

# FROM UNAM FOUNDATION



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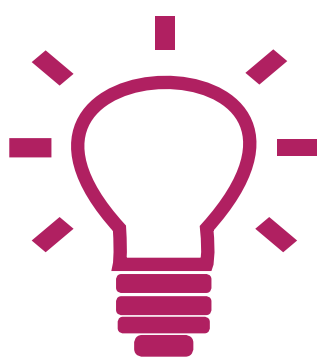
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*The Power of Giving*

ISSUE 1 | DECEMBER 2023



## DID YOU KNOW?

UNAM FOUNDATION IS INDEPENDENT OF THE UNIVERSITY OF NAMIBIA, BUT MAINTAINS CLOSE LINKS THROUGH THE CONNECTION OF DREAMS AND PASSIONS AS PARTNERS TO THE MISSION OF THE UNIVERSITY.

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# FROM THE EXECUTIVE DIRECTOR'S DESK



**Dear esteemed stakeholders of UNAM Foundation,**

It is with great pleasure that I welcome you to the inaugural issue of our stakeholder newsletter "From UNAM Foundation", a platform created to share with you some of our key activities and programmes. We strongly believe that it will serve as a valuable communication tool promoting transparency and engagement with you, our valued stakeholders, by providing information, insights and progress updates on our initiatives.

The University of Namibia Foundation (UNAM Foundation) was founded by the University of Namibia (UNAM) to raise, invest, distribute and steward private resources in support of UNAM's strategic objectives. It is an undisputed fact that UNAM's over-decades-prolonged impact within Namibia through teaching, research and community engagement has been progressive, far reaching and cut across all economic, social, environmental and technology sectors. We therefore believe that continued strategic investments in higher education will solidify Namibia's future, as it is one of the key drivers of growth performance, prosperity, and competitiveness in national and global economies.

However, the continued delivery of impactful higher education requires the collective support of individuals and organisations who share a dedication towards the advancement of higher education.

As the Foundation navigates the transformative path outlined in our five-year strategic plan 2022-2026, we understand that our success hinges on the unwavering commitment and support of our stakeholders. We work towards being an effective and efficient partner in sustainable fundraising, investment management, and stewardship within the higher education sector.

Our commitment to this cause is reflected

in our flagship bursary programme which open doors to countless opportunities for deserving young minds, as well as in our pursuance of resource mobilisation for a broad range of capital, faculty and research development projects spanning across most of UNAM's 12 campuses, thereby promoting the decentralisation of higher education opportunities.

*“ By investing in education, you are not just providing financial support; you are changing lives and shaping the future of our great nation. ”*

Esteemed stakeholders, now, more than ever, the impact of philanthropy cannot be overstated. I therefore humbly encourage you to join us in this noble endeavour. Your support can take many forms, whether through direct financial or in-kind donations, bursary and internship sponsorships, or collaborative partnerships.

As we wind down the year 2023, it is my hope that this newsletter will encourage feedback and interaction, creating a channel for all stakeholders to express their opinions or ask questions.

From all of us at the Foundation, we hope that you had a restful festive season filled with joy, peace and gratitude and are ready for the new year!

*Bernadette Bock*

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Today Amomo

# EDITOR'S NOTE



**Dear Readers,**

It is with great excitement that I present to you the first edition of "From UNAM Foundation," our first-ever stakeholder newsletter. This publication serves as a window into the world of UNAM Foundation, encapsulating our values, achievements, and aspirations.

In this edition, I invite you to delve into the insights shared by our Executive Director, outlining our mission and strategic pathway. We also provide a brief narrative on recent changes undergone by the Foundation, highlighting only some of our accomplishments since we adopted our very own multi-year strategic plan, another first for the Foundation.

Moreover, you will get to know the individuals driving UNAM Foundation's initiatives, i.e., the faces behind the mission. These are dedicated team members whose passion and expertise contribute to the success of our endeavours. We also introduce our leadership on governance level, whose individual and collective skills, experience and guidance ensure a robust oversight function.

Other articles included highlight planning and training processes undertaken, while we provide you with information on our Bursary Programme, a cornerstone of our commitment to accessible higher education.

We then take a moment to acknowledge and celebrate the invaluable contributions of our donors through a donor recognition wall. This wall is a tribute to those whose generosity has paved the way for changing lives through UNAM Foundation.

As we enter this new year, we extend our heartfelt gratitude to our donors and stakeholders. Please read our special message, expressing appreciation for your unwavering support and outlining our aspirations for the coming year.

Happy reading!

