



# NaDEET

Namib Desert Environmental Education Trust  
ANNUAL REPORT



2024

# Introduction

The NaDEET Annual Report outlines our activities and impacts of NaDEET's programmes during the calendar year, January - December 2024, while the financial data represents our audited financial year, March 2024 - February 2025.

All the photos included in this report are from NaDEET programmes, either taken by NaDEET or shared with us by our participants and remain our property.

This report was written by Viktoria Keding (Executive Director) and Damaris Braune (Planning, Monitoring and Evaluation Manager).

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## Glossary of Abbreviations

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ESD.....	Education for Sustainable Development
EE.....	Environmental Education
Ministry of Education...	Ministry of Education, Innovation, Youth, Sports, Arts and Culture
NEEN.....	Namibian Environmental Education Network
NUST.....	Namibia University for Science and Technology
SDGs.....	United Nations Sustainable Development Goals 2015-2030
UNAM.....	University of Namibia
UNESCO.....	United Nations Educational, Scientific and Cultural Organization
ESDfor2030.....	UNESCO's framework covers five action areas: policy, learning environments, educators, youth and communities. <b>ESDfor2030 Global Network:</b> UNESCO's global network for sharing, guiding and supporting ESD projects.





# A Year of Change

## A Message from Viktoria

What a year of change 2024 has been. It has set the path for new opportunities and many things for which we can be thankful. The year started with a move into our new Urban Sustainability Centre and Head Office in Swakopmund, which was made possible by the generosity of the ProNamib Trust. With a secure, long-term lease in place we embarked on a successful fundraising campaign, alongside managing to get the plans and the permits needed for our renovation work to begin. This is an exciting project that brings NaDEET lots of opportunities for growth.

We had planned a quieter year for NaDEET Centre in the Namib Desert as our Operations Manager was on a nine-month training programme in Japan. This did not last long; as soon as NaDEET Centre was booked to capacity, it demanded full dedication from our teaching staff and tech team to keep the facilities delivering and in top shape.

The 2024-2025 Teach for ESD kicked off with trainings at NaDEET Centre, launching a great second programme cycle. We are proud of our teachers who have delved deep into learning about ESD. We are thrilled to see their impact on the ground at their schools.

Throughout the year we have had the opportunity to collaborate, share and give input to many initiatives, offering us new perspectives. Then to end the year, we were honoured to have been selected as the prize winner of the prestigious UNESCO Sultan Qaboos Prize for Environmental Conservation 2024.

I invite you to explore our work this past year as we share our annual report, and to celebrate our successes with us. I would like to extend a big thank you to our partners and participants for joining us in our vision.

2024 started off with so many unknowns but ended with a clear message going forward.

Hard work pays off; and so the journey continues!

*Viktoria*

# Our Values

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## Vision

A sustainable world where nature thrives and the environmental rights and responsibilities of every global citizen are valued, protected, and met by all.

## Mission

To protect the natural environment of Namibia by educating its citizens to practice a sustainable lifestyle.

## Philosophy

We practice what we teach.



# Why is ESD So Critical?



## The Environmental Crisis

### The Challenge

Namibia is the driest country in southern Africa with a high level of inequality, which continues to widen. The global climate change crisis and rapid biodiversity loss further exacerbate the existing limited natural resources and complex socio-economic challenges of the country. The major risks to Namibia's natural resources and sustainable development are multi-dimensional, but are rooted in systemic poverty, an overstretched educational system, and people taking a forgiving environment for granted. Throughout the world, the global environmental crisis is threatening every aspect of our planet.

### Our Response

NaDEET believes that environmental education is a cornerstone for changing course to envision and live for a more sustainable future. The protection of natural areas from large landscapes to urban green spaces is vital to teaching and learning through the environment. NaDEET has provided this opportunity to people of all ages, opening doors for thousands of Namibians to enjoy being in the splendor of nature, engaging with environmental problems and solutions, and truly understanding its value. Through our approach to integrating sustainability practices into everything we do, we ensure that our environmental education programmes are *truly* environmental.

# Our Approach to ESD





# Our Impact

*"The earth needs us to make it a better place."*

What better way to understand impact than from unfiltered, direct feedback from participants?

## Schoolchildren said:

*"It is a very fun, educational trip after you have been at NaDEET you will see saving the environment in a better perspective."*

*"It will have a positive impact on you, you will learn about biodiversity and how everything you do to the environment impacts the rest of the world."*

*"I never thought you were able to cook food with the sun."*

## Students & Youth said:

*"This programme empowered me and it has inspired me in such a way that I will also make a change in our community and teach the youth on how we should sustain and take care of the environment."*

*"The teaching mode opens up a person's mind whilst also having fun and makes people think deeper about everything."*

## School supervisors said:

*"Activities are modified in a way to accommodate all different types of learners. The teaching approaches are inclusive for both mainstream and resource school."*

*"The implementation and integration was superbly executed. More knowledge was gained on how to live sustainably and implement ways to make sure that the needs for the future generations are not compromised."*

