



INSIDERS LOOK

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A NOTE FROM OUR FOUNDER/ EXECUTIVE DIRECTOR

A journey, adaptability with change and polished diamonds are key words that come to mind when reflecting on Stepping Stones International's 15 years of service in Botswana. The journey started in a classroom with 7 children, then 30 in government house to a flourishing centre with 140 participants in Kgatleng District (40km from the capital city Gaborone), expansion to 7 districts serving 7000 families and children. I want to highlight a special person who started this journey with me, Tinny Boitumelo Seitei, Operations Manager who obtained land, garnered support from community members and recruited our first participants, among a plethora of other activities serving communities.

I am inspired by our donors, partners and staff who have weathered and risen to the challenges of the pandemic storm. They have demonstrated resilience and dedication to our families. During numerous lockdowns, we provided food packages, study packets for children and both online and in-person counselling for grief, gender-based violence and depression.

The growth and maturation of the children and youth, as well as the increase in community and family engagement astonishes me. Some of the successes I would like to share from my reflection are: the young boy who completed his internship under Finding the Leader Within and announced he was offered the job with the coach bus company; the young girl who finished the entrepreneurship programme and started her own piggery business; the young girl who had the courage to report an abuse case and take the matter to the police and court; the boy who could not read and persevered through SSI's literacy programme and is able to write a composition; the parent who decided to hold weekly conversations with her child and stop beating her physically and verbally; the police woman who does not take child abuse or GBV lightly and works with our staff to achieve justice and the grandmother who uses plastic to create carry bags to feed the children. The list is unending.

Congratulations to our donors, partners, stakeholders, board of directors and staff who have contributed to making an impact in young people's lives and unlocked their potential over the past 15 years. Let's continue our journey and create more opportunities for children and youth in Botswana and beyond.



Lisa Jamu
Stepping Stones International
Executive Director & Founder



Tinny B. Seitei Stepping Stones InternationalOperations Manager

MESSAGE FROM BOTSWANA BOARD CHAIR

It has been an incredible 15 years of hard work, sweat and tears serving our nation. I must first congratulate the Stepping Stones International (SSI) employees for the incredible job you do improving our society. It will never go unnoticed and before anyone applauds you, let me be the first to say you are doing well and we are on the right track.

The milestones we met through our programmes such as skills for life, education, solution focused counselling and economic empowerment have become benchmarks in Botswana. Through the FACET funded leadership programmes you have molded incredible diamonds such as the reigning Miss Botswana Palesa Molefe. Many others are choosing healthy lifestyles and building their social assets through the USAID funded DREAMS programme.

Having lost my mother at a younger age myself and having a child at a young age as well, I wish I had come across SSI much sooner because I would have had found a mother and a mentor in you that I needed back then. To see you working on projects such as safe spaces which includes the young mother's programme; as the youngsters would put it 'I'm here for all of it!'

It is my wish to see us continue to achieve results, gain the deserved financial support and continue to support the Government of Botswana's Vision 2036 goals. We will leave no stone unturned for us to have the impact and positively influence our beneficiaries to achieve a zero tolerance for gender-based violence. The journey still continues and with every mountain we encounter we shall climb it together with determination and zeal knowing that at-least one child in the society is counting on us.

To all our donors, nonprofit partners, advisors and others who have let us share in their generosity, and on behalf of our dedicated and talented Board, I offer my sincere gratitude.





Trish Waboraro- Kwati Stepping Stones InternationalBoard Chair (BW)

OUR BOARD OF DIRECTORS



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Stepping Stones InternationalBoard Chair

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Stepping Stones InternationalBoard Member

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Stepping Stones InternationalDeputy Board Chair

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Stepping Stones InternationalBoard Member

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Stepping Stones International

Florence Miller

Stepping Stones International

Lila Pavey

Stepping Stones International

Nina Pruyn

Stepping Stones International

VISION, MISSION AND VALUES



The vision of Stepping Stones
International (SSI) is a world where
children and youth are empowered,
become leaders and achieve their
dreams.

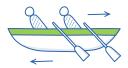


To unlock the potential of vulnerable children and youth ages 12-25 through holistic development, strengthening families and activating sustainable opportunities to become self-sufficient.





Respect



Skills for Life



Inclusive Diversity



Child and Youth Centric



Family-Focused



Evidence-Based

Our holistic programme model combines life skills, leadership, counselling and community mobilisation to enable youth to heal the scars of the past and reconnect with their lost childhood, while growing into self-sufficient young adults.

