

Thrive

Strategic Plan

March 2018 – February 2021



Thrive Hout Bay

VISION

To be a leading model in the development and promotion of environmentally sustainable living practices which enhances the health, social well-being and economic viability of local communities.

MISSION

Its mission is to promote environmental sustainability through five pillars or goals:

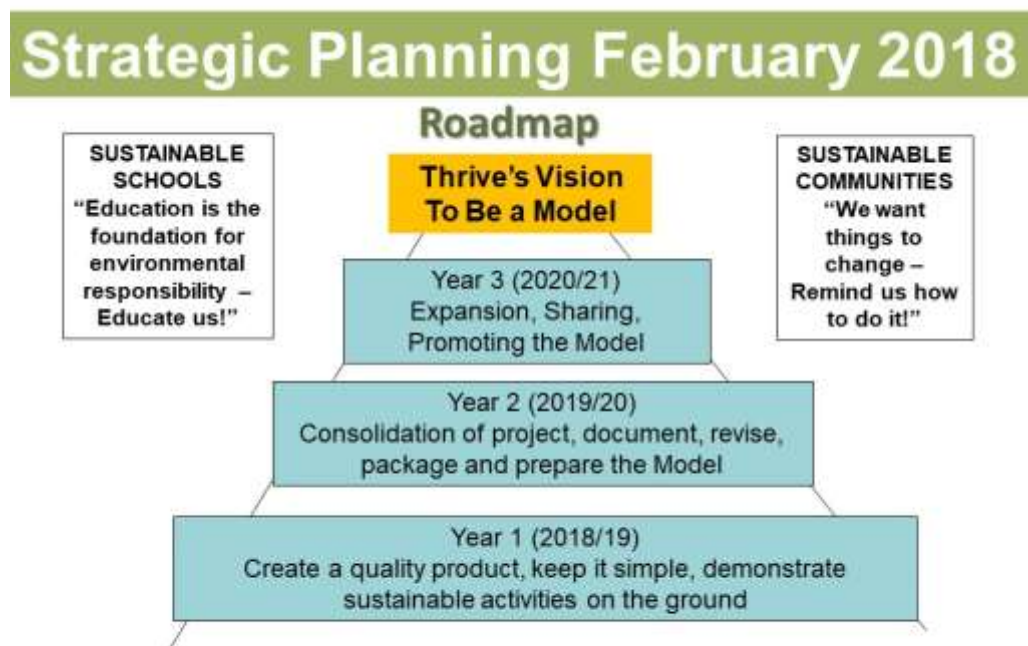
- growing food,
- minimising waste
- protecting biodiversity
- reducing water pollution and wastage
- conserving energy

Thrive achieves this through a system of volunteer mentors and interactive teaching methods that promote sustainable practices through a school curriculum and a skills development focus for local residents.

Residents of Hout Bay are recruited as agents of change to practice skills and build models that are easy to replicate. This enables stakeholders to collaborate and benefit from an improved environment, society and economy.

3-Year Strategic Plan: March 2018 to February 2021

During February 2018, Thrive Manco and Operational Team held a Strategic Planning session during which it was decided to focus on the following 3-year plan:



3-year Roadmap

Year 1: Execute a few projects really well, in order to create a quality product, the Model

Year 2: Stay the distance with chosen projects, package and prepare, review and document

Year 3: Promote and share the Model, by way of an electronic platform

During this process, the following were agreed upon:

1. Confirm the Vision: To be a Model
2. Consolidate the Mission and Values of the organization
3. Initiate policies and procedures to deal with risks, threats and distractions
4. Consider ways to share the Model with schools, municipalities and corporates

KEY CRITICAL SUCCESS FACTORS:

- THRIVE is a pioneering model that can be shared and duplicated
- Community focused and driven
- Developmental best practices avoiding handouts and top-down approaches
- Longevity of organization (since 2004) and demonstrated success
- School curriculum containing components of the five environmental pillars
- Community outreach component of all pillars in local projects
- Registration as NPO and PBO as well as BEE compliant (75%)
- Financial integrity, audited annually
- Strong governance by a committed and skilled Manco (Board)

THE THRIVE MODEL

The Model that Thrive is preparing will be based on our work in finding solutions. Our hope is to document and package it and share it on a platform accessible to all.

Electronic Platform: The model will be a series of manuals that can be downloaded in PDF format, along with infographics, videos and templates. It will then be accessible to schools in all areas of South Africa, to be used as part of their Life Orientation or extra mural activities.

The Thrive model is focused on five key areas, in response to the felt needs identified above. The **five pillars** of the Thrive approach form the basis of our model which is one that can be duplicated and scaled.

