



**COPPER ROSE
ZAMBIA**

Beautiful | Valuable | Empowered

Annual Report

2025



10

**Years of Empowering
Youth and Transforming
Communities**

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Bridging the Youth Development Gap Across Zambia

Welcome to this annual report. At Copper Rose Zambia (CRZ), we exist to change the odds for young people. Since our founding in 2015, we have championed a movement that empowers youth with the knowledge, skills, and agency to rewrite their own futures, believing that when young people have real control over their health and leadership, they can transform not just their own lives but their entire communities.

Africa is the youngest continent on earth, and Zambia sits at the heart of that story: nearly 70% of its population is under 30, holding extraordinary demographic potential. Yet young Zambians face some of the continent's most acute barriers to health, opportunity, and safety, adolescent pregnancy at 29%, 58% of girls dropping out of school by 9th grade, nearly 1 in 3 girls aged 15–19 experiencing partner violence, and HIV disproportionately affecting young women (8% vs. 5% of their male peers). Youth unemployment and mental health stigma deepen the exclusion further.



Our Mission

To build a conducive environment for all young people to thrive in every aspect of their lives.



Our Vision

A world where every young person is happy, healthy, and living to their fullest potential.

A Movement Ten Years in the Making



Young people reading a book and sharing insights at the Kitwe Youth Hub.

2025 marked our 10th Anniversary, a milestone year in which we paused to reflect on a decade of impact. Since inception, CRZ has reached over 1 million young people across Zambia, and in 2025 alone, extended our digital reach to engage 22,000 people through social media, amplifying messages that improve health and life outcomes across diverse 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, addressing HIV prevention, gender-based violence, menstrual health education, youth entrepreneurship, and the strengthening of community health systems.

Ten years on, our resolve is stronger than ever. Africa's youth bulge is not a burden; it is the continent's greatest asset. With the right investment, knowledge, and support, the young people of Zambia can and will ignite generational change.



Young people having meaningful conversations at the Kitwe Youth Hub.

02 Board Chairperson's Foreword



Dr. Cheswa Vwalika

Board Chairperson - Copper Rose Zambia

It is with great pride that I present Copper Rose Zambia's 2025 Annual Report, marking a significant milestone ten years of advancing the health, wellbeing, and leadership of young people across Zambia.

As Board Chairperson, I have witnessed the continued growth of an organisation that remains committed to empowering adolescents and young people through innovation, partnership, and evidence-based programming. Throughout the year, Copper Rose Zambia strengthened its systems while expanding the reach and quality of its programmes. From building the capacity of peer educators and supporting community-led advocacy to contributing to regional and global conversations on sexual and reproductive health and rights, our work demonstrates the value of youth-centred solutions. Most importantly, we continue to ensure that young people are active partners in shaping their own futures.

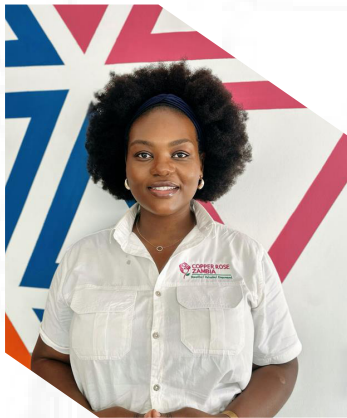
The achievements highlighted in this report, including impactful initiatives such as Youth Care and Kids to Care, reflect the dedication of our staff, the resilience of the communities we serve, and the strength of our partnerships. These accomplishments reinforce Copper Rose Zambia's position as a trusted leader in adolescent health, gender equity, and youth empowerment. The Board remains committed to providing strong governance and strategic oversight to ensure the organisation remains accountable, sustainable, and responsive.

I extend my sincere appreciation to our partners, donors, government ministries, community leaders, and the young people whose trust and collaboration make our work possible.

As we celebrate a decade of impact, we look ahead with renewed purpose. Together, we will continue to expand opportunities, strengthen youth leadership, and build a healthier, more equitable future for Zambia's young people.

A handwritten signature in black ink that reads "Vwalika".