Age with the second sec

1. Child and Youth Empowerment



2. Family Nurturing



3. Strengthening Service Services



4. Advocacy for Child Protection

"I did not know anything about intimate partner violence, this means married people or partners who are dating can experience that type of violence thanks to this session"

Naledi SS 15-19



COACHING BOYS INTO MEN



"Pinagare e mputse matlho ke le motsadi, ke kgona go bua le ngwanake wa mosetsana ka dikgang tsa botsogo le tlhakanelo dikobo"

Caregiver, Kgatleng
Translation: Pinagare has boasted my
confidence as a parent, I am now able
to talk to my girl child about sexual
and health issues.

"When you are in DREAMS you feel free. There are a lot of things that did not understand as a young woman but DREAMS has helped me understand things so 1 can make better choices"



GRANNIES GROUPS



"I am only 21 years old but I already have three kids. My mother does not even help me, she cannot even spend time with my children. Please help me to know more about contraceptives" Young Mother Participant

LEADERSHIP AND ECONOMIC STRENGTHENING HUB

The Finding the Leader Within Leadership programme, funded by the FACET Foundation, launched in 2011, targets 18 to 25-year-old out of school and unemployed youth in four regions: Gaborone, Goodhope, Mochudi and Letlhakane. Baylor Centre for Excellence implements the programme in Gaborone. SSI provides participants learning opportunities in the following areas over the course of 6 months:



Leadership Skills



Career Skills



Business & Financial Literacy



Healthy Lifestyles



Computer Training



Figure 2 Economic Advancement-Job Placement or Entrepreneurship

Before graduation, they complete a 3-6-week job shadowing activity, introducing them to professional communities, networks and experiences.

In 2021, despite
Covid-19 challenges and
a national lockdown:



194

Youth graduated from the programme in both Gaborone and Mochudi



87

Gained practical work skills through job shadowing experience



16

Gained employment



04

Followed the entrepreneurship pathway and started their own businesses upon completion of the programme



10
Went back to

Went back to school for further studies

ENGLISH ACCESS MICROSCHOLARSHIP PROGRAMME

The US State Department-funded English Access Programme helps participants with enhancing English language skills and in learning more about American culture and Botswana cultures. 75 participants (two cohorts) have successfully graduated from the programme in 2016, 2018 and 2020. 100% of the participants graduated with a 70% and above grade with some high achievers attaining a scholarship to a prestigious private high school and 60% have continued education at higher levels.

During the COVID lockdown despite the programme slowing down, SSI distributed over 100 homework study packs to our participants in Mochudi and surrounding areas. The study pack consisted of English Language, Science, Setswana and Mathematics revision exercises, ensuring that the participants did not fall behind with their studies.





BREAKING BARRIERS TO AN HIV FREE GENERATION, USAID



For three years, SSI was a sub grantee of Project Concern International (now known as Global Communities) on a ground-breaking USAID (United States Agency for International Development) initiative to combat the spread of HIV among young people and improve the lives of orphaned and vulnerable children (OVC). On February 14, 2020 SSI became the first local entity in Botswana to receive direct funding from USAID to implement the comprehensive OVC and Adolescent Girls & Young Women (AGYW) DREAMS programme in three districts of Botswana, entitled "Breaking Barriers to an HIV Free Generation." SSI creates linkages between the client in the community and clinics for HIV testing, adherence treatment, SRH, counselling for gender based violence and PrEP: engages with guidance teachers to provide life skills sessions in schools; provides youth and adolescent girls and young women (AGYW) with financial literacy and economic empowerment; and assists families to reduce violence and improve communication through parent conferencing and Pinagare. Through this programme SSI serves upwards of 4000 families and 7,000 DREAMS AGYW.

Using the Comprehensive Family Care (CFC) model, SSI assesses the needs of the family and provides services through the following interventions:



Health services:

focuses on improving health and social outcomes for vulnerable adolescent girls and young women (AGYW), children and adolescents living with HIV and HIV-exposed infants, especially infants of young mothers.

link to services such as HIV testing, treatment, SRH/FP/GBV, providing adherence support and other support for retention in care and access to social protection services.



Life Skills:

curriculum to deliver Comprehensive Sexuality Education (CSE) education.



Youth and AGYW financial literacy:

uses Aflateen Curriculum (part of Life Skills+ package of services).



Women Empowerment (WE) programme:

seeks to improve financial literacy and savings of caregivers.



