



22nd March 2016

To whom it may concern

Reference for Paul Anderson of Manna Consulting

Paul Anderson of Manna Consulting has provided consultancy services to Oxfam Australia in the areas of Capacity Building and Strategic Planning for several of our partners as outlined below:

1. **Operation Upgrade** – Mentoring, training, capacity building with staff and Board members around fundraising, governance, strategic planning, project cycle management between December 2013 and June 2014
2. Grouping of **Oxfam Australia partners** - 2 day Fundraising Training for key leaders from eight selected organisations in May 2013
3. **KwaMakhutha Community Resource Centre** – Fundraising capacity building and organisational development (Governance and systems) training and mentoring between December 2013 and June 2015.
4. **Woza Moya** – Strategic planning process and mentoring around organisational development conducted in May 2015

We were very happy with the work carried out by Paul. We observed improved capacity and direction in the partner organisations that he worked with.

The partners were very appreciative of the services provided by Paul. They enjoyed working with him and were able to benefit from his wide experience and knowledge.

Paul is a gifted trainer and facilitator and is also able to mentor organisational staff effectively in a gentle but firm manner, enabling them to put into practice lessons they are learning.

I would not hesitate to recommend Paul for any NGO capacity building work (involving training, facilitation and mentoring) around fundraising, strategic planning and governance issues.

Signed

A handwritten signature in black ink that reads "W Lubbee".

Wendy Lubbee
Associate Country Director
Oxfam Australia

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