

CURRICULUM VITAE FOR P.M. Anderson

Residing at 659 Townbush Road, Pietermaritzburg

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

1. **Family Name:** Anderson
2. **First Name:** Paul
3. **Date of Birth:** 16 March 1965
4. **Nationality:** British (Permanent Resident of South Africa)
5. **Civil Status:** Married
6. **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) with Honours

Short Learning Programme Certificates

Institution	Year Obtained	Course
Tearfund UK	2006	Project Cycle Management Course
EU in South Africa	2015	Logical Framework Development Course

7. **Language Skills:** Indicate competence on a scale of 1 to 5 (1 – excellent; 5 – basic)

Language	Reading	Speaking	Writing
English	1	1	1

8. **Membership of professional bodies:**

Member of Southern Africa Institute of Fundraising (SAIF), since 2011

Member of South African Monitoring and Evaluation Association (SAMEA), since 2014

9. **Key Skills**

- ✓ **Capacity Building expert.** Effective trainer, facilitator and mentor to over 30 organizations in the areas of Governance, Resource Mobilisation, Project Cycle Management, Logical Framework Development, Monitoring & Evaluation and Strategic Planning.
- ✓ **Skilled at research & project evaluations.** Conducted research & evaluations in Zimbabwe, Malawi and South Africa which involved establishing a research or evaluation framework, logical framework analysis, survey design and data collection via interviews, focus groups, questionnaires and performing quantitative and qualitative analysis.
- ✓ **Demonstrated track record of writing winning proposals** with 22 years of fundraising experience. Successfully raised funds for over 30 organizations by articulating organisational strategies and aligning to funders' requirements. Successfully wrote winning proposals and garnered funds of more than \$500,000 for Scripture Union Zimbabwe within two years, while also fulfilling high level management roles.

Other Skills

Computer literacy, Microsoft Programmes, typing – all very competent

10. Present position

Firm	Position	Years
Manna Consulting	Director and Lead Consultant	12

11. Years of Professional Experience

Date From – Date To	Location	Company	Position	Description
January 2008 – Present	Pietermaritzburg	Manna Consulting	Director and Lead Consultant	Fundraising and organisational development consulting services: <ul style="list-style-type: none"> ▪ Programme and Project Evaluations ▪ Fundraising & proposal writing ▪ Fundraising capacity building ▪ Governance development ▪ Strategic Planning ▪ Organisational development and guidance
May 2015 – May 2017	Pietermaritzburg	Eastern University, St. David's, Pennsylvania, USA	Adjunct Lecturer	<ul style="list-style-type: none"> ▪ Master's Programme Module in Leadership and Organisational Dynamics (2016) ▪ Master's Programme Module in Strategic Planning and Change Management for Organisations (2015)
April 2002 – December 2007	Zimbabwe	Paul Anderson	Independent Consulting	<ul style="list-style-type: none"> ▪ Conducted Fundraising, Strategic Planning, Fundraising Strategy Development, Project Cycle Management, Evaluation, Governance development for over 15 organisations in Zimbabwe.

Date From – Date To	Location	Company	Position	Description
				<ul style="list-style-type: none"> Board Member and Fundraiser for Christian AIDS Taskforce, Bulawayo. National Fundraiser for Scripture Union Zimbabwe to Dec 2004
Jan 2001 – June 2002	Zimbabwe	Scripture Union, Zimbabwe (International Christian Youth Organisation)	Acting National Director, National Fundraiser and Western Region Director	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Directly involved in the establishment of the national street children's operation of Scripture Union, as well as Scripture Union's community-based orphan program. Exercised leadership, organisational development, management of 30 staff, cost control, strategy development, resource mobilization, and project management.
April 1992 – December 1993	Zimbabwe	Scripture Union, Zimbabwe	Program Director – Sanganayi Creek Campsite of Scripture Union Zimbabwe	<ul style="list-style-type: none"> Provided programme management and direction of campsite activities. Developed and ran a successful Environmental camping programme as an extracurricular activity for junior school children.
June 1986 – October 1989; July 1990 – March 1992	Scotland	Edgerston Tofts Farm, Jedburgh, Scotland	General Farm Worker	<ul style="list-style-type: none"> Carried out all kinds of farm work, livestock work, machinery work, fencing, forestry work, management of other farm staff