Parent Child communication (Pinagare):

aims to prevent occurrence or reoccurrence of child abuse, exploitation or neglect.

PINAGARE PARENTING PROGRAMME

Pinagare, an evidence-based parenting intervention, aims to increase parenting skills, confidence in raising adolescents and improve positive parenting behaviour. The programme was contextualised for Botswana in collaboration with the Ministry of Local Government and Rural Development.

"We have experienced less violence in the family and talk about issues."

It helps adolescents to manage their behaviour including HIV risk behaviours, prevent sexual violence, improve mental health and helps families respond better to crisis situations and learn problem-solving skills. Clowns Without Borders trained SSI to offer this programme to families in Gaborone, Otse, Goodhope, Letlhakane, Tutume and Gantsi. SSI has created a platform to train other organisations and include Pinagare in the national DREAMS programme.







OUR GROWTH AND IMPACT IN 15 YEARS

2006 vs 2021















Leadership Graduates acquire jobs, start businesses or return to school





OUR FOOTPRINTS



$\sim \Lambda$	$\mathbf{D} \mathbf{C}$	1	$\boldsymbol{\cap}$		_
GA	1510	174		M	
-	-	444	•	-	_

1.	Bontleng	
2.	Old Naledi	

SOUTH EAST

1.	Mogobane
2.	Otse
3.	Ramotswa
4.	Taung

5. Tlokweng

TUTUME

BOTETI

1.	Khwee	
2.	Letlhakane	
3.	Mmea	
4.	Mosu	

SEROWE

1. Malatswae

KGATLENG

1.	Artesia
2.	Bodungwane
3.	Bokaa
4.	Kgomodiatshab
5.	Leshibitse
6.	Mochudi
7.	Modipane
8.	Mokatse
9.	Oodi
10.	Pilane
11.	Rasesa

GHANTZI

1. Ghantzi

GOO	DDHOPE SUB
1.	Cwaanyaneng
2.	Cwagare
3.	Dikhukhung
4.	Dinatshana
5.	Gamokoto
6.	Goodhope
7.	Hebron
8.	Kgoro
9.	Lejwana
10.	Loporung
11.	Mabule
12.	Madingwane
13.	Magoriapitse
14.	Metlobo
15.	Mmakgori
16.	Mmathethe
17.	Mogwalale

18.	Mokatako
19.	Mokgomane
20.	Mosi
21.	Ngwatsau
22.	Papatlo
23.	Phitshane Molopo
24.	Pitsane
25.	Pitsane Potlokwe
26.	Rakhuna
27.	Ramatlabama
28.	Sedibeng
29.	Sekhutlhane
30.	Sekwerenyane
31.	Tlhareseleele
32.	Tshidilamolomo





OUR PEOPLE, OUR STORIES

Throughout our 15-year history, unlocking youth potential has always been our priority, but at the heart of unlocking potential is establishing meaningful relationships and connections in the community. The following stories capture the transformative power of unlocking true potential in communities.

Palesa's Stony

Originally from Mochudi, Palesa Molefhe, which means 'blooming flower', first set foot in SSI's Mochudi center in 2019 and graduated from the FACET funded 'Finding the Leader Within' programme in 2020.

Her life radically changed in November 2021 when she beat 15 other contestants to win the coveted Miss Botswana crown at the age of 22. Palesa is currently working as an actress, writer and producer, and is the founder of Botswana United Artists, an NGO founded to illuminate the value of artists and mental health in society.





In sharing her inspiring story as the guest of honour at our 15 year anniversary, Palesa said: "My journey in Stepping Stones began in 2019 when I first enrolled in the Finding the Leader Within Programme, and that is exactly what happened - I found a leader within myself. I would like to commend SSI on their 15 years long journey of continuous empowerment, continuous breaking of boundaries and continuously setting the narrative of what young motherhood and youth entrepreneurship and raising young leaders is in Botswana. I would also like to encourage the youth and children of SSI to keep going and pursue their dreams. Your crown might not look like my crown, your crown might not be becoming the next Miss Botswana; your crown might be starting a passionate initiative or even getting the car or house you have always wanted. Whatever your crown looks like, go for it and be relentless in your pursuit."

