



Ubunthu Enablers Limited

Annual Report 2025

Ubunthu Enablers Limited

Mbabala, Southern Province, Zambia

Directors: Benedikt Ayrlé, Jonsen Habachimba, Christine Klepacz, Manfred Klepacz, Melanie Mchinzi, Chippoh Mweem
www.ubunthu.org.zm, Contact: info@ubunth.org.zm, Cell +260.97.93.96.62.93

Acronyms

AAZ	Action Aid Zambia
ACC	Anti-Corruption Commission
AKTC	Agriculture Knowledge and Training Centre
CDF	Constituency Development Fund
CMC	Choma Municipal Council
CSO	Civil Society Organization
CSPR	Civil Society for Poverty Reduction
CoC	Choma Chamber of Commerce
DEBS	District Educational Board Secretary
EnACT	Enabling Access to Justice, Civil Society Participation and Transparency
EU	European Commission
FMSA	Franciscan Missionary Sisters for Africa
GIZ	German Agency for International Cooperation (Deutsche Gesellschaft für internationale Zusammenarbeit)
GYM	Global Youth Mobilization
JBS	Johannes Beese Stiftung
KDF	Kaluli Development Foundation
TIZ	Transparency International Zambia
YDO	Youth Development Organization
ZBAN	Zambian Business Angels Network
ZCEA	Zambian Civic Education Association
Ubunthu	Ubunthu Enablers Limited

Acknowledgements

Ubunthu is particularly grateful for the support received from the community members and institutions, state and non-state partners in Southern Province and the country at large. Ubunthu is also indebted to Government Departments we have collaborated with in our work such as the Social Welfare & Community Development, Ministry of Education, Ministry of Small and Medium Sized Enterprises and the Anti-Corruption Commission to mention but a few. Others are Municipal Council, The District Commissioner's Office and CSOs such as EU, GIZ, CSPR, TIZ, YDO, among others.

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Country Director's Message

As we close 2025, we proudly mark four years since the establishment of Ubuntu Enablers. Over this period, the organization has recorded steady growth, expanded its project portfolio and welcomed new team members who have strengthened our technical depth and operational capacity.

At Ubuntu, we firmly believe that sustainable impact starts with people. We continue to invest in building strong teams, nurturing talent and creating an enabling environment where skills, innovation and leadership can thrive.

We remain grateful for the continued support and collaboration with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). Following the successful implementation of the EnACT governance project, GIZ has remained closely engaged with our organization and further supported Ubuntu through a dedicated tailored capacity building workshop. The workshop aligned our growing team, strengthened internal coordination and ensured that all staff members are fully oriented to our systems, values and strategic direction.

Ubuntu believes that strong systems and good governance are essential foundations for sustainable development. In this spirit, our Board approved an additional set of internal policies during 2025 and further extended the engagement of R&V Business Solutions as an external accounting firm to prepare the 2025 financial statements and ensure full compliance with regulatory requirements.

Our commitment to supporting the most vulnerable communities is demonstrated through two major projects in Kazungula and Choma Districts. Both endeavours are centred with a focus on creating sustainable income opportunities for rural communities. Through these projects, Ubuntu is directly empowering 450 cooperative beneficiaries, which, in turn, benefits over 1,500 individuals indirectly across the two districts.

In 2025, Ubuntu successfully hosted the first ever Entrepreneurial Symposium in Choma District, convening more than 100 start-up entrepreneurs—far exceeding expectations.

Entrepreneurs from Choma and Lusaka shared practical experiences, while a range of business development topics were presented to support enterprise growth. The strong presence of key stakeholders, including the Southern Provincial Administration, Ministry of Small and Medium Enterprises, Zambia Business Angels Network (ZBAN), the local Chamber of Commerce, and media organizations such as Zambia National Broadcasting Corporation, Prime TV Zambia and BYTA FM Radio, clearly demonstrated the growing recognition of the importance of supporting small and medium enterprises.

Agriculture remains pivotal to Zambia's economy and the livelihoods of its rural populace. However, the sector continues to endure substantial pressure from climate change, adversely impacting productivity, food security and incomes for smallholder farmers.

In response, Ubuntu designed a climate smart agriculture concept, incorporating the model of farming as a business. In partnership with Johannes Beese Stiftung (JBS), Ubuntu piloted the approach in two schools of Choma District. Ubuntu has now taken a strategic decision to roll out the concept to additional schools.