12. Specific experience in non-industrialised countries:

Lived and worked in Zimbabwe for 15 years

Consulting work in Zimbabwe, Malawi and South Africa

13. Relevant Professional Experience

Capacity Building & Training

Providing capacity assessments and develop capacity of organisations in the areas of Governance, Resource Mobilisation, Project Cycle Management, Logical Framework Development, 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	Referee
2019-present	Tear Netherlands	Fundraising and organisational development capacity building of Sizanani South Africa	Martin Herlaar mherlaar@tear.nl
2019-present	Seed & Knowledge Initiative	Fundraising capacity building of Ukuvuna Projects	John Nzira johnnzira@ukuvuna.org
2019	Mennonite Central Committee South Africa	Resource Mobilisation and Project Proposal Writing workshop for Partners from Lesotho, Swaziland and South Africa	Geoff Gould southafricarep@mcc.org
2018	Gatekeeper Foundation	Resource Mobilisation and Project Proposal Writing workshops with follow up mentoring for Vulamehlo Hospice, KwaDukuza, KZN	Karien Hunter karien@gatekeeperfoundation.org.za
2017	World Vision South Africa	Resource Mobilisation and Project Proposal Writing workshops with follow up mentoring for CBO partners in Bergville	Christopher Ndlovu christopher_ndlovu@wvi.org
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	Not available anymore – please see reference letter
2011 - 2015	Gatekeeper Foundation	Capacity Assessments, Fundraising and Governance workshops for Gatekeeper Foundation Partners	Karien Hunter karien@gatekeeperfoundation.org.za
2012	Zoe-Life	Strategic Planning Training of Trainers	Stephanie Thomas stephanie@zoe-life.co.za
2012	Zoe-Life	Resource Mobilisation (including strategy development) workshop for 10 CBO partners	Stephanie Thomas stephanie@zoe-life.co.za
2007	Scripture Union Zimbabwe	Monitoring and Evaluation workshop for Scripture Union Zimbabwe staff	Not available any more
2002 - 2006	30 NGOs/CBOs	Self-organized bi-annual two-day training workshops in Bulawayo on Resource Mobilisation and Monitoring and Evaluation for interested NGOs/CBOs	Not available any more

Research and Evaluations

Conducted evaluations 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	Referee
February 2020	AIDS Foundation of South Africa	Small Projects Special Fund (SPSF) Project	Snegugu Vilikazi snegugu@aims.org.za
May 2019	Tear Netherlands	Organisational /Programme Review of Sizanani SA. Following up with capacity building based on report recommendations	Martin Herlaar mherlaar@tear.nl
December 2018 – January 2019	Save the Children South Africa	Mid-Term Review of the Children on The Move Project as well as Documentation of Project Interventions	Nyika Machenjedge COM Project Manager NMachenjedge@savethechildren.org.za
June- Dec 2018	Global Fund – through Aids Foundation of South Africa	Evaluation of the First Things First Programme for AWYG in TVET Colleges in Gauteng and KZN	Ms Phemelele Ngcobo Operations Manager Aids Foundation of South Africa E-mail: phumelele@aims.org.za ; Cell: 0715333160
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]	Enock Zibengwa Director (Community Systems Strengthening) Glyn Thomas No.4, Chris Hani Baragwanath Hospital, 26 Chris Hani Road, Diepkloof, 1864 E-mail: zibengwae@hivsa.com
Dec 2018	Scripture Union Pietermaritzburg	Analysis of M&E data and compilation of a report for PEPFAR	Garland Sam SU National Training and SUKZN Regional Director Cell: 0764509653 Garland@su.org.za
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	Katlego Motlogelwa Technical Associate Mott MacDonald T +27 (0)11 052 2734 D +27 (0)11 052 1000 Katlego.Motlogelwa@tsfesa
April 2017	Kindernothilfe - KNH	Evaluation of African Co-operative Action Trust (ACAT) Entrepreneurial Development Programme	Phil Donnell phil.donnell@kindernothilfe.com

