

Utrecht, 24 June 2019

To whom it may concern

Letter of Reference for Paul Anderson of Manna Consulting

This letter is to confirm that Tear Netherlands has used the services of Manna Consulting during 2016 to conduct an external evaluation of Sizanani South Africa, a partner in KwaZulu-Natal, as well as a review of Sizanani South Africa in May 2019.

We were happy with the report that was produced on both occasions which included useful insights, findings, conclusions and recommendations for taking Sizanani SA forward.

I can confirm from my experience that Manna Consulting are proficient in the following areas:

- Evaluation design, qualitative and quantitative data collection methods, participatory evaluation techniques (which including the involvement of Sizanani SA staff and volunteers in data collection processes as well as Sizanani SA management in feedback on each of the draft reports).
- Good project and people management skills in dealing with different stakeholders (including beneficiaries (many in a rural setting), intermediaries, government and non-governmental stakeholders).
- The ability to deliver timeously and in a very satisfactory manner - the final reports were of a high quality.

I am happy to recommend Paul Anderson and Manna Consulting to other donors.

Please do be in touch should you require further information.



Martin Herlaar
Acting CEO
Tear Netherlands