## Teachers said:

*"... [this training] for teachers, is by far the best strategic plan that any organisation has ever provided for a Namibian teacher and the education and community at large."*


*"It was a life altering experience. It has made us aware of the importance of sustainable living, using water wisely and being aware of the natural environment. It was an awesome training that really changed my mindset on so many things."*



# Our Work

In 2024, our 6-year strategic plan commenced with the objective *to advance high quality ESD by increasing NaDEET programmes nationwide*. We take time here to reflect on our work, measured not in numbers alone but in the quality of our teaching and learning outcomes that followed. Our achievements during 2024, measured against our strategic plan, are foundational for the next five years leading to the culmination of the Sustainable Development Goals and #ESDfor2030.

We invite you to learn more about our approach to ESD and our work towards advancing ESD in Namibia.



## NaDEET Strategic Plan 2024 – 2030

Vision	Mission	Strategic Plan Objective	
A sustainable world where nature thrives and the environmental rights and responsibilities of every global citizen are valued, protected and met by all	To protect the natural environment of Namibia by educating its citizens to practice a sustainable lifestyle	To advance high quality ESD by increasing NaDEET programmes nationwide	
Key Strategic Goals			
Expand Centre -Based ESD	Advance ESD Actions Through Multipliers	Improve ESD Learning Resources & Access	
Key Initiatives			
<ul style="list-style-type: none"> <li>• Maintain NaDEET Centre as a <b>flagship</b></li> <li>• <b>Grow</b> Urban Sustainability Centre into a leading ESD centre</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen ESD action in schools through <b>teacher education</b></li> <li>• Increase ESD at universities through <b>on-campus projects</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Create</b> learning resources to support ESD</li> <li>• <b>Improve access</b> to environmental literacy</li> </ul>	
Key Performance Indicators			
<ul style="list-style-type: none"> <li>• NaDEET Centre maintained 75% occupancy of programmes annually</li> <li>• Urban Centre visitors increase from 800 visitors in 2023 to 2000 visitors in 2026, with a 10% annual increase thereafter</li> </ul>	<ul style="list-style-type: none"> <li>• Teachers implemented (at least) 1500 school -based ESD activities</li> <li>• 15 on-campus ESD projects implemented at universities</li> </ul>	<ul style="list-style-type: none"> <li>• 4 new ESD learning support materials created</li> <li>• 2 new approaches for improved access to ESD resources</li> </ul>	
Cross-Cutting Focal Areas			
Take Direct Environmental Action	Advance Policy & Partnerships	Enhance Our Profile	Utilise Monitoring & Evaluation

NaDEET Strategic Plan 2024-2030-Version August 2024

NaDEET Annual Report 2024



# Goal One: Expand Centre-Based ESD

NaDEET's centre-based programmes are our core work. The unique learning experiences extend to all ages where participants engage with concepts around sustainable development through the themes of energy, water, waste, and biodiversity and how they are directly linked to the climate crisis.

Our approach to ESD goes beyond increasing awareness and knowledge as it focusses on building environmental agency through teaching practical sustainability skills and instilling environmental ethics. Hands-on, experiential learning, teamwork and leadership skills are the foundation of meaningfully addressing environmental issues that affect us as individuals and the global community.



NaDEET has an **open-door policy**. No Namibian is turned away based on ability to pay. Our programmes are open to all.





Goal 1- Initiative 1:

## Maintain NaDEET Centre as a flagship

To maintain NaDEET Centre as a flagship requires delivering high-quality programmes which remain relevant, effective and impact driven. They must reflect developing educational needs and the evolving environmental context. Our consistent monitoring and evaluation practices provide insights into what's working well and what needs improvement, enabling informed decision-making and continuous learning.

Our success is measured through the demand of NaDEET Centre programmes, monitored through our occupancy rate.

1.1 Performance Indicator:

*NaDEET Centre maintained 75% occupancy of programmes annually*

Performance Outcome:

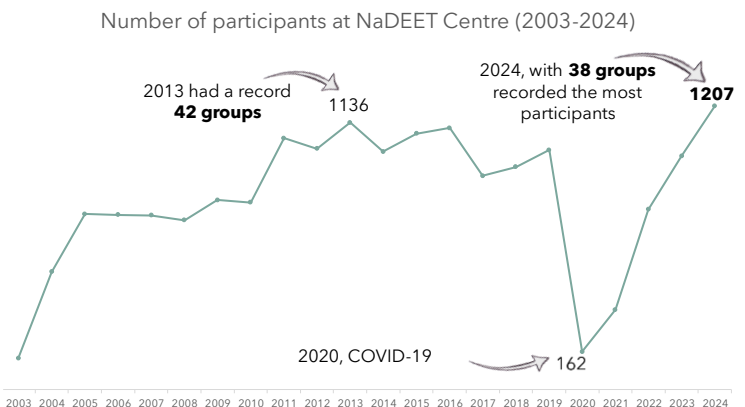
89% occupancy reached, with an additional six short programmes or weekend groups.