*Eric Libongani*



# OUR STRATEGIC FRAMEWORK

## 2022 - 2026

### Vision

To be a Centre of Excellence in Fundraising, Investment Management and Stewardship

### Mission

To Secure, Invest, Steward and Distribute Private (Philanthropic) Resources in Support of the University of Namibia's Objectives by Building Lasting Relationships, while Ensuring Maximised Growth of its Financial Portfolio

### CORE STRATEGIC THEMES

Theme A:  
Institutional Sustainability

Theme B:  
Communications & Stakeholder Engagement

Theme C:  
Philanthropic Fundraising

Theme D:  
Fiscal Stewardship & Asset Management

### OUR CORE VALUES

Service Excellence

Ethical Responsibility

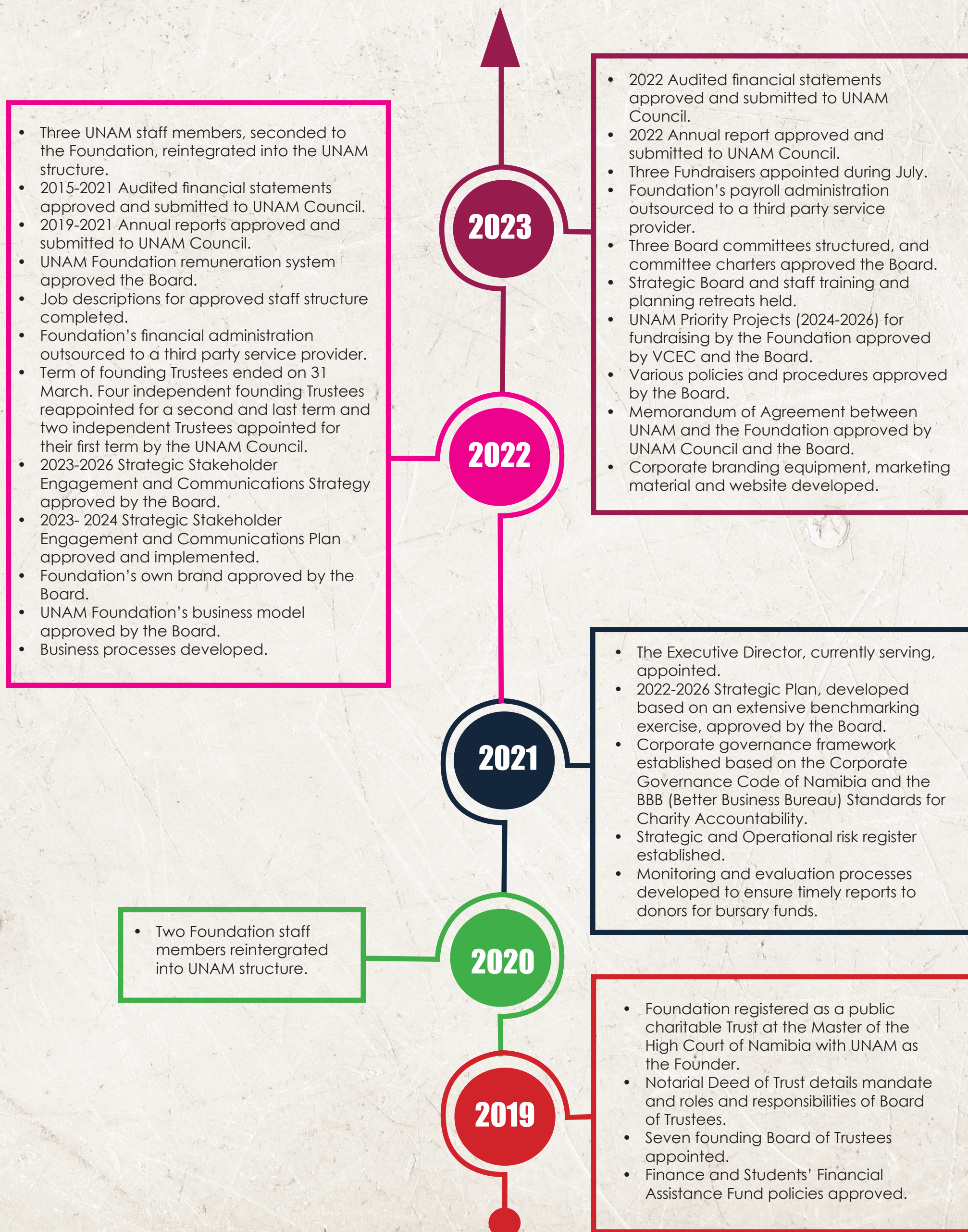
Collaborative Partnership

Exceptional Stewardship

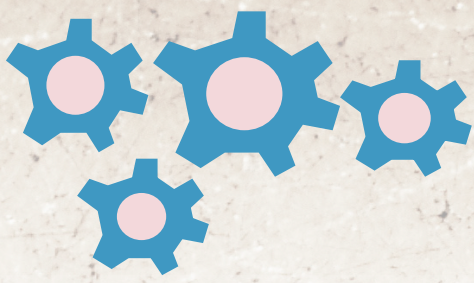


# A SYNOPSIS OF THE FOUNDATION'S TRANSFORMATION

By Eric Libongani & Immanuel Iiduwa







## MEET THE TEAM

### Executive Director



**Bernadette Bock**

With 27 years of experience in strategic planning; development project design and management in the humanitarian, mining, sustainable natural resources management and small and medium enterprise development sectors, of which 22 of those were in middle and senior management positions, Ms. Bock has proven to be the ideal candidate to lead the Foundation in its transformation journey since she joined as Executive Director in early 2021.