The Ubuntu approach is deliberately distinctive. Projects are focussed on young people the next generation of farmers, innovators and leaders who are more receptive to new ideas and quicker to adopt climate smart agricultural practices.

By embedding practical agriculture and climate resilience skills at school level, we are establishing a robust foundation for a more adaptive, productive and environmentally responsible agricultural sector.

The project has received endorsement from the District Education Board Secretary (DEBS), who have recommended that schools with established structures to participate in the scale up phase.

Ubunthu remains steadfast in its commitment to fostering resilient communities, enhancing governance, nurturing entrepreneurship and equipping the next generation with the skills required to transform agriculture and rural livelihoods in Zambia.

Chippoh Mweemba
Country Director

Introduction

Ubunthu Enablers Limited (Ubunthu) is a not-for-profit organization registered in 2021 under PACRA, in line with the Companies Act of 2017 with certificate number: No. 120210025460.

In addition, Ubunthu Enablers Limited has been registered as a Non-Governmental Organization with the Ministry of Community Development and Social Services in line with the Zambian NGO Act of 2009 under Registrar of NGOs Certificate Number: RNGO 101/1931/2022.

The founders comprise a unique group of German and Zambian entrepreneurs, governance specialists and human rights advocates who, among other objectives, sought to address the pervasive unemployment, egregious human rights violations, high poverty levels and various social injustices afflicting Zambian communities of Zambia where women and the youths are often primary victims.

Ubunthu employs interventions designed to mitigate poverty and enhance the observance of human rights, democratic governance, and accountability through a well-researched, evidence-driven and community centric economic development approach that ensures productivity, sustainability and dignity. This is done by fortifying the capacity of local communities to withstand social, economic and climatic adversities through economic empowerment and sustainable livelihoods initiatives.

Ubunthu's Core Values include

- Integrity
- Transparency
- Inclusiveness
- Accountability
- Timeliness
- Reliability
- Resourcefulness
- Gender equality
- Professionalism and commitment to cause of duty

Vision Statement

Ubunthu Supports Progress in Zambia

To support progress to achieve a Zambia where every community has the resources and support to thrive and build sustainable livelihoods.

Organizational Aspiration

Ubunthu aspires to be a leading, transparent and sustainable organization championing progress through sustainable development in Zambia.

Mission Statement

To empower start-ups and small and medium-sized enterprises (SMEs) to succeed, creating local job opportunities and designing and implementing projects that help communities withstand social, economic, and climatic emergencies through economic empowerment and sustainable livelihood responses.

In many countries, small and medium sized enterprises are considered pivotal catalysts for innovation and creation of employment. These entities enhance the nation's economic landscape, rendering it more inventive and resilient against economic downturns.

The creation of new job opportunities will generate stable incomes for more families, enabling them to afford their children's education and get better healthcare, alongside a myriad of additional positive ripple effects. The country's workforce will benefit from new opportunities and improved skills.

Ubunthu pursues the following key objectives:

- Poverty reduction through a well-researched, evidence-based and people-centric economic development approach that assures productivity, sustainability and dignity.
- Support entrepreneurial endeavours for start-up businesses and SMEs, empowering them to flourish to enable entities to grow and increase employment opportunities.
- Fortification of local communities' resilience to social, economic and climatic adversities through economic empowerment and sustainable livelihoods initiatives.
- Advocacy for Social accountability, transparency and fight against corruption in rural communities in Zambia.

To achieve these key objectives, Ubunthu will support partners through mentorship and training initiatives. Tailored to individual requirements, management expertise will be disseminated to develop robust business strategies and marketing plans, provide guidance on organizational development and governance.

Ownership always remains with project partners who are ultimately responsible and free in their decision making regarding their respective projects and businesses.

Ubunthu Team

Manfred Klepacz

Chief Executive Officer, Chairman of the Board



Manfred is a chemical engineer by training. As CEO he has had an international career managing small, medium and large companies in emerging as well as developed economies. He has worked in various industries like chemicals, manufacturing, food, machine building and services. Manfred has in depth experience in general management, HR / organizational development, corporate and business strategy, marketing, sales, finance and supply chain. In addition to his role in Ubunthu Manfred serves as Independent Director on the Supervisory Board of a large State-Owned Enterprise in Asia.