Dr. Cheswa Vwalika

**Dr. Natasha Salifyanji Kaoma**

Chief Executive Officer - Copper Rose Zambia

As I look back on 2025, I am filled with immense pride and deep gratitude. This year will be remembered as one of the most defining chapters in the history of Copper Rose Zambia. It was a year that tested our resilience, challenged our traditional models of operation, and ultimately reaffirmed our relentless commitment to the young people of Zambia.

In the early months of the year, our sector was rocked by significant USAID funding cuts, a shift that sent shockwaves through the NGO community worldwide. For CRZ, this was a significant budgetary hurdle and a moment that required us to look inward and make difficult decisions with clarity and courage. We undertook a period of careful restructuring, streamlining our operations to protect our core mission in the face of a shrinking aid landscape. I am proud to say that we did not merely survive this period. We rose above it.

Our commitment to adolescent health remained unshaken through it all. We continued to break the silence around menstrual health and sexual and reproductive health rights, ensuring that over 50,000 young people retained access to life-saving information and services. This work reminded us that impact lives in the sustainable, community-rooted systems we have spent a decade building, long after any single grant has closed.

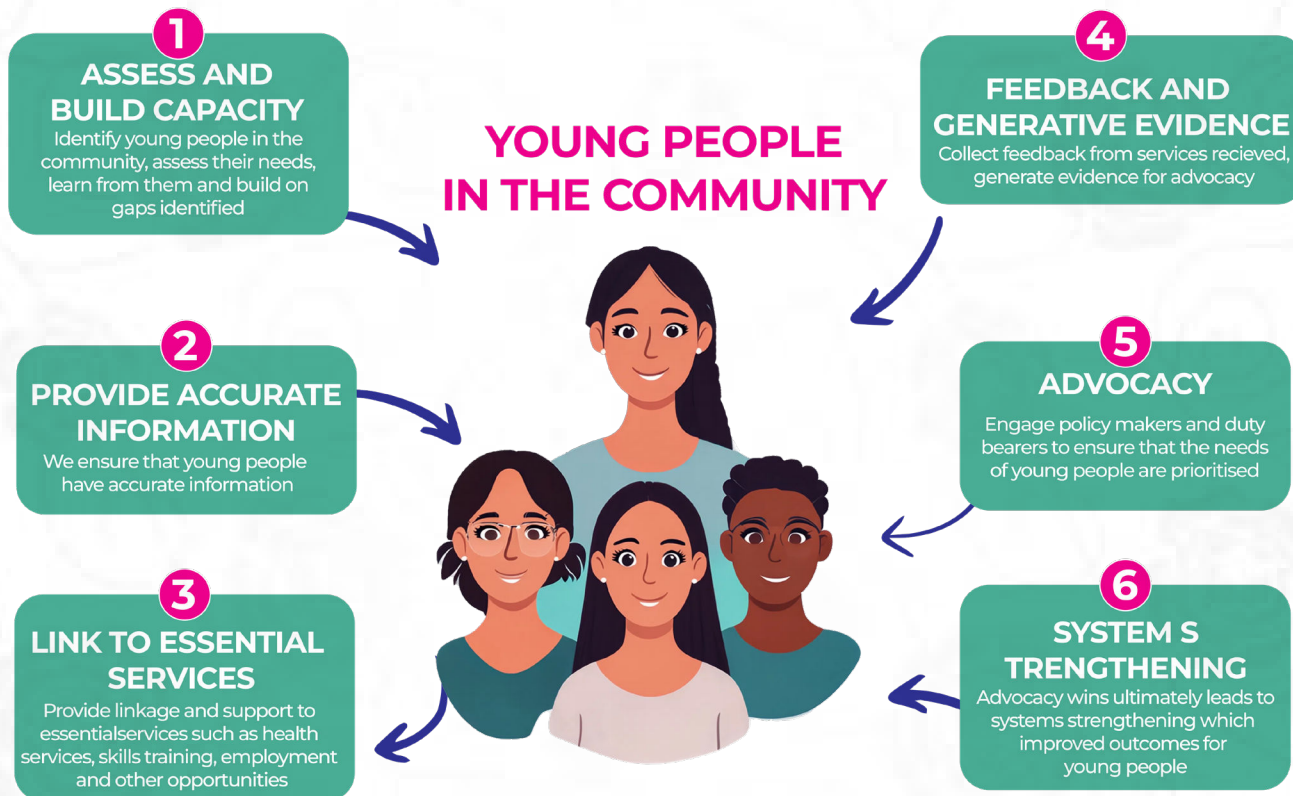
What moved me most this year was watching our young people step forward. As we restructured, we leaned into our youth leaders, inviting them to take greater ownership of our programs and our direction.