EDUCATION AND STEM HUB

Otshepeng's Stony

I, Otshepeng joined Stepping Stones International through the English **Access Micro-scholarship programme** in 2017 whilst in Form 1 at Ithuteng Junior Secondary School. Through the Access programme, I learnt that everyone deserves to be treated fairly and equally, irrespective of their differences because our class had different students from many backgrounds. This led me to develop a tolerant spirit towards others as well as learning how to network with different people. I obtained grade B, 48 points and was admitted to Molefhi Senior School, where I did pure sciences and made it through with 40 points at my final examinations. This score allowed me to enrol at the **University of Botswana to pursue** a degree in Political Science and Psychology.



The way that SSI taught me to pursue my dreams and not give up helped me achieve. In 2018/19 I was the Assistant Minister of Justice and Social Welfare in the Student Representative Council (SRC) for Stepping Stones International; Assistant Minister of Education in 2019/20 and then in 2020/21 Stepping Stones International SRC President. Being part of the SRC team in SSI had a very remarkable impact in my life as I developed leadership and interpersonal skills that I didn't have before. The time I spent in leadership,

speaking on national radio stations, attending honorary meetings, workshops and conferences developed my communication skills.

All the lessons learnt produced a passionate young man who is determined, goal oriented and now has a stand in life. I have managed to officially register an NGO named 'Early Transformers.'





DONORS AND PARTNERS

We are so grateful to have you as part of our SSI family.

THANK YOU!

Corporate Partners:















University Partners:

















Strategic Partners:





















DONORS AND PARTNERS

Development Partners:

























Government Ministries and Departments:



Ministry of Local Government and Rural Development

Department

of Social

Protection

National AIDS & Health Promotion Agency (NAHPA)

Ministry of Youth Empowerment, Sport and Culture Development Botswana Police Service

> Ministry of Health

Village Developmental Committees Ministry of Basic Education

Directorate of Public Prosecution

Ministry of Defense, Justice and Security

Regional and International Partners:







Membership Affiliations:



Individual Donors and Partners:









DONOR HIGHLIGHT MALONEY FAMILY



When most kids celebrate their 10th birthday, they are filled with excitement and look forward to all the gifts and cake that come with entering the double-digit world. Like most of her agemates, Roma Jane Maloney was indeed thrilled about her 10th birthday celebration. As she looked forward to the big day when she finally turned 10, she realised that she could use her special day for an extraordinary purpose - to make a positive impact in the lives of those who need it most. Roma Jane sent out her birthday party invitations and included the following instructions:

Please do NOT bring a gift. You may consider giving a small donation payable to Stepping Stones International to celebrate life (optional).

Roma lane continued to make a big impact in small ways including planning and hosting SSI's Unofficial 5Km Fun Run in July 2012 at Sugarhouse Park in Salt Lake City, USA, raising money for the SSI center far away in Mochudi, Botswana. She and the Maloney family have generously continued to support the children, youth and families in Botswana. "We are so happy we can help in a small way to support some children and youth in Botswana. This makes our world a little kinder with a pinch more hope." - Maria Maloney - Maria Maloney

STEPHANIE LACROIX TRIBUTE



In the second year at University of Ottowa in International Development and Globalisation, Stéphanie discovered she could apply for an internship abroad. Although this was a great opportunity, there was a financial component to the internship and Steph was fortunate to have saved enough money, through part-time work in high school, graduation bursaries and budgeting, to be able to afford the fees. Steph was able to observe the morning sessions with the kids that do not go to school and was excited to work in a place that seemed to have a great impact on the future of many teenagers. She got very close to her group of Standard 7s, tutoring them in English and assisting on the computers. Working at SSI not

only helped her grow as a person but reinforced her dream of working overseas, especially for a grassroots NGO. She even saw herself coming back to work for SSI after finishing her degree. Her time in Botswana taught her how to be confident, how to be focused, how to go with the flow, how to be humble and how to love again.

After Stéphanie's tragic passing, on March 10th, 2019, our family embarked on a pilgrimage of sorts, taking us to Ethiopia, Botswana and Malawi, where we were able to see Africa through Steph's eyes. One of the unforgettable stops was at Stepping Stones International, where we were warmly greeted by Lisa Jamu, SSI staff and students. We quickly understood why SSI had remained so dear to Steph's heart and pledged to help continue the many hands-on programmes for youth in Mochudi. With funds donated by those touched by Stéphanie's life, the Stéphanie



STEPHANIE LACROIX TRIBUTE

Lacroix Humanitarian Fund gave its first donation to SSI in fall 2019, so that tutors could be hired to help with the English Access Programme that Steph helped start back in 2014. We look forward to our continued relationship with SSI and thank Lisa and her staff for helping us keep Stéphanie's memory alive.

