



NaDEET

Namib Desert Environmental Education Trust ANNUAL REPORT



2025

Introduction

This Annual Report outlines the activities and impacts of NaDEET's programmes during the calendar year, January – December 2025, while the financial summary represents our audited financial year, March 2025 – February 2026.

We invite you to learn more about our approach to Education for Sustainable Development (ESD) in advancing sustainable development in Namibia. Here, we share our impact through our main projects and their achievements in the past year, supported by our cross-cutting focal areas.

Based on our overall indicators, we share progress on our strategic plan. To learn more, visit our 7-year [2024-2030 NaDEET Strategic Plan](#) on our website.

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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Unlocking Opportunity

A Message from Viktoria

Namibia made the headlines in 2025 having inaugurated her first female president, Her Excellency Dr. Netumbo Nandi-Ndaitwah. In less than a year, she has made significant strides to address pressing socio-economic issues. For NaDEET, this is a welcome change as we seek to advance Namibia into a sustainable development success story.

We are proud to share with you many of our own achievements starting with our flagship, NaDEET Centre. What started as a place for primary schoolchildren is now a destination for all ages from Namibia and beyond. Our welcoming staff and unique approach to teaching sustainability in the desert are the key to its success.

Our Teach for ESD programme graduated its 2nd cohort of teachers. Representing all regions, these teachers have brought environmental education into their schools and communities reaching even the remotest areas of the country. We are thrilled that the programme has such resonance as we received four times as many applications for the next cohort as available spots!

The renovation and re-development of the NaDEET Urban Sustainability Centre truly tested us at times as we worked under pressure with limited resources to re-open our doors to programming. Creative ideas, practical solutions and teamwork was a great recipe for success, and we are now thrilled to be positioned to offer a new range of programmes to a wider audience.



To make all these developments possible our staff complement has grown by 30%. Andreas and I are proud of our team as together we are unlocking so many new opportunities for Education for Sustainable Development in Namibia through our programmes. We are grateful to our sponsors and partners for your recognition and continued support.

With the rapid shift in global political priorities, we foresee many challenges ahead, but we also see progress and hope in the schools and communities we work with.

Let us continue to strive towards a more sustainable future!

Viktoria

Our Values

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 splendour 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 approach to Education for Sustainable Development (ESD) is based on the fundamental belief that education is the key to changing society. ESD is interdisciplinary and empowers learners of all ages with knowledge, skills and values to address global challenges.



Based on our 7-year strategic plan (2024-2030) we work towards our objective to **advance high quality ESD by increasing NaDEET programmes nationwide**. We monitor our achievements as we contribute to the global UN Sustainable Development Goals and #ESDfor2030.

Goal 1: 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 directly linked to addressing the climate crisis.

NaDEET has more than 20 years' experience delivering environmental education programmes through our two centres. At our flagship, **NaDEET Centre** participants both learn and live sustainability first-hand in the heart of the Namib Desert on the NamibRand Nature Reserve. At our **NaDEET Urban Sustainability Centre**, participants engage with everyday sustainability issues from an urban perspective and develop new visions for Namibia's rapidly growing urban environments.

Our approach to ESD goes beyond increasing awareness and knowledge as it focusses on building environmental citizenship through practical sustainability skills and instilling environmental ethics at our centres. NaDEET educators engage with learners of all ages to share knowledge, practical skills, and love for the environment.

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



Goal 2: Advance ESD Action through Multipliers

NaDEET acknowledges that we cannot expand the reach of ESD implementation across Namibia on our own. It is important to work with ESD multipliers who understand and value the need for ESD.

Teachers are key to accessing the nearly eight-hundred thousand children in Namibian schools for integrating ESD into the classroom, curriculum and school culture. NaDEET's **Teach for ESD** programme works closely with the Ministry of Education, Youth, Innovation, Sport, Arts and Culture in this two-year professional development course.

Universities are the epicentre for the next generation of leaders in government, business, science, and society. The **University Programme** emboldens participating students to tackle environmental challenges holistically in preparing for the future.

Identifying teachers and students as key multiplier groups, these programmes train participants to effectively teach ESD to others resulting in ESD reaching thousands more Namibians than we can reach on our own.

Goal 3: Improve ESD Learning Resources & Access

In this ever-changing world, Namibia is at an intersection where most of the population has digital access through mobile technology, yet nearly half of the country lives in remote areas where networks are weak or uncertain, or not at all. Our **Environmental Literacy Project** aims to ensure educators and learners of all ages have access to Namibia-relevant environmental education materials in a variety of modes.

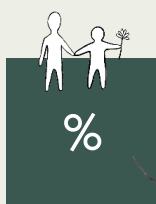
The development of ESD resources compliments all NaDEET activities, whether it be programme specific, such as the Teach for ESD Toolkit, or publishing guides and booklets that promote general environmental literacy, such as our "It's Time To..." series. Publications are [downloadable on our website](#) free of charge, as well as published in hard copy for distribution to programme participants.