None of this would have been possible without the people who show up every day to make it real. To the staff of CRZ, thank you for your tireless energy and your refusal to let difficult circumstances diminish your purpose. To our partners, your continued trust in our vision is what transforms ideas into a lasting impact.

Together, we are building happy, healthier, and more productive young people in Africa.

Dr. Natasha Salifyanji Kaoma

04 CRZ Model (Theory of Change)



Staff Member Rabson Sakala (left) pose for a photo with Peer educators and young people during a health outreach at Mtendere Market.

05 2025 Impact

1 January – 31 December 2025

In 2025, Copper Rose Zambia continued to build the conditions for young people across Zambia to thrive, delivering integrated HIV/TB, sexual and reproductive health, and mental health services through a government-embedded model that reaches communities directly. This year's results reflect not only the scale of that reach, but the strength of the systems behind it: faster-trained, better-retained peer educators, stronger service utilization in the districts we serve, and young people leaving our programs more likely to find work.

The figures that follow are a snapshot of that work.

Direct Reach



45,162 Adolescents and young people (AYP) reached directly with integrated HIV/TB, SRH, and Mental Health services and information



19,469 Children and adolescents tested for HIV



10,191 Young people equipped with work readiness skills via digital platforms



509 Government healthcare providers and community health workers trained in service delivery for AYP



50 Ride-hailing drivers trained on GBV prevention and safety on the road. A GBV road-safety curriculum was also designed this year, with capacity to scale to over 3,500 drivers.



100% ART linkage: every adolescent and young person who tested HIV positive was linked to treatment immediately

Indirect Reach



580,826 People reached through social and traditional media platforms



7,167 AYP referred for VMMC, PrEP, and Cervical Cancer Screening services

Long-term Systemic Impact (2025)

50% Lower peer educator attrition in CRZ-supported sites, compared to non-CRZ supported sites

40% Lower cost per peer educator trained in CRZ-supported sites, compared to both other implementing partners and government-run training

2x More likely to be employed after graduation for youth trained through CRZ's youth development and work readiness programs, compared to non-participants

15% Increase in utilization of integrated HIV/TB, SRH, and Mental Health services in target districts, per CRZ's own 2025 M&E data

7 National policies and documents CRZ contributed to

Source: Copper Rose Zambia 2025 programme data and internal M&E.

06 Major Highlight of The Year –Timeline

2025 was a year of bold milestones for CRZ. From digital innovation to critical health interventions, our work this year reflected both the urgency of the moment and the strength of our decade-long commitment to young people across Zambia. Below is a look at some of the year's defining moments.

Feb 2025

Digital Rebrand & Launch of “Rosie” AI Chatbot

In partnership with innovation hub BongoHive, CRZ unveiled a new website. The platform features streamlined navigation, detailed project impact data, and "Rosie," an interactive AI chatbot designed to guide users and answer frequently asked questions. This digital overhaul contributed to a 30% increase in youth engagement within months of its launch, modernizing CRZ's communication strategy and creating a more inclusive, responsive environment for young people

Mar 2025

Launch of the "Sustaining the ART Treatment Cascade Gains" Project

CRZ launched a three-month intervention funded by Aidsfonds to protect uninterrupted access to Antiretroviral Therapy (ART) for adolescents and young people (AYP) living with HIV in Kitwe and Lusaka. The project successfully addressed adherence barriers and preserved critical health gains during a period of broader uncertainty within the NGO sector.



April 2025

CEO Youth Impact Award : Women in Business Brunch, Absa Bank

Deputy CEO Faith Kaoma Kabeleka received the CEO Youth Impact Award 2025 from the Vice President of Zambia, Her Honour Mutale Nalumango in the presence of senior government and private sector leader. This prestigious recognition affirms CRZ's decade of transformative service across nine provinces and validates its mission to advance adolescent sexual and reproductive health, gender equity, and youth leadership at the highest levels of national recognition.