# Our Participants

1207 programme participants at NaDEET Centre – a record year

**38 groups** took part in our various NaDEET Centre programmes. The year was filled with a diversity of participants ranging in age from young learners to teachers in the profession for 30 years, and from various backgrounds and cultures, who all shared this unique learning experience in the heart of the NamibRand Nature Reserve. Participants represented **all 14 regions of Namibia and 3 countries**.



- **12 new groups experienced the programme that had never been to NaDEET Centre before**

It was exciting to reach new //Kharas Region school groups led by Teach for ESD teachers or those we've connected with through the Namibian Environmental Education Network.

Six groups had a mix of children from different schools, a unique dynamic we have not had in many years. The groups were chosen and sponsored by organisations who have worked with NaDEET before, choosing our programme to celebrate achievements.

- **157 Teach for ESD participants attended educator programmes**

In February and March, NaDEET Centre hosted the first in-person training for 2024-2025 Teach for ESD, our teacher professional development programme. These first contact sessions formed the foundational knowledge and skill development in environmental theory and practice. It fully engaged teachers in understanding ESD and set expectations for the 2-year programme.

- **63 youth representatives from conservancies across Namibia developed practical skills**

The two Conservation Youth Programmes empowered youth through teaching relevant ESD concepts, such as the SDGs and practical skill building in environmental impact assessments focused on energy, water, waste, and biodiversity.

- **97 university students attended a NaDEET Centre Programme**

One local university group of students and 4 international groups participated in programmes. Georg-August University, Göttingen and Brandenburg University from Germany visited us for the first time. Returning groups from the University of Nebraska - Lincoln and Centre for Global Education and Experience visited again from the United States.



## Goal 1- Initiative 2:

# Grow Urban Sustainability Centre into a leading ESD centre

The Urban Sustainability Centre relocated to our new premises in February 2024 and was under renovation. The Urban Centre Day Visitor's area opened briefly in August until October when it closed again for the main renovation work to take place.



## Development of Urban Sustainability Centre

With the relocation of the Urban Sustainability Centre into our long-term lease, NaDEET now can tackle this initiative with many possibilities. Our own design team and an architect developed a cost-effective, and beautiful plan to convert the private house into a unique EE centre. This went through several approval stages to allow construction to, finally, begin in November.

### Day Visitors Exhibitions

The main part of the ground floor of the house was converted into the day visitors' exhibition area by our team. These are the Exploring Namibia room, interactive Eco-House and the reception area. Many of the displays were only slightly adjusted and re-installed. Some new murals and additional improved exhibition areas were added.

### Urban Sustainability Centre Programme Areas

In November, construction began to extend the garage into a classroom and build toilet facilities. We constructed a new outside staircase to the upstairs meeting room and shifted walls to maximise educational space at the back of the property.

# Our Visitors

With the new Urban Sustainability Centre location & improved facilities, programme and day visitor activities are expected to surpass its former 2019-2023 baseline.

Our success is measured through the increased reach of the Urban Sustainability Centre activities; this is monitored based on the number of programme participants and day visitors.

### 1.2 Performance Indicator:

*Urban Sustainability Centre visitors increase from 800 visitors in 2023 to 2000 visitors in 2026, with a 10% annual increase thereafter*

### 2024 Performance Outcome:

**233 visitors** in the three months we were open in 2024

During the Urban Sustainability Centre's brief 2024 opening, we shared the first phase of the new centre with educational groups, tourists, and local enthusiasts as day visitors who got to experience our updated spaces.

- **100+ schoolchildren visited on opening day**

Outapi Primary School visited with 96 learners all the way from the Omusati Region. They were our first large group to explore our new day visitor centre. Stepping Stones School from Swakopmund, a return visitor, also came to see our new centre.

- **2 groups of schoolchildren from Open Doors Education Centre (ODEC)**

A local private school that serves financially disadvantaged children from the township and aims to close the poverty gap for education.

- **15 teachers from the Namibian-German Educators Exchange group**

After having participated in a NaDEET Centre programme, the group came to Swakopmund to visit the Urban Centre. After a self-tour of Exploring Namibia and the EcoHouse, they were taken on an SDG walk of Swakopmund.



# Goal Two:

## Advance ESD Action through Multipliers

To advance ESD, Namibians must be empowered to become educators of ESD in their own spheres of work and study, resulting in a multiplier effect.

**Teach for ESD** and the **University Programme** are our main projects that focus on building a community of ESD educators to help us activate Namibia's leaders of tomorrow to protect and improve the environment. Identifying teachers and students as key multiplier groups in Namibia, we design programmes to train and build the agency of each participant to effectively teach ESD to others. They develop knowledge and skills, understanding ESD relevant to their own experience. Both projects focus on action-based components, which are monitored and evaluated as the expected outcomes. Through our multiplier programmes, ESD reaches thousands more Namibians than we can reach on our own.