Cross-cutting Focal Areas

NaDEET identified four cross-cutting areas that expand across our projects and are weaved throughout our organization keeping us accountable to our objectives and stakeholders: **Take Environmental Action, Advance Policy & Partnership, Enhance Our Profile, Utilise Monitoring & Evaluation.**

Our Progress Indicator

Based on our 7-year strategic plan, we share with you our progress to date. Throughout this report, you will find our progress indicators per strategic goal as displayed below. Most goals are continuous, only expected to reach 100% by 2030. Others may indicate they are an annual goal that we track each year.



→ Strategic Goal #, by 2030:

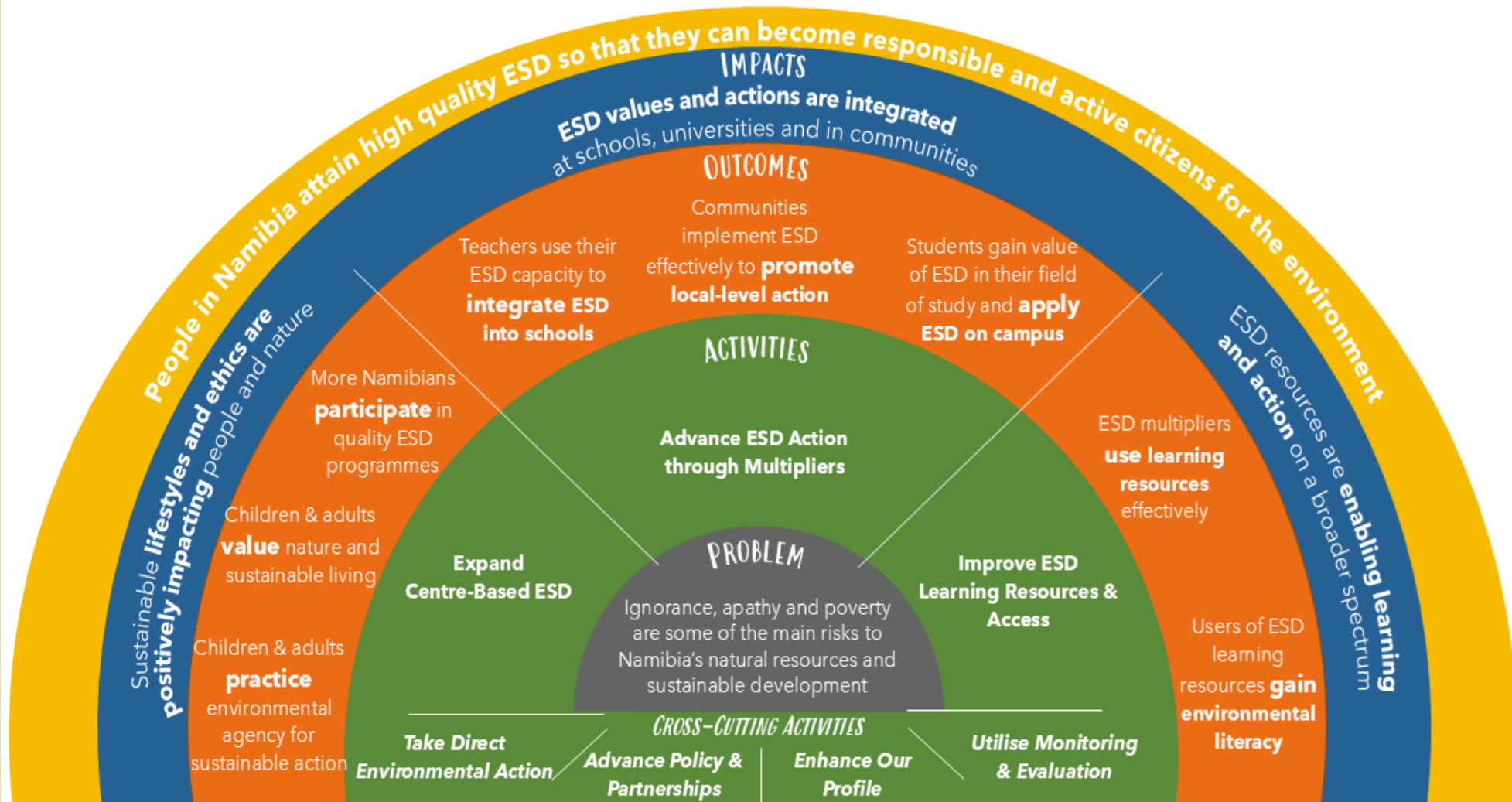
→ Indicator: data we are tracking to indicate if we are reaching our goal

→ Our current progress since 2024 per indicator

Our Theory of Change

NaDEET's Theory of Change is our visualization of the why and how. It illustrates how NaDEET's approach contributes to broader societal shifts towards sustainability. It lays the foundation for our strategic goals.

See [our full Theory of Change](#) on our website.