Her diverse experience spans across international development agencies, local non-governmental organisations and the private sector. She has vast experience in donor funds management; organisational development and management, risk, compliance, and social impact management as well as stakeholder engagement, all rooted in good corporate governance.

Her personal and professional dedication in making a positive impact in the development of our society resonates with the Foundation's mission to make a sustainable contribution towards the development of higher education, making her a critical resource as we position ourselves towards our future.

### Head: Development & Stakeholder Relations

Mr. Eric Libongani brings a wealth of experience and leadership to his role, which he started on the 1st of July 2023. Mr Libongani is responsible for providing strategic and operational leadership for the implementation of the key aspects of the Foundation's strategic plan including all stages of the Foundation's fundraising function. He is also responsible for the enhancement of the Foundation's brand, corporate communication, and stakeholder functions. His enthusiasm for fostering positive stakeholder relationships and effective communication is a cornerstone of his contributions to the team.

Outside of work, Mr. Libongani enjoys exploring diverse interests and hobbies. Whether he is engaged in community initiatives, sports, or other activities, his multifaceted personality adds a unique dimension to the team dynamics. Looking ahead, Mr Libongani envisions his role evolving to meet the ever-changing landscape of development and stakeholder relations. As the University of Namibia Foundation continues to grow and expand its impact, he is committed to adapting and innovating to ensure the Foundation's sustained success.

A guiding motto that inspires Mr. Libongani both personally and professionally is, "Success is not final, failure is not fatal: It is the courage to continue that counts." This philosophy encapsulates his resilience and determination, motivating him to navigate challenges and drive positive change in his role at UNAM Foundation.



**Eric Libongani**

### Coordinator: Fundraising & Project Management

Mrs. Nanguloshi Kamutushi, a seasoned professional, serves as the Fundraising Coordinator at the UNAM Foundation for the past six months. With a decade-long commitment to the Namibian Literacy Trust, she brings a solid background in adult education and project management. Her role at Unam Foundation involves overseeing fundraising activities and managing implemented projects, contributing to positive changes in students' lives.

Passionate about making a difference, Mrs. Kamutushi applies a holistic approach to fundraising, emphasizing relationship building, effective communication, and innovation. Beyond work, she enjoys nature, sports, and leads a recycling project of transforming old tyres into creative furniture. Looking ahead, she envisions evolving her role by cultivating a culture of philanthropy and embracing technology, driven by a commitment to continuous improvement.

Her guiding motto, "For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future," reflects her dedication to positive transformation and a better future for the community and causes she supports.



**Nanguloshi Kamutushi**





**Today Amoomo**

## Coordinator: Fundraising & Corporate Communications

Mr. Today Amoomo is a dynamic marketing and communications professional with over nine years proven experience of which five years were in middle and senior positions. His expertise revolves around stakeholder engagement, fundraising, marketing strategy development, branding, governance, information communications, and program management.

In the current position as the Fundraising and Corporate Communications Coordinator for the University of Namibia's Foundation since July 2023, Mr Amoomo excels in implementing strategic fundraising, communications, and stakeholder engagement plans. This role involves managing internal and external communications, cultivating positive relationships with stakeholders, executing fundraising campaigns, and securing financial support for UNAM's crucial programs.

Demonstrating unwavering commitment to our mission, Mr Amoomo's passion for positively impacting Namibia's higher education system is inspired by the words of Jean Shafiroff, who aptly stated, "Philanthropy is the investment of your passion, not just the donation of your money." This sentiment is the driving force behind Mr Amoomo's fulfilment in working at UNAM Foundation.

His dedication traces back to a commendable five-year tenure at SOS Children's Villages, where he played a pivotal role in creating loving homes for Namibian children and those in other African nations.

Beyond his professional endeavors, Mr Amoomo extends his commitment to community service, embodying the spirit of giving back. Outside the realm of philanthropy, he wears the hat of a dedicated small business owner. Mr Amoomo's multifaceted involvement reflects a holistic approach to making a positive impact, both professionally and personally, in the various communities he serves.