NaDEET is committed to collaborative and communitive goals, earning the support of the Ministry of Education to address the gap in environmental education. Our work is aligned with the National EE and ESD Policy, the United Nations' goals towards transformative and quality education, SDG4 and #ESDfor2030.





## Goal 2 – Initiative 1:

# Strengthen ESD action in schools through teacher education

Namibia has nearly eight-hundred thousand children in schools, from primary to secondary levels. Teachers are key to accessing these young citizens and integrating ESD into the curriculum and culture of learning.

Teach for ESD is a 2-year programme where teachers commit to learning, sharing, and acting with the support of a community of practice. Training, resources and an interactive M&E system strengthen the foundations of their journey towards becoming change-makers that impact school communities through the power of ESD.

Our success is measured through the Teach for ESD programme, which evaluates and tracks ESD activities.

### 2.1 Performance Indicator:

*Teachers implemented (at least) 1500 school-based ESD activities*

### 2024 Performance Outcome:

**300 of 1500 school based ESD activities** implemented, 20% of our indicator.

- **168 participants enrolled in 2024-2025 Teach for ESD**

Teacher partners from 84 different schools evenly distributed across all 14 regions.

- **13 teacher training workshops implemented**

Teachers participated in two contact sessions, NaDEET Centre Training Workshop and Regional Workshops at Okatjikona EE Centre, Waterberg Plateau National Park. To accommodate all teachers, these were held 6 times and 7 times, respectively.

- **168 Teach for ESD Toolkits distributed**

All participants received the Toolkit, with ESD guides and hundreds of linked resources.

- **300+ unique ESD activities implemented at schools nationwide**

Monitored through our Badge system, 95% of participants actively reported on their activities.

- **14 ESD sessions held with 159 principals and regional representatives in attendance**

As a supportive component to build a transparent relationship with the leadership, and to give an overview of expectations, and encourage ESD.

- **36 000+ schoolchildren and teachers reached**

Based on participant reporting, activities engaged with environmental clubs, were taught in classes, invited the entire school to take part, or brought school community together for action.



## Goal 2 – Initiative 2: Increase ESD at universities through on-campus projects

Addressing the environmental crisis must involve the leaders of tomorrow in tackling environmental challenges to prepare for the future. Universities are the epicenter for this next generation of leaders – in government, in business, in science, and in social movement. NaDEET programmes embolden their capacity to act, developing the knowledge and skills required to plan and implement activities for a more sustainable campus and environment through ESD.

Our success can be measured through the implementation and monitoring of the follow-up projects, with a focus on student reporting.

### 2.2 Performance Indicator:

*15 on-campus ESD projects implemented at universities*

### 2024 Performance Outcome:

1 on-campus ESD project was implemented, 6% of our indicator.

- 29 Namibian students attended the University Programme  
NUST students studying nature conservation were chosen by their coordinator to attend.

- 1 on-campus environmental awareness event implemented

The NUST students presented on their own NaDEET experience. Together with invited stakeholders, they solar cooked and planted an indigenous tree to represent their commitment to improving the environment.





## Goal Three: Improve ESD Learning Resources and Access

As a cross-cutting activity, our Environmental Literacy Projects are an essential tool in our programmes. Our publications are for all to use as learning resources, to grow knowledge and skills, to teach, and for ESD to reach more people.

### Goal 3 - Initiative 1:

## Create learning resources to support ESD

Namibia-relevant ESD resources are needed to fill on-going gaps and support environmental education in different settings and with different target groups.

Our success is measured through our output, and the creation of ESD resources completed and in progress.

#### 3.1 Performance Indicator:

*4 new ESD learning support materials created*

#### 2024 Performance Outcome:

1 of 4 ESD learning support materials created, 25% of our indicator.

- **Developed Outdoor Education Lesson for University Students (video)**

In collaboration with UNAM and Oulu University, Finland for the GINTL project, we created a video they use as a direct teaching component for education students.

#### Other outputs:

- **Revised Teach for ESD Toolkit**

Distributed 180 copies for 2024-2025 programme and available online.

- **Revised It's Time to Identify booklet**

Printed 5000 copies for our NaDEET Centre Pack programmes and available in shops.

- **Contributed towards development of ESD resources from partner projects**

Assisted in development of NNF Ocean Literacy Toolkit, EduConservation Teacher Toolkits and Living Heritage Workshops with UNESCO and Rhodes University.

## Goal 3 - Initiative 2:

# Improve access to environmental literacy

As Namibia is slowly digitizing, a variety of media formats are still relevant as delivery methods for accessibility. Diversifying approaches to share ESD resources will improve access for more Namibians.

Our success is measured through our output; by sharing 2 new approaches used to improve access to ESD learning resources.