NaDEET Centre



"My visit here was one of the best of a lifetime moments for me, from the welcoming hearts of NaDEET (staff) members that played a major role in changing the way we think and how the world really works." -supervising teacher

Located in the middle of the NamibRand Nature Reserve, NaDEET Centre offers more than a conventional educational experience. Through the immersive programme the desert becomes the classroom, and learning extends beyond structured activities into real experiences. The dynamic desert ecosystem that we designed our programmes around encourages participants to observe more closely to understand the natural world and value its importance to their own situation.

The NaDEET Centre residential model and its infrastructure is designed around sustainable practice. Daily routines such as solar cooking, conserving water, monitoring waste, and using limited resources become hands-on lessons in environmental accountability. NaDEET delivers a holistic approach to learning, that cultivates lasting awareness, responsibility, and respect for the environment.

982 programme participants & 583 visitors

31 groups, from 6 regions of Namibia and 2 other countries, took part in NaDEET Centre programmes.

96 tours informed visitors about our work. Many guests from nearby NamibRand Family Hideout and those hiking the Tok Tokkie Trails booked our tours.



Goal 1.1, by 2030:

NaDEET Centre will have maintained 75% programme occupancy annually

NaDEET Centre booked beyond 75% occupancy for the third year in a row!

School Programmes

More than 70% of NaDEET Centre participants were schoolchildren, with our primary school and secondary school programmes continuously booked throughout the year. 9 groups experienced NaDEET Centre for the first time, with 2 new groups from after-school community centres. The rest were school groups across Namibia and 1 from a high school in the United States.



"I came here first as a university student in 2016 and now as a teacher with my own students. It's been incredible and I know my students will never forget it." - teacher, international high school

Primary School Groups

16 groups took part in the primary school programme, where theoretical knowledge covered in the classroom came alive and relevant through active, practical learning.

"NaDEET is beautiful. NaDEET has a fun way of teaching. My favourite activity at NaDEET is solar cooking." -primary level schoolchild



Hardap Region Primary School Art Project

Participants from three primary schools in the Hardap Region joined a special programme to update the educational murals depicting the surrounding Namib Desert at the Centre's WaterWiseWashrooms. The project was co-funded by the Legal Assistance Centre through a Sustainable Development Award given to them in recognition of Art-based Environmental Education.

Secondary School Groups

"(I learned) that you don't have to wait for everyone to agree for you to start a change. Once you begin, you become an example and the communities, governments & families will follow." -secondary level schoolchild

6 groups took part in the secondary school programme, introducing sustainability topics linked to the curriculum and relevant in young people's lives. These programmes focus on teamwork and problem-solving skills.

2 All Girls & 1 All Boys Group

Three of the new school groups were gender-specific groups, which brought a positive dynamic to the programme, encouraging strong participation.



University Programmes

Bridging the gap between academic theory and real-world application, the university programme immerses students in hands-on learning, engaging with environmental, social, and economic aspects of sustainability in a tangible way.

5 groups participated in the university programme: Triumphant College visited us for the first time with 2 groups, and University of Namibia (UNAM) Southern Campus returned with 1 group. The Centre for Global Education and Experience (USA) returned with 2 groups.



"The programme has highly improved my understanding because I have (now) practiced the theory that I have learned at the university."

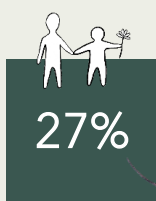
On-Campus ESD Projects

As future ESD multipliers, Namibian university students showcase their understanding of ESD through follow-up awareness-raising events and peer engagement. They extend the reach of ESD through dialogue and collective action on campus - promoting a culture of sustainability beyond the initial programme.



UNAM Southern Campus hosted "Campus Sustainability Day"

They invited their fellow students, local schools & the community to learn and practice sustainability. The day included presentations, panel discussions, upcycling, a donation drive & tree planting.



Goal 2.2, by 2030:
15 on-campus ESD projects will be implemented at universities

Since 2024, 4 ESD projects have been implemented on university campuses.

Urban Sustainability Centre



The Urban Sustainability Centre expands NaDEET's environmental education programmes by situating sustainability within a town environment, where challenges and opportunities differ from Namibia's rural areas.

Located in Swakopmund, the centre teaches that sustainability is not only about individual choices, but about how urban areas manage resources, design spaces, and respond to environmental pressures to explore how climate resilience and sustainable development unfold in an urbanised coastal setting. The unique educational exhibits are the focal point of the Centre.



Urban Centre (re-) Opening

The Urban Centre hosted our official opening in our new location. Despite still being a work in progress, programmes were in motion and our progress was something to share! Our property sponsor, the ProNamib Trust, joined us on this special day in December together with donors, supporters and key partners UNESCO, NATCOM, and the Ministry of Education.

100 Teach for ESD teachers attended the Urban Centre re-launch

Teachers were the first programme participants at the new Urban Centre and again joined us 8 months later for the official opening. They got to see the spaces fresh and unfinished in March 2025 and then on the second visit transformed with landscaping and curation fitting our sustainability visions.



Urban Centre Programmes

566 programme participants

After a long, unintended break, the Urban Centre re-opened its doors to programmes and day visitors at its new location, 41 Libertina Amathila Ave, to again deliver environmental education through our hands-on approach.