## Office & Data Administrator

Ms. Raquel Booysen is an integral member of the UNAM Foundation team, currently serving as the Office & Data Administrator. She has been with us for a total of one year and seven months, initially as the Office Administrator and for the past three months in her current role. Her professional background includes co-owning and managing the back office of two companies, highlighting her strong administrative skills. Furthermore, she brings a wealth of experience in communication and marketing, encompassing content creation and graphic design.

Ms. Booysen's dedication to our mission is evident in her passion for positively impacting students' lives, making this her favourite aspect of working at UNAM Foundation. Her role is characterised by an array of strengths, including organisational and communication skills, computer proficiency, a commitment to customer service, adaptability, teamwork, leadership, attention to detail, and resourcefulness. Beyond her professional life, Ms Booysen runs a successful marketing agency with her best friend, showcasing her entrepreneurial spirit and creativity.

Outside of her work commitments, Ms Booysen's deep-rooted love for fashion shines through. She spends her free time researching and staying updated on the latest fashion trends and collections. When contemplating her future role at UNAM Foundation, Raquel remains open to the possibilities that lie ahead, demonstrating her flexibility and dedication to our organisation. In both her personal and professional life, she draws inspiration from the words of Bill Cunningham: "Fashion is the armour to survive the reality of everyday life." This motto underscores her unwavering commitment to her work and her passion for fashion, making her an invaluable asset to UNAM Foundation.



**Raquel Booysen**



**Bernadedt Kandenge**

## General Manager: Accountant

Ms Kandenge, who provides financial management services to UNAM Foundation, is a seasoned finance professional in consulting and audit assurance experience. She has work experience in public and private entities assurances engagements. She is a former Audit Associate at Big 4 Accounting Firms in Namibia and PFK Namibia, where she worked for more than five years.

Ms Kandenge graduated at the University of Namibia, where she earned an Honors Bachelor of Accounting degree. She is an ACCA candidate and pursuing a Master in International Taxation Laws with the University of San Francisco (United States of America). Her commitment to excellence, coupled with her ability to navigate complex business landscapes, makes her a valuable asset to our organization. Ms Kandenge's leadership, combined with her meticulous attention to detail, establishes her as a trusted advisory consultant to the Foundation.





**Loide Kashiwa**

### **Senior Accountant**

Ms. Loide Kashiwa is a senior accountant providing financial advisory services to the Foundation. She previously worked in public and private audit environments where she gained extensive industry knowledge. She possesses a wealth of knowledge in accounting applications and tax regulations within Namibia and South Africa.

Her ability to organise and analyse complex financial data enables her to provide valuable insights and recommendations that drive informed decision-making for the Foundation to achieve its performance/financial goals.

Ms Kashiwa holds an Honours Degree in Accounting from the University of Namibia and regularly keeps abreast of the latest developments in the accounting industry.



**Immanuel Iduwa**

### **Intern: Marketing & Communications**

Mr Immanuel Iduwa is an intern at the Foundation on a three-month contract supported through MTC's internship program. He is a career public relations practitioner with five years experience in public relations. His expertise revolves around public relations campaigns & events, media relations, communication strategy development, branding and graphic designing.

His key responsibilities at the Foundation are to assist the Fundraising Coordinators in implementing marketing strategies and to promote UNAM Foundation's fundraising campaigns and initiatives. In addition, he assists in the creation of visual/graphic content for various communication channels as well as assisting in maintaining and updating the Foundation's website and social media platforms.

Mr Iduwa holds a Diploma in Public Relations from the University of Namibia, Diploma in Graphic Design from Alison and he is a third year (2023) Bachelor of Arts in Media Studies (Honours) student at the University of Namibia, majoring in Public Relations.



**Anna Dambo**

### **Intern: Fundraising & Stakeholder Engagement**

Ms Anna Dambo is an intern at the Foundation on a three-month contract supported through MTC's internship program. She is a final year (2023) student pursuing a Bachelor of Arts: Media Studies (Honours) degree. She is a multifaceted individual with a rich skill set in radio presenting, social media management, sub-editing and photography.

Some of her key roles during her time at UNAM Foundation were crafting persuasive materials and presentations, research potential donors and maintaining meticulous donor databases. From event support to donor cultivation, her role showcased her attention to detail and creativity.



# OUR BOARD OF TRUSTEES



**Dantagos Naomi Jimmy-Melani**

## Chairperson

Ms. Dantagos Jimmy-Melani serves as Chairperson of the Board of Trustees. She is also a member of the Executive and Fundraising & Investment Board Committees. She brings extensive expertise in corporate governance and financial market consultancy. In her private capacity, she serves as the Managing Director and Founder of Ndapunikwa Investments Management.

