

## C.V. for Paul Anderson – with References

Residing at 659 Townbush Road, Pietermaritzburg, KwaZulu-Natal, South Africa

**Phone Number:** 072 409 8223 **Email Address:** paul@mannaconsulting.net

1. **Full Name:** Paul Anderson
2. **Date of Birth:** 16 March 1965
3. **Nationality:** British (Permanent Resident of South Africa)
4. **Civil Status:** Married
5. **Education:** Provided in the table below

### University Degrees and Diplomas

Institution	Year Obtained	Degree(s) or Diploma(s) Obtained
Eastern University PA. USA	2011	Master of Arts Degree (International Development)
London School of Theology, England	1990	Diploma in Biblical Studies
University of Edinburgh, Scotland	1986	Bachelor of Science Degree (Agriculture) Honours

7. **Language Skills:** Highest level of English for speaking, writing and reading.

### 8. Key Skills

- ✓ **Evaluation expert.** Conducted many useful and highly praised evaluations for International and local donors, of networks, regional, national and local organisations.
- ✓ **Capacity Building expert.** Effective trainer, facilitator, and mentor to over 120 organizations including CBOs in the areas of Governance, Resource Mobilisation, Project Cycle Management, Logical Framework Development, Monitoring & Evaluation and Strategic Planning. Conducted Organisational Capacity Assessments with follow up capacity building for regional, national and local organisations.
- ✓ **Strategic Planning.** Conducted strategic planning in Zimbabwe, Malawi and South Africa with a wide variety of organisations of different sizes.
- ✓ **Demonstrated track record of writing winning proposals** with 25 years of fundraising experience. Successfully raised funds for over 40 organizations by articulating organisational strategies and aligning to funders' requirements.

9. **Other Skills:** Computer literacy, Microsoft Programmes, typing – all very competent

10. **Present position:** Director and Lead Consultant at Manna Consulting – for 14 years

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### 11. Years of Professional Experience

Date From – Date To	Location	Company	Position	Description
January 2008 – Present	KwaZulu-Natal	Manna Consulting	Director and Lead Consultant	Fundraising and organisational development consulting services
May 2015 – May 2017	KwaZulu-Natal	Eastern University, St. David's, Pennsylvania, USA	Adjunct Lecturer	<ul style="list-style-type: none"> <li>▪ Master's Programme Module in Leadership and Organisational Dynamics (2016)</li> <li>▪ Master's Programme Module in Strategic Planning and Change Management for Organisations (2015)</li> </ul>
April 2002 – December 2007	Zimbabwe	Paul Anderson	Independent Consulting	Conducted Fundraising, Strategic Planning, Fundraising Strategy Development, Project Cycle Management, Evaluation, Governance development for over 30 organisations in Zimbabwe.
Jan 2001 – June 2002	Zimbabwe	Scripture Union, Zimbabwe (International Christian Youth Organisation)	Acting National Director, National Fundraiser and W.Region Director	Provided strategic direction and managed 80 staff. Developed and implemented a successful Resource Mobilisation Strategy. Funds were raised to grow the organisation, and to purchase a 100ha campsite, an office building, a house, 6 new vehicles and 2 centres for Street Children.
August 1994 – December 2000	Zimbabwe	Scripture Union, Zimbabwe	Western Region Director	Exercised leadership, organisational development, management of 30 staff, cost control, strategy development, resource mobilization, and project

Date From – Date To	Location	Company	Position	Description
				management. Conducted children and youth holiday camps.
April 1992 – December 1993	Zimbabwe	Scripture Union, Zimbabwe	Program Director – Sanganayi Creek Campsite	Conducted children and youth holiday camps. Provided programme management and direction of campsite activities. Developed and ran a successful Environmental camping programme as an extracurricular activity for junior school children.