Christine Klepacz

Chief Financial Officer



Christine has graduated as a civil engineer and worked in the industry for many years. She also had responsibility for the finances of a small organization. Christine has actively supported various community projects and supports different organizations as a volunteer.

Chippoh Mweemba

Country Director



Chippoh is a qualified Agribusiness Management expert. He is passionate about SME led economic growth and development and has specialist skills in business strategy, marketing, business mentorship and coaching, project design and management, monitoring and evaluation, managing and conducting due diligence, process mapping and facilitation.

He holds a Bachelor of Science Degree in Agribusiness Management. He has a vast experience having worked with different international and local NGOs.

Brenda Michelo

Senior Project Officer



Brenda Michelo is a Communications Graduate with a Diploma in Journalism and highly motivated Public Relations Officer experience in broadcast journalism. She is passionate with humanitarian work, project research, an excellent moderator, a self-starter individual who believes in continuous professional self-improvement.

Brenda possesses vast community outreach experience as well as monitoring community projects. Armed with a creative flair and a deep understanding of media engagement, Brenda is instrumental in amplifying Ubunthu's impact across the community and beyond. Brenda also supports the team in various aspects of administration.

Alice Mzinga Kalenga
Project Officer

Alice Mzinga Kalenga is a qualified nurse and community development professional dedicated to improving community health and well-being. She combines her healthcare expertise with a passion for sustainable development, actively designing, implementing, and monitoring projects that address social and economic challenges.

As Networking Expert for Uibunthu, she supports community-driven initiatives by building strategic partnerships, fostering collaboration, and expanding networks

Letisha Mbewe
Project Officer

Letisha Mbewe is a trained teacher with experience in entrepreneurship and community development. Prior to joining Uibunthu Enablers, she operated a business in Lusaka, gaining practical expertise in business management and operations.

She currently serves as a Project Officer, supporting the Goat Projects as well as Uibunthu business partners. Her work focuses on promoting sustainable livelihoods, strengthening community capacity, and enhancing program impact.

Partnership and Networking

Miss Alice M. Kalenga and Miss Letisha Mbewe, who had joined Uburnthu late 2024, integrated seamlessly into the team. Both came with unique skillsets that benefit Uburnthu and will allow the organization to reach its strategic objectives and operational priorities.

Project Management By GiZ

A highly interactive workshop, led by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), allowed both teams to develop a deeper understanding of partners priorities and processes. It gave Uburnthu team the opportunity to learn from GIZ about their approach and expectation on all aspects of project management.

Topics focused on the following key areas of project management:

- Strengthening the sustainability of project activities
- Improving monitoring and control mechanisms
- Understanding budgeting guidelines, tools, and financial processes
- Enhancing project implementation strategies

Key Outcomes:

- I. Improved understanding of the project management cycle and results-based management.
- II. Enhanced practical skills in planning through Gantt charts and Results Frameworks.
- III. Clearer differentiation between outputs, outcomes, and impact.
- IV. Strengthened capacity for monitoring and adaptive steering.
- V. Specific insights on improving monitoring and impact pathways for the Goat Project.

The workshop was highly beneficial, equipping the Uburnthu team with both theoretical grounding and practical tools to enhance effectiveness in managing and steering projects toward measurable impact.

Start-up Symposium

In July Uburnthu Enablers successfully hosted a Start-Up Symposium in Choma, Southern Province, under the theme “Sustainable Start-Ups - Creating Jobs, Changing Lives”. It was the first event of its kind in Choma area and created a lot of interest. 76 aspiring entrepreneurs had registered for a full-day experience of learning, networking and pitching.

A key highlight of the symposium was the business pitch competition. Five outstanding participants presented their ventures. Mutinta Kabeleka, a young entrepreneur behind *Drovers Livestock Business*, emerged as the top pitcher. Her enterprise, which produces animal feed for cattle and goats and offers veterinary services to local farmers, earned her the grand prize, a loan to support her business growth. On top of that Uburnthu committed to work with her to assist in further developing her business.