Her specialised skills span across portfolio management, risk management, business strategy, investment management, financial analysis, and business development. Her notable accolades include the prestigious Best Movie Southern Africa Award (Africa Magic Viewers Choice Awards 2022) for her production "Bokwagter" and the Best Narrative Film Award in 2019 for "Hairareb Feature Film." Additionally, she was recognized as the Country Winner at Africa's Most Influential Women in Business and Government 2019.

Ms. Jimmy-Melani holds accreditations as a Registered Person with the South African Institute of Financial Markets (SAIFM) and is a certified Registered Securities Trader for the Johannesburg Stock Exchange (JSE), showcasing her commitment to professional excellence in the financial market.



**Nicky Katapa Mutenda**

## Trustee

Mr. Nicky Mutenda serves as a trustee and the chairperson of the Audit & Risk Committee. In addition, he also serves as a member of the Fundraising & Investment Committee. He brings substantial expertise in financial markets, investments, capital management, funding, portfolio management, and financial risk. Mr Mutenda currently holds the position of Chief Financial Officer at Development Bank of Namibia.

His outstanding achievements include winning the Asset and Liability Management Simulation Competition issued by FirstRand in 2016 and receiving the Excellence Award from Barclays Global Values Recognition Programme in 2014.

Mr. Mutenda holds esteemed accreditations as a Registered Chartered Accountant with the South African Institute of Chartered Accountants (SAICA), the Institute of Chartered Accountants of Namibia (ICAN), and the Association of Chartered Certified Accountants (ACCA) London. Additionally, he is a member of the ACI Financial Markets Association (ACI FMA) in Paris, France, underlining his commitment to professional excellence and global financial standards.



**Petronella Amalia Karuaihe-Martin**

## Trustee

Ms. Petronella Karuaihe-Martin is a trustee and also serving as a member of the Audit & Risk Committee. With 28 years of invaluable experience in the financial sector, she currently holds the esteemed position of Managing Director at the Namibia National Reinsurance Corporation Ltd.

Her extensive expertise spans across various domains including insurance, reinsurance, taxation, internal audit, accounting, finance & business strategy, project management, valuations, advisory consulting, risk, and corporate governance.

Ms. Karuaihe-Martin's remarkable achievements include earning the titles of Country Winner (Namibia) & Regional Winner (SADC) at the Africa's Most Influential Women in Business and Government Awards in 2017. Additionally, she received accolades as the Country Winner & Regional Winner of the CEO of Titans and Global Awards in the same year, showcasing her exemplary leadership and influence in the industry.





**Nelson Zambwe Simasiku**

**Trustee**

Mr. Nelson Simasiku, who is currently the Regional Manager: Business Generation at Development Bank of Namibia, is also a trustee on the Foundation's board. In addition, he serves on the Executive Committee, while also serving as the chairperson of the Fundraising and Investment Committee. He has extensive experience in the analysis of financial and economic data as well as investment proposals.

Furthermore, his skills in risk management, financial services regulation, project management and financial modelling have and will continue to prove of immense value to UNAM Foundation.



**Ainna Vilengi Kaundu**

**Trustee**

Ms. Ainna Kaundu serves as a trustee and also contributes actively as a member of the Audit & Risk Committee. She currently holds the position of Executive: Intellectual Property Registration Services at the Business and Intellectual Property Authority and is also an admitted Legal Practitioner.

Ms. Kaundu brings a wealth of expertise in compliance, policy, risk management, corporate governance, and strategic planning and management. Her professional acumen and legal background contribute significantly to the effective governance and strategic direction of the Foundation.

**Simeon Amunkete Trustee**

Dr. Simeon Amunkete is a dedicated trustee whose journey is marked by a profound commitment to philanthropy and community development. Inspired by the impactful work of a Foundation in his current professional milieu, Dr. Amunkete's passion for serving others and contributing to noble causes has led him to join the UNAM Foundation.

With a background as a trained and registered Industrial Psychologist, coupled with extensive experience in human resource management and directorial roles in public enterprises, Dr. Amunkete brings a wealth of expertise to the Board. His unique perspective as an independent director aligns seamlessly with the Foundation's goals, allowing him to contribute significantly to human resource-related issues and corporate governance matters.

Assigned as the Chairperson of the Executive Committee, a key subcommittee of the Board of Trustees, Dr. Amunkete is poised to play a pivotal role in steering the Foundation towards its objectives. Emphasising the challenges of sustaining the Foundation's mission and ensuring clarity of purpose among

stakeholders, he envisions a positive impact through ethical governance, increased donor engagement, and support for university programs and students in need. Dr. Amunkete's personal commitment to higher education and philanthropy reflects a genuine desire to create opportunities for educational advancement, making him an invaluable asset to UNAM Foundation.