May 2025

Labour Day Staff Appreciation 2025



CRZ's 2025 Labour Day celebrations centered on recognizing the collective resilience and dedication of its team through Labour Day Appreciation Awards. Inspirational addresses were delivered by CEO Dr. Natasha Salifyanji Kaoma and Board Chair Dr. Cheswa N. Vwalika. The day concluded with a "Paint and Sip" activity, reflecting CRZ's deliberate commitment to staff mental wellbeing and team cohesion during a period of significant transition within the NGO sector.

Jun 2025

Youth Care TV Show Launches on ZNBC TV2



Airing every Wednesday, the show became Zambia's premier national platform for adolescent health, demystifying HIV self-testing, mental health, and youth self-care for households nationwide. By bringing critical health messages directly into households across Zambia, the programme reinforces the principle that self-care is a fundamental right and empowers young people to lead their own health journeys.

Jul 2025

Scaling Pediatric HIV Innovations at the Aidsfonds Pediatric HIV Partners Meeting, Kigali



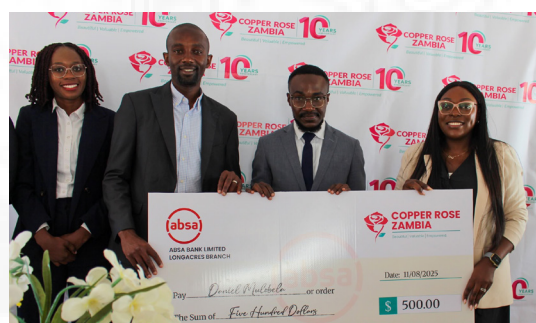
CRZ represented Zambia at the Aidsfonds Pediatric HIV Partners Meeting in Kigali, Rwanda, a high-level gathering uniting organizations from nine countries, including Nigeria and South Africa. CRZ took centre stage to present the success of its Kids to Care project, demonstrating how integrating HIV services into school environments effectively reach underserved children through education, healthcare, and psychosocial support

Jul 2025

10th Anniversary Logo Design Competition- Empowering Zambia's Youth

To begin commemoration of a decade of impact, CRZ launched a nationwide Logo Design Competition inviting young creatives to define the organisation's visual identity for its 10th anniversary milestone. The grand prize included USD \$500 and a three-month internship in CRZ's communications department. The competition culminated in a high-profile unveiling at the Lusaka head office, where Daniel Mulobela was announced as the winner.

His design now features across all anniversary materials, standing as a testament to the creativity of Zambia's youth and CRZ's enduring commitment to youth-led development.



Aug 2025

MOU Signed with YWCA to Restore Safe Houses

CRZ and the YWCA launched a campaign to raise ZMW 250,000 for renovating two safe houses for SGBV survivors in Lusaka and Chipata, a centerpiece of the 10th anniversary agenda mobilizing corporate and philanthropic investment through structured sponsorship packages.



Oct 2025

CRZ & Yango Partnership: Driving Private Sector Safety & Respectful Conduct

CRZ launched a strategic partnership with Yango to enhance safety and professional conduct within Zambia's ride-hailing industry. An initial cohort of 50 drivers was trained through a pilot program, with plans to scale a standardized safety course to 3,500 partner drivers nationwide.

Delivered in collaboration with the Drug Enforcement Commission (DEC) and the Road Transport and Safety Agency (RTSA), the training integrated modules on defensive driving, mental health awareness, and gender sensitivity, positioning CRZ as a key technical partner for private sector capacity development.



Dec 2025

10th Anniversary Gala Dinner at Taj Pamodzi Hotel, Lusaka

On 5 December 2025, CRZ celebrated its 10th Anniversary Gala Dinner at the Taj Pamodzi Hotel, bringing together over 300 guests including senior government officials, corporate partners, and youth leaders.

The evening was graced by Permanent Secretary Kangwa Chileshe, representing the Minister of Youth, Sport, and Arts, alongside representatives from the Ministries of Health and Education.

The gala served as both a reflection on a decade of transformative impact and a strategic launchpad for CRZ's 2026 objectives, reinforcing the organization's standing as a trusted national development partner.