### 3.2 Performance Indicator:

*2 new approaches for improved access to ESD resources*

### 2024 Performance Outcome:

**1 new approach** for improved access to ESD resources, 50% of our indicator.

- **Developed Online EE/ESD Resource Library - published on NEEN website**  
In collaboration with UNESCO and EE/ESD stakeholders, centralized more than 360 Namibian resources into one database for public access. *(Goal within National EE/ ESD Strategy and Action Plan.)*



# Cross-Cutting Focal Areas

Our success will be measured through our main project indicators, with the understanding that these focus areas are cross-cutting.

## Take Direct Environmental Action

*We practice what we teach*

We are proud to say that our carbon footprint is small and our sustainability big! NaDEET monitors all resources used across the organisation, for self-monitoring and teaching purposes. **Here we share a few of our indicators.**

### NaDEET Centre's "Measuring our Enviro Footprint"

One of the core lessons from NaDEET Centre programmes is taking and measuring positive environmental action through daily life activities with the following 2024 results.

#### Energy



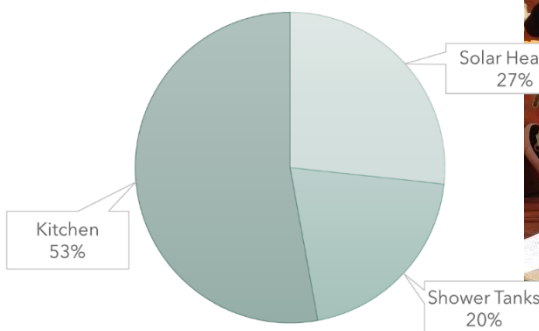
Using solar (90%), fuel-efficient stoves with recycled fireballs (5%), and gas (5%), we only produced ~86 kg CO<sub>2</sub> emissions for cooking meals. A small fraction compared to if we cooked exclusively with gas.

By solar cooking, utilising energy efficient appliances, including solar-water geysers, we only used ~ 795 kWh of electricity across all 38 programmes, with an average of ~5 kWh per day.

#### Water

Our programme participants used 114.5 m<sup>3</sup> for all their water needs, which is less than 5% of the water in an Olympic-sized swimming pool! The water usage is almost evenly distributed between personal use (showering) and the kitchen (cooking, drinking water & cleaning!)

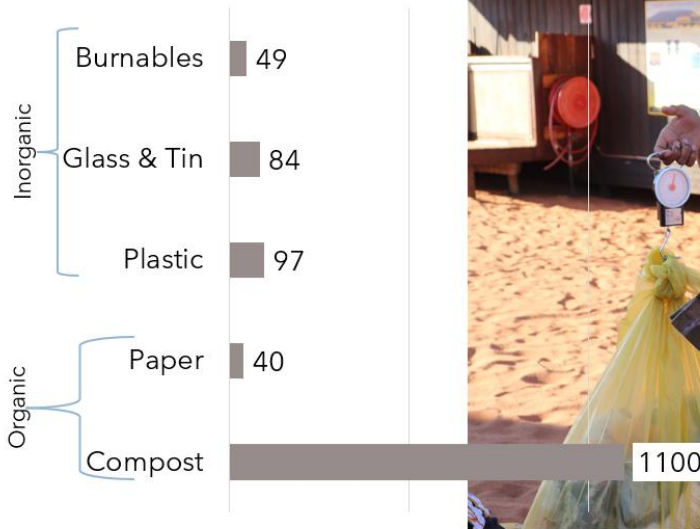
2024 NaDEET Centre Programmes  
Water Usage Distribution



## Waste

77% of all the waste produced at NaDEET Centre (~1,370 kgs) was recycled onsite into fireballs, providing fuel-efficient energy, or into compost that is used in our food garden. 12% of waste is sent offsite for recycling.

WASTE PRODUCED AT NaDEET CENTRE - per Kg



## The FONK



1.25t CO<sub>2</sub> saved with our solar-charged Electric Vehicle, which replaced fuel-powered vehicles for all programme logistical support and implementation in 2021. Despite being out of commission for the month of July, we drove **approximately 3,000 km** thereby saving approximately 370 litres diesel equal to a value of ~N\$8,000 on fuel costs and ~N\$2,000 service costs

## Urban Sustainability Centre Environmental Footprint

Watch this space in the 2025 Annual Report, which will also include the new Urban Sustainability Centre usage monitoring.

# Advance Policy & Partnership

NaDEET is committed to advancing ESD through the work that we do. Our vision is big, yet we cannot do it alone. Collaboration, support, and sharing across stakeholders locally and globally is part of our strategy for success.

NaDEET continues to serve as a member of the National ESD Task Force, with the mandate to oversee the implementation of the National Policy and Action Plan (2022-2026) to integrate EE/ESD nationwide.

We also continue to represent Namibia on the UNESCO ESDNetfor2030, whereby we are supporting the development of the Country Initiative.

Our Executive Director serves on the board of the NamibRand Nature Reserve, as the educational partner.

- **Facilitated NEEN Executive Committee Workshop**

Representing both the ESD Task Force and Country Initiative, NaDEET facilitated a planning workshop for the NEEN Executive Committee to strengthen their strategic direction in support of the EE/ESD Action Plan. The workshop resulted in a draft of the NEEN Strategy and Work Plan for 2025-2030.

