



**COPPER ROSE  
ZAMBIA**

Beautiful | Valuable | Empowered.

# COPPER ROSE ZAMBIA

## 2024 Annual Report

Health, Equity, Leadership: Transforming Youth Potential

# Letter from CEO

Dear Friends, Partners, and Supporters,

As we reflect on the past year, I am incredibly proud of the impact Copper Rose Zambia (CRZ) has made in advancing health and well-being, gender equity, and youth development and leadership across Zambia. Our work continues to transform communities, ensuring that young people—especially adolescent girls and young women—have access to essential services and opportunities to thrive.

Zambia's youth hold immense potential, yet many face significant barriers to accessing healthcare, education, and leadership opportunities. With 70% of the population under 30, challenges such as high adolescent pregnancy rates, limited access to SRHR services, gender inequality, unemployment, and mental health stigma continue to hinder progress. Less than one in five adolescents access HIV or contraceptive services, while many young women experience gender-based violence. Addressing these issues is at the heart of CRZ's mission and will continue to drive our work in 2025.

While 2024 was a year of significant progress and growth, we recognise that 2025 has brought new global challenges. Recent geopolitical shifts, particularly policy changes in the United States, have created uncertainty in the development space. While these changes present challenges, CRZ remains resilient. We are adapting, strengthening our partnerships, and finding innovative ways to sustain our impact.

Even as we celebrate our achievements, we remain focused on the road ahead. Now more than ever, strong, community-driven solutions are essential, and we are committed to ensuring that no young person is left behind. Our efforts will continue to prioritise expanding access to services, advocating for sustainable policies, and fostering a future where young people can lead and thrive.

To our partners, donors, and dedicated team—thank you for your relentless support. Your commitment to our mission fuels our success, and together, we will continue driving change. With gratitude and determination,



**Dr. Natasha Salifyanji Kaoma**  
Chief Executive Officer  
Copper Rose Zambia

**CRZ's CEO**  
Attending the International AIDS  
Conference 2024 in Munich,  
Germany



# > Where to look

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01	Bridging The Youth Development Gap Across Zambia
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# 1 Bridging the Youth Development Gap across Zambia

In Zambia, where nearly 70% of the population is under 30, young people hold the key to the nation's future. However, they face significant obstacles—high adolescent pregnancy rates, limited access to sexual and reproductive health (SRH) services, gender-based violence (GBV), youth unemployment, and mental health stigma. Without the right support, these challenges threaten an entire generation's potential.

At Copper Rose Zambia (CRZ), we envision a different path. Since 2015, we have championed a movement that empowers young people with the knowledge and skills to thrive.

We believe that when young people have agency over their health and leadership, they can transform their lives and ignite change in their communities. Our mission is clear: to create a world where every young person is happy, healthy, and living to their fullest potential.

Our holistic approach tackles systemic barriers through three core pillars: Health and Well-being, Gender Equity, and Youth Development and Leadership. Over the past year, we engaged over 250,000 young people, addressing issues like HIV prevention, GBV, and enhancing menstrual health education while training young entrepreneurs and equipping health workers with essential skills.