"(The programme) was implemented through fun games & activities for the learners to concentrate & remember what they learnt."

-senior primary school



Primary School Groups

11 groups explored our new learning spaces during the 3-day programme

Starting in the second school term, schoolchildren filled our new urban centre spaces with laughter and curiosity to learn about the environment, local resources, and how to live more sustainably. Schools mostly from the coastal towns, but also Otjimbingwe and Windhoek, were eager to bring their classes as soon as we re-opened.

"It is a safe space to make mistakes and try again. It is very educating and it's fun."

"They help you discover what nature is hiding."

"NaDEET is a beautiful place filled with adventures, curiosity, education and most of all fun, its best place to learn and grow."

-primary school learners

91 participants in 4 short programmes

- Half-day programmes for primary (1) & secondary (1) school classes
- Half-day University Programme for the Centre for Global Education and Experience
- Ocean Literacy Toolkit Workshop with the Namibia Nature Foundation

12 junior primary children attended the Urban Centre's Sustainability Summer Camp to kick off the school holiday!



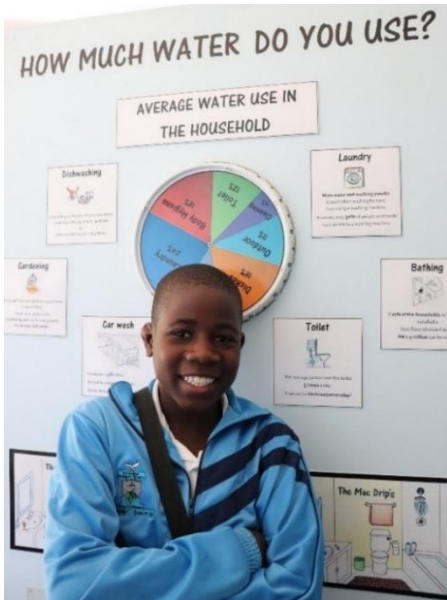
Day Visitors

1089 visitors welcomed to the Urban Centre

In April 2025, the Urban Centre doors were again opened to the public, in which visitors were welcomed to explore the centre through self-guided tours. NaDEET staff offered overviews of NaDEET and our work, objectives and programmes.

- More than 75% of visitors were Namibians
- More than 50% of visitors were school-aged children, many in groups
- 17% of visitors were tertiary students

40% of the **93 groups** pre-booked their visit while the other 60% were walk-ins.



Day Visitor Groups

Sharing the new space with a wide range of visitors was a highlight for the Urban Centre.

School educational tours from all over the country visited.

Zambezi Principals and Regional Officers visited us as part of a training workshop.

Namibia University for Science and Technology, University of Namibia, and the University of Johannesburg students came to learn about our work!

Urban Centre Outreach

The Urban Centre team took part in some outreach activities focused on ESD awareness within the coastal community.

Blue Project Youth Workshop

World Environment Day



1655

Goal 1.2, by 2030:

Visitors will reach 2000 by 2026, with a 10% annual increase thereafter.

The Urban Centre's reach during its first 8 months at the new location indicate the goal will be reached in 2026!

Teach for ESD



Teach for ESD is our two-year programme that supports Namibian teachers in rethinking what and how they teach. The interconnected components build on one another in a process of professional growth to integrate learning, practice, and reflection.

Teachers participate in three centre-based trainings, forming the foundation of the experience. Complemented by the Teach for ESD Toolkit, mentorship, and peer collaboration, the concepts introduced during trainings are translated into classroom practice so teachers can do ESD in their own contexts, lessons, and projects. Monitoring and evaluation are woven throughout for participants to share their work, discuss challenges, and improve outcomes.

"This was eye-opening as they have taught us about things I never knew, educated us on developmental sustainability and showed us the way of growing with the times and yet being very sustainable in our actions."

Teach for ESD 2024-2025: Year Two

In the second year of the programme, the 168 enrolled teachers further developed their ESD knowledge and skills. By the end, **teachers reached more than 134 000 schoolchildren & teachers** across the country through their ESD activities.

Urban Centre Programmes

5 teacher training workshops

In March, the third centre-based training took place at the Urban Sustainability Centre, where teachers became the first programme participants in the new space. Teachers learned more about integrating ESD into their subject, funding ESD activities, and understanding sustainability through an urban lens.

"It opened me up on how to teach and transfer to my learners: very important workshop. I have understood ESD and how to implement it and co-operate (it) in the curriculum."

School-Based Activities

500 activities (800 in total over 2-years) implemented

The real success of Teach for ESD is in the impacts teachers create. Through classroom-based and practical activities, they create change at school including increased awareness, improvement of the environment, policy development, and environmental clubs to maintain momentum. This is the multiplier effect, beyond our expectations.

Indigenous tree restoration project has meaningful impact across wider community

Armas Namwira & Larens T Ortmann, Namavambi Combined School, Kavango West

On a community survey, learners identified their health clinic and 5 homesteads within their village that lacked shade or would benefit from fruit trees. Seedlings were donated by a local nursery, teachers assisted with transport, learners were assigned roles in planting and educating beneficiaries about the uses and significance of the trees. It was a great project to develop learner environmental stewardship in their community.