Uburnthu’s Start-Up Symposium served as a platform for learning, collaboration and investment in local talent. It reflects the organization’s core mission to support progress in Zambia by empowering entrepreneurs and fostering economic opportunities in underserved

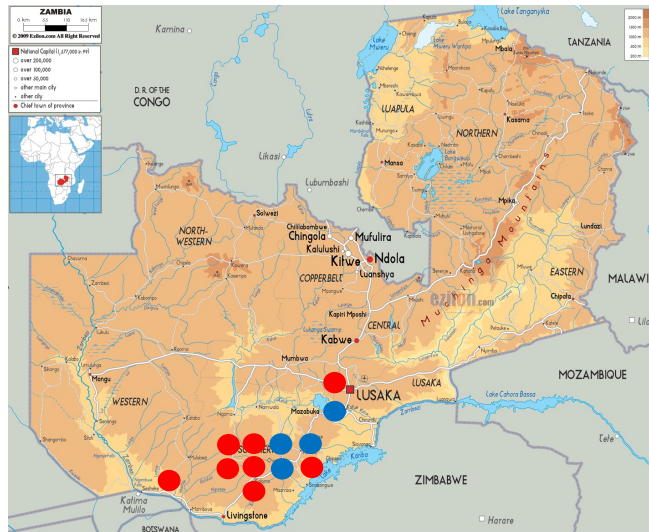
Ubunthu team holds regular meetings with representatives from central and local government, traditional leaders as well as other NGOs and stakeholders to identify new projects and explore synergies to achieve sustainable improvements for project partners and communities.

Performed and Ongoing Activities

Projects

Active

Mentoring



Mentoring: After the initial support Ubuntu provides mentoring to the partner and reengages if requested.

Ubunthu projects

Activity: **Creating sustainable income opportunities for rural communities (1)**

Location: **Kazungula**

Partner: 18 women cooperatives

Ubunthu: The goat breeding project in Kazungula continues to progress well, and overall performance remains positive. During the reporting period, Ubunthu successfully conducted the tagging of goats to improve identification, monitoring, and accurate head counts across all participating cooperatives. This has strengthened record-keeping and overall herd management.

Ubunthu also conducted a technical survey in areas identified for the drilling of an additional borehole to ease water access challenges faced by the women. The survey confirmed the presence of water. However, when drilling commenced, the process could not be completed due to excessive sandy conditions. Despite this setback, there is positive news: a Japanese-supported initiative through Japan International Cooperation Agency (JICA) has committed to drilling boreholes in Kazungula areas, and our women cooperatives are expected to benefit from this development.

Income generation is an important aspect of the project. Regular sales of goats will allow all women a sustainable income and prevent forest destruction for charcoal production which has so far been the only source of income. Due to the remoteness of the region Ubunthu has committed to market the goats on their behalf. Following good breeding results the project reached another important milestone in spring 2025, i.e. the sale of the first animals. Unfortunately, at that time the region faced a severe outbreak of Foot and Mouth Disease. Although local officials reacted promptly and started a vaccination campaign the planned sale of goats had to be postponed to a later time.

Overall, the project remains stable and impactful. The women continue to demonstrate commitment and resilience, and they report satisfaction with the progress being made. With some women the project has even triggered own entrepreneurial ambition and they have started their own businesses. Ubunthu remains dedicated to providing technical support and strengthening sustainability within the cooperatives.

Status: Active, several years project

Activity: **Creating sustainable income opportunities for rural communities (2)**

Location: **Cooma Chiefdom**

Partner: 10 cooperatives

Ubunthu: Following the success of the Kazungula initiative, the Ubunthu Enablers Goat Project was extended to Cooma Chiefdom, empowering 10 cooperatives with a total of 60 goats, each cooperative receiving one male and five female goats. The project includes a pass-on plan, where cooperatives will transfer the same number of goats to new groups after two years. Prior to the handover, participants were trained extensively on goat care, vaccination, and managing farming as a sustainable business. The official

handover took place on July 23, 2025, at Mboole Training Centre in Cooma Chiefdom, marking a major milestone in the Goat Empowerment Project. The event drew over 150 participants, including cooperative members, traditional leaders, government representatives, and local stakeholders. The recipients expressed deep gratitude, acknowledging the opportunity as life-changing, not only for providing livestock but also equipping them with the knowledge and tools to grow their ventures. Cooperatives pledged full ownership and accountability to ensure the project's success. Follow-up visits by the Ubunthu team to the Cooperatives revealed promising progress, including the first recorded goat pregnancies, a strong indicator of effective animal management. Observations at the cooperatives highlighted excellent goat health, well-maintained housing, and the consistent application of recommended husbandry practices, reflecting the members' dedication and ownership of the initiative.

