



LEARNING AND SHARING SUMMIT 2025

SOUTH AFRICA , JOHANNESBURG

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Women's Voice and Leadership Learning and Sharing Summit 2025

Brief background of the organisation



- The Forum for the Empowerment of Women (FEW) is a black lesbian, bisexual and queer feminist organization based in Johannesburg, Gauteng Province, South Africa which aims to articulate, advance, and protect the rights of Black lesbian, bisexual and queer women. Our work, energy and resources are focused and deeply rooted in, informed and shaped by our constituency.



Institution before RWVL



Current situation- Baseline

- *Do you have any policies?*
- *Are you VAT registered?*
- *Are you registered for SARS?*
- *Do you have a governance/board in place?*
- *Do you have a finance system in place?*

Target at end line

- We have Full compressive HR Policies which talks to feminist principles
- Not Vat registered
- SARS Registered
- We have Board of 5 members in place
- We have a strong financial system in place with a unit of Finance Manager and Finance Administrator supported by the Grants Manager and Logistics Coordinator who oversees the management of grants and operations in the organization

Registrations



Current situation- Baseline

- *Are you currently registered with SARS?*
- *Is your NPO currently registered?*
- *Do you currently have a bank account?*

Target at end line

- Currently registered with SARS
- We are an NPO registered organization
- We have a Bank Account with Absa

People and Leadership



Current situation- Baseline

- *Vision, mission and core values is well understood.*
- *How relevant are your strategies as an organisation*
- *Is your organisation in compliance to all legal requirements of your work*

Target at end line

• **Our Vision**

A transformed society where black lesbian, bisexual and queer women enjoy holistic freedom, wellness, dignity and bodily autonomy in all aspects of their lives.

• **Our Mission**

To defend and advance the rights and dignity of black lesbian bisexual and queer women through raising awareness of and advocating for the rights of Black lesbian, bisexual and queer women, honoring our struggles, preserving our histories and heritage, and promoting a diverse Black lesbian, bisexual and queer identity



Current situation-Baseline

- *How relevant are your strategies as an organisation*
- *Is your organisation in compliance to all legal requirements of your work*

Target at end line

- FEW 2025–2029 Strategies are highly relevant as they focus on impact, growth, and change, ensuring that Black LBQ women in South Africa experience improved social, economic, and mental well-being, visibility, and rights recognition. FEW builds a resilient and sustainable feminist organization that addresses systemic challenges through intersectional, community-driven, and policy-focused interventions. The strategy is grounded in feminist principles, ensuring that FEW's advocacy efforts and interventions are both inclusive and transformative in promoting equity and justice.
- Yes, organization is compliant with all legal requirements

Structures, Systems, and Processes



Current situation- Baseline

- *Do you have adequate infrastructure and materials to support your operations.*
- *How robust are your Monitoring and Evaluation Systems*
- *Sexual Harassment Policy*
- *Anti-corruption/Fraud Policy*
- *Administrative and financial routines*

Target at end line

- FEW previously faced operational challenges, but in 2024, it established an Operations Unit to enhance coordination with the Grants Manager. This unit ensures better grant communication, streamlined implementation, improved reporting, and donor compliance through a due diligence system.
- Our Monitoring and Evaluation system currently relies on in-house expertise. However, we are in the process of strengthening it by appointing a consultant this month, with the recruitment process already advertised on our social media platforms.
- YES :Prevention of Sexual Exploitation, Abuse, and Harassment (PSEAH) policy
- Anti-Bribery Policy
- In a process of developing SOPs

Resilience, Care, and Security



Current situation-Baseline

- What are your strategies for mitigating physical and digital security risks.
- Secure office premises with controlled access.
- Emergency response plans and staff safety training.
- Secure storage for sensitive documents and assets.
- Digital Security:
 - Enforcing strong password policies and multi-factor authentication.
 - Regular cybersecurity training for staff.
 - Secure data storage, backups, and encryption protocols.
 - Compliance with data protection regulations and donor security requirements.

Continuation



Current situation-Baseline

- How will the institutional progress be sustained within your organisation?

1. Strong Governance and Leadership:
 - Strengthening board oversight and strategic decision-making.
 - Ensuring leadership continuity through capacity-building.
2. Financial Sustainability:
 - Diversifying funding sources and strengthening donor relationships.
 - Implementing sound financial management and accountability measures.
 - Leveraging team talent and skills to launch innovative income-generating projects.
3. Capacity Building:
 - Investing in staff development and training.
 - Strengthening internal systems for efficiency and impact.
4. Monitoring and Evaluation:
 - Enhancing data-driven decision-making.
 - Regularly assessing and adapting strategies for long-term sustainability.
5. Technology and Innovation:
 - Leveraging digital tools for efficiency and security.
 - Strengthening data management and reporting systems.

Finance and sustainability and social entrepreneurship



Current situation-

Baseline

- How diversified are your sources of funding.
- How do you hope to improve your Financial Sustainability and social entrepreneurship
- Financial policies and procedures
- Value for money

Target at end line

Our funding is currently program-focused with limited core funding. To address this, FEW has developed a two-year fundraising strategy to diversify income sources and strengthen financial sustainability.

We aim to improve financial sustainability by leveraging team skills for innovative income-generating projects and offering CJS training to corporate companies, focusing on diversity and inclusion in mines, businesses, and rural provinces.

We have a financial policies and Manual

We currently do not have a Value for Money plan in place, but we recognize its importance and are willing to learn and integrate it into our financial management approach. As a team, we aim to build capacity in cost-effectiveness, transparency, and resource optimization to enhance our impact and sustainability.



Connections and Visibility

Please explain if the organisation effectively communicates its work to donors and participants?

- We have strengthened donor communication by implementing quarterly check-ins to ensure alignment with commitments. This approach has enhanced accountability, helped us meet objectives, and demonstrated the impact of our work.
- We communicate our work through quarterly donor check-ins, social media platforms, and an upcoming monthly newsletter to keep stakeholders informed and engaged.

GOVERNANCE



Current situation- Baseline

- Governance structures
- Application of democratic rule

Target at end line

Our governance structure includes a five-member Board and a full management team overseeing leadership and governance. In 2024, we developed our 2025-2030 strategic plan centered on the theme "Key to Empowerment" as the driver of change. While we do not yet have a formal application of democratic rule, we are eager to learn and integrate democratic principles into our governance framework.

PROGRAMME OF ACTION



Current situation- Baseline

- Planning for implementation
- Reporting and documentation

Target at end line

- Planning for Implementation: We have an annual plan for 2025 aligned with donor activities and resources to ensure structured execution.
- Reporting and Documentation: We document each activity, follow structured financial reporting, submit quarterly board reports, conduct donor check-ins, and publish an annual report highlighting key objectives and impact.

