



Yearend Report 2024/2025

Building the future, breaking the barriers



Year-End Report

For the period: 1 March 2024 – 28 February 2025

Letter from the Managing Director

Huipie van Wyk

Dear Friends and Partners,

29 March 2025

It is with immense pride and gratitude that I present Side by Side Early Intervention Centre's Annual Report for 2024/2025. Over the past year, our team has continued to tirelessly advocate for children with disabilities across every sector of Namibia, ensuring they have access to quality education, therapy, and community support.

As a nonprofit organization, we face the reality that our work is never guaranteed. Resources are limited, and there are days when the impact we strive for, feels just out of reach. Yet, it is the courage and resilience of the children we serve, and the unwavering commitment of our staff and partners, that fuel our dedication to continue.

Side by Side is not just an organization for me—it is deeply personal. My daughter, Elandri, who passed away in October 2022, inspired the development and vision of this Centre. Every program, every initiative, and every smile we see in the children we serve is a reflection of the love and hope she instilled in our hearts.

This year has brought challenges, as it always does, and we have made mistakes along the way. But each obstacle has been met with reflection, learning, and solutions, and every challenge has strengthened our resolve to do better. Our recommendations and plans for the future are rooted in the lessons we've learned and in our commitment to ensuring that no child with a disability is left behind.

I am deeply thankful to our families, staff, volunteers, and partners for walking this journey with us. Together, we are making a tangible, lasting difference in the lives of children with disabilities in Namibia.

With gratitude and hope,
Huipie van Wyk



1. Executive Summary

Side by Side Early Intervention Centre continues to serve as a critical support system for children with disabilities and their families in Namibia.

During the 2024/2025 financial year, we focused on:

- Expanding early intervention services in Windhoek and outreach areas.
- Strengthening community support and parental education.
- Building partnerships with government, other NGOs and private stakeholders for sustainable service delivery.

This report highlights our programs, impact, financial performance, and key activities for the year.

2. Organizational Overview

Name: Side by Side Early Intervention Centre

Registration: Section 21 (21/2013/0487) and a Welfare Organization WO523

Mission: The mission of the Organization is to strengthen services of Early Detection, Early Intervention and Community Based Rehabilitation through advocacy, service development and implementation and resource mobilization. We believe that every child with a disability has the right to a healthy, educated and informed family. Similarly, they have the right to easy access of health care, supportive equipment, inclusive education and society.

Vision: We believe that every child with a disability deserves a healthy, educated and informed family. They have the right of access to supportive equipment, medication, health care and therapy. We believe that inclusion in society and education is key to their quality of life.



Core Programs:

DEPARTMENT	SERVICES	OBJECTIVE
#1ES Education and sport	01PG Pre school	Provide an early childhood development (ECD) program for children with disabilities. Enhance social interaction and communication skills through play-based learning. Support sensory and motor skill development in a safe, stimulating environment. Educate and empower parents on early intervention strategies.
	02FD Foundations	Equip children with foundational literacy and numeracy skills. Utilize adaptive teaching methods to accommodate different learning needs. Build self-confidence and independence in early learning. Encourage parental involvement in the learning process.
	03SC Gr 0- Gr 2	Provide accessible learning opportunities for children with disabilities. Improve literacy, numeracy, and critical thinking through an online curriculum. Bridge learning gaps by offering individualized educational and developmental support. Promote learning material and environmental adaptation to meet the need of all children.
	04YA Special Olympics	Develop motor skills, coordination, and physical fitness in children with disabilities. Foster teamwork, discipline, and confidence through sports. Provide a structured and enjoyable physical activity program tailored to individual needs.
	05LS Learning support	Provide additional literacy support for children with intellectual disabilities from the community. Reinforce literacy, numeracy, and cognitive skills in a structured learning environment. Use individualized teaching strategies to meet diverse learning needs. Encourage confidence and motivation in academic pursuits.
	06TD Teacher Development	Provide ongoing training to ensure our teachers remain informed and skilled in the latest teaching materials and methods for working with children with disabilities. Promote consistency in teaching practices while advocating for the implementation of Universal Design for Learning across all teaching activities. Support teachers' mental health by recognizing and addressing emotional fatigue and creating systems that promote psychological well-being. Foster continuous personal and professional growth among teachers to build resilience, empathy, and reflective practice. Encourage teachers to adapt and diversify their teaching methods by incorporating peer learning and fostering collaboration with other organizations.