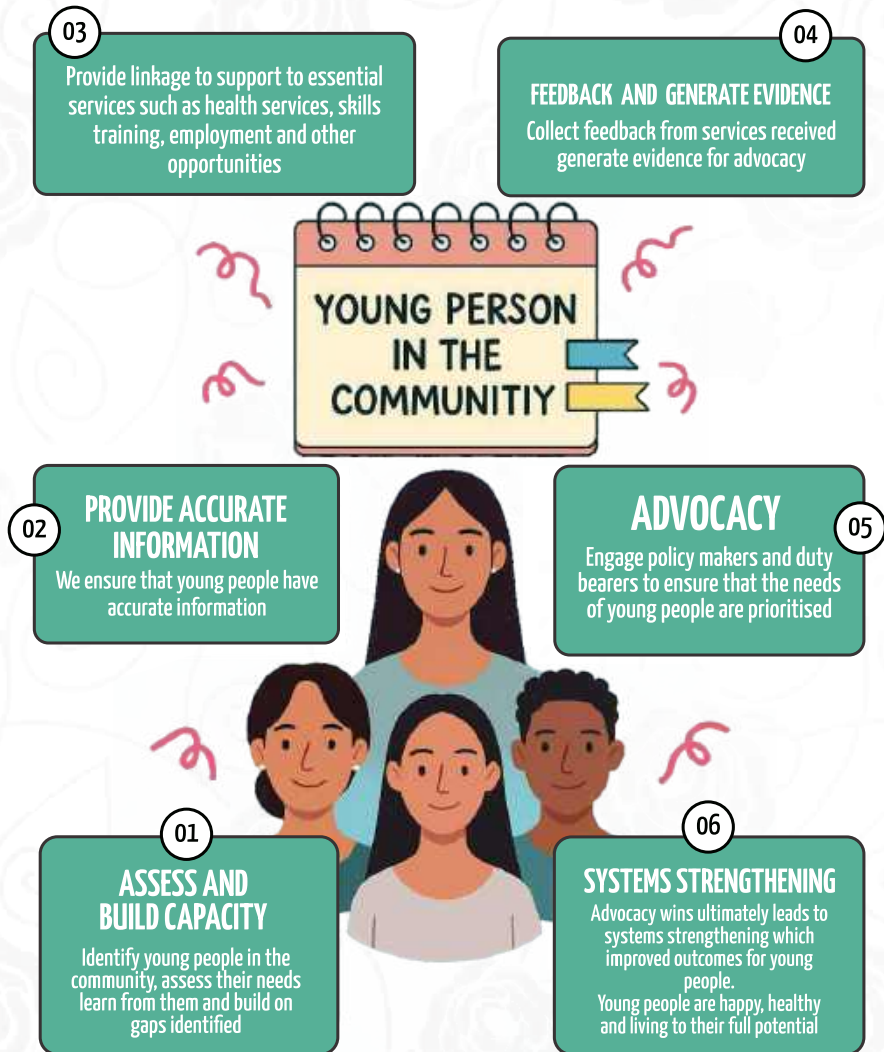
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## 2. The CRZ Model (Theory of Change)

### How We Deliver Our Programs:



## 2024 Impact 3.

### DIRECT REACH



**260,768**  
Physically reached with health messages

**9,137**  
referred for various services



**57,408**  
Adolescent and young people tested

**359**  
Adolescents and young people



### INDIRECT REACH



**818,760**  
People reached via social media platforms



Access to health services for over  
**7,900**

### ADOLESCENT WELLNESS DAYS & ADVOCACY



Successfully launched across districts  
**14**



Shaped national gender policy integration in health services



over **1000**  
neighborhoods integrated into Health committees

In partnership with the Ministry of Health, CRZ successfully launched Adolescent Wellness Days across 14 districts, enhancing access to essential health services for over 7,900 adolescents and young people. This initiative was further strengthened by integrating youth into Neighborhood Health Committees (NHCs), with more than 1,000 young people now actively contributing as members. Additionally, CRZ played a pivotal role in shaping the national gender policy, advocating for gender integration in health services to ensure more inclusive and equitable care.

## 4. Our Biggest Programmatic Highlight For The Year

In 2024, CRZ proudly launched the Campus Corps Fellowship (CCF), graduating 18 young students in its inaugural cohort. This six-month work readiness program is designed to equip students with essential skills for personal growth, professional development, and social impact through hands-on capacity building. The fellowship is built around three core themes: career development, community engagement, and leadership & mentorship, preparing students to become responsible, socially engaged citizens and future leaders.

Fellows gain real-world experience by actively participating in the planning, implementation, and evaluation of CRZ initiatives. They lead peer learning sessions, participate in training workshops, mentor peers, and engage in community outreaches. The fellowship also provides networking opportunities with industry leaders, CRZ staff, stakeholders, and partners, enriching their exposure to professional environments.



**First Campus Corps Fellowship**  
cohort graduation ceremony in Kitwe,  
Copperbelt Province



**Providing Pathways  
to Leadership and  
Economic opportunity  
for young people**



## The fellows say:

### Melissa Chipu Gunduza - Financial Analysis (Graduate Trainee) Security Exchange Commission



“Being a CRZ CCF means embodying professional excellence and contributing to Zambia’s social and economic development. The fellowship has been instrumental in shaping my career, providing me with invaluable skills in email and professional etiquette, project management, and leadership. These skills have been instrumental in my daily work, enabling me to deliver high-quality results and take on new challenges with confidence. As a Fellow, I’ve gained a deeper understanding of the importance of professionalism, hard work, and dedication. Overall, being a fellow has been a defining experience that continues to inspire and motivate me to achieve my career goals and has helped me land my first job”.