## 12. Relevant Professional Experience

### Research and Evaluations

Conducted evaluations (most recent shown) in Zimbabwe, Malawi and South Africa which involved establishing an evaluation framework, logical framework analysis, survey design and data collection via interviews, focus groups, questionnaires and performing quantitative and qualitative analysis. Conducted mid-term and end of term project evaluations that were qualitative and quantitative to inform future strategic planning

Date	Client	Project / Programme Evaluated
Feb 2024	Bread for the World	Evaluation of Entrepreneurial Development Programme of Africa Co-operative Action Trust (ACAT)
August 2023	Tear Netherlands	Evaluation of Integrated Livelihoods Programme of Africa Co-operative Action Trust (ACAT)
May 2023	AIDS Foundation of South Africa	End term evaluation of the Inclusion of People with Disabilities Programme funded by Bread for the World
February 2022	Kindernothilfe - KNH	Evaluation of African Co-operative Action Trust (ACAT) Lilima Eswatini BMZ-funded project “Strengthening Resilience of People in The Shiselweni and Lubombo Regions” in Eswatini Programme
February 2021	AIDS Foundation of South Africa	Small Projects Special Fund (SPSF) Project – Year 2 Evaluation Funded by Bread for the World
June- Oct 2020	AFSA & Office of the Premier (OTP) in Kwazulu-Natal Provincial for SANAC	Mid-Term Review of The Kwazulu-Natal Provincial Multi-Sectoral Response Implementation Plan for HIV & Aids, Sexually Transmitted Infections and Tuberculosis (PIP) 2017-2022 which included PMTCT research
June 2020	Tear Netherlands	Multi country Partnership Programme of Africa Co-operative Action Trust (ACAT)
February 2020	AIDS Foundation of South Africa	Small Projects Special Fund (SPSF) Project – Year 1 Evaluation
May 2019	Tear Netherlands	Organisational /Programme Review of Sizanani SA. Following up with capacity building based on report recommendations
December 2018	Save the Children South Africa	Mid-Term Review of the Children on The Move Project as well as Documentation of Project Interventions
June- Dec 2018	Global Fund – through Aids Foundation of South Africa	Evaluation of the First Things First Programme for AGYW in TVET Colleges in Gauteng and KZN
August 2018	HIVSA	Endline Evaluation of the HIVSA Choma Dreams Café Project in Gauteng and Kwa-Zulu Natal [Creating safe spaces for Adolescent Girls and Young Women (AGYW) aged 10-24yrs]
Dec 2018	Scripture Union Pietermaritzburg	Analysis of M&E data and compilation of a report for PEPFAR
Feb 2017	Eastern Cape Provincial AIDS Council, funded by the UNAIDS Technical Support Facility Eastern and Southern Africa	Eastern Cape Analysis of Existing and Potential Funding of HIV Programmes
April 2017	Kindernothilfe - KNH	Evaluation of African Co-operative Action Trust (ACAT) Entrepreneurial Development Programme
June 2016	Tear Netherlands	Evaluation of Sizanani South Africa – Northern KwaZulu- Natal

Date	Client	Project / Programme Evaluated
August 2016	Special Needs (BN) Netherlands	Evaluation of Henry Murray School for the Deaf, Zimbabwe
August 2016	Special Needs (BN) Netherlands	Evaluation of M. Hugo School for the Blind, Zimbabwe
April 2014	Soul Action South Africa	Appreciative Inquiry
June 2014	SALT Alliance	Appreciative Inquiry of SALT Alliance
2014	Dutch ICCO Alliance	Evaluation of Prisma SALT Alliance (South Africa) – analysed progress towards the development and financing of a multi-sectoral response to HIV and AIDS in South Africa.
2014	Dutch ICCO Alliance	Evaluation of Prisma Zimbabwe Alliance - analysed progress towards the development and financing of a multi-sectoral response to HIV and AIDS in Zimbabwe <b>In an ICCO Meta Evaluation of 11 similar country evaluations, this and the one above conducted by Paul Anderson were rated highest.</b>
2010	Tearfund UK	Final Evaluation of Southern Africa HIV/AIDS Capacity Building Programme of Tearfund - analyzed the role that Tearfund played in building HIV and AIDS capacity amongst partner organisations in 5 countries.
2009	Oikonomos Foundation	End of Term Evaluation – Family Life and AIDS Education Ministry Programme, Blantyre, Malawi
2007	GZB (Netherlands)	Evaluation of the OI Clinic at Morgenster Mission Hospital Zimbabwe

### Fundraising and Proposal Writing

Conducted successful fundraising activities including grant writing and submission for many organisations.