#2TH Therapy	01CL Clinics	Provide access to specialized therapy and assistive devices for children with disabilities. Improve mobility, independence, and overall physical well-being through therapy and health checks. Reduce waiting times by offering in-house rehabilitation services. Educate parents on home-based therapy techniques to support their child's progress.
	02OOS One on One sessions	Deliver individualized therapy to address each child's unique developmental needs. Improve fine and gross motor skills, sensory processing, and daily living activities. Enhance a child's ability to participate in learning and social activities. Provide parents with hands-on strategies to continue therapy at home.
	05IT Intakes	Interview and assess new children referred to Side by Side by other service programs. Identify and assess the developmental needs of each child early. Ensure timely referrals to appropriate therapy, education, and medical services. Guide parents in accessing the right support systems for their child. Develop a comprehensive intervention plan where possible, based on assessment results.
	06MDT Multi-Disciplinary team	Provide a holistic, team-based approach to complex cases. Ensure coordinated care between therapists, educators, and medical professionals. Allocate case managers to continuously work on the individual cases. Improve follow-up and case management to track each child's progress.
#3TA Training and Awareness	01AC Awareness Campaign	Educate communities, schools, and policymakers on disability rights and inclusion. Reduce stigma and discrimination against children with disabilities. Promote equal opportunities for children with disabilities in education, healthcare, and social activities. Encourage public and private institutions to implement disability-friendly policies and infrastructure.
	02RT Regional Trainings	Provide training to healthcare workers, teachers, and caregivers on early disability detection and disability related topics. Improve access to early intervention services in rural and underserved areas. Empower communities to implement community-based rehabilitation programs. Strengthen local networks to support children with disabilities and their families.
	03WT Windhoek Trainings	Equip professionals in urban areas with the skills to identify and support children with disabilities.

		<p>Enhance collaboration between healthcare and education sectors for early intervention. Provide ongoing professional development for teachers and therapists.</p> <p>Advocate for policy changes to improve disability services in Windhoek.</p>
	05TWG Training and workshops General	<p>Provide customized training sessions based on community and government needs.</p> <p>Raise awareness on disability inclusion and best practices.</p> <p>Strengthen the capacity of educators, caregivers, and professionals working with children with disabilities.</p> <p>Promote collaboration between stakeholders to enhance disability support services.</p>
#4SOC Social	01PSP Parent Social Program	<p>Provide parents a volunteering opportunity to foster a ownership attitude towards Side by Side Early Intervention Centre.</p> <p>Create a supportive community where parents can share experiences and advice while giving back to the community. Offer emotional and psychological support to reduce stress and social isolation.</p> <p>Through this, provide an opportunity to gain donations after accepting ownership for the programs.</p> <p>Empower parents to advocate for their children's inclusion in society.</p>
	02FP Feeding Program - Centre and Frozen food	<p>Improve the nutritional status of children with disabilities by providing healthy meals. Support weight gain and physical development in children with feeding difficulties.</p> <p>Educate parents on proper nutrition and feeding techniques for their children.</p> <p>Reduce food insecurity among families struggling financially.</p> <p>Ensure that every child at the center receives adequate daily nutrition to support learning and growth.</p>
	04SG Support Groups	<p>Provide a safe space for parents to share their experiences and challenges.</p> <p>Offer emotional and psychological support to reduce stress and prevent burnout.</p> <p>Educate parents on disability-related topics and available support services.</p> <p>Strengthen family resilience through peer support and group counselling.</p>
	06CO Counselling	<p>Provide emotional and psychological support. Offer counselling to children with disabilities to support their emotional well-being, self-esteem, and social development.</p> <p>Reduce stigma and feelings of isolation.</p> <p>Help parents process and accept their child's disability.</p> <p>Strengthen family relationships.</p> <p>Provide guidance on managing behavioural and emotional challenges.</p>