### Ebenisha Majata Choonya - Bachelor of Medicine and Surgery Copperbelt University School of Medicine

“The skills and knowledge I acquired during the 6-month training have been instrumental in taking Medtalk Zambia, my organisation, to greater heights. I’ve improved our project management processes, enhanced our community engagement strategies, and developed a more strategic approach to leadership. This experience has also opened up new opportunities for me, including a part-time role as Project Director at GMS Medical Group based in Lusaka, Zambia, where I’m responsible for directing their projects. I’m grateful for the opportunity to make a difference and look forward to staying involved with Copper Rose Zambia”.

The inspiration behind CCF stems from CRZ’s commitment to bridging the gap between academic learning and the realities of Zambia’s job market. The program offers students a platform to apply their education in meaningful ways, equipping them with the skills, confidence, and leadership qualities needed to tackle social challenges with innovation and resilience.

More than just a skills-building initiative, the CCF is a transformative experience that cultivates the next generation of changemakers. A space where young leaders can grow, inspire change, and build a healthier future for communities. With 18 fellows successfully graduating and 22 shortlisted for the next cohort in 2025, CCF is paving the way for young leaders to drive lasting impact in their communities and beyond.

## 5. Thematic areas what was the progress?

### Empowering Young People through Scaling Efforts Towards their Health and well-being

#### Empowering Boys, Preventing HIV: The Impact of the USAID-CHEKUP I Project

HIV prevention is more than just access to services—it's about education, empowerment, and shifting social norms. Through the USAID Controlling HIV Epidemic for Key and Underserved Populations (USAID-CHEKUP I) Project, we worked throughout 2024 to prevent new HIV infections among the most at-risk groups, particularly adolescent boys.

Operating in Lusaka, Copperbelt, and Southern Provinces, our efforts focused on identifying and reaching high-risk individuals with high-impact HIV prevention services, ensuring they have the knowledge and resources to make informed health decisions.

A key pillar of this work was Coaching Boys Into Men (CBIM)—an intervention targeting adolescent boys aged 10 to 14 years, using sports as a platform to instill lessons on HIV prevention, GBV, and positive masculinity. In 2024 alone, we reached 10,5010 boys across Lusaka, Livingstone, Ndola, Luanshya, Kitwe, Chingola, and Mufulira, including 50 deaf boys who participated in CBIM sessions. We held 14 CBIM graduation tournaments, reinforcing HIV prevention messages and supporting young athletes in affirming their commitment to fighting GBV. Additionally, we referred 283 CBIM athletes for HIV testing services and 11 for VMMC, enabling them to take proactive steps toward their health and well-being.

As we expand our reach, we remain committed to maximizing VMMC referrals, particularly during school breaks, engaging more out-of-school boys who often lack access to critical health services, and strengthening community partnerships to ensure sustainability and inclusivity in HIV prevention efforts. With continued collaboration and a long-term commitment to behavioral change, we are not just preventing HIV—we are shaping a generation of informed, empowered, and health-conscious young men.



CBIM graduates celebrating their win  
at a **graduation football tournament**  
in Livingstone, Southern Province



## Driving Progress in Maternal and Child Health Through Youth Voices

At CRZ, we believe that healthcare should not only serve communities but empower them—especially young people women, and underrepresented groups. In 2024, the USAID Family Health and Nutrition (FHN) and Momentum Country and Global Leadership (MCGL) projects played a crucial role in bridging healthcare gaps, improving maternal and child health outcomes, and embedding gender and youth-responsive services into Zambia's health system.

Operating across six provinces, these projects contributed to our core thematic areas: Health and Wellbeing plus Gender Equity while focusing on young people. Our team worked to strengthen the Ministry of Health's capacity to deliver high-quality maternal and child health services, create an enabling environment for gender and adolescent-responsive healthcare, and increase demand and access to reproductive, maternal, newborn, child, and adolescent health services through community engagement and advocacy.

Acknowledging that adolescents often struggle to access tailored, responsive healthcare, our team also worked towards expanding access to youth-friendly services within the six provinces these projects served. In 2024, we took major steps by:

While we have made significant strides, challenges remain. Adolescents still face barriers in accessing youth-friendly services, and social norms continue to limit youth leadership and access to comprehensive family planning. Looking ahead, we remain committed to deepening our impact through scaling SMART Advocacy training to empower more youth leaders, strengthening Technical Working Groups to ensure long-term change and expanding community engagement dialogues to foster trust and inclusivity in healthcare services. With continued collaboration and a commitment to innovation, we are moving closer to a future where healthcare is inclusive, accessible, and community-driven and creating space for young people to be part of this change.