- **Contributed to numerous national and international policy development**

Ranging from the topics of Disaster Risk to Biodiversity, NaDEET gave valuable input from an ESD perspective through these policy development processes on national and international level.

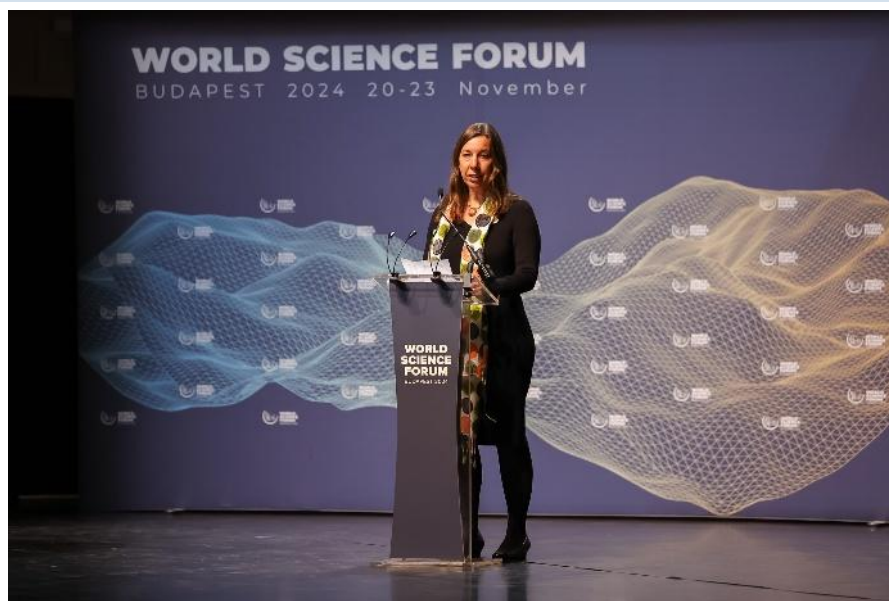


# Enhance Our Profile

To be a thought leader of today, it is expected to have a social force in the digital world. NaDEET recognizes this as an opportunity to share our work across social media platforms. For us, it does not replace our value in personal interaction, which has been what builds our lasting partnerships. A visit to our centres or exchange at an event has connected us with a diversity of stakeholders who have supported our growth.

Participating, sharing and learning within the environmental, educational, and civil society sectors is a key strategy for NaDEET to be represented and engaged.

- **Won the UNESCO Sultan Qaboos Prize for Environmental Conservation 2024**  
*Viktoria accepted the award during the opening at the World Science Forum "In recognition of NaDEET's exceptional contributions to sustainable development, its leadership in national environmental education policy, and its innovative and practical approach to sustainability education." -UNESCO*



- **Presented at the Environmental Education Association of Southern Africa (EEASA) Conference in Lusaka, Zambia**  
*Tuwilika and Elizabeth represented NaDEET at EEASA to share our work on enhancing the role of youth in upscaling EE/ESD in Namibia through student engagement and activism.*
- **Celebrated World Ocean Day with an interactive display**  
*Teaching sustainability and sharing NaDEET's work with former President Nangolo Mbumba at the national celebration in Walvis Bay.*



# Utilise Monitoring & Evaluation

Good data and strong analysis allow us to discuss our progress and set new goals. We use different approaches to evaluate our success and to understand our impact through the participant experience. Working as a team, we prioritise effective and accurate monitoring so we can evaluate data into a cohesive story.

- **6 staff trained in Kobo Toolbox to evaluate ESD action through evidence-based data**

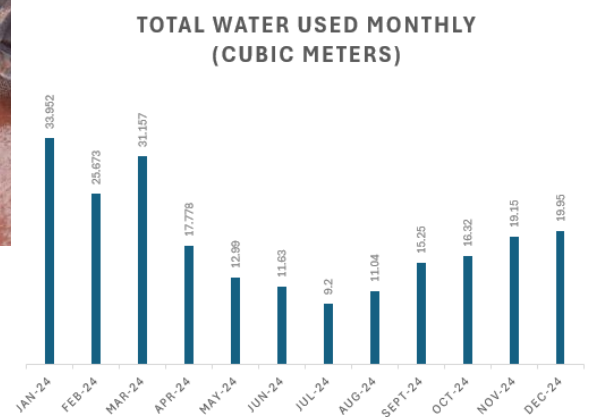
Training in the monitoring & evaluation of Teach for ESD activities enabled more staff to participate as advisors in the programme, which further developed their own capacities while supporting the programme.

*Successfully integrating the tool into one project inspired us to further integrate it into other NaDEET processes.*



- **Improved internal databases to monitor our sustainability practices for less impact and provide more education**

Databases providing real-time monitoring allow management to catch problems early and enable all staff to understand the data more easily. The operational environmental auditing databases were streamlined and improved separating oversight reporting from usage reporting for educational purposes.