Date	Client	Date	Client
July 2023-present	SaveAct South Africa	2010	Children’s Rights Centre KZN
2022 - present	Sihamba Sonke – Eastern Cape	2015 - 2018	Community Chest Pietermaritzburg
2021 -present	The Warehouse – Cape Town	2012 - 2016	Gatekeeper Foundation
2021	Nehemiah Communities	2012	Amazing Love Foundation
2018 -present	Biowatch South Africa	2014 - 2016	Gay & Lesbian Network Pietermaritzburg
2015 - 2020	Thandanani Children’s Foundation – KZN	2008	LIMA Rural Development Foundation
2012 - present	Ithemba Projects Pietermaritzburg	2015 - 2018	Msunduzi Innovation & Development Institute
2019	Francolin Veldt Conservation	2015	One Voice South Africa (OVSA)
2009- 2015	Children in Distress Network (CINDI) KZN	2015-2017	PhilaKahle – Bergville KZN
2009 - 2016	Zimele Developing Community Self Reliance	2015	Umkhuseli Innovation & Research Management
2018	University World News	2002 - 2007	Christian AIDS Taskforce Zimbabwe
2009 - 2012	Aids Foundation of South Africa (AFSA)	2002 - 2007	Family Impact Zimbabwe
2009 - 2018	Woza Moya KZN	2015 - 2017	Seed of Hope KZN
2015- 2018	Refugee Social Services	2015 - 2017	Zisize – Ingwavuma KZN
2010 - 2014	The Valley Trust KZN	2009 -2012	Umvoti AIDS Centre KZN
2013 - 2015	Zoe-Life KZN		

### Capacity Building & Training

Providing capacity assessments and developing capacity of organisations in the areas of Governance, Resource Mobilisation, Project Cycle Management, Logical Framework Development, Theory of Change, Monitoring & Evaluation and Strategic Planning. Capacity building includes 2-4 days of training per subject area and/or ongoing mentoring and learning. Highly proficient and effective trainer, facilitator and mentor.

Date	Client	Key Role
August 2023 - present	Kindernothilfe - KNH	Child Rights Programming Trainer in Project Design and Monitoring for KNH Southern Africa – Longitudinal Training 8 KNH partners with follow up input into project strategy, funding proposal development, M&E