**Simeon Lasarus Nangolo Amunkete**



# EMPOWERING THE NEXT GENERATION OF LEADERS

## - UNAM Foundation's Bursary Programme -

**By Nanguloshi Kamutushi**

In alignment with the Namibian Government's vision of facilitating increased access to high-quality tertiary education, the UNAM Foundation takes pleasure in confirming its continued commitment towards effectively managing a two-pronged Bursary programme as one of its core activities. Our commitment is aimed at maximising the impact of funds raised to support dedicated students and broadening access to higher education for the Namibian youth.

### Key Features of our Bursary Programme

#### 1. Corporate Bursary Funds with naming rights:

We provide corporates the opportunity to structure their own bursary funds, which we manage on their behalf, enabling them to focus on their core business. With over two decades of experience in prudent bursary fund management, we guide corporates towards identifying their target beneficiaries at any registered higher education institution in Namibia, and beyond, based on their corporate priorities and values.

We facilitate the full bursary management cycle, from structuring the fund requirements, to ensuring payments are made based on approved budgets. We ensure regular reporting and facilitate donor-student engagement if so desired.

During 2023, 33 young women and men pursuing undergraduate and/or postgraduate courses were supported through partial and/or full bursaries with the generous support of our partners.

**2. Student Financial Assistance Fund:** To date, the Foundation used a predominantly event-based approach to actively raise funds to provide once-off assistance to students registered at the University of Namibia facing financial hardships. The Fund provides essential support towards tuition, accommodation, learning materials and employability skills development, while it also caters for non-academic emergencies which could affect academic performance. There is a robust beneficiary selection process in place, supported by the Office of the Dean of Students.

During 2023, the Fund supported 15 students across UNAM's 12 campuses. Numerous students expressed that without this assistance, they would have been unable to pursue their studies during 2023. We welcome organisations and individuals wishing to support this Fund.

The Bursary Programme goes beyond financial assistance. It is an investment in the future of Namibia. By supporting the education of bright and motivated individuals, we contribute to the development of a skilled workforce, producing innovative thinkers and compassionate leaders poised to drive positive change in our society.

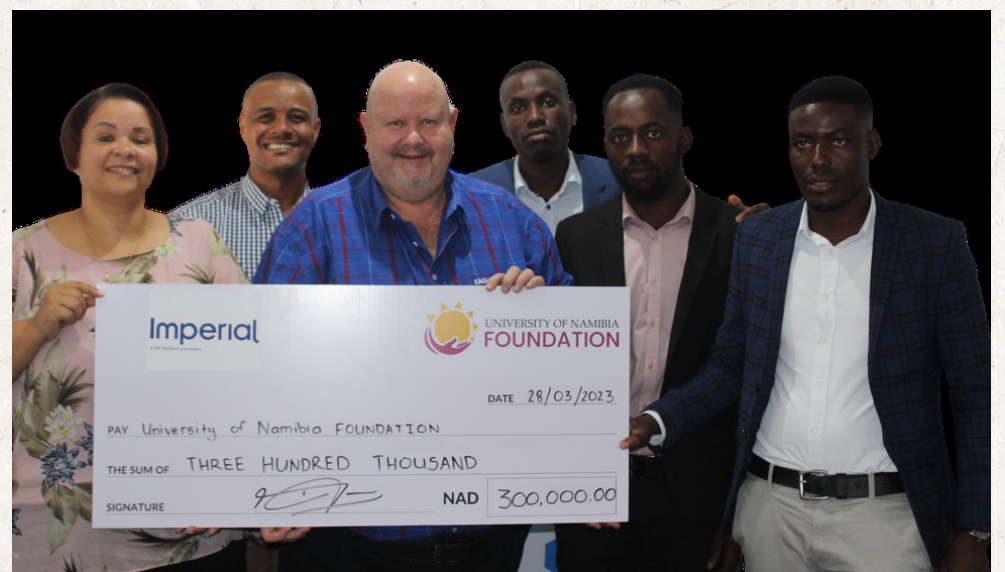
Together, let's empower next generations and build a brighter, more prosperous Namibia

### How You Can Make a Difference

**Donate:** Any financial and/or in-kind support, regardless of the amount and form, can significantly impact a student's life. Consider making a one-time donation or becoming a regular supporter by supporting a specific cause over a longer period.



**From left to right:** Mr. Bulle Uisso (Namibia Asset Management), Prof. Frednard Gideon (UNAM), Mr. Tangi Amushelelo, Ms. Pombili Shapwa, Mr. Rion /Narib, Ms. Kristofina Akamwele, Ms. Rachel Basson, Ms. Blanche Beukes, Ms. Irja Kaapanda, Ms. Bernadette Bock (UNAM Foundation), Mr. Tarah Shaanika (Namibia Asset Management) during the bursary sponsorship handover of Namibia Asset Management sponsored bursaries for 2023 academic year.