### 01. TRAINING 390 HEALTHCARE WORKERS

Training 390 healthcare workers in adolescent-responsive healthcare using HEADSS (home, education, activities/employment, drugs, suicidality, and sex) approach

### 02.

**HOSTING 10 ADOLESCENT WELLNESS DAYS**  
creating safe spaces for 7,912 young people to access health services.



### 03. PROVIDING SCHOOL-BASED HEALTH SERVICES

Providing school-based health services through programs in 20 school.

### 04.

**STRENGTHENING ADOLESCENT LEADERSHIP**  
by integrating youth into health committees and training youth advocates in SMART Advocacy.



## From Bare Feet to Bold Steps: How Youth in Kabwe Claimed Their Space

In June 2024, during a routine Service Quality Assessment (SQA) at health facilities in Kabwe, something became abundantly clear: adolescents had no place to call their own. Without a designated space for youth-friendly health services or discussions, many young people were left without the support they needed to take charge of their health.

This gap was more than just about missing infrastructure; it was about missed opportunities—missed conversations, missed guidance, and missed chances for young people to advocate for their well-being. However, the youth of Kawama Clinic were not willing to accept this reality.

For the youth at Kawama Clinic, the mission became clear: they needed a space where their voices could be heard. Determined to make this a reality, they took the lessons from their training and turned them into action. They lobbied, they strategised, and they sought support to.

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create a designated meeting space for adolescents. With guidance from the CRZ team, they approached the Roberto Save Dreams Foundation and successfully secured K13,800—enough funding to purchase a tent that would serve as their new youth-friendly space.

What once was an unmet need is now a thriving reality—a safe and dedicated space for adolescents to gather, share, and access the health services they need. This achievement is more than just about a tent. It is a testament to the power of youth advocacy. It is proof that when young people are given the tools and the confidence to demand change, they are capable of shaping their futures.

As the saying goes,

**“Even with bare feet, one can still walk.” The youth of Kawama Clinic have not only walked but have paved a path for others to follow—a path of advocacy, resilience, and transformation.”**



**Adolescent SMART Advocacy graduates proudly showcasing their well-deserved social impact investment, Kabwe, Central Province**



The shift wasn't just in policy—it was in practice and perception. Key interventions included translating the Health Professions Council of Zambia policy into Bemba, ensuring accessibility for local communities, and integrating sexual harassment orientation into the healthcare worker training, reinforcing a culture of respect and safety.

For Kangwa Lumpukunya, a dedicated healthcare worker, the impact was deeply personal.

### **Beyond Equality: How Nakonde District Hospital is Leading the Way in Gender-Responsive Healthcare**

For years, gender norms and biases have shaped how healthcare is delivered and received. At Nakonde District Hospital, this was no exception—until a deliberate shift began to take place.

Through the Gender Transformative Approach (GTA), the hospital embarked on a journey to challenge deep-seated gender disparities and create a healthcare system that is truly inclusive. With the support of CRZ, healthcare workers and community members were actively engaged in assessing gender-sensitive practices, ensuring that the care provided was equitable and responsive to the needs of all patients.

The results? A remarkable transformation. Over successive assessments, Nakonde District Hospital's gender sensitivity score soared—rising from 85% in early evaluations to an outstanding 100% in the fourth and fifth assessments. But these numbers only scratch the surface of the real change that took place.

“ Using the Gender Transformative Approach changed the way I interact with patients. I became more attuned to their unique needs, which helped me provide more compassionate and effective care. ”

Today, Nakonde District Hospital stands as a model for gender-sensitive healthcare, proving that equity in healthcare is not just a goal—it's a practice. By embedding gender-responsive policies into everyday care, the hospital is not only improving trust within the community but also setting a new standard for what truly inclusive healthcare looks like. This is more than just a success story—it's a call to action for healthcare institutions everywhere, because when gender equity is at the heart of healthcare, everyone receives the care they deserve.