School Site Visits

81 participating schools visited across the country (95% coverage)



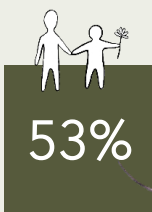
Teachers were visited at their schools as part of monitoring and evaluation. Their self-reported ESD activities were verified through a guided tour of the schoolgrounds with teachers and learners.

These personal interactions improved our understanding of the school environment, enabling our team to advise each teacher individually and to gather additional feedback on additional outcomes.

Final Conference

128 teachers (76%) celebrated as they reached their goal

The final conference shared stories of success and challenges as teachers reflected together on their two-year professional development journey. We celebrated them for becoming ESD multipliers by teaching our future leaders, innovators and visionaries to be ecologically responsible citizens.



Goal 2.1, by 2030:

Teach for ESD teachers will implement 1500 school-based ESD activities

Since 2024, teachers have implemented 800 ESD activities at school!

Environmental Literacy

Our Environmental Literacy Projects are an essential tool to support all our programmes. Our publications are for all to use as learning resources, to develop knowledge and skills, to teach, and for ESD to reach more people.

How to Start & Maintain an Environmental Club Guide: A guide for Namibian teachers & learners

As part of Teach for ESD, this environmental club guide was developed in collaboration with Teach for ESD alumni teachers. NaDEET printed 1500 copies, launching it with the 2024-2025 Teach for ESD cohort. It is being distributed to other teachers and educators across Namibia.

The guide gives an in-depth overview of how to start and, importantly, how to maintain a thriving environmental club. It includes tips, case studies, forms, and templates to support planning & administration.



Available for download on the [NaDEET website](#).

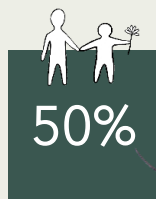
Other publications

- Produced by the Namibia Nature Foundation (NNF) and the Blue Marine Foundation under the NIMPA+ Project, NaDEET took part in the development and validation workshops for the Ocean Literacy Toolkit hosted by NNF.



Goal 3.1, by 2030:
Create 4 new learning resources to support ESD

Since 2024, we have created 2 new ESD resources!



Goal 3.2, by 2030:
Create 2 new approaches to improve access to ESD learning resources

Since 2024, we have implemented 1 new approach to access ESD resources!

Cross-cutting Areas

Our success is measured through our main project indicators, with the understanding that these focal areas are cross-cutting throughout our projects.

Take Direct Environmental Action

“We practice what we teach”

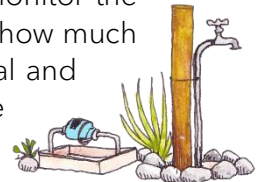
Sustainability is not JUST our work, it's who we are. As a team, NaDEET monitors all resources we use across the organisation through a system called LIME Green (Less impact, more education). Its purpose is to track our usage, ensure proper maintenance, and to educate all staff in environmental auditing. If we're teaching it in our programmes, then we are also practicing it - in the office and at the homestead! **Here we share some of our “behind the scenes” sustainability practices!**

Sustainability Practices at NaDEET Centre

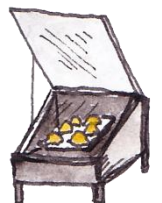


Our approach to sustainability tracks our usage across NaDEET Centre and Base by identifying where and how resources are being used on a weekly basis. Here are some aspects of the system:

WATER - With a system of 10 water meters, we monitor the water is being pumped out of our boreholes and how much we are using. Monitoring our water for operational and staff use, the food garden, as well as the waterhole for animals, we can quickly identify leaks or other issues that may cause waste.



ENERGY - We use **solar energy**, both directly and converted into electricity, which supports all activities at Centre and Base (housing 11 staff). Through our communal food system, we also cook meals on solar ovens and cookers - just like we teach in our programmes!



COMPOST- all food waste - from Centre & Base and our tourism neighbours - is recycled through our composting process which includes using **Bokashi and a hot composting method**. Food scraps and leftovers are no longer waste but rather create a nutrient-rich soil for our food garden!



Urban Centre Sustainability Practices

During the renovation of converting a residential home into the new Urban Sustainability Centre we planned in sustainability features as allowed by municipal regulations, including auditing tools such as additional water meters. Within our operations we have also adopted sustainability practices such as carbon-free transport for our local shopping needs. With many new features still to come, here are some of our sustainability practices at the Urban Centre:



TRANSPORT - The Urban Centre uses a Namibian-made **cargo e-bike** for food shopping and other procurement for programmes and office needs. With a handy storage compartment, this has cut down our carbon footprint for local transport.



ECO-KITCHEN - Due to the predominately foggy conditions at the Namibian coast, solar cooking is not a viable option. Our kitchen here focusses on using energy efficient cooking practices, reducing food packaging at the procurement stage and promoting nutrition. This is a work in progress as we source environmentally friendly and cost-effective solutions.



