



Statement from the Board of Directors: Executive Director Transition to Founding Director

The Board of Kwakha Indvodza (KI) is excited to announce that KI has grown to a level of maturity where the Founding Director does not need to double in the role of Executive Director. Therefore, over the course of the next few months, Tom Churchyard, the Executive Director, is transitioning to serve as Founding Director, an *ex-officio* Board Member with voting powers. This will allow him to function at a more strategic level in the growth of KI and require the board to recruit a new Executive Director. Throughout the last few years, KI has not only grown the scale and reach of its work in communities all over Eswatini, but has increased its presence regionally and online. We have a robust policy framework, strong systems and have earned the trust of a diverse number of long-term funding partners. As KI, we have also recently published our 2022-2027 Strategic Plan which will guide operations and executive duties over the next 5 years.

It is *our people*, however, who are KI's strongest asset. The organisation is a culmination of work of so many, including an established successful team of staff and volunteers, and an unparalleled Board of ten Directors, who have walked alongside, supported, and sometimes even carried KI. We feel so assured of our continued growth under such stewardship and led by a new talent. It is therefore with pride, confidence, and no small amount of emotion that we announce a realignment of KI's leadership structure scheduled for a yet-to-be-determined date next year. While Tom will remain very much active and present as Founding Director to guide, mentor and advise the KI team, and as an active member of the Board of Directors, it is with pleasure that we announce the search for new Executive Director to fulfil the more executive functions of leadership. We look forward to the process of identifying and welcoming the right candidate and fulfilling our commitment to creating an organization of, and for, all emaSwati, both present and future. Of course, we will keep all our valued stakeholders and partners updated on the next steps of the process.

Statement from Executive Director

It has been an honour and my life's work to-date to serve as Kwakha Indvodza's Founder and Executive Director, a role that I have played as a part-time volunteer between October 2012 and December 2015, and subsequently as a full-time employee from January 2016 to-date. Throughout this decade, it has been my supreme privilege to lead, and be a part of, Kwakha Indvodza's growth, from conception, through its infancy and adolescence to what it is today: a passionate, ambitious, and dynamic national civil society organization, leading among its peers in tackling some of the fundamental social and gender justice issues faced by all emaSwati. This is the next step in that journey – one that I know we are ready for and which will ultimately make KI even stronger.



We wish you all a wonderful festive period and a prosperous 2023.

KI Board of Directors