Kitwe's District Adolescent Health Focal Point and midwife, Madam Lessy Haziyu who is a trusted partner in delivering youth-friendly services

## 6. Thought Leadership

### Thought Leadership and Recognition:

In 2024, Copper Rose Zambia actively engaged in key global and local platforms sharing our expertise and advocating for youth-centered solutions. Key highlights from our participation and engagement in the sector include:

### Shaping the Future of HIV Response at AIDS 2024:

At the AIDS 2024 Conference held from 22–26 July in Munich, Germany, CRZ was represented by our Board Chairperson Dr. Cheswa Vwalika, CEO Dr. Natasha Salifyanji Kaoma, and CHEKUP I Project Manager Miyoba Beenzu. Miyoba contributed to a panel on empowering adolescent girls and young women, while Dr. Natasha joined a session on integrating SRHR and HIV, alongside partners from USAID, AVAC, and FHI 360. We also hosted a workshop titled "Fundraising for Community-Based and Youth-Led Organizations in the HIV Response: Realistic Ways to Raise Your First One Million Dollars". The session attracted a diverse group of stakeholders eager to strengthen sustainability efforts in HIV programming.

### Advancing SRHR for Girls at the Girl Festival in Lusaka:

On March 28, CRZ joined Young Women Lead for the third edition of the Girl Festival, held at Munali Girls Secondary School in Lusaka. The festival, designed to empower adolescent girls with SRHR and menstrual health knowledge, offered CRZ a platform to engage over 380 students with health information and opportunities under our programming. In line with this festival, our team also participated in the Tikambe Stakeholders' Meetings in Ndola and Lusaka, and joined the Alliance for Accountability Advocates Zambia (AAAZ) for training on budget tracking, social accountability, climate change, and advocacy.



CRZ's Board Chair, Dr. Cheswa Vwalika representing CRZ at the AIDS conference 2024 in Munich, Germany



## Amplifying Youth Voices Through Regional Collaboration at SARSYC 2024 in Botswana

In July 2024, CRZ participated in the 5th Southern Africa Regional Students and Youth Conference (SARSYC) on SRHR, hosted in Gaborone, Botswana. The year's theme, "Building Bridges, Navigating Emerging Issues: Advancing Equitable Access to Public Health and Education," united various youth and development actors. CRZ's Emmanuel Kachakwale presented at the Symposium, emphasizing male-focused self-care strategies and inclusive communication in SRHR. Along with Bibian Chibelushi, CRZ highlighted its commitment to tailoring SRH services to the specific needs of boys and young men.

## Sharing What Works: Peer Education at the HIV Prevention Symposium in Harare:

Senior Project Officer Chewa Nkamba presented our peer-led HIV prevention model during the HIV Prevention Symposium for Adolescents and Young People in Zimbabwe in June 2024. Hosted by Pangea Zimbabwe, the event gathered regional stakeholders focused on innovative HIV interventions. CRZ's contribution, through the CASPR (Coalition to Accelerate and Support Prevention Research) project, emphasized scalable peer-to-peer HIV education. The session offered valuable cross-learning opportunities, reinforcing CRZ's role in advancing effective, youth-led HIV prevention models.

## Showcasing CRZ's Campus Corps Fellowship and Literacy Initiatives at the National Library Symposium:

The National Library Symposium in June 2024 brought together thought leaders and educators under the theme.

"Library Development, Influence, and the Future." CRZ's team presented the Book Club initiative as a youth-friendly model promoting literacy and reading culture. In addition, the Campus Corps Fellowship (CCF) was showcased as an innovative youth leadership and professional development program. The Ministry of Education's Permanent Secretary for Technical Services, Mr. Joel Kamoko, commended CRZ's contributions to community development through non-traditional learning spaces.

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Deputy CEO, Faith Kaoma Kabeleka speaking at the Library Symposium

# 7 Major Events of The Year - Timeline

2024 began with CRZ's annual staff retreat in Kafue, bringing together team members from across Zambia to reflect on 2023's successes and lessons learned while planning for the year ahead. The retreat also fostered team spirit and bonding as well as provided a warm welcome to new staff joining the team.

## CRZ'S ANNUAL STAFF RETREAT IN KAFUE

JAN 15th - 20th

March 12th is a special day for CRZ, as our work is dedicated to empowering youth. To celebrate Youth Day, we treated our staff to a fun day out—our Lusaka team kicked things off at Bounce for an energetic workout before enjoying lunch together, while our Kitwe team gathered for a delicious meal and quality time.