The Urban Centre team has been experimenting with replacements for refined sugars in our baking and iced teas that still appeal to our participants.



WATER CONSERVATION - In addition to installing water meters, we have built a Tippy Tap handwashing station by upcycling old materials from the renovation project. Our toilets use a dual-flush system and in the male bathroom there is a waterless urinal.



As part of LIME Green, staff conduct daily water auditing and on-going monitoring developing the skills and experience in sustainability practice.

Advance Policy & Partnership

NaDEET is committed to advancing ESD beyond our own projects. 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. Here some of our key partnerships:

Namibia National ESD Task Force

NaDEET continues to serve as a founding and key member of the National ESD Task Force, which has the mandate to oversee the implementation of the National EE/ESD Policy to integrate EE/ESD nationwide.

UNESCO ESD-Net 2030

As representative for Namibia on the UNESCO ESD-Net 2030, NaDEET supports the implementation of the Namibia Country Initiative for ESD (see below).

NamibRand Nature Reserve

NaDEET is the Educational Partner of the NamibRand Nature Reserve. Our Executive Director serves on the Board of Directors.

Improving National Networking & Partnership, Namibia's ESD Task Force

NaDEET, within our capacity on the ESD Task Force, facilitated the validation and finalization of the strategic plan for the Namibia Environmental Education Network (NEEN). The workshop helped strengthen NEEN's strategic direction in support of the National EE/ESD Action Plan.

Representing the 450 NEEN members, the NEEN Strategy and Work Plan for 2025-2030, is part of the Namibia Country Initiative for ESD.



Enhance Our Profile

Sharing and networking is a key strategy for NaDEET to be represented and engaged.

Celebrated in Windhoek for prestigious award

NaDEET was celebrated again nationally as a joint event by Windhoek UNESCO office and the Namibia National Commission for UNESCO for winning the 2024 Sultan Qaboos Prize for Environmental Conservation. It was an honour to be nominated by this team and to be recognized on this prestigious global stage.



Presented at the Environmental Education Association of Southern Africa (EEASA) Conference in Cape Town

Tuwilika and Festus represented NaDEET at EEASA to share our work by presenting in two sessions:

NaDEET Centre: A successful whole-institutional approach to ESD

Empowering Namibian Teachers for Sustainable Change: The Role of the Teach for ESD Programme

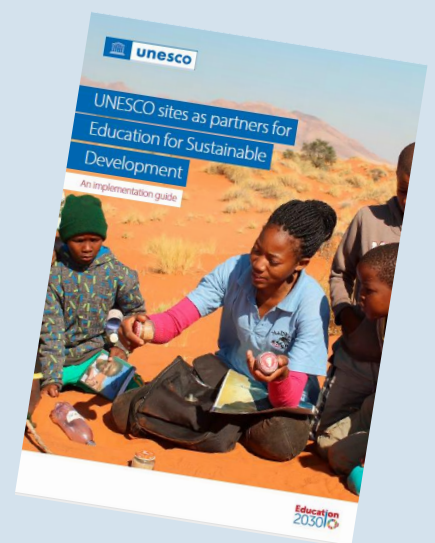
Other Educational Talks - Online

UNESCO Webinar

In a UNESCO ESD-Net 2030 webinar, Viktoria presented NaDEET Centre as a case study on Place-based Learning to support the launch of one of UNESCO's new guides featuring NaDEET on the cover.

Workshop Presentation for Future Teacher Education for Sustainable Development

During a teacher education workshop by a collaboration of universities in Namibia, Finland and Tanzania, Tuwilika shared NaDEET's approach highlighting the importance of ESD as a cross-curriculum theme in schools.



Utilise Monitoring & Evaluation

Good data and strong analysis allow us to discuss our progress and set new goals as a team. We use different approaches to evaluate our success and to understand our impact through the participant experience. Sharing our impacts is important, whether through collaborative research or ensuring data speaks to our various stakeholders.

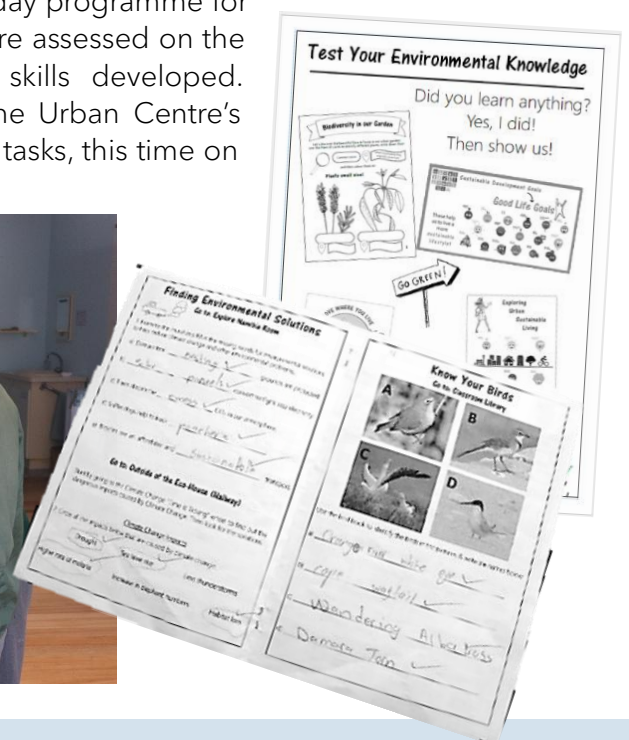
Here we share an example of how NaDEET integrates assessment into the learning process, while providing our education staff feedback on programme outcomes and delivering essential data for sharing programme outcomes with our partners.