**From left to right:** Ms Bernadette Bock (UNAM Foundation), Mr John Ananias, Mr Desmond van Jaarsveld (Imperial Logistics), Mr Johannes Paavo, Mr Edward Chimba, Mr Kleophas Nampadhi during the official bursary handover ceremony hosted by Imperial Logistics management team on 28 March 2023.

**Provide Internship Opportunities:** By accessing internships, students gain unique opportunities for learning outside of academic settings. They get exposed to new tasks and learn goal-specific skills to complete those tasks. Internships also give them experience with technology, people and projects that may relate to their career goals. Companies benefit through acquiring additional and valuable support for the business and its existing employees, optimising the discovery of new talent and future leaders, gaining new perspectives on day-to-day business and procedures, offering mentorship opportunities to staff, thereby promoting a healthy work culture and building company morale, as well as gaining positive publicity.

**Spread the Word:** Share information about the Bursary Programme to reach a wider audience, potentially changing lives by connecting individuals with this opportunity.

**Become a Mentor:** If you have expertise in a particular field, consider becoming a mentor to a Bursary Programme recipient, providing invaluable guidance towards their academic and professional journey.

**Partner with Us:** Companies and organisations interested in supporting higher education and community development are invited to explore partnership opportunities with the University of Namibia Foundation.



# ENGAGING TOWARDS PROGRESSIVE PARTNERSHIPS FOR INCREASED ACCESS TO HIGHER EDUCATION

By Immanuel liduwa

## IMPERIAL LOGISTICS



Imperial Logistics, a well-known global logistics company, has been working with UNAM Foundation since 2022 by supporting nine under- and post graduate students through the Imperial Bursary Fund to date. In a recent engagement, its Managing Director, Mr. Desmond van Jaarsveld expressed great satisfaction with the administration of the bursary programme by the UNAM Foundation. This positive feedback underscores the Foundation's commitment to effective and transparent bursary management.

## M&G INVESTMENTS



On the 11th of October, the Foundation engaged with M&G Investments to introduce the newly appointed fundraising team as well as to discuss potential future support. M&G Investments has been supporting students since 2019 by availing bursary funds. This engagement is part of the Foundation's ongoing activities during which it endeavours to better understand corporates' needs in order to match those with the university's objectives.



## ORANJEMUND ANGLING CLUB

In a virtual meeting held on 28 September 2023, UNAM Foundation introduced the newly appointed team to the Oranjemund Angling Club, represented by its Chairperson, Mr. Jan Sutherland. The Angling Club has since 2021 been supporting a student pursuing a Master in Fisheries and Aquatic Sciences at UNAM's Sam Nujoma Campus. We look forward to continued partnership as we continue to explore future projects with the Club.

## NAMIBIA ASSET MANAGEMENT

Namibia Asset Management (PTY) LTD is a pure asset management company providing individual and institutional investors with a platform to build financial wealth. Their purpose is to guard and grow the wealth entrusted to them by the Namibian people. As one of our committed donors since 2020, Namibia Asset Management supported a total number of seven students to date.

## PROF CHARLES OKEAHALAM FOUNDATION

Prof Charles Okaehalam Foundation went into agreement with UNAM Foundation in 2021 and unlocked an opportunity to support female students through bursaries support. They have supported a total of nine students since 2021.





# 2023 BURSARY PROGRAMME BENEFICIARIES



Fillemon Nicodemus

**Bachelor of Science in Mechanical Engineering (Honours)**  
3rd Year Student  
University of Namibia  
**Sponsor: Imperial Logistics**



Dionisius Ndeilenga

**Procurement & Supply Chain Management (Honours)**  
2nd Year Student  
Namibia University of Science & Technology  
**Sponsor: Imperial Logistics**



Eline Namene

**Masters of Science in Development Finance**  
2nd Year Student  
University of Namibia  
**Sponsor: Imperial Logistics**



Johannes Paavo

**Masters of Science in Information Technology**  
2nd Year Student  
University of Namibia  
**Sponsor: Imperial Logistics**



John Ananias

**Bachelor of Science in Computer Science**  
2nd Year Student  
University of Namibia  
**Sponsor: Imperial Logistics**



Edward Chimba

**Masters in Computer Science**  
1st Year Student  
Namibia University of Science & Technology  
**Sponsor: Imperial Logistics**



Knowledge Musese

**Bachelor of Science in Mechanical Engineering (Honours)**  
3rd Year Student  
University of Namibia  
**Sponsor: Imperial Logistics**



Ester Jesoja

**Bachelors in Logistics & Supply Chain Management (Honours)**  
4th Year Student  
Namibia University of Science & Technology  
**Sponsor: Imperial Logistics**