Our Biggest Programmatic Highlights For The Year

"Four Years of Youth-Led Impact: The Youth Care Project"

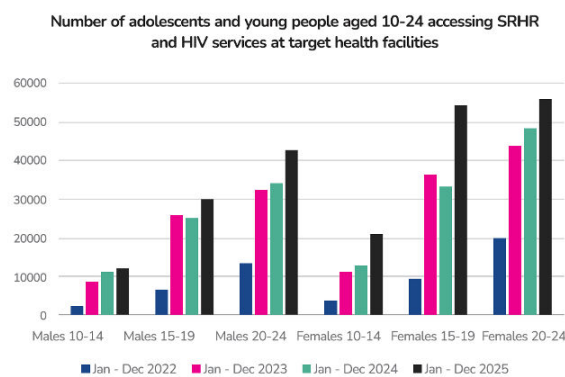
In 2025, CRZ concluded one of its most transformative initiatives, the four-year Youth Care Project, a movement that redefined adolescent health by placing young people at the center of every solution.

The project tackled a persistent barrier: the gap between young people and the services meant to serve them. By training peer educators, mobilising community champions, influencing national policy, and taking health messages to national airwaves, Youth Care built a comprehensive, youth-led ecosystem of care.

At the community level, 155 trained peer educators delivered life-saving information on HIV self-care, ART adherence, and stigma reduction across Lusaka and the Copperbelt, while 120+ community champions were equipped with SMART Advocacy skills across 10 health facilities, fostering local ownership that will outlast the project itself.



Peer educators engaging community members during a health outreach at Mtendere Market.

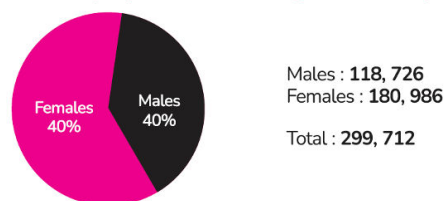


[Fig 1: chart showing growth in adolescents and young people accessing SRHR and HIV services at target facilities, 2022-2025]

Beyond service delivery, the project produced lasting advocacy work, including the position paper "Zambia: Adolescent Health & Rights, Policy to Practice" and the Youth Care Endline Evaluation Report. It also reached a national audience through the Youth Care TV Show on ZNBC TV2 and the Youth Care Podcast, shifting health conversations from the clinic into everyday life, engaging 299,712 people through SBCC campaigns overall.

As the project concluded at its regional close-out meeting in Harare, Zimbabwe, one truth stood above all: when young people are trusted as leaders, the impact reaches far beyond what any programme alone can measure.

Number of people reached through SBCC Campaigns



[Fig 2: pie chart of people reached through SBCC campaigns
Males 118,726 (40%), Females 180,986 (40%), Total 299,712]

What Beneficiaries Said: Testimonial and Success Stories

Josephine Mbofwana |

Lusaka District Health Adolescent Focal Point Person



"The challenge is reaching adolescents in a way they trust, and that trust is not easily earned. CRZ has cracked that code. Their Youth-Friendly Spaces and peer-to-peer approach do not just complement our work; they are critical to our public health mandate. When young people feel safe enough to walk through a clinic door, seek information, and access services without fear or judgment, that is when real health outcomes change. CRZ solves that gap in a way that the formal health system alone cannot. They are an essential partner in achieving our national health goals, and the results we are seeing in Lusaka are proof of what this kind of collaboration can deliver."



Sr. Bridget Mwape |

Sister-in-Charge, Chainda Health Clinic

"I have worked at this clinic long enough to know what it looks like when young people are left behind by the health system. Before CRZ came in, our clinic struggled to serve youth. They felt intimidated by the environment, uncertain about confidentiality, and reluctant to come back. That has changed. With the support of the Youth Hub model and the dedicated Community Champions trained by CRZ, we now see more young people seeking services early, before conditions worsen, before pregnancies go unplanned, before HIV goes undetected. They come in with confidence, and they come back. That shift does not happen by accident. It happens because someone invested in building trust at the community level. This partnership is saving lives, and I say that not as a figure of speech, I say it because I see it every single day"