Urban Sustainability Centre

Test Your Environmental Knowledge: evaluating learner ability to apply ESD in the different action areas

During the last day of the Urban Centre's 3-day programme for senior primary schools, the schoolchildren are assessed on the different types of knowledge gained & skills developed. Through a fun booklet they return to all the Urban Centre's learning areas to answer new questions and tasks, this time on their own.



TEACH for ESD

RESEARCH:

Evaluating Education for Sustainable Development implementation practices under NaDEET's teacher professional development programme



In November 2025, former NaDEET Centre Manager, Viktoria Endjala concluded her dissertation for a Master of Science in Integrated Environmental Management and Sustainable Development. In trying to understand what motivates teachers to bridge the gap between environmental awareness and environmental action for longer-term impacts, Viktoria evaluated the effectiveness of Teach for ESD (2021-2022) in promoting practical implementation of ESD by examining each of NaDEET's 10 ESD Areas.

Findings indicated that teachers were motivated by the experiential learning within the programme, "...92% of respondents citing the influence of visiting NaDEET Centres suggests that hands-on experiences played a crucial role in shaping their commitment to ESD."

Finance & Governance

Financial Summary

We are fortunate that March 2025- February 2026 was again a positive financial year for NaDEET. With the support of our reliable, long-term partners and donors we were able to achieve our set out programme activities. We are grateful for new supporters, especially for the Urban Sustainability Centre, such as Global United FC and several generous private individuals. We give our sincere gratitude to all for their role in helping us realise our aims this past financial year.

Income

NaDEET has the following three main funding sources:

Grants

Grant support is central to sustaining our work. Bread for the World remained our primary funding partner for the Teach for ESD programme and school programmes at the Urban Sustainability Centre. Co-funding grants, such as from the Galanthus Foundation, were secured to fully meet the project funding needs. The ProNamib Trust provided us with significant financial support for our NaDEET Centre programmes allowing us to serve many underprivileged children.

Donations

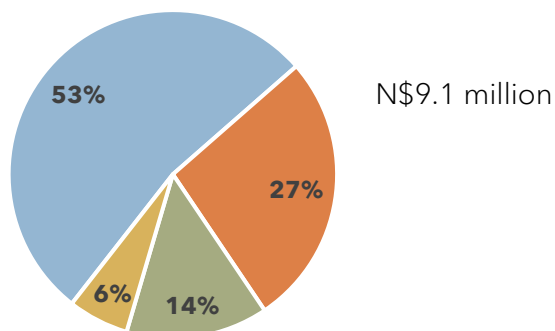
We received donations from individuals in person at our centres, as well as via our various platforms from donors around the world. We are grateful to Freundschaft mit NaDEET in Germany for its fundraising efforts and significant contribution in sharing our work with others. Thank you to the local tourism companies that support us on a regular basis with monthly donations.

Programme contributions

Participants at our centres are asked to contribute to the programme costs based on their own financial ability. This income goes directly back into our projects.

Programme Funding

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



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.

Our Centres

With the Urban Sustainability Centre back in action, programme expenditure at our Centres increased. This includes staffing, catering, cleaning, educational materials, basic maintenance, which are the costs of delivering high-quality programmes. A major, but vital expense for NaDEET Centre is providing decent internet which currently remains only possible via an expensive satellite connection.

Teach for ESD

The expenses included a multi-day training programme, school-site visits, on-going support to our teachers, and the final conference. These costs stayed within budget due to careful logistical planning. In addition, we printed the Environmental Club Guide.

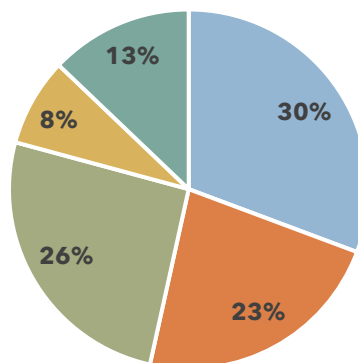
Administration

To provide convenience, we added card payment facilities at both of our Centres for the curio shop, as well as programme fee payments. These machines add to our bank charges which in Southern Africa are already some of the highest globally.

Capital Expenditures

Most of our capital expenditure was for the Urban Sustainability Centre. This included the addition of recycling and bicycle sheds to support the centre's operation. One of our NaDEET Centre vehicles was retired and a more reliable second-hand pick-up was purchased.