Date	Client	Key Role
March 2023	Kindernothilfe - KNH	Organisational Capacity Assessments (OCAs) of 5 selected organisations to determine suitability to become KNH partners and receive German Govt (BMZ) funding
October 2022	Kindernothilfe - KNH	Organisational Capacity Assessments (OCAs) of ACAT KZN to determine suitability to be a KNH partner
August 2022	Kindernothilfe - KNH	Organisational Capacity Assessments (OCAs) of 6 selected organisations to determine suitability to become KNH partners and receive German Govt (BMZ) funding
Dec 2021 – April 2022	AIDS Foundation of South Africa (AFSA) for SANAC – Global Fund	Organisational Capacity Assessments (OCAs) and organizational capacity building of the 18 SANAC Civil Society Sector Secretariat Organisations in South Africa (conducted under ACMERET Solutions)
April 2020 – Oct 2022	FHI360 East & Southern Africa Office	Organizational Development and Capacity Building of Zimbabwe Health Interventions in Zimbabwe – capacity assessments, governance, funding sustainability, M&E systems, strategic planning, planning.
2017 - present	Tear Netherlands	Fundraising and organisational development capacity building (including Project Design and M&E) of Sizanani South Africa
2019	Seed & Knowledge Initiative	Fundraising capacity building of Ukuvuna Projects
2019	Mennonite Central Committee South Africa	Resource Mobilisation, Project Design and Project Proposal Writing workshops workshop for Partners from Lesotho, Swaziland and South Africa
2018	Gatekeeper Foundation	Resource Mobilisation, Project Design and Project Proposal Writing workshops with follow up mentoring for Vulamehlo Hospice, KwaDukuza, KZN
2017	World Vision South Africa	Resource Mobilisation, Project Design and Project Proposal Writing workshops with follow up mentoring for 15 CBO partners in Bergville
2014 - 2016	Oxfam South Africa	Capacity Assessments, Governance, Strategic Planning, Resource Mobilisation, Strategy Development, Project Cycle Management and Fundraising workshops with ongoing mentoring for OXFAM Australia partners in South Africa
2011 -2015	Gatekeeper Foundation	Capacity Assessments, Fundraising and Governance workshops for 12 Gatekeeper Foundation Partners
2012	Zoe-Life	Strategic Planning Training of Trainers
2012	Zoe-Life	Resource Mobilisation (including strategy development) workshop for 10 CBO partners
2007	Scripture Union Zimbabwe	Monitoring and Evaluation workshop for Scripture Union Zimbabwe staff
2002 -2006	40 NGOs/CBOs	Self-organized bi-annual two-day training workshops in Bulawayo on Resource Mobilisation and Monitoring and Evaluation for interested NGOs/CBOs

### Strategic Planning

Developed strategic plans and resource mobilisation plans for over thirty organisations, involving a wide selection of stakeholders, staff, and board members. Utilize tools and participatory methods, such as community mapping, client journey mapping, PESTLE analysis, problem prioritisation, SWOT/BEEM analysis, force field analysis, stakeholder analysis, problem and objectives trees, and capacity assessment.

Date	Client	Organisation for which Strategic Planning was conducted
August 2024	Indlela Mental Health	Indlela Mental Health – Strategic Plan Development
Nov 2023	Tearfund Netherlands	Strategic Plan development for Sizanani South Africa in KZN
2022 - present	Sihamba Sonke – Eastern Cape	Strategy and Project Design, including M&E framework development
2021 -present	The Warehouse – Cape Town	Strategy and Project Design, including M&E framework development
May 2021	FHI360 East & Southern Africa Office	Zimbabwe Health Interventions – 280 staff conducting HIV prevention (including PMTCT), Care and Treatment activities
2018	Isiphephelo Place of Safety Winterton KZN	Isiphephelo Place of Safety Winterton KZN
2018	Gatekeeper Foundation	Vulamehlo Hospice KwaDukuza KZN
2018	Refugee Social Services, Durban KZN	Refugee Social Services, Durban KZN
2015	Justice and Women	Justice and Women
2015	Childline South Africa	Childline South Africa

Date	Client	Organisation for which Strategic Planning was conducted
2012	Umvoti AIDS Centre	Umvoti AIDS Centre
2012	Children in Distress Network (CINDI)	Children in Distress Network (CINDI)
2017	Kwethu Children's Village	Kwethu Children's Village
2010	AIDS Foundation of South Africa	AIDS Foundation of South Africa
2010	Oikonomos Foundation	Community Based AIDS Programme - Zimbabwe
2007	GZB (Netherlands)	Morgenster Hospital Masvingo Zimbabwe
2006	Oikonomos Foundation	Community Based AIDS Programme - Zimbabwe

## Materials Writing

Client	Date	Materials Developed
AIDS Foundation of South Africa (AFSA)	2009	Booklet to guide CBOs on Strategic Partnerships and Resource Mobilisation
Zoe-Life	2012	Facilitators Manual for training in Resource Mobilisation
Zoe-Life	2012	Facilitators Manual for conducting Strategic Planning with NGOs/CBOs
Zoe-Life	2012	Facilitators Manual for training in Governance for NGOs/CBOs

## Strategic Advisor

Advised several clients in Zimbabwe and South Africa on:

- ✓ Establishing an organization
- ✓ Strategic direction to either provide or receive funding for sustainability
- ✓ How and to whom they should allocate funds
- ✓ Evaluation of current supported projects
- ✓ Established a communication link between donors and funders to promote effective resource mobilization in South and Southern Africa

Date	Client	Referee
2007- present	Ithemba Projects	Stuart Walker stu@ithembaprojects.org.za
2015 - present	Sizanani SA	Marga Baron ceo.sizanani@gmail.com
2012- present	Gatekeeper Foundation	Karien Hunter karien@gatekeeperfoundation.org.za
2007 - 2012	Oikonomos Foundation	Not available any more
2002 - 2007	Nadezdha Trust	Not available any more
2000 - 2010	Forgotten Voices	Ryan Keith <a href="mailto:ryanmkeith@gmail.com">ryanmkeith@gmail.com</a>
2002 - 2010	Matilda Project – Ireland	Not available any more
2015	Dorcas Aid International	Not available any more
2017	Jabu Ndlovu Foundation	Nonkululeko Ndlovu nkulekay88@gmail.com
2018	Isiphephelo Place of Safety	Anne Bosch annebosch@outlook.com
2015	OASIS South Africa	Kevin Britts <a href="mailto:kevin.britts@oasiszw.org">kevin.britts@oasiszw.org</a>
2015	Oxfam Australia	Not available any more
2009	ACET South Africa	Not available any more
2007 - 2010	ACET UK – setting up ACET Zimbabwe Trust and ACET Zimbabwe	Not available any more
2007	GZB Netherlands	Not available any more
2014 - 2018	Justice and Women KZN	Jenny Bell jaw@futurenet.co.za
2017	Phindile Ninela Foundation	Phindile Ninela phindile.ninela@gmail.com
2016 2018	SACLI	Miles Giljam <a href="mailto:milesgiljam@mac.com">milesgiljam@mac.com</a>

Date	Client	Referee
2019	Safehouse	S'bahle Ngubane safehouseinitiative@gmail.com
2013 - 2016	SALT Alliance	Deborah Hancox <a href="mailto:deborah.hancox@commongood.org.za">deborah.hancox@commongood.org.za</a>
2007	Themba LeNtandane Zimbabwe	Not available any more

## References

Contactable References		
<p><b>Mr. Phil Donnell</b> Country Coordinator: South Africa and Eswatini Kindernothilfe (KNH) <b>M: +27 846248448</b> <a href="mailto:phil.donnell@kindernothilfe.com">phil.donnell@kindernothilfe.com</a></p>	<p><b>Mr. Keith Aulick</b> FHI 360 Associate Director in Civil society and Peace Building <a href="mailto:kaulick@fhi360.org">kaulick@fhi360.org</a></p>	<p><b>Mr. Martin Herlaar</b> International Program Director Tearfund Netherlands <a href="mailto:mherlaar@tear.nl">mherlaar@tear.nl</a></p>
<p>Paul is one of two KNH Child Rights Programming Trainers in Project Design and Monitoring for KNH in SA and Eswatini. He has conducted 3 trainings with 8 KNH organisations (3 from Eswatini). Paul has also conducted Organisational Capacity Assessments for 10 KNH partners to determine suitability for future funding. Paul has also conducted end project evaluations for KNH, one for ACAT Eswatini.</p>	<p>Paul has worked with Keith on FHI 360 assignments from March 2020 – October 2022. The work involved providing guidance, capacity assessment and capacity building for the establishment of a new USAID funded organisation (US\$120m) in Zimbabwe called Zimbabwe Health Interventions (ZHI), <a href="https://www.zhi.co.zw/">https://www.zhi.co.zw/</a> Keith has at times been a co-worker and also a supervisor.</p>	<p>Paul has conducted several evaluations for Tearfund Netherlands and longitudinal capacity building (2017-2024) of Sizanani SA an organisation based in Vryheid / Nqutu, KZN</p>