Thrive's areas of focus in Hout Bay and our goals for our community are:

- LOCAL FOOD - Nourishment and food security
- BIODIVERSITY PRESERVATION – Restoration, protection and preservation of the fauna and flora indigenous to Hout Bay
- ZERO WASTE - Finding solutions for solid waste pollution
- WATER WISE - Responsible use and protection of our water resources
- ENERGY EFFICIENCY - Efficient clean energy use and conservation



PROGRAMS

Thrive has a two-tiered approach:

- 1. Sustainable Schools Program**
- 2. Sustainable Communities Program**

Program 1: Sustainable Schools Program

We hear the message from our school children:

“Education is the foundation for environmental responsibility – educate us!”

More than 3000 learners at 10 local schools are educated about environmental sustainability and engage in projects to eliminate waste and preserve natural resources through:

- Participation in community gardens, learning about composting and worm farms
- Recycling of waste on the school property and learning about reuse of plastics and other goods
- Learning about biodiversity
- Learning how to save water
- Learning how to conserve and generate energy

Learners at participating schools take these activities home to the community and can then engage in their own home food gardens, composting and waste recycling activities, water and energy saving actions and awareness of alien and indigenous vegetation in their community.

Program 2: Sustainable Communities Program

We hear the message from our local communities:

“We want things to change – remind us how to do it!”

In our local communities, Thrive operates out of an understanding that the values we stand for are the same as the values inherent in South Africa’s diverse peoples. Thrive is honoured to be asked for guidance in the revival of forgotten practices that are embedded in the memories of all of our local cultures.

Hout Bay communities can have sustainable livelihoods through:

- growing their own food using unutilised land and open spaces, while composting all organic refuse to enrich their compost and worm farms, reselling food
- fighting alien vegetation and restoring the natural environment to its pristine condition
- recycling and upcycling waste and goods
- water efficiency
- energy intelligence

Thrive’s intention is to build up a Sustainable Communities model in Imizamo Yethu, through which community members might enjoy the same proximity to gardens in order to learn about practices involved in growing their own food. The Local Food and Biodiversity Supervisor offers the following workshops on request, funding allowing:



- **Composting and Worm Farm Workshop**
- **Seed Sowing and Seedling-planting Workshop**
- **Permaculture Practices** - trenching green waste, drip irrigation, mulching, propagation, circular beds, the use of found items and recyclable materials to create container gardens, indigenous garden plants

BIODIVERSITY

- **Invasive Alien Clearing Project:**
 - Employment of a team of local alien vegetation clearers
- **The value of indigenous plants:**
 - Good health and nutrition
 - Medicinal uses and long-remembered home remedies
 - Fire retardants and water wise gardening to beautify our spaces at no cost

WATER

Water and the health of the Hout Bay river is closely tied to Waste in Hout Bay. The effective disposal of waste will undergird efforts to clean up the river and reduce the dangerously high Ecoli levels.

ENERGY

Energy efficiency is taught through the Schools Curriculum to encourage responsible energy use in Hout Bay. Measures such as electric vehicles, recharge points at local coffee shops and other exciting initiatives are gaining recognition and popularity in Hout Bay.

Governance – Advocacy, Model Development, Engagement

Thrive positions itself to:

- advance awareness, interest, involvement and commitment to the environment
- advance strategically through sound governance, ensuring the smooth operations of the organisation by way of sound financial, administrative and governance policies and procedures
- develop and streamline the Thrive model so that it can be shared

Thrive implements sound governance and complies with financial and legal obligations via:

- a sound financial plan and administrative systems that allow for good evidence of programme delivery as well as efficient document storage and retrieval.
- a fundraising plan in place to ensure organisational sustainability.
- a communications plan in place to promote the organisation's voice and visibility.
- human resource policies and procedures to ensure smooth operations.

Beneficiaries:

All school children in the Hout Bay communities benefit from education and training and these skills are passed on by the children, to their families and neighbours.

Community members benefit from information and awareness activities initiated by Thrive. Many are also beneficiaries of the skills development inherent in Thrive's projects.



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MISSION

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Sustainable Schools Program

- ECO HEROES CURRICULUM
- ENVIRO QUIZ/ART
- ENVIRO AUDIT
- GARDENS/OUTINGS

Thrive achieves its Mission and Vision, to promote the five pillars, through a two-tiered approach:



Sustainable Communities Program

- FOOD GARDENS & COMPOSTING
- INVASIVE CLEARING
- WASTE MINIMISATION/RECYCLING
- WATER/ENERGY CONSERVATION

APPROACH

Thrive works through



Volunteers and mentors

Interactive teaching methods

Sharing skills with residents

VALUES

- Respect
- Compassion
- Integrity
- Inclusivity
- Care for natural resources
- Responsibility
- Interdependence between people and nature
- Delivering promises



IMPACT

- Harmony
- Empowerment
- A sense of purpose
- Job creation
- Entrepreneurship
- Stimulation of local economy
- Attractive living environment

ORGANISATIONAL DETAILS

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