



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

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (herein referred to as 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 parties' responsibilities in a mutually beneficial association and collaboration on the End GBVF 100-Day Challenges Capacity Building Programme in 2025. The Ford Foundation supports the programme.

2. PROGRAMME OBJECTIVES

The programme aims to build capacity in Municipalities, Magistrate Courts and Technical and Vocational Education and Training (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 system culture change, a decline of all forms of incidents of gender-based violence and femicide, and the fast and fair resolution of all cases and legal actions related to gender-based violence and femicide.

3. THE 2024 CAPACITY BUILDING PROGRAMME

Eish Impact Africa facilitates the capacity-building programme using the online platform The World of Impact. The programme contributes to strengthening local capacity and accountability in ending GBVF.

The programme participants are:

- **100-Day Challenge mentor** - Senior leader who will be guided in the role of 100-Day Challenge Mentors, which involves designing and supporting 100-Day Challenges in their locality

Programme format and time commitment

- One-day face-to-face session
- Online guidance - 5 hours, spread over 2-3 weeks.
- Coaching sessions - 1 hour every two weeks.
- Practical - Guiding the teams - average 1 hour per week for 100-Days

Participants are also offered Individual coaching on their leadership style.

- **100-Day Challenge Ambassador**—The process facilitator is an official selected by leaders at a multi-sectoral gender forum or meeting who will be guided to play the role of a 100-Day Challenge Ambassador, supporting the Challenge mentor and 100-Day team and facilitating the 100-Day Challenge team workshops. The ambassador will be registered on the programme after the leaders convene.

Programme format and time commitment

- Face-to-face session - 2 days
- Online guidance - 2 hours per week.
- Coaching office hours and peer learning group sessions - 1 hour per week.
- Supporting the Team - average 1.5 hours per week.
- Workshops - 3 days over the 100 days.

4. ORGANISATION'S ROLES AND RESPONSIBILITIES

4.1 OBLIGATIONS OF THE PARTICIPATING ORGANISATION

- Enable and support the development programme participants by freeing up time and resources so they can design and support 100-Day Challenges in the district/region and attend virtual coaching sessions. Ensure participants have internet access to complete the World of Impact online guidance modules and participate in virtual coaching.
- Support the convening of local leaders of multi-sectoral gender to design the 100-Day Challenges, including selecting a focus area, the 100-day teams and an Ambassador.
- 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 amplify and build on the work accomplished by the 100-Day teams.

4.2 OBLIGATIONS OF EISH-IMPACT AFRICA

- Guide the participants through the Leadership Development Programme, including supporting them in designing and facilitating 100-Day Challenges.
- Provide access to the World of Impact, an online guidance platform for the development programme participants. Access will be for 12 months.
- Schedule and facilitate virtual coaching with development programme participants and guide the peer learning groups.
- Arrange and handle all logistics for the face-to-face sessions.
- Review development programme 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 Development programme 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 development programme and associated costs. The organisation will endeavour to secure a minimum of R 25,000 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 asked 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 permits the Eish Impact Africa Communication Team to publish stories related to the specific 100-Day Challenge on Social media, in Media releases, Newsletters, and Website blogs.
- Eish Impact Africa permits the organisation to publish content related to the End GBVF 100-Day Challenge facilitated by the program participants.

Signed on behalf of EISH-IMPACT-AFRICA NPC

Ms Nomngqibelo Mdlalose

Director	Date	Signature

Signed on behalf of the organisation.

Representative's Name	Date	Signature

DECLARATION AND COMMITMENT BY THE LEADERSHIP DEVELOPMENT PROGRAMME PARTICIPANT

Declaration by representative

Name			
Primary email			
Altern. email		Your position	
Cell Number		Location/Town	
ID Number		Province	
Gender		Ethnicity	

** information is only gathered for reporting purposes and to communicate with you regarding the programme. We will take all reasonable measures to protect your information*

Time commitment to learning programme and practical work

- One-day face-to-face session
- Online guidance - 5 hours, spread over 2-3 weeks.
- Coaching sessions - 1 hour every two weeks.
- Practical - Guiding the teams – average 1 hour per week for 100-Days
Participants are also offered Individual coaching on their leadership style.

Communication requirements

By participating in the 100-Day Challenges I permit Eish Impact Africa to:

- Add my contact details to the online guidance platform to access the guides.
- Add my cell phone number to the End GBVF Movement Whatsapp community and the peer learning Whatsapp group.
- Publish stories related to my specific 100-Day Challenge on Social media, in Media releases, Newsletters, and Website blogs.

I accept the nomination to participate in the End 100-Day Challenge Leadership Development Programme facilitated by Eish Impact Africa to accelerate collective action to end GBVF in South Africa. I confirm that I understand the commitments and give permission to the communication requirements.

Participant name
Date
Signature

Direct Manager name
Date
Signature