with R200, 000, and in May 2024, the Department of Social Development funded the drop-in centre with R137, 600.

Currently, I am thoroughly enjoying Mbuso's sessions focused on NPO management. These sessions have taught

"By staying focused on my goals and refusing to let others' opinions define me, I overcame the challenge and emerged stronger and more confident."

me valuable lessons, helping me to learn, relearn, and unlearn, which has helped structure our organization in a professional manner.

4. Are there any challenges you've faced and how did you overcome them?

One of the biggest challenges I faced was when I started attending a multiracial school in town. Coming from a rural area, I encountered discrimination and felt undermined by my urban peers. Their attitudes made me feel out of place and undervalued. However, my father gave me invaluable advice: to focus on excelling academically regardless of others' perceptions. I took his advice to heart and channeled my energy into my studies, striving to be the best student I could be.

Despite the initial hurdles, my dedication to education and strong work ethic eventually earned me respect and recognition from my peers and teachers. By staying focused on my goals and refusing to let others' opinions define me, I overcame the challenge and emerged stronger and more confident. This experience taught me the importance of resilience, perseverance, and self-belief in overcoming obstacles.

5. What other type of support do you think you need from the programme or Activators that you'd like to collaborate with?

I need the A! Compliance program's support to assist in marketing the Domestic Waste Products, Domestic Program, and Domestic Waste Project.

Additionally, I seek networking opportunities with Activators living in rural communities to collaborate on the Domestic Waste Project (DWP). This project aims to create job opportunities for unemployed individuals, and together we can make a significant impact.

NONHLANHLA

Dube



1. Brief profile of yourself, mention your full name + surname + business & how long you've been running etc.

My name is Nonhlanhla Dube, and I am from Tembisa in Ekurhuleni. I run a non-profit company called iMibala Foundation NPC, which is a community development organization primarily focused on education intervention programs for young people in disadvantaged areas of Tembisa, specifically in the Vusumuzi section.

2. Give a brief description of your business/projects/community initiative, if possible how many young people do you work with under the age of 35 and if there are Activators please mention their full names and cohorts.

I started the organization with the aim of running literacy programs, but I later incorporated art into the program to make it more fun, inspiring, and engaging for young people. In 2022, I offered an Early Childhood Development (ECD) support program in my community. Through this experience, I gained

the skills and confidence to open and run my own early childhood program, which I then launched in 2023. This journey was incredibly challenging and stretched my capabilities significantly! In the first year, I operated for only eight months before closing down due to issues such as positioning. I went back to the drawing board and relaunched in February 2024. So far, the journey has been challenging, but nothing worthwhile ever comes easy. Currently, the center caters to 10 children and employs 2 full-time young women as ECD practitioners.

3. What and how has the A! Compliance Training programme assisted you until today? What were the highlights? What have you learnt? What were your favorite modules/moments etc.

Being part of the A! Compliance training program has broadened my perspective on the possibilities available to me as a social entrepreneur. This program has shown me that, even while working for the community, there are ways to make a living and create opportunities for other young people through skills development and employment.

My biggest highlight has been participating in the program from the start and learning about SARS compliance and its impact on me as a social entrepreneur. Additionally, the financial literacy and record-keeping lessons were invaluable. I've learned that I need to practice these skills more often to master them. One of my favorite modules has been on fundraising, not because I am an expert, but because it is a crucial skill I want to continue developing.

Some of my favorite moments were during Sandile Tsie's sessions. He made the sessions fun and engaging, which is critical, especially for online sessions. Sandile managed to keep the audience involved effectively, making the learning experience much more enjoyable.

4. What are your current achievements/milestones thus far? Funding? Free equipment or space, increased clientele and profit? Working with major stakeholders please mention them and how you're working hand-in-hand with them.

My current achievement is relaunching my early childhood program, iMibala Learning Academy, in an area that truly needs

"This program has shown me that, even while working for the community, there are ways to make a living and create opportunities for other young people through skills development and employment."

the service. To do this, I formed a partnership with a local entrepreneur who provided land for us to use, contributing to our mission of community building. Forming partnerships with organizations such as the Butterfly Art Project, Smart Start, and IMBE Financial Incubators has also been a significant milestone. These organizations assist with ECD training, providing working equipment, financial literacy, and business administration support.

Since our relaunch in February, we have doubled the number of clients we had throughout 2023 by May 2024. Being able to help someone secure an income, no matter how small, has been a blessing for me, especially so early in the business's journey.

5. Are there any challenges you've faced and how did you overcome them?

The biggest challenge I faced was finding a suitable space to operate from after deciding to close down last year. I reached out to local councilors for permission to use government land, but they gave me the runaround. Eventually, I found a partner to collaborate with for the relaunch of iMibala Learning Academy. This was a temporary solution, but we are still hoping to acquire permission to operate in the Vusumuzi/Ehlanzeni area permanently.