		<p>Assist families in navigating financial, educational, and social challenges.</p> <p>Empower parents with the tools and resilience to support their child's long-term growth and development.</p>
#5CBR Community Based Rehabilitation	01CO Community Outreach and Hospital Visits	<p>Conduct early assessments and screenings to identify disabilities in infants and young children.</p> <p>Provide education and support to families in marginalized communities to reduce stigma and misconceptions.</p> <p>Improve access to healthcare and disability services by collaborating with hospitals and local clinics.</p> <p>Raise awareness about early intervention and available support programs.</p>
	02HV Home Visits	<p>Deliver therapy services to children with severe disabilities in the comfort of their homes.</p> <p>Equip caregivers with skills and knowledge to support their child's development effectively. Provide customized therapy programs for children who cannot travel to centre. Advocate for home adaptations to improve mobility and accessibility.</p> <p>Reduce caregiver stress by offering professional guidance and emotional support.</p>
	03TV Town Visits	<p>Expand therapy services beyond Windhoek to ensure children in other towns receive support.</p> <p>Reduce financial and logistical burdens by bringing therapy closer to families in need. Train local professionals and caregivers to provide consistent support between therapy sessions.</p> <p>Increase awareness in rural communities about the importance of early intervention and therapy.</p> <p>Establish sustainable therapy programs by partnering with local organizations and healthcare providers.</p>
	04SE Supportive Equipment	<p>Assist with assessments and fitments of supportive equipment to children in need of products.</p>
#6SL Service Learning	01US University Student	<p>Provide university students with hands-on experience in working with children with disabilities to bridge the gap between theory and practice.</p> <p>Equip interns with specialized knowledge and practical skills in early intervention, therapy, and inclusive education.</p> <p>Support the development of future professionals in the fields of occupational therapy, physiotherapy, special education, and social work.</p> <p>Increase awareness and understanding of disability care and inclusive education among students.</p> <p>Promote research on disability-related topics by encouraging students to contribute to data collection and case studies.</p> <p>Foster multidisciplinary collaboration by exposing interns to working with therapists, educators, caregivers, and medical professionals.</p>

		<p>Strengthen partnerships with universities and in the process mobilise quality therapy and services to communities who have limited access.</p> <p>Encourage a culture of inclusion and advocacy by training students to support children with disabilities effectively. Contribute to the long-term sustainability of Namibia's disability sector by developing a skilled and passionate workforce.</p> <p>Using the resources of the Universities of Namibia to meet the needs of our communities.</p>
	02MTNP Mentorship - Non profits	<p>Provide mentorship to other nonprofits on disability awareness and inclusive practices. Share knowledge and resources to help organizations create accessible programs. Support nonprofits in developing sustainable disability-inclusive strategies.</p> <p>Foster collaboration among organizations working with children with disabilities. Advocate for policy changes that promote inclusion across all sectors.</p>
	03VPI Volunteering Program - International	<p>Facilitate the integration of international volunteers into Side by Side's programs. Ensure that volunteers bring valuable skills and knowledge to support children with disabilities.</p> <p>Provide cultural orientation and training to enhance volunteer effectiveness. Strengthen collaboration between international volunteers and local staff.</p> <p>Maintain an efficient volunteer management system to track contributions and impact.</p>
	04RES Research	<p>Conduct studies to gather data on the challenges faced by children with disabilities. Provide evidence-based recommendations to improve disability policies and services. Collaborate with academic institutions and stakeholders to expand research efforts. Advocate for better data collection and reporting on disability issues in Namibia.</p>
	05MTECD Mentorship - ECD's	<p>Support ECD centres in implementing inclusive education practices. Train ECD teachers on early disability detection and intervention strategies. Promote access to assistive learning tools and resources for children with disabilities. Encourage inclusive policies in ECD centers to ensure every child receives appropriate support.</p>

3. Program and Activity Report

3.1 Education and Sport

Types of Activities:

Pre-School, Foundations, Grade 0–2, Special Olympics, Learning Support, Teacher Development

Achievements:

- 16 children attended the daily playgroup throughout the year (excluding school and public holidays).

- 11 children with severe disabilities attended a daily day-care rehabilitation group (excluding school and public holidays).
- 10 children joined the Foundations Class, where they developed basic literacy skills in preparation for school.
- 8 children attended the Grade 0–3 class, receiving education assistance through the CambriLearn program. This gave them the opportunity to progress in their schooling while awaiting placement in public schools, as private schools remain unaffordable.
- 7 children started attending Pre-Vocational classes designed to promote independence and self-care for children with diverse disabilities.
- 33 children participated weekly in sport and outdoor activities to encourage physical movement and social skills.
- In January 2025, Side by Side teachers launched additional learning support classes in collaboration with Special Olympics. Classes were held four times per week from 14:00–16:00 at the Special Olympics sports fields, providing educational support to children with intellectual disabilities who attended sports. On average, 40 children benefited during January and February 2025.
- Two cycles of Sign Language classes were conducted by Mrs. Beate, a retired teacher from the Centre for Communication and Deaf Studies. All Side by Side teachers and volunteers participated to strengthen alternative communication methods within daily programs.
- Teachers received Early Childhood Development (ECD) training through Development Workshop.
- Staff orientation included training on Side by Side policies, work ethic, and procedures, as well as PSEA (Prevention of Sexual Exploitation and Abuse) training. Staff were also trained in managing secondary trauma and attended a team-building event at The Rock Lodge to strengthen trust and share best practices.