Date	Client	Project / Programme Evaluated	Referee
June 2016	Tear Netherlands	Evaluation of Sizanani South Africa – Northern KwaZulu- Natal	Martin Herlaar mherlaar@tear.nl
August 2016	Special Needs (BN) Netherlands	Evaluation of Henry Murray School for the Deaf, Zimbabwe	Bertine Vermeer g.vermeer@bijzondere.noden.nl
August 2016	Special Needs (BN) Netherlands	Evaluation of M. Hugo School for the Blind, Zimbabwe	Bertine Vermeer g.vermeer@bijzondere.noden.nl
April 2014	Soul Action South Africa	Appreciative Inquiry	Phil Bowyer phil.bowyer@soulaction.co.za
June 2014	SALT Alliance	Appreciative Inquiry of SALT Alliance	Deborah Hancox deborah.hancox@commongood.org.za
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.	Not available anymore – see reference letter
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 In an ICCO Meta Evaluation of 11 similar country evaluations, this and the one above conducted by Paul Anderson were rated highest.	Not available anymore – see reference letter
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.	Not available any more
2009	Oikonomos Foundation	End of Term Evaluation – Family Life and AIDS Education Ministry Programme, Blantyre, Malawi	Not available anymore – see reference letter
2007	GZB (Netherlands)	Evaluation of the OI Clinic at Morgenster Mission Hospital Zimbabwe	Not available any more

Strategic Planning

Developed strategic plans and resource mobilisation plans for over twenty 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	Referee
2018	Isiphephelo Place of Safety Winterton KZN	Isiphephelo Place of Safety Winterton KZN	Anne Bosch annebosch@outlook.com
2018	Gatekeeper Foundation	Vulamehlo Hospice KwaDukuza KZN	Karien Hunter karien@gatekeeperfoundation.org.za
2018	Refugee Social Services, Durban KZN	Refugee Social Services, Durban KZN	Yasmin Rajah yasmin@refugeesocialservices.co.za
2015	Justice and Women	Justice and Women	Jenny Bell jaw@futurenet.co.za
2015	Childline South Africa	Childline South Africa	Not available any more
2012	Umvoti AIDS Centre	Umvoti AIDS Centre	Not available any more
2012	Children in Distress Network (CINDI)	Children in Distress Network (CINDI)	Rekha Naidoo directorcindi@gmail.com
2017	Kwethu Children's Village	Kwethu Children's Village	Barbara Borgman ubuntup@lantic.net
2010	AIDS Foundation of South Africa	AIDS Foundation of South Africa	Debbie Mathew dm@aids.org.za
2007	Hope for a Child in Christ - Zimbabwe	Hope for a Child in Christ - Zimbabwe	Not available any more
2010	Oikonomos Foundation	Community Based AIDS Programme - Zimbabwe	Not available any more
2007	GZB (Netherlands)	Morgenster Hospital Masvingo Zimbabwe	Not available any more
2006	Oikonomos Foundation	Community Based AIDS Programme - Zimbabwe	Not available any more

Fundraising and Proposal Writing

Date	Client	Referee
2018 -present	Biowatch South Africa	Rose Williams rose@biowatch.org.za
2015 - present	Thandanani Children's Foundation – KZN	Duncan Andrew duncan@thandanani.org.za
2012 - present	Ithemba Projects Pietermaritzburg	Stuart Walker stu@ithembaprojects.org.za
2019	Francolin Veldt Conservation	Stuart Beaumont +27 82 491 3561
2009- 2015	Children in Distress Network (CINDI) KZN	Rekha Naidoo directorcindi@gmail.com