Moses Katala Mutinta, Peer Educator and Youth Support Group Leader You(th) Care Project Beneficiary



"After discovering my HIV status at a young age, acceptance did not come easily. I went into isolation, confused, and without much information to make sense of what I was facing. It was my aunt Grace who connected me to Mutendere Health Clinic, where I was linked to an ART support group. There, I began to learn about HIV and received the support that slowly rebuilt my confidence. The weight of my status and the shadow of societal stigma made it difficult to imagine a future where I could speak openly, let alone lead others. But my journey through the You(th) Care project changed everything. Through the training and support I received, something shifted. Today, I do not just attend the ART support group and youth-friendly space, I help facilitate sessions in them, supporting fellow young people on the same path I once walked alone

08 Publications

In 2025, CRZ continued to document and share evidence-based insights shaping our work in sexual and reproductive health, youth development, and gender equity. Below is a list of publications authored by the organisation over the course of the year.

Click on the image to access the full document.

The Dual Prevention Pill: A Catalyst for Integrated HIV and Family Planning Services in Zambia:

This policy brief examined the transformative potential of the Dual Prevention Pill (DPP), a daily regimen combining HIV pre-exposure prophylaxis (PrEP) and oral contraception, as a tool for dismantling the longstanding siloing of HIV prevention and family planning services. Grounded in readiness assessments conducted across public health facilities, community hubs, and private pharmacies, the brief outlined key policy considerations and implementation strategies for effective national scale-up, with a particular focus on equitable access for adolescent girls and young women.



Zambia: Adolescent Health & Rights — Policy to Practice (Position Paper)

Released in August 2025, this position paper provided a roadmap for aligning Zambia's national health systems with the lived realities of young people. Drawing on focus group data and national statistics, the paper called for the amendment of national laws to lower the age of consent for HIV and SRH services to 12 years, in line with international best practices. It also highlighted that only 41% of health facilities currently offer dedicated youth-friendly service spaces, advocating for increased resources, stronger staff training, and sustained funding for youth-led initiatives.



SRH Integration Advocacy Roadmap

This strategic document outlined priority areas and actionable approaches to advance advocacy for integrated SRH services at both national and sub-national levels in Zambia.



Youth Care Endline Evaluation Report

This evaluation assessed the outcomes and impact of the Youth Care project, offering critical insights into program effectiveness and informing future adolescent health programming in Zambia.



Kids to Care Pilot Project: Results and Best

This report presented evidence and lessons learned from CRZ's Kids to Care Pilot Project, implemented in Ndola and Kitwe. Targeting children aged 5 to 14 living with HIV, the project applied a four-stage model, Find, Test, Treat, Stay, to improve linkage to care and retention. The pilot achieved a 100% linkage rate and ensured that 95% of identified children were tested within 30 days, with all who tested positive immediately initiated Antiretroviral Therapy (ART) and psychosocial counselling. The report provides a scalable blueprint for community-driven pediatric HIV care.



Securing the HIV Continuum of Care: Policy Recommendations for Adolescent HIV Services in Zambia Post the January 2025 Funding Shock:

In response to the significant disruption caused by the January 2025 funding shock, CRZ produced actionable policy recommendations aimed at sustaining and strengthening adolescent HIV services. The publication placed emphasis on continuity of care, health system resilience, and the protection of services for the most vulnerable young people.



Strengthening Partnerships for Youth Transition: From Learning to Action

Co-developed with the YIELD Hub and Jhpiego, this report provided a strategic framework for youth transition, ensuring that young leaders graduating from youth-specific programs are successfully integrated into long-term professional roles and institutional decision-making structures. The report was co-launched in September 2025 during a joint webinar grounded in the experiences of YIELD Hub's Action Learning Cycle 8.



09 Thought Leadership

INTEREST Conference 2025 : Windhoek, Namibia

CRZ was represented at the 2025 INTEREST Conference by Rhoda Msiska, Senior Program Officer and 2024–2025 AVAC Fellow. As both a presenter and panelist in the "Re-Imagining PrEP Delivery" session, Msiska advocated for equitable, youth-driven HIV prevention delivery models. CRZ also contributed a poster abstract on the Dual Prevention Pill, presenting community-level data on perceptions of upcoming HIV prevention options in Zambia bridging the gap between policy and community experience.