6. What other type of support do you think you need from the programme or Activators that you'd like to collaborate with?

It would be immensely helpful to learn more about government processes for obtaining permission to use government resources such as land and existing buildings. Additionally, tips on how to get permission to work with or collaborate with government institutions, such as schools, to bring our programs into these spaces would be incredibly beneficial. This would be a significant step forward for organizations like mine, which focus on community development and learning intervention programs targeting young people in schools and communities.

MASEGO

Machwisa



1. Brief profile of yourself, mention your full name + surname + business & how long you've been running, etc.

My name is Masego Machwisa, and I am from Mahikeng in Tsetse Village. I belong to the 2019 cohort. I am the founder and chairperson of Tsetse in Motion Foundation, a nonprofit organization. This initiative began in March 2022 during a Civic Education training session when the facilitators posed the question, "When you go back home, what will you do or change?" My response was, "I am going to start an organization to keep children off the streets." That moment sparked the drive to bring my ideas to life, which I had previously lacked the motivation to implement. We launched our first event on July 13, 2022, and it has become an annual tradition. We have been actively running since then.

2. Give a brief description of your business/projects/community initiative, if possible how many young people do you work with under the age of 35 and if there are Activators please mention their full names and cohorts.

Tsetse in Motion Foundation focuses on sports and education. We

aim to keep children engaged through sports and assist them with their schoolwork, such as homework. We also educate them about the various streams available from Grade 9 to Grade 10. There has been a noticeable decline in the number of children pursuing math and science, but I am happy to report that, during my time as a teacher assistant last year, I managed to inspire many students to reconsider these subjects.

The inspiration for this initiative stemmed from my participation in the 2022 Census. During door to door visits, I observed significant issues in our community, including teenage pregnancies, school dropouts, high rates of alcohol and substance abuse, crime, and a high prevalence of HIV and AIDS. These problems highlighted the urgent need for intervention.

I felt compelled to address these issues, realizing that the lack of recreational activities and parental neglect were contributing factors. My training in Civic Education taught me valuable lessons about effecting change in my community. The facilitators' question motivated me to take action, overcoming the procrastination that had previously hindered my efforts.

3. What and how has the A! Compliance Training programme assisted you until today? What were the highlights? What have you learnt? What were your favorite modules/moments, etc.

Upon returning from the training, I resolved to make a difference and began recruiting individuals I had grown up with, including my former gymnastics coach. Initially, we were a team of five, including three young people and two adults, all of whom supported the initiative. Our shared goal was clear: to keep children off the streets.

We decided to formalize our organization to attract sponsors. Together, we wrote the constitution and planned the registration process with the Department of Social Development (DSD). When Activate! opened applications for the A! Compliance training, I eagerly applied, hoping to gain the knowledge necessary to make our NPO compliant. I was thrilled to be selected.

At the start of the program, our NPO was not yet registered, despite having applied with the DSD. We were unsure of the issue, and I reached out to Natacia, who connected me with Sikhona and Palesa for assistance. Despite the setbacks and losing some team members due to misunderstandings, I remained hopeful and

In the world of entrepreneurship, I have learned that giving up is not an option. You must believe in yourself and trust the process, even when the journey is tough."

continued to push forward.

4. What are your current achievements/milestones thus far? Funding? Free equipment or space, increased clientele and profit? Working with major stakeholders, please mention them and how you're working handinhand with them.

I recruited new members for the NPO, and in March this year, our prayers were answered when we finally received our certificate. I am grateful for the delays in the registration process, as they helped refine our team. Sometimes, it felt frustrating, especially when trying to keep up with compliance training while lagging in essential areas. I believe that challenges often arise to guide you towards working with the right people.

5. Are there any challenges you've faced and how did you overcome them?

Despite the difficulties of registering the NPO and changing team members, we are now officially registered and have opened a bank account. I am diligently following the processes and procedures taught to ensure compliance. I am grateful for this opportunity, as it has taught me many things I did not know before. In the world of entrepreneurship, I have learned that giving up is not an option. You must believe in yourself and trust the process, even when the journey is tough. This is my success story.

6. What other type of support do you think you need from the programme or Activators that you'd like to collaborate with?

I would appreciate support in navigating government processes to obtain permission to use government resources such as land or existing buildings. Additionally, insights or tips on collaborating with government institutions, particularly schools, to implement our community development and educational intervention programs would be invaluable. This would be a significant step forward for our organization in creating meaningful change in our community.

About **ACTIVATE!** change drivers

ACTIVATE! Change Drivers is a multisectoral youth development programme with a national network that in the past 14 years, has delivered a leadership development programme to over 4551 young people from across the country, with tools to enable platforms for youth leaders to connect, share ideas and be empowered to become active change drivers in their communities.





ACTIVATELEADERSHIP.CO.ZA

ACTIVATE!
change drivers