## CELEBRATED YOUTH DAY FOR THE STAFF

MAR 12th 2024

Campus Corps Fellows during the first cohort's training at the CRZ Youth Hub, Kitwe, Copperbelt Province



Peer Educators pose for a photo outside the Kitwe office after the training



## FIRST EVER CAMPUS CORPS FELLOWSHIP

In March, CRZ launched our first ever Campus Corps Fellowship (CCF). The CCF began with a four-day training, bringing together 20 promising students from Ndola and Kitwe. Selected from over 200 applicants across five universities, these young leaders spend six months honing their leadership and professional skills while actively contributing to CRZ projects.

MAR 29th 2024

## TRAINING OF 94 PEER EDUCATORS

Our dedicated volunteers play a vital role in expanding our impact across Zambia. In April, we trained 94 peer educators in SRHR sensitization and last-mile service delivery. Their efforts have been key in implementing our Youth Care and SAP projects. A heartfelt thank you for your commitment in 2024!

APR 9th - 15th



CRZ has prioritized menstrual health since launching the Candid Pride project. In 2024, we marked Menstrual Health and Hygiene Day with events at Matero Girls School and held a webinar. We also launched a free pad donation program at Ridgeway Campus with key partners.

## MENSTRUAL HEALTH WEEK COMMEMORATION

MAY 2024



CRZ Staff proudly display their well-deserved awards showcasing their hard work, dedication, and impact, CRZ HQ Lusaka, Province.

On May 1st, as the world celebrated workers, we honored our incredible staff with a special Labour Day awards ceremony. It was a day of celebration, recognizing those who went above and beyond with awards such as Value Champion, Most Innovative, Most Hardworking, and Most Outstanding.

## LABOUR DAY AWARDS

31st MAY 2024



JUNE 2024

## CHILD HEALTH WEEK

To mark Child Health Week, CRZ held Adolescent Wellness Day, combining school outreach with child health initiatives to provide youth-friendly services and easy access to essential health resources.

JUL 9th - 12th

## FOD AUDIT

At CRZ, continuous improvement is key, with internal learning and capacity building at the core of our approach. In July, we strengthened our Finance and Operations department through an internal audit, identifying areas for greater efficiency and effectiveness. With valuable support from our partner Jhpiego, the process concluded with a team-building activity to celebrate and reinforce collaboration.

Alongside strengthening our Finance and Operations department, CRZ also focused on enhancing the MERL unit. With support from Jhpiego, we conducted an internal audit in Lusaka, bringing together team members from three provinces. The process helped identify areas for improvement and served as a valuable team-building experience.

## MERL AUDIT 18th - 20th SEPT

In 2024, CRZ hosted its first Sports Day Fundraising Tournament under the theme "Sports for Sobriety" to support youth rehabilitation from alcohol and substance abuse. Held at Sunset Stadium, the event united communities and organizations through activities like aerobics, football and sprints. Stay tuned for the 2025 edition on our social media platforms.

## SPORTS DAY 16th NOV 2024

CRZ celebrates 2024 a year of achievements, meaningful impact, and the passionate team that made it all possible, Lusaka, Province



Sports day participants gather for a group photo after an energetic day of raising awareness and support for mental health and it's connection to substance abuse Lusaka, province



## DEC 2024

### YOUTH CARE PODCAST LAUNCHED

CRZ launched the Youth Care Podcast created for youth, by youth as part of the Youth Care project. It covers self-care and well-being topics like peer pressure, self-prioritization, and transitioning into adulthood, blending expert insights with fun, laughter, and real talk.



SCAN ME

## 19th - 20th DEC

### END OF THE YEAR (Retreat and Party)

To appreciate and strengthen team bonds, the Programs Department spent a day at Kuzipa Farm, enjoying relaxation, fun, and mental well-being activities. The visit featured a muddy obstacle course and team challenges, filled with energy, laughter, and connection.