8th RHNK Pan-African AYSRHR Scientific Conference : Mombasa, Kenya (June 2025)

CRZ CEO Dr. Natasha Salifyanji Kaoma participated in a high-level plenary session titled "Empowering Africa's Future," hosted in partnership with the Africa CDC. Drawing on CRZ's decade of growth, Dr. Kaoma shared strategic insights into scaling youth-led organizations, positioning CRZ as a continental blueprint for sustainable, youth-led development and health equity.

NXTHer Summit : Nairobi, Kenya

CRZ's Program Officer and FP2030 Youth Focal Point, Shalom Mwape Kanguya, represented the organization at the inaugural NXTHer Summit. Convened to reflect on three decades of the Beijing Declaration and reimagine the future for women and girls, the summit brought together leaders from the health, media, and business sectors. CRZ's participation reinforced its commitment to placing young people at the forefront of gender equity and SRHR policy innovation.

International Conference on Family Planning (ICFP 2025) : Bogotá, Colombia

CRZ was represented by CEO Dr. Natasha Salifyanji Kaoma and Senior Program Officer Rhoda Msiska. The team led and contributed to six high-level sessions focusing on youth leadership, SRHR integration, and strategic partnership building. Through side events and panel engagements, CRZ shared evidence from the Zambian context, amplified youth-led perspectives, and reinforced its standing as a key contributor to the global family planning agenda.

2025 Regional Adolescent Health Indaba (RAHi) : Lusaka, Zambia

CRZ participated in the three-day RAHi Indaba, held at the Mika Convention Centre in Lusaka Province. The event convened young people from seven countries alongside government officials, UN agencies, and civil society organizations. Themed around positioning youth as drivers of health improvement and economic development through entrepreneurship, the Indaba provided a platform for showcasing community-based innovations in adolescent health.



10 Financial Summary

Quote from the DCEO:

Faith Kaoma Kabeleka | Deputy CEO, Copper Rose Zambia

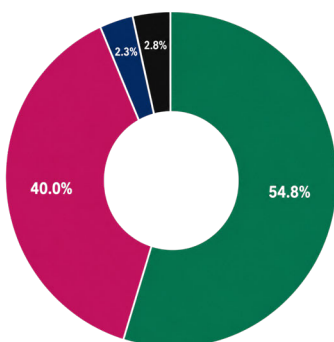


"2025 was a year that tested our resilience and affirmed our resolve. Despite a challenging operating environment for the NGO sector marked by global funding shifts and service disruptions, Copper Rose Zambia closed the year with a total income of ZMW 26,270,348.12. I am particularly proud that we achieved this in a year when many organizations in our sector were scaling back, and it reflects the trust our donors, fundraising partners, and financial stewards continue to place in this organization.

What gives me even greater pause for reflection is that this figure represents a significant step forward from where we stood in 2024, a testament to the maturity of our systems, the strength of our partnerships, and the dedication of our team.

The growing contribution of diversified income streams, including fundraising and interest income, signals that we are building an organization with foundations strong enough to weather uncertainty. As we move into 2026, we remain committed to deepening that financial sustainability while keeping young people firmly at the center of every decision we make."

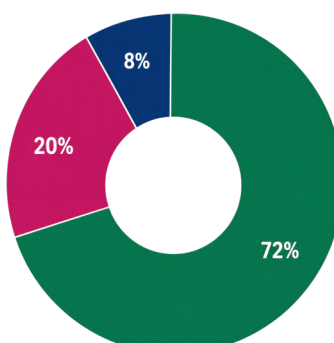
Financial Breakdown:



Total Income:

ZMW 26,270,348.12

Bilateral Governments	: 55%
Foundations & Trust	: 40%
Consultancies	: 2%
Income Generating Activities	: 3%



Expenditure

ZMW 24,633,341.77

Direct Project Cost	: 72%
Program Support	: 20%
Fundraising	: 8%

35 full-time staff members and 170+ community volunteers across our projects bring together expertise in public health, community development, policy, research, and operations management.