- Sylvie Lacroix, Mother













Stephanie Lacnoix Tribute - Foneven in Oun Heants - Tribute



We count each day we had with you As we count our blessings and you, times two

Our fondest thoughts of you we'll cherish As you enlightened us with literacy Our minds you nourished

Your sweet laugh and friendly voice Your cheery "Hi's" as you walked through corridors

Steph Overseas, Steph in our hearts Your wings were ready but our hearts were not

Your steps with us are etched in stone It's beautiful souls like you that make us Stepping Stones We bid not goodbye's, only good night Until we meet again and behold your warm light.

L. A. Phillip

In Loving Memory of Stephanie LaCroix



BUSINESS UNUSUAL CATHERINE MOTLHATLWHEDI



Catherine Motlhatlhedi is the Receptionist at Stepping Stones International. In early 2021, Cathy competed with 400 female leaders living with disabilities across the world and won a prestigious opportunity to participate in the International Women's Institute on Leadership and Disability (WILD) virtual program in October 2021 and attend the in person programme in Oregon, USA in 2022.

A hearty congratulations to Cathy for unlocking her potential to do business unusual and inspiring us all to reach for the stars and achieve our dreams.

I had a great time in the US. We did a course challenge whereby we climbed the tallest tree using a rope and when you reach at the top it means you would overcome any challenges that may come your way. I learnt some new concepts such as 'Infiltration' which means you do not wait to be invited to do something, but you invite yourself. 'Twin-truck' whereby you are included in each decision being taken for example budgeting, human rights policies.





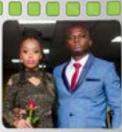
DITHUNYA TSA RONA

Stepping Stones International, in collaboration with stakeholders and partners, released a docudrama film titled, Dithunya Tsa Rona. The film aims to improve parenting in Botswana and create safe homes for children, free from abuse.























TV shows and drama series have proven to be effective tools in addressing and challenging social norms and creating positive behaviour change around societal issues. The 1-hour docudrama combines drama with documentarystyle discourse and features famous local actors and experts. The plot is a fictional story about a social worker investigating an increase in teenage pregnancies in a community in Botswana. During her search to discover the reasons behind this increase, she gets to know different families that all face various struggles of their own. However, they have one thing in common: what they do and how they parent affects the safety and well-being of their children. Written and produced by Dr. Jenny Ledikwe and Isaac Marumo, the 58 minute film is based on collaborative research with a technical advisory group including the Ministry of Local Government and Department of Social Protection, Ministry of Health and

Wellness, children and parents among others. The film was made possible with funding from the European Union, Fonds Humanitaire de Stéphanie Lacroix and FACET Foundation.

The locally-produced film attained three prestigious awards internationally. The film was awarded the coveted "Best International Feature Film" at the Annual Baltimore International Black Film Festival in America this past week. In addition, Tshepie Olds, a young Motswana actress on the rise won the "Best Supporting Actress" award from the Garden Route International Film Festival in South Africa. In Nigeria the film won best film for representing Child Abuse.

Tell us what you think, watch for yourselves.

https://www.youtube.com/ watch?v=zuU2Z6qsVUE



My 2021 Work Experience

I am the Coordinator in Kgatleng District from 2020 October till to date. From 2018 October I was the Senior Programme Officer. The support, trainings and guidance I get from my supervisors makes it easy for me to the nail the position. I am always available to learn more and to impart my experiences and challenges, that helps me to learn.

Kgatleng has a high rate of defilement and rape cases (children), which makes makes the job challenging. With the team of Community Service Providers (CSPs) and Programme Officers the district has it makes it easy to help and support these children. The district was able to enrol children who dropped out of school in the previous year. After reenrolment we continue to support them and refer them

for counselling so that they can be retained in school. I work closely with stakeholders which makes it easy for the district to provide relevant services to clients.