Status: Active, several years project

Project: **School Feeding / Agriculture in times of Climate Change**

Location: **Southern Province**

Partner: Johannes Beese Stiftung

Ubunthu: A pilot, implemented with support from Johannes Beese Stiftung (JBS), was conducted at Nakeempa Secondary School and Shalom Secondary School. The project aimed to strengthen food security, improve nutrition, and promote climate-resilient agriculture through hands-on learning aligned with Zambia's revised curriculum. Both schools received fencing materials, garden tools, seeds, fertilizers, and other agro-inputs, as well as technical training supported by the Agriculture Knowledge and Training Centre (AKTC). Demonstration gardens were established, producing diversified crops such as cowpeas, vegetables, quinoa, and sorghum. More than 200 pupils and eight teachers actively participated in the project. The pilot recorded significant achievements. Learners gained practical skills in sustainable agriculture, improved their understanding of climate-smart practices, and developed teamwork, responsibility, and basic business skills. Teachers reported enhanced learner engagement and improved curriculum delivery, while harvested produce contributed to school meals, strengthening nutrition and dietary diversity. Community involvement further supported sustainability and ownership of the initiative. The final evaluation confirmed that the pilot successfully met its objectives of strengthening agricultural education, improving nutrition, and building climate resilience. The positive results and valuable lessons learned have informed a refined model for expansion.

Building on this success, Ubuntu Enablers will extend the project to four additional schools in Choma District, working closely with the Ministry of Education. Selected schools will receive the necessary support, including seeds, fertilizers, garden tools, training, and technical guidance to ensure effective implementation. Through this expansion, Ubuntu Enablers seeks to reinforce hands-on learning and inspire young people to view farming as a viable business opportunity and a pathway to sustainable livelihoods, in line with Zambia's competency-based curriculum.

Status: Pilot for JBS ended after 12 months
New Ubunthu project with District Educational Board to start early 2026.

Project: **Feasibility Study for Choma Boarding School**
Location: **Choma**
Partner: The Franciscan Missionary Sisters for Africa
Ubunthu: The Franciscan Missionary Sisters for Africa (FMSA) have developed a project that includes primary and secondary schools for up to 670 students, boarding facilities for 480 children, sports facilities, school gardens, teacher accommodation and facilities for vocational training of residents.
While Ubunthu team had finished a detailed feasibility study and build a financial model for the school and the following five years after opening, early 2025 donors requested additional information to be provided.
In the meantime, work on the school has started and is progressing well, so that the opening is foreseen for early 2026.

Status: Feasibility study completed
Ubunthu continues to interact and coach local project team

Project: **Governance training for young entrepreneurs**
Location: **Sinazongwe**
Partner: Kaluli Development Foundation / Gossner Mission
Ubunthu: At the request of Gossner Mission Zambia Ubunthu Enablers conducted a two-day cooperative development workshop for members of Kaluli Development Foundation in Sinazongwe District.
The training was organized in response to an expression of interest aimed at supporting local entrepreneurs to establish and formally register a cooperative. A total of 15 aspiring entrepreneurs participated in the workshop, representing sectors such as agriculture, crafts, retail, and technology. Most of the participants were first-time entrepreneurs who shared a common goal of building sustainable livelihoods through collective enterprise.
The first day focused on building a foundational understanding of cooperative principles, including corporate governance, shared ownership, transparency, accountability, and equitable distribution of profits. Practical examples of successful cooperatives from across Africa were shared to enhance learning and inspire participants.
On the second day, the training shifted to practical application. Participants worked collaboratively to draft a cooperative constitution, develop sector-specific business models, and elect interim leaders. Ubuntu Enablers also provided practical toolkits and mentorship to guide the group through the registration process and early operational planning. Officers from the relevant local authority responsible for cooperatives were invited to clarify regulatory requirements and respond to questions. By the end of the workshop, participants had developed a clear understanding of the procedures required to form and register a cooperative. In addition, the training strengthened collaboration among the entrepreneurs, laying a solid foundation for a formalized and sustainable cooperative that will contribute to local economic development in Sinazongwe District.

This assignment reflects Ubuntu Enablers' continued commitment to strengthening community-based institutions and promoting inclusive economic empowerment.