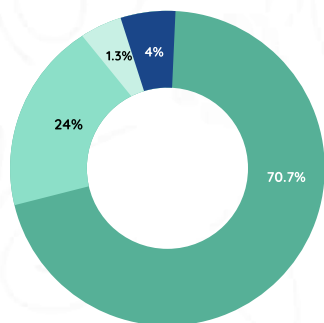


## 8. Financial Summary



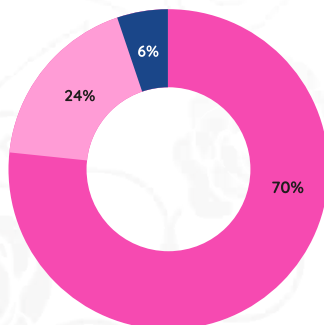
Faith Kaoma Kabeleka,  
**Deputy CEO**

“ I am proud to share this snapshot of how we are making every Kwacha count. With your continued support, we are driving impact, ensuring accountability, and stewarding resources with care and purpose. ”



**TOTAL INCOME:**  
**ZMW 48,163,082**

- Bilateral Govts
- Foundations & Trusts
- Consultancies
- Income Generating Activities



**TOTAL EXPENDITURE:**  
**ZMW 47,247,338**

- Direct Program Costs
- Program Support
- Administrative Cost

## 9. Organizational Development

### Organizational Development: Strengthening Capacity for a Sustainable Future

In 2024, we strengthened operations, HR, partnerships, and financial sustainability to support our long-term vision. As a youth-led organization, we remain focused on building lasting impact through institutional resilience.

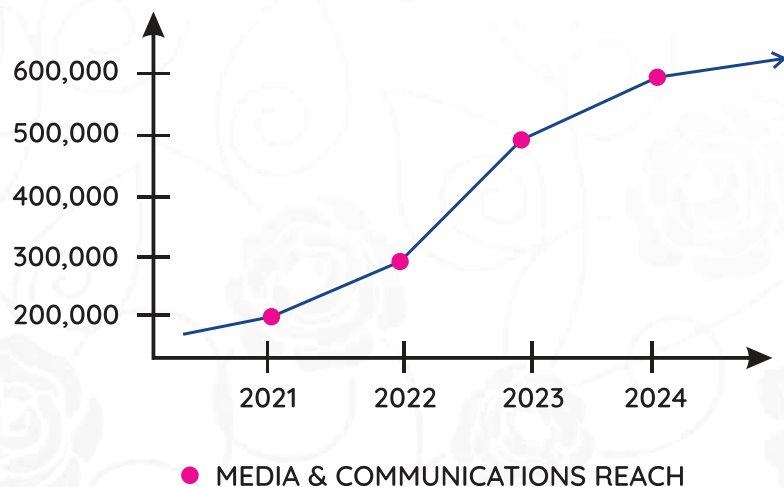


In 2024, CRZ strengthened partnerships with government, businesses, and donors to support youth programs. This helped them grow their reach, increase impact, and diversify funding sources.



We invested heavily in human resource management to drive efficiency and sustainability. We welcomed new talent across key functions to ensure we have the right expertise to execute our mandate. Efforts included improving personnel retention, refining HR policies, and embedding best practices in leadership and staff management. To bolster governance and operational efficiency, we streamlined internal processes, aligning CRZ's structure with its growing mandate. These efforts increased team cohesion, accountability, and performance across all departments.

Revamping our media and communications strategy has been key to amplifying our work. Our outreach has expanded significantly, reaching over 600,000 young people and potential partners through impactful storytelling and strategic engagement. We will continue to invest in communication strategies to enhance brand visibility and advocacy, ensuring young voices remain central to national and global conversations.



As part of our 2024-2027 strategic plan, we are committed to doubling our budget by 2027, enabling expanded programs and operational excellence. In 2024, we took steps to enhance financial transparency and accountability, reinforcing donor confidence. We invested in systems that helped improve our efficiency and others that reduced the lead time for payments to different stakeholders, especially the young people we serve. Finally, our resource mobilisation is increasingly directed towards securing multi-year grants to provide stability for project planning and implementation.

CRZ's organisational development efforts in 2024 lay the groundwork for a stronger institution ready to scale its impact and champion youth development beyond Zambia. As we approach a decade of impact in 2025, we will leverage this milestone to strengthen partnerships and mobilise resources for transformative change. With strong governance, financial sustainability, and strategic partnerships, CRZ is poised for continued success.

The journey ahead is ambitious, but with a solid foundation in place, CRZ is ready to ensure that more young people have the opportunity to lead, thrive, and shape their futures.



# The Board 10.



**Dr. Cheswa Vwalika**  
**Board Chair**



**Kamuchizya Mutabo**  
**Vice Board Chair**



**Nick Mwela**  
**Finance Lead**



**Simunza Muyangana**  
**Member**



**Dr. Nanthalile Mugala**  
**Member**

As we reflect on the year 2024, we want to take a moment to express our deepest gratitude to each of our board members for their relentless support and guidance throughout this transformative year. Their collective commitment to the mission and vision of CRZ has been instrumental in shaping the direction of our work.