# SUCCESS







Blanche Beukes

**CFA Programme**  
Level 1 Student  
CFA Institute  
**Sponsor: Namibia Asset Management**



Irja Kaapanda

**Bachelor of Accounting (Honours)**  
2nd Year Student  
University of Namibia  
**Sponsor: Namibia Asset Management**



Pombili Shapwa

**Bachelor of Accountancy - Chartered Accountancy**  
3rd Year Student  
University of Namibia  
**Sponsor: Namibia Asset Management**



Tangi Amushelelo

**Bachelor of Science in Financial Mathematics**  
2nd Year Student  
University of Namibia  
**Sponsor: Namibia Asset Management**



Kachana M.C. Mowa

**Bachelor of Science in Financial Mathematics (Honours)**  
3rd Year Student  
University of Namibia  
**Sponsor: Prof. Charles Okeahalam**



Rachel Basson

**Bachelor of Economics**  
1st Year Student  
University of Namibia  
**Sponsor: Namibia Asset Management**



Kristofina Akamwele

**Bachelor of Science in Applied Mathematics and Statistics**  
1st Year Student  
Namibia University of Science & Technology  
**Sponsor: Namibia Asset Management**



Rion /Narib

**Bachelor of Commerce in Chartered Accounting**  
1st Year Student  
University of Namibia  
**Sponsor: Namibia Asset Management**



## STAFF RETREAT 2023



### By Nanguloshi Kamutushi

On the 17th and 18th of October, UNAM Foundation conducted a two-day staff retreat at Hotel Thule in Windhoek. The event not only served as a strategic planning session for 2024, but also facilitated team building and knowledge sharing.

Led by our esteemed Executive Director, the team was guided through essential organisational strategies and plans such as our Business Model, 2022-2026 Strategic Plan, Risk Register, Strategic Stakeholder

Engagement and Communication Strategy and Plan, resulting in in-depth and insightful discussions. Linkages between the various planning documents and how they influence our planning processes were highlighted, leading to a thorough and common understanding amongst all staff of the Foundation's core principles, goals and business processes.

An important focus and outcome of the retreat was the detailed planning for the 2024 financial year based on priorities in our strategic plan and with well-defined targets and timelines.

The team-building component injected a refreshing spirit into the retreat. Planned and led by our multi-talented Office & Data Administrator, Raquel Booysen, the team engaged in various activities, resulting in a deeper understanding of each team member's unique personality and strengthened professional relations.

The team emerged from the retreat energised, unified, and excited to confront the challenges that lie ahead. With strategic clarity, collective enthusiasm, and a strengthened team spirit, we are excited to make significant strides towards our goals in the coming year.



### REGULARLY ASKED QUESTIONS:

## Do you offer foundation courses at UNAM Foundation?

**No,** The UNAM Foundation is a charitable trust entrusted with raising philanthropic/private funds to support the strategic goals of the University of Namibia. We are determined to make a lasting impact in higher education and contribute to positive transformations within our communities.





# UNAM FOUNDATION FOCUSSES ON GOVERNANCE AND TEAM DYNAMICS

By Raquel Booysen

As part of its commitment to continuously improve corporate governance and organisational effectiveness, UNAM Foundation hosted a strategic retreat for its Board of Trustees on 22 September 2023 in Windhoek. Facilitated by Deloitte Consulting Namibia, the retreat focussed on the importance of robust governance frameworks and the effective management of team dynamics. All staff members were also in attendance, offering an excellent opportunity for the new recruits to meet and engage with the trustees.

A major outcome of the retreat was the establishment of three board committees, namely the Executive-, Audit & Risk-, and Fundraising & Investment Committees, each structured to focus on specific areas of oversight and accountability. Trustees were

nominated to serve on the committees based on their skills and experience. This outcome highlights the strategic approach taken by UNAM Foundation to ensure effective governance oversight across its operations.

Another highlight was the comprehensive training session developed and facilitated by the Deloitte team based on best practices and tailored to the identified needs of the Foundation. The training included various aspects of good corporate governance, emphasising its importance in fostering transparency, accountability, and ethical conduct within the organisation.

Moreover, the training session incorporated the Business Chemistry Test, which uses a scientific approach to identify individual working styles. This innovative approach did not only allow the board and staff to interact freely but gave participants an opportunity

to gain a deeper understanding of their individual working styles and how these manifests within a professional setting. This allows for the optimisation of the team's diverse strengths, enhances collaboration, and fosters a cohesive working environment.

In conclusion, the board retreat was a deliberate and significant step forward in strengthening the Foundation's governance structure and fostering a culture of teamwork and collaboration.

By embracing good corporate governance practices and leveraging on the insights gained from the individual working styles, the Foundation is proactively strengthening its decision-making processes, risk management strategies, and fundraising endeavours towards achieving its mission and goals.





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