Annual Expenditure



N\$9.4 million*

*Includes N\$1.3 million for Urban Centre renovation and other CapEx projects with partial funds from previous financial year.

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

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.

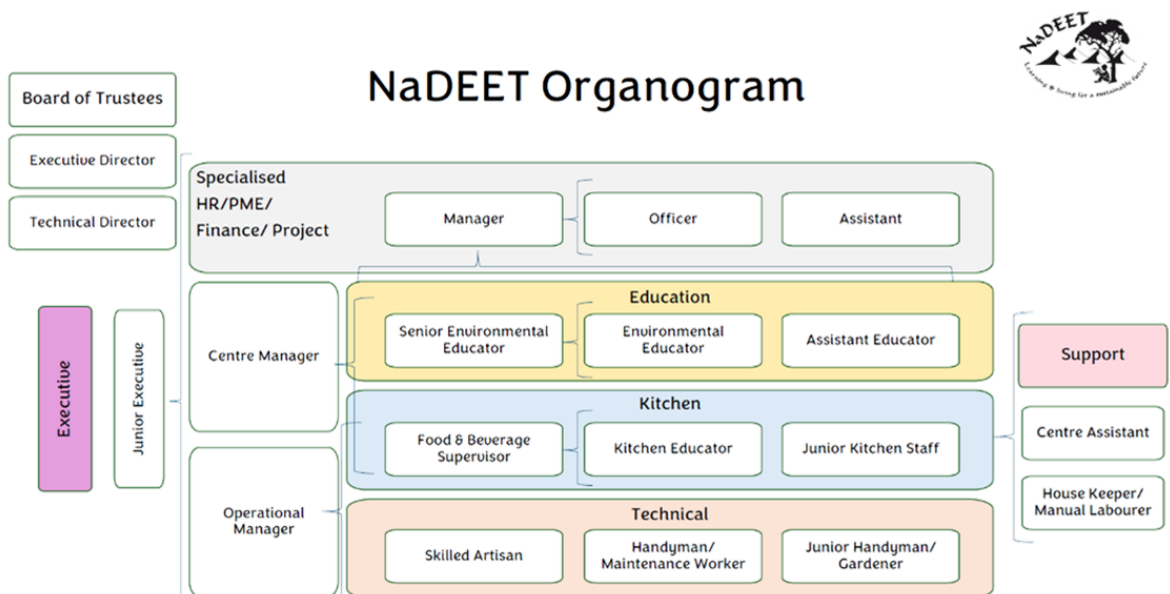
Aims

- 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 has an open working environment where initiative and exchange of ideas are 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.

Our long-serving trustees are Gabrielle Schneider, Michael Louw and Michelle Pfaffenthaler, who together have a wealth of experience in the environmental management sector and volunteer their time for NaDEET.



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 2025, NaDEET employed 19 full-time staff to ensure capacity across our projects. Although staff are based across two different locations, and with 2 employees working remotely, NaDEET strives to work as one cohesive team. Educators share the experiences of working at both centres, head office supports all projects, and colleagues collaborate as one rather than in parallel.

As the team has been growing these past years, we have spent time improving human resource processes to ensure staff are given opportunity to learn, grow and perform towards their professional goals. ESD is not just for our participants, but for us as well.



The Team

Viktoria Keding, Andreas Keding, Jonas Ndeuludila, Tuwilika Shihepo, Priscilla Kuzeeko, Maria Johannes, Damaris Braune, Alisa Volkmann, Asteria Kayawala, Elizabeth Namulo, Festus Awene, Chris-Lee Asheendo, Helena Moses, Lea Shikomba, Elmarie Naris, Lucretia Bitz, Michael Katambo, Daniel Lilonga, Salome Swartbooi & Hendelina Paakis



Service Awards

To NaDEET, milestones are important. Retaining employees throughout the ebbs and flows of working in a non-profit organization indicates that we are achieving this target. Observing staff develop professionally in their field and advancing NaDEET with their hard work is part of why we do what we do!

In 2025, Damaris and Alisa both reached five years working with NaDEET.

Internships

Our post-graduate 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.

In 2025, we hosted 5 Namibian interns. At NaDEET Centre, 5-month residential internships were completed whereby 2 interns at a time took part. At the Urban Centre, 1 intern completed a year-long internship, supporting the re-opening of the Urban Centre and our Teach for ESD team. Our educators mentored them throughout, ensuring each got exposure to all work areas.

Thank you to: Albertine, Johannes, Apornia, Thelma & Amushe,



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. They are continuously learning and reflecting on the ever-evolving environmental context, ensuring we remain relevant and impact-driven.

- 2025 kicked off with a 4-day staff development workshop at Gobabeb Namib Research Institute, in which staff took part in planning, development and team building.
- 2 staff participated in a two-part Civic Education training hosted by the Hans-Siedel Foundation.
- 3 staff completed an online course in Urban Environmental Education with Cornell University.
- 3 staff participated in the Fairy Circles Symposium, followed by a training workshop on fairy circle research.

Stay in touch with us



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UNESCO-Japan Prize on Education
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Laureate 2018

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