This year, we were fortunate to welcome two exceptional individuals to our board: Dr. Nanthalile Mugala, who has joined as a general member, brings over 30 years of experience in public health leadership and program implementation. Her extensive experience in managing large-scale health programs,

leading multidisciplinary teams, and contributing to impactful health policy changes will be invaluable to the board. Dr. Mugala's distinguished leadership and recognition within national and international health circles make her a strong asset for guiding CRZ's health initiatives and advocating for health equity. And Nick Mwela, who has taken on the role of financial lead. Nick brings over 14 years of experience in financial management, particularly within the international NGO sector.

Nick's commitment to transparency, accountability, and good governance will strengthen CRZ's financial operations. His experience in mentoring staff and improving financial systems will be vital in enhancing the organization's internal capabilities and ensuring sustainable financial health.

In addition to our new members, we would like to acknowledge the continued leadership and dedication of our existing board members, our Board Chair Dr. Cheswa Vwalika, Vice Board Chair Kamuchizya Mutambo, and member Simunza Muyangana. Together, these five individuals bring many years of management experience from diverse backgrounds, making our board robust. Their guidance has been crucial in ensuring that CRZ is on the right path toward achieving its mission and vision.

We extend our heartfelt thanks to each of our board members for the time, help, guidance, and ever-present support they continue to provide. Their commitment plays a pivotal role in helping us fulfill our mission and create lasting change for the communities we serve. We look forward to another year of success and collaboration with support from our board members.

## 11. Our Partners



Ministry of Health



Ministry of Youth, Sport & Arts



Ministry of Education





## 12. Looking Ahead: A Decade Of Impact, A Future of Possibilities



250k youths provided with health services  
3K health workers trained.  
60K girls received menstrual products



VISION 2027  
1 MILLION YOUTH

### STRATEGIC GOALS



Double  
Annual  
Budget



250K  
Youths  
Served  
Annually



20%  
Increase health  
service access  
10 provinces

As CRZ approaches its 10-year milestone, we reflect on a decade of transforming the lives of young people through initiatives focused on health and well-being, gender equity, and leadership development. Having directly impacted over 600,000 youth, we now set our sights on reaching more than 1 million young people in the coming years, solidifying our position as a leading youth-led and youth-focused organisation in Zambia and beyond.

To achieve this, we are scaling our impact with bold, strategic growth. By 2027, we aim to significantly expand our funding base, prioritising multi-year grants and diversified resource mobilisation efforts to double our current budget and sustain long-term interventions. This will enable us to increase access to high-impact and gender-sensitive HIV, STI, SRHR, and mental health services by at least 20% across all ten provinces, ensuring that at least 250,000 young people annually receive the support they need to thrive. Additionally, we will deepen our advocacy and thought leadership efforts, positioning CRZ as a champion for youth-centred programming through strategic partnerships, policy influence, and community-driven solutions.

Beyond Zambia, we envision expanding our model regionally, and over the next three years, we will invest in rigorous research and impact assessments to strengthen our evidence base for scalability and sustainability. By demonstrating the effectiveness of our comprehensive youth development model, we will lay the foundation for regional replication and broader influence in shaping policies and programs that uplift young people.

Marking a decade of impact in 2025 is not just about celebrating achievements—it is about mobilising even greater support for the next decade of transformation. With Zambia's youth comprising 70% of the population, the urgency to close the gaps in education, employment, health, and social inclusion remains critical. Economic uncertainties, climate change, entrenched cultural norms, and unequal access to opportunities continue to hinder many young people, and addressing these systemic barriers requires collective action.

Through our 10-year anniversary initiatives, we are leveraging 2025 as a platform to engage, collaborate, and fundraise—not just to sustain our work but to scale it to new heights. We are calling on local and international partners, the private sector, development organisations, and communities to join us in shaping the next decade of impact. Throughout the year, we will host strategic engagements, awareness campaigns, and partnership-building events—not just to commemorate our progress, but to pave the way for a stronger, more inclusive future for Zambia's youth.

The next chapter of CRZ is about growth, sustainability, and a deeper impact, and we invite all stakeholders to join us on this journey. Together, we can build a future where every young person has the opportunity to lead, thrive, and transform their communities.



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# **2024** Annual Report