Co-founders:

Dr Natasha Salifyanji Kaoma (CEO)

Faith Kaoma Kabeleka (DCEO)

Leadership Team:

Miyoba Beenzu

Nedah Chikonde Musonda

Mweemba Hamusiya

Dr Newton Donkola



Dr. Cheswa Vwalika
Board Chairperson



Kamuchizya Mutambo
Vice Board Chair



Simunza Muyangana
Member



Dr. Nanthalile Mugala
Member



Nick Mwela
Member

As we reflect on 2025, a year of both challenge and extraordinary milestones, we pause to express our deepest gratitude to the Board of Directors of CRZ. Their steadfast guidance, strategic oversight, and personal investment in the organisation's mission have been remarkable throughout one of the most significant years in CRZ's history.

The board's composition remained consistent through 2025, with Dr. Cheswa Vwalika continuing as Board Chairperson, Mr. Kamuchizya Mutambo as Vice Board Chair, and members Mr. Simunza Muyangana, Dr. Nanthalile Mugala, and Mr. Nick Mwela bringing their expertise and commitment to governance. Together, these five individuals represent decades of combined leadership across public health, financial management, and organisational development.

Each member of the CRZ board brings a distinct contribution to the organisation's governance. Dr. Nanthalile Mugala's over three decades of public health leadership continue to strengthen CRZ's health programming strategy and policy positioning. Mr. Nick Mwela's expertise in financial management and NGO accountability was critical in a year that required careful stewardship of resources. Mr. Kamuchizya Mutambo's leadership as Vice Board Chair provided continuity and strategic grounding, while Mr. Simunza Muyangana's contributions enriched the board's collective perspective and decision-making. Together, they form a board diverse in expertise and unified in purpose.

2025 was not a year that allowed passive governance. The USAID stop-work order, staffing transitions, and shifting funding landscape required a board that was present, engaged, and willing to go beyond the boardroom. CRZ's directors delivered precisely that. This was particularly visible in the 10th Anniversary fundraising efforts, where board members personally approached companies, opened doors, and advocated for corporate investment in CRZ's mission a commitment that goes beyond fiduciary duty.

To our Board of Directors, we extend our deepest gratitude. Your guidance, strategic oversight, and belief in CRZ's mission have been the foundation of everything we achieved in 2025, and we are profoundly thankful for your continued leadership and partnership.

Looking Ahead: 2026 and Beyond: Building Deeper, Reaching Further

A decade into our journey, CRZ stands at a defining inflection point. We have spent ten years proving what is possible, building systems, training leaders, shifting narratives, and placing young people at the center of every solution. Our strategic direction for 2026 is anchored into four interconnected priorities: regional expansion, systems strengthening, investing in our people, and deepening the partnerships that make transformative impact possible.



Expanding Our Footprint: While our work has touched all nine provinces of Zambia, there remain communities, particularly in rural and peri-urban areas, where adolescents and young people have limited access to quality health information, gender-responsive services, and leadership opportunities. Closing that gap is not optional; it is moral imperative. CRZ will pursue deliberate expansion into underserved provinces, embedding our model sustainably through local champions, existing health facilities, and community ownership.



Strengthening Systems: Sustainable change requires more than impactful programs; it requires strong systems. In 2026, we will deepen our investment in MERL, digital infrastructure, and national health system integration, working alongside the Ministries of Health, Education, and Youth, Sport and Arts to ensure that program gains are absorbed into lasting policy and practice.



Investing in Our People: 2025 reminded us that an organisation is only as resilient as the people within it. Going forward, we will institutionalise capacity building through a structured annual learning and development program, ensuring every team member has access to training, mentorship, and professional growth, regardless of role or seniority.



Deepening Local Partnerships: Our 10th Anniversary Gala and Safe House renovation proved that corporate Zambia is ready to invest in young people when approached with clarity and credibility. In 2026, CRZ will formalise its corporate engagement strategy, creating structured CSR partnership frameworks aligned with our health, gender equity, and youth development programs.

As we close this chapter and open the next, we do so with confidence in who we are and conviction about where we are going. The next decade of CRZ will be defined by scale, sustainability, and an unshakeable belief that every young person in Zambia has the right to be happy, healthy, and living to their fullest potential.



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Association**



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