# Finances & Governance

## Financial Summary

March 2024- February 2025 was again a positive financial year for NaDEET. We were fortunate to have secured new partners as well as continued financial support from our long-term partners and donors. We are grateful that so many donors have supported our Urban Sustainability Centre fundraising campaign and for the prize money granted alongside our international award. We give our sincere gratitude to all for their role in helping us achieve our aims this past financial year.

### Income

NaDEET has the following three main funding sources:

#### Grants

Working with international partners to achieve our goals, we have secured several grants that enable us to fund certain projects. Bread for the World is our primary funding partner for Teach for ESD and Urban Sustainability Centre school programmes. Co-funding grants, such as from the Galanthus Foundation, ensure we meet those funding needs. UNESCO Windhoek awarded us a grant to advance networking in Namibia. The German Embassy Small Projects Grant was awarded to us to upgrade equipment.

#### Donations

We are grateful to our new and loyal private donors from around the world, many based in Germany and the United States. At approximately 1/3 of our income, the generosity of individuals remains vital to our success, especially in maintaining our open-door policy. We are grateful to the local tourism companies that support us on a regular basis.

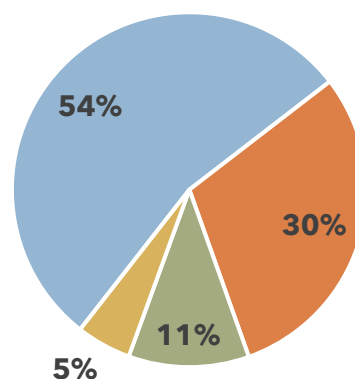
#### Programme contributions

Revenues are generated from our programmes that go directly back into our projects. This past year, approximately 40% of groups at NaDEET Centre were self-funded, 30% funded by their own donor, with the remainder being fully or co-funded by NaDEET.

### Programme Funding

N\$8.5 million

- Grants
- Donations
- Programme contributions
- Interest, curios & other



\*N\$1.8 million prize money not included above and is earmarked for special projects.

# Expenditure

Programmes are the core of NaDEET. Over 90% of our expenses are put directly into achieving our environmental education aims, with less than 10% going towards administration (including banking charges, financial oversight and head office costs), although due to increased regulations it is challenging to keep this ratio.

## Centres

Expenditure at our Centres includes staffing, catering, cleaning, educational materials, and equipment, which are the costs of delivering high-quality programmes. A major expense is our internet for NaDEET Centre, as it is only possible via a satellite connection.

The Urban Sustainability Centre had minimal programme expenditure as it was under development for most of the year.

## Teach for ESD

The expenses in year 1 included two sets of multi-day training programmes, principal workshops in all regions, and on-going support to our teachers.

## Administration

In a commitment to our staff, we adopted a new human resource policy and grading management system to improve transparency and promotion.

## Capital Expenditures

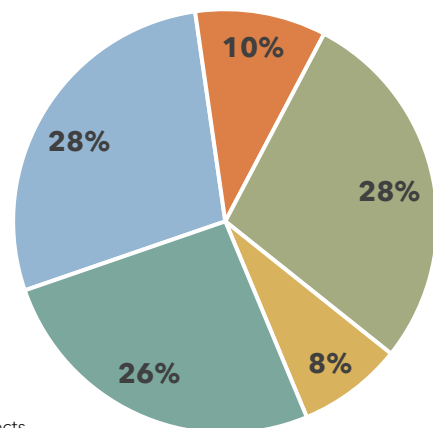
Considerable investment was made in our infrastructure and equipment was made. Most of our capital expenditure was for the Urban Sustainability Centre's renovation to build a classroom, kitchen and toilet facilities. In addition, new equipment such as tables, chairs and other furnishings was purchased for the Urban Sustainability Centre. Other expenses included new lithium-ion batteries and new solar heaters for NaDEET Centre, e-bicycles for both centres and updated energy-efficient equipment.

## Annual Expenditures

N\$9.5 million\*

- NaDEET Centre
- Urban Centre
- Teach for ESD
- Administration
- CapEx

\*Includes N\$2.4 million for Urban Centre renovation and other CapEx projects



NaDEET maintains a double-entry bookkeeping system, adheres to strict international financial procedures and is audited annually. Figures presented are rounded. Please contact us for a copy of our latest audited financial statements.