Date	Client	Referee
2009 - 2016	Zimele Developing Community Self Reliance	Not available any more
2018	University World News	Sharon Dell sharon@universityworldnews.com
2009 - 2012	Aids Foundation of South Africa (AFSA)	Debbie Mathew dm@aids.org.za
2009 - present	Woza Moya KZN	Sue Hedden director@wozamoya.org.za
2015- 2018	Refugee Social Services	Yasmin Rajah yasmin@refugeesocialservices.co.za
2010 - 2014	The Valley Trust KZN	S'Bongiseni Vilakazi director@vtrust.org.za
2013 - 2015	Zoe-Life KZN	Stephanie Thomas stephanie@zoe-life.co.za
2009 -2012	Umvoti AIDS Centre KZN	Not available any more
2009	African Enterprise South Africa	Not available any more
2010	Children's Rights Centre KZN	Not available any more
2015 - 2018	Community Chest Pietermaritzburg	Not available any more
2012 - present	Gatekeeper Foundation	Karien Hunter karien@gatekeeperfoundation.org.za
2012	Amazing Love Foundation	Karien Hunter karien@gatekeeperfoundation.org.za
2014 - 2016	Gay & Lesbian Network Pietermaritzburg	Anthony Waldhausen director@gaylesbian.org.za
2008	LIMA Rural Development Foundation	Duncan Stewart duncan@lima.org.za
2015 - 2018	Msunduzi Innovation & Development Insitute	Irene Dugmore irene@midi.org.za
2015	One Voice South Africa (OVSA)	Marlijn van Berne marlijn@onevoice.org.za
2015-2017	PhilaKahle – Bergville KZN	Paneng Mohlakoana panigosa@gmail.com
2015	Umkhuseli Innovation & Research Management (UIRM)	Not available any more
2002 - 2007	Christian AIDS Taskforce Zimbabwe	Not available any more
2002 - 2007	Family Impact Zimbabwe	Not available any more
2015 - 2017	Seed of Hope KZN	Kierra Ward kierra.ward@theseedofhope.org
2015 - 2017	Zisize – Ingwavuma KZN	Hlengiwe Mthimkulu hlengiwe.mthimkulu@gmail.com

Materials Writing

Client	Date	Materials Developed	Referee
AIDS Foundation of South Africa (AFSA)	2009	Booklet to guide CBOs on Strategic Partnerships and Resource Mobilisation	Debbie Mathew dm@aids.org.za

Client	Date	Materials Developed	Referee
Zoe-Life	2012	Facilitators Manual for training in Resource Mobilisation	Stephanie Thomas stephanie@zoe-life.co.za
Zoe-Life	2012	Facilitators Manual for conducting Strategic Planning with NGOs/CBOs	Stephanie Thomas stephanie@zoe-life.co.za
Zoe-Life	2012	Facilitators Manual for training in Governance for NGOs/CBOs	Stephanie Thomas stephanie@zoe-life.co.za

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
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 ryanmkeith@gmail.com
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 kevin.britts@oasiszw.org
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
2014	Protimos	Not available any more
2016 2018	SACLI	Miles Giljam milesgiljam@mac.com
2019	Safehouse	S'bahle Ngubane safehouseinitiative@gmail.com

Date	Client	Referee
2013 - 2016	SALT Alliance	Deborah Hancox deborah.hancox@commongood.org.za
2007	Themba LeNtandane Zimbabwe	Not available any more
2014 - 2017	Tholulwazi Uzivikele (TU)	Kobus Meyer kobus@liminability.co.za

14. References

Name	Employer	Contact Details
Mr. Martin Herlaar	TEAR Netherlands	Position: Director- Programme and Partner Department Phone: +31 (0)30 69 69 630 Email: mherlaar@tear.nl
Mr. Stuart Walker – Provide input on Paul’s fundraising, project conceptualisation and strategic thinking	Director of iThemba Projects	Tel: 082 789 5822 Email: stuw@ithembaprojects.org.za
Dr. Vhumani Magezi – provide input on Paul’s technical, strategic, project management, training, facilitation and writing abilities	Professor and Consultant at ACMERET Solutions. Vhumani has conducted several evaluations with Paul	Cell: 0829210847 Email: vhumani@hotmail.com