



I am very proud to present this year's AGM with a set of audited results that will make all involved with WESSA very proud. Not only are we coming out of an exciting and challenging year that saw the full implementation of a new structure, but we are also seeing a substantial and professional company Curriculum Vitae. This combination of good results and an unwavering commitment to excellence without neglecting our rich heritage and background, sets the scene for continuous improvement of our role as earthly custodians caring for the earth.

We are a Membership based organisation and our membership footprint spans the whole of South Africa, where our collective impact to social change and human behaviour pertaining to the Environment come together around a common agenda of caring for the earth. Our core philosophy of environmental education, training, reflexivity and development shows the way for changed human behaviour to eventually impact positive change in our countries' rich Biodiversity, stressed Water resources and Water quality, and Education system in crisis.

**The WESSA operating model has at its core, the aim to ensure that we become and remain a financially sustainable entity, over and above all the various environmental contributions as a NGO. For the period under review, I can report that our financial sustainability has taken a leap forward, by us posting a surplus of R3.8 million. This is an improvement on budget of R4.7 million, an improvement for the comparative year-on year performance of R6.2 million and an improvement over the last 2 financial years of R11 million!**

**This outstanding achievement enabled us to grow our reserves, thereby reversing the trend of eroding equity to cover past deficits and to continue to invest in professional staff and systems as required from a modern day NGO.**

The excellent results achieved can be credited to inter alia the power of focus in execution as applied by the executive team. After ensuring complete alignment with the strategy and structure, there was a collective will to achieve the required turnaround and this ensured that the foundation was in place to move forward with focus. We introduced the WIG's (Wildly Important Goals) concept underlying the 4DX (disciplines of execution) strategic leadership approach. This approach ensured that, with disciplined monthly monitoring by the executive team, the implementation gap usually present after strategy formulation was avoided to a large extent. It essentially forced us to strictly apply the 80/20 and 50/5 power of focus rules, to avoid the background clutter that persuasively masquerades as important priorities and ensures the right focus in executing the strategy.

We see ourselves as a stable and reputable partner of choice, who continuously manage its affairs along the lines of the following sustainability principles:

**Our VISION**

To be a highly effective and well-supported champion of the environment

**Our MISSION**

To implement high impact environmental and conservation projects which promote public participation in caring for the Earth

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- We bring valuable assets to the table and have much to offer to business, government and other alliances.
- We engage in advocacy on selected policy influence and events, but always based on our experience in programmes operating on the ground and our wide membership input.
- We mobilise communities in geographic areas to support their local challenges.
- We make the deliberate choice to collaborate for the social good.
- We always focus very sharply on what not to do, we are not overweight in taking on programmes and projects for the sake of growth.
- We are investing in overhead, despite the pressure to look lean. NGO's can no longer operate with a begging bowl mentality, the Environmental challenges are far too big to try to effect change as a side-line contribution, the challenges we all face touch the core of the economy on earth, the economy of the survival of our planet which manifests in neglected Biodiversity, depleted Water resources, unemployed and uneducated youth and communities living in desperate poverty.

In closing, I want to extend my personal gratitude to the following:

- My executive team and senior management of WESSA for their support, energy and unfailing passion for their programmes, projects, business units and people. We have stayed close to each other during the stressful change period the last 2 years, we never stopped to inspire each other and holding each other accountable for greatness in the implementation and we know exactly where we are heading.
- All WESSA staff, it was a tough year and I am particularly impressed with our staff's resilience, enthusiasm and passion.
- The Chairman and the Board members. I am very aware of the fact that our Board members are passionate volunteers who are making their own time and skills available in caring for the earth, in support of building this great organisation.
- All WESSA members and the Regional Representatives in particular. We are working much closer as a team and I am thoroughly enjoying the healthy debates, ideas and forging the way for a renewed Membership passion.

WESSA makes a difference. I invite you to continue to team up with us in our quest to be Champions of the Environment!



**Dr Thommie Burger**

**Chief Executive Officer**

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