# Governance

## Legal Registration

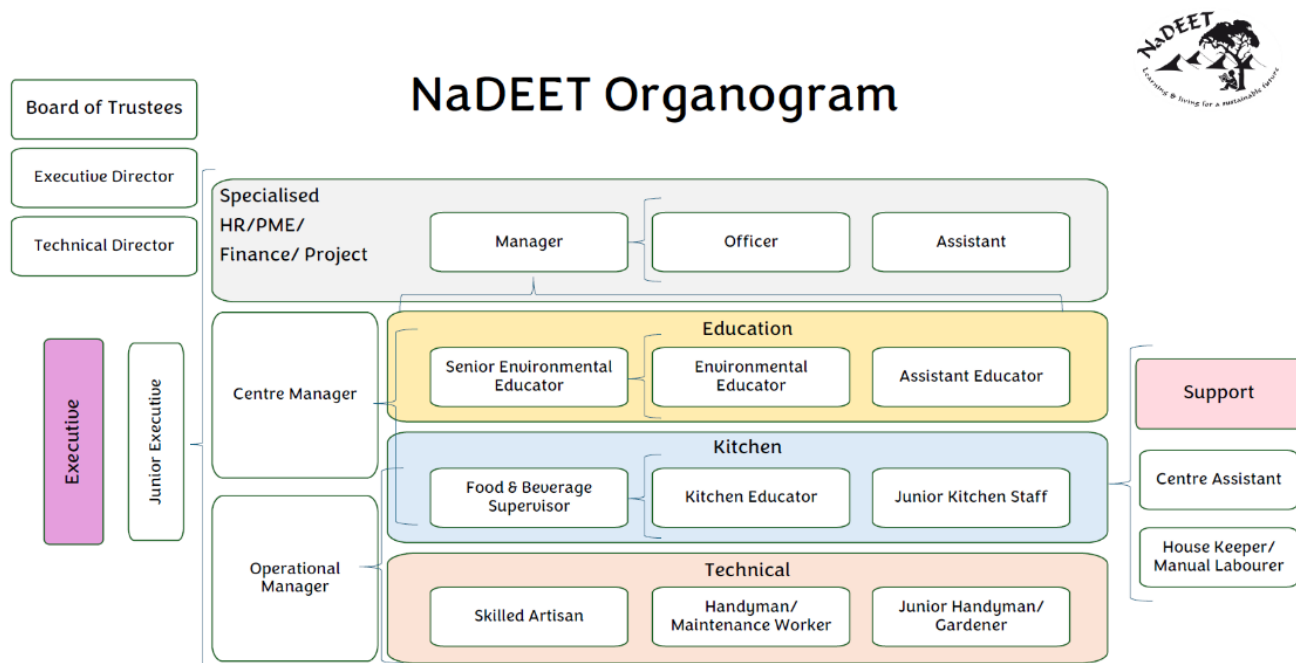
The Namib Desert Environmental Education (NaDEET) was founded in 2002 and legally registered as a Trust (#T168/2003) in Namibia with the Masters of the High Court in 2003. We are a non-profit, non-governmental organisation.

## Aims

- To provide a non-profit environmental education service for the learners and educators of Namibia based in the beauty and magic of the Namib Desert.
- To build capacity and know-how at all levels of the environmental education sector: focused on addressing and practicing hand-on experiential learning and learner-centred educational methods.
- To engage in education, advocacy, and awareness of the critical role of sustainable living in a finite, semi-arid environment.

## Organisational Structure

NaDEET is an open working environment where initiative and open exchange of ideas is fostered. We work as a cohesive team to reach organisational objectives and goals, under the management of our Executive Director and Technical Director and governed by a Board of Trustees who serve in a voluntary capacity. Our current trustees are Gabrielle Schneider, Michael Louw and Michelle Pfaffenthaler, who together have a wealth of experience in the environmental management sector.



# Your Committed Support

## Our Partners

NaDEET values collaboration and aims to continuously build on our partnerships. Significant, long-term partnerships have been key in unlocking the implementation of NaDEET projects. NaDEET receives support for our centres, programmes, and activities from a diversity of partners which include both international to national donors, from private to corporate, governmental to non-governmental, from monetary to in-kind. All funding partners are valued and treated equally within the organisation, as they make our work possible - no matter how big or small.

Here we highlight many of our key partners:



# Our Team



## Staff

In 2024, NaDEET employed 17 full-time staff and hosted 4 interns. This has maintained our staff numbers from last year and will slightly increase as the Urban Centre reaches full capacity. Jonah, our Operations Manager, earned his 5-year long-service award.

## Training for NaDEET Staff

Committed to professional development, internal and external capacity-building opportunities are offered to empower staff in their roles at NaDEET. Staff are dedicated to becoming skilled and to transform our work into sustainable action, a true example of practicing what we teach.

- One employee spent April to December at the Asian Rural Institute (ARI) in Japan in a programme for Rural Leadership Training.
- Five staff completed NUST Supervisory Management (short course).
- Two staff participated in the NATH Desert Guiding course.

## Interns

Our internship programmes inspire young Namibians with new skillsets, challenge them in a fast-paced environment, and set high expectations to prepare them for the professional world, with a focus in environmental education.

# Stay in touch with us

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## Contact us

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## Follow us



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UNESCO-Japan Prize on Education  
for Sustainable Development  
Laureate 2018

NaDEET environmental education  
is the change agent inspired by the  
Namibian child.  
It is experiential, nature-based and fun.