Status: Completed

Project: **Ubunthu's First Entrepreneurial Symposium for Small Businesses**

Location: **Choma**

Ubunthu: In July Ubunthu hosted its inaugural Entrepreneurial Symposium in Choma Town, coinciding with the visit of our CEO and CFO. The event brought together start-up business owners and aspiring young entrepreneurs, providing them with practical knowledge on idea development, governance, business planning, financial management and budgeting. The symposium was intentionally designed to equip small businesses in Choma and surrounding areas with the skills to grow, network, and present their ventures for potential funding opportunities. By creating this platform, Ubunthu reinforced its commitment to fostering entrepreneurial growth and supporting local economic development.

The event attracted about 100 participants, with five local entrepreneurs pitching their start-up business ideas. A jury awarded some start-up funding for the most promising idea.

The event was attended by Deputy Permanent Secretary Yolanta Mutyamba, Evans Mvula – Ministry of Small and Medium Enterprise Development, Choma Chamber of Commerce President –Evans Chisenga and a representative from Zambia Business Angels Network (ZBAN). Ubunthu's core values emphasize progress in Zambia through the empowerment of small businesses and local communities.

The event got significant media attention with a team from Zambian National TV covering all day activities.

Status: Completed

Project: **Local production of animal feed**

Location: **Choma**

Partner: Drovers

Ubunthu: The winner of the pitching event plans to set-up a production of animal feed, satisfying the needs local small hold farmers. Ubunthu will work closely with the business owner to establish a bankable business plan, establish cash flow planning and make the business ready for investment.

Status: Active

Activity: **Shoe Making**

Location: **Choma / Lusaka**

Partner: Twayanda Innovation / Beddah Leather

Ubunthu: The proprietor of Twayanda Innovation was among the participants at the first inaugural Ubunthu Enablers Start-up Business Symposium held in July. Mr. Muleya is

a self-taught artisan specialized in shoemaking, operating a modest enterprise in Choma.

Ubunthu, having a project with Rocky Katongo, a highly skilled shoemaker based in Lusaka operating under Beddah Leather business name, proposed a meeting between the two entrepreneurs to explore potential synergies that could bring and harness their unique skill sets. Consequently, it was decided to relocate the electric sewing machine from Lusaka to Choma. Through this partnership, both collaborators have acquired new competencies, and the sewing machine enabled Twayanda Innovation to significantly increase production while simultaneously elevating quality standards. Plans are underway for Rocky to relocate to Choma to strengthen this collaboration and further develop the business. The project reports strong performance, particularly following the reopening of schools. The business owner has been actively producing shoes for school-going children and, with the new increased capacity, can also take advantage of orders coming from both nearby and distant clientele.

Overall, the shoe-making business is showing encouraging growth, improved productivity, and consistent demand, reflecting the positive impact of Ubunthu's support and skills development initiatives. The company has already created 5 permanent jobs.

Status: Active

Project: **Recycling of glass bottles**

Location: **Southern Province**

Partner: Unique Ware

Ubunthu: The business owner, a trained nurse doing nightshifts at a local hospital, has decided to start an own business during daytime hours. Today she pays women to bring her used glass bottles which she recycles. She and her team of two helpers turn the old bottles into beautiful glass ware. She has developed amazing skills and produces various forms of containers, vases and decorative articles. In order to reach the next level of business she attended Ubunthu's Startup Entrepreneur Symposium in Choma. In her words she gained valuable knowledge on business growth, marketing strategies, and market expansion. Ubunthu is supporting the owner to enter new markets and reach out to additional towns across Zambia. During the festive season, the business experienced a surge in demand and successfully fulfilled numerous orders, benefiting from both physical and online sales channels. Building on this success, she has established agreements with selected local clubs to expand the reach of her products. Although the rainy season has led to a temporary decline in sales due to lower customer turnout, the diversified sales channels provide strong potential for recovery and future growth once market conditions improve. Ubunthu will advise the owner on setting up an online business and develop a respective marketing plan.

Status: Active

Organizational Governance

Ubunthu activities are controlled by a Management Board (Board) consisting of three executive as well as three independent directors.

The Board is regularly reviewing important activities, including updates on projects, performance of loan repayments and alignment of actual spent against budget. It has approved new Ubunthu policy on Child Protection and drives the strategic process to set-up Ubunthu for the next years to come.

For 2025 the Board has appointed REV Business Solutions as independent accountants to prepare Ubunthu's financial statements for the year.