



**END GBVF 100-Day Challenge
Leadership Management - Development Programme**

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (herein referred at the agreement) is entered into by and between:

EISH-IMPACT-AFRICA NPC

REG NO: 2023/891958/08 | 2201 Etienne street unit, 501 IQ, Thistle Creek, Silverlakes, GAUTENG, 0181
(Herein represented by Ms Nomgqibelo E Mdhlalose as Director of Eish- Impact-Africa.

and

Organisation name

Address

Herein represented by

Name of representative

in their capacity as

Position in the organisation

1. PURPOSE & SCOPE

This Memorandum of Agreement aims to set forth the responsibilities of the parties in a mutually beneficial association and collaboration on the End GBVF 100-Day Challenges Capacity Building Programme in 2024. The programme is supported by Ford Foundation.

2. PROGRAMME OBJECTIVES

The programme aims to build capacity in municipalities, courts and TVET colleges to organise multi-stakeholder collective action to move the needle on specific impact and outcome indicators of the National Strategic Plan on Gender-Based Violence and Femicide (NSP). Ultimately, all this must result in behaviour and culture change and a decline of all forms of incidents of gender-based violence and femicide, and in the fast and fair resolution of all cases and legal actions related to gender-based violence and femicide.

3. THE 2024 CAPACITY BUILDING PROGRAMME

This is a **Leadership Management - Development Programme** facilitated by Eish Impact Africa using the online platform "The World of Impact". The programme participants are from district or regional organisation level personnel to be trained as 100-Day Challenge Ambassadors, whose role involves designing and facilitating 100-Day Challenges.

In line with the District Development Model, the idea is to strengthen the coordination role and capacities at the District, Regional and City levels.

The learning journey for Ambassadors consists of:

- Orientation training that includes virtual sessions and one 3-day face-to-face session
- Online learning, working with study groups and virtual coaching sessions
- Preparations for workshops, facilitation of workshops and supporting at least two 100-Day Challenge Teams during the implementation period.

The time below indicates the total days as a sum of hours, of the above activities:

Preparation			Implementation		
Month 1	Month 2	Month 3	Month 4	Month 5	Month 6 + 7
6 days	2 days	2 days	2 days + 1 hour/week	2 days + 1 hour/week	2 days + 1 hour/week

4. ROLES AND RESPONSIBILITIES

4.1 OBLIGATIONS OF THE PARTICIPATING ORGANISATION

- Enable and support the learning programme participants by freeing up time and resources so participants can organise and facilitate the four landmark workshops in the district/region, attend virtual coaching and reflection sessions, and participate in the 3-day face-to-face training session.
- Ensure that participants have internet access to complete the World of Impact online learning modules and attend the virtual coaching and reflection sessions.
- Convene local leaders for the first workshop, the Leadership Design Session, where the leaders will select a focus area and the 100-day teams.

- Check-in bi-weekly with participants, by phone, in person, or via email to review programme progress.
- After the 100-Day Challenge, convene the local leaders to decide how they will build on the work accomplished by the 100-Day teams.

4.2 OBLIGATIONS OF EISH-IMPACT AFRICA

- Guide the participants through the Management Development Programme, including supporting them to design and facilitate 100-Day Challenges..
- Provide access to the World of Impact online learning platform for the learning programme participants for a period of 12 months.
- Schedule and facilitate virtual coaching and reflection sessions with learning programme participants
- Arrange and handle all logistics for the 3-day face-to-face session.
- Review learning programme participants' assignments and participation levels and give feedback to their organisation.
- Share learnings, insights and impact of the 100-Day Challenges programme with stakeholders.

4.3 IT IS MUTUALLY UNDERSTOOD AND AGREED BY AND BETWEEN THE PARTIES THAT:

- The parties shall always consult with each other in the utmost good faith, and their affairs shall be administered and promoted with the highest degree of integrity.
- The learning journey participants will need the full and wholehearted support of the leaders and/or managers. They can look forward to a challenging but enriching experience.
- The Ford Foundation supports the learning programme and associated training costs. The organisation will endeavor to secure up to R50,000 to fund the 100-Day Challenge team's work plan (including workshops). Courts can request a budget from the "Case flow management budget" through their Regional Court President or Chief Magistrate. Local Municipalities and TVET Campuses are requested to align their budget allocation to provide the support funding. Eish Impact Africa is fundraising to potentially support those entities that may not be able to secure enough funding.
- By participating in the 100-Day Challenges, the organisation gives permission to the Eish Impact Africa Communication Team to publish stories related to the specific 100-Day Challenge in Social media, Media releases, Newsletters and Website blogs.
- Eish Impact Africa gives permission to the organisation to publish content related to the End GBVF 100-Day Challenge facilitated by the participants in the program.

Signed on behalf of EISH-IMPACT-AFRICA NPC

Ms Nomgqibelo Mdlalose

Director	Date	Signature

Signed on behalf of the organisation.

Representative's Name	Date	Signature

DECLARATION AND COMMITMENT BY THE LEADERSHIP MANAGEMENT- DEVELOPMENT PROGRAMME PARTICIPANT

Name of Nominated Ambassador

Nominee Details

Position		Email	
Province		Alternative mail	
Location/Town		Cell Number	

I accept the nomination to participate in the 100-Day Challenge Leadership Management - Development Programme facilitated by Eish Impact Africa to accelerate collective action to end GBVF in South Africa.

The learning journey consists of:

- Orientation training that includes virtual and 3-day face-to-face sessions
- Online learning, working with study groups and virtual coaching sessions
- Preparations for workshops, facilitation of workshops and supporting the team during the implementation period.
- Submitting assignments in preparation for workshop and post-workshop reflections.

The time below indicates the total days as a sum of the above activities:

Preparation			Implementation		
Month 1	Month 2	Month 3	Month 4	Month 5	Month 6 + 7
6 days	2 days	2 days	2 days + 1 hour/week	2 days + 1 hour/week	2 days + 1 hour/week

I am aware of the requirements and will commit to making the time during the 6.5-month period of the programme.

Nominated Ambassador name

Date

Signature

Direct Manager name

Date

Signature