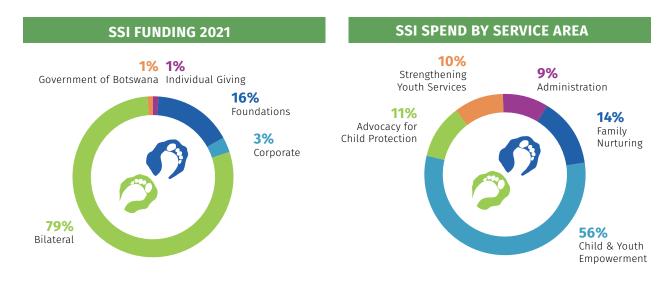
The Award

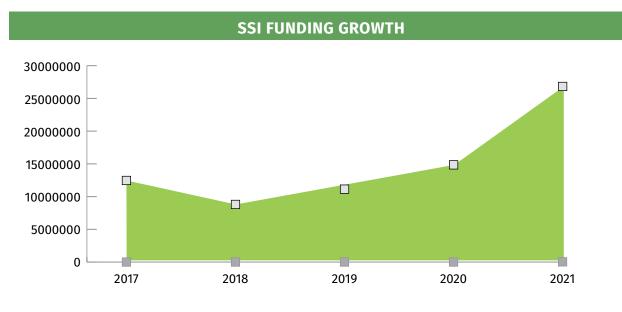
The employee of the year award came at surprise but I was not surprised of the recognition of the district efforts. The award was celebrated by the whole team because their efforts make my job easy and interesting. The award motivates me to work harder and smarter, and soar like an eagle.

FINANCIAL HIGHLIGHTS AND ANALYSIS

SSI has diversified funding sources and increased revenue from \$3,000 in 2006 to \$2.1 million in 2021. Growth from 2011 in income is 374%. SSI is proud of achieving results and expanding programs with our longer-term donors such as FACET Foundation, Stephen Lewis Foundation, European Union and USAID. We continue to achieve impact, expand our programming and reach more children and families. In addition we strive to support the Government of Botswana to achieve national strategic objectives and sustainable development goals.

Below is a summary overview and breakdown of our finances for the financial year 2021.







STEPPING STONES CELEBRATES 15 YEARS OF EMPOWERING YOUTH AND CHILDREN

The year 2021 marked a monumental milestone for Stepping Stones International as the organisation celebrated 15 years of empowering children and youth in Botswana! To commemorate the first day of their birthday month in October, the SSI family launched the #StepItUpWithSSI Walk Challenge with participants from all over the world taking part in the 150km in 30 days walk challenge to empower youth and children in Botswana! Steppers united as one through the walk challenge in Tanzania, Austria, Ecuador, Italy, Brazil, Japan, United States of America, the Netherlands, United Kingdom, Botswana and more with the challenge growing to become a powerful movement!







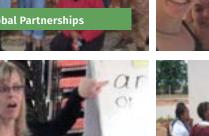








ootprints: Systems, Programmes, Infrastructure



























Celebrations for SSI's monumental journey continued with Family Fun Days across 5 districts to celebrate our successful journey with our various participants, stakeholders and communities. Former volunteers of the organisation joined in the festivities through a virtual Volunteer Virtual Party where former volunteers had the opportunity to reconnect with former beneficiaries.

In true SSI style the organisation hosted a Parliament themed celebration in Mochudi which was graced by dignitaries, Permanent Secretary Ministry of Justice, Mrs. Mkgekgenene and the reigning Miss Botswana 2021, Miss Palesa Molefe who is also a proud SSI alumnus of the Leadership Programme. The eventful day was buzzing with performances from SSI's participants, a tree planting ceremony, a touching song for the Executive Director created by the students and SSI's new logo unveiling.





















































THE NEXT 15 WHAT LIES AHEAD

Following are a few initiatives that highlight our vision to expand our footprints, to expand our services and our work in new communities to unlock the potential of more children and youth. We will expand programming to five new districts and streamline our curricula to ensure our core value of providing evidence-based programming is fulfilled. Our English literacy will be expanded to 10 more primary schools and our engagement with a new partner will boost our STEAM (Science, technology, engineering, art and mathematics.

SSI is committed to mentoring more adolescent girls and young women and extending our Finding the Leader Within (economic advancement and leadership programme) to several parts of the world.

SSI will work with the Japanese Embassy to build a special place for psychosocial support to our children, youth and families in Kgatleng District.

2022 and beyond will be our soaring years!

Join us in making this possible.



Together, we can do so much more. Join us as we empower and support our children and youth to unlock their potential and achieve their dreams.





VOLUNTEER

to work directly with our beneficiaries and make a lasting impact on their lives.



volunteer@ssint.org



DONATE

to help us achieve our mission and goal to unlock the potential of children and youth in Botswana through holistic development and our wide array of services.



PARTNER

with us and join our team of partners to make an impact through various opportunities such as corporate social responsibility, mentoring our youth or engaging with beneficiaries.

YOU ARE WELCOME TO VISIT US at any one of our centres, to watch our youth and team in action.

☑ Email: info@ssint.org to schedule an appointment.

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