Through these education and sport programs, children not only gained academic and physical skills, but also confidence, independence, and a greater sense of belonging in their communities.

3.2 Therapy

Types of Activities:

Clinics, One-on-One Sessions, Group Sessions, *The Rising Parent Group* (symbolizing strength and

overcoming challenges), Intakes, Multi-Disciplinary Team (MDT), Individualized Educational Development Plans (IEDPs)

Achievements:

- Conducted one wheelchair clinic where 8 children were assessed and fitted into appropriate wheelchairs by three therapeutic professionals. Two children were referred for specialized positioning equipment.
- 59 children received weekly one-on-one and group therapy sessions throughout the year. These sessions continued during school holidays, with parents guided on providing home-based care. In total, 96 home-based therapy support sessions were conducted.
- A new wheelchair was sourced for Rosalina, who had undergone hip surgery and required specialized seating for her condition and comfort.
- 69 new intakes were conducted during the year. Children were referred to Side by Side by the Ministry of Health, hospitals, clinics, and local community members.
- 24 Multi-Disciplinary Team (MDT) meetings were held, where case managers were appointed for each child to oversee referrals, therapy appointments, program planning, and counseling support. All 69 new intake cases were assigned a case manager and remained active until the objectives set for each child and family were achieved.



Through these efforts, children not only gained access to vital therapy but families were empowered with the skills and support they need to help their children thrive at home and in their communities.

3.3 Training and Awareness

Types of Activities:

Awareness Campaigns, Regional Trainings, General Workshops

Achievements:

- 10 radio interviews were conducted on Omalunga, NBC, Nova, Radio Wave, 99FM, and NBC, creating awareness on disability inclusion, early identification, and the importance of quality healthcare and education for children with disabilities.
- 2 newspaper articles and 1 magazine article were published in *Republikein*, *The Namibian*, and *Fly Namibia*.

- The *Hit 4 Hope* Charity Golf Day and Awareness Day was successfully hosted in collaboration with One Africa, raising awareness for quality education for children with disabilities.
- The Managing Director of Side by Side Early Intervention Centre spoke at the *BeFree Parenting Seminar* on the importance of early childhood development and positive parenting, addressing 36 mothers.
- *Prem-Baby Awareness Day* was held at Central Hospital, where Side by Side's Occupational Therapist and Social Worker addressed the parents of 55 premature babies on the importance of early childhood care and early identification.
- Side by Side participated in the Ministry of Finance and Public Enterprise budget review with civil society and UNICEF, contributing to cost analysis discussions.
- In collaboration with the Ministry, UNICEF, and other partners, Side by Side contributed to a Disability Costing Analysis, finalized by Dr. Omu (UNICEF). The full report can be provided upon request.
- A total of 14 trainings were conducted across 5 regions and 9 towns. We trained 335 participants, including occupational therapists, social workers, childcare facilitators, parents, carers, and teachers. Indirectly, 152 children received support as a result of these trainings.



Through these awareness and training efforts, communities, professionals, and families gained knowledge and tools that are helping to break down barriers and build a more inclusive future for children with disabilities.

3.4 Social

Types of Activities:

Parent Social Program, Feeding Program (Centre & Frozen Food), Adult Literacy, Support Groups, Counselling

Achievements:

20 parents volunteered at the Centre weekly, gaining skills while helping to maintain the organization's appearance. During the Parent Program, they could choose items from a small "community shop" stocked with donations. This initiative protects parents' dignity, as they feel ownership in the Centre and are rewarded for their contributions. Available items included soap, toiletries, clothing, and dry foods.

- Side by Side runs a Feeding Program where children with disabilities benefit from prescribed milk, frozen pureed food, and dry foods, based on dietician referrals. Over the year, we distributed 65 dry food parcels, 92 parcels of frozen food, 501 tins of milk, and 188 packs of nappies.
- Side by Side also shared milk donations with other organizations, including Hope for Life (Windhoek), Ronel Peters (Swakopmund), Child Haven (Henties Bay), and a childcare facility in Walvis Bay. A total of 72 tins of milk were donated to these four nonprofits.
- Parents received counselling support, with 47 parents attending 82 counselling sessions facilitated by Side by Side.
- 4 Parent Support Group sessions were held, benefiting 35 parents. Topics covered included grant usage, financial management, positive parenting, the benefits of nonprofit support, and understanding different types of disabilities.



Through these social programs, families not only received practical support but also dignity, encouragement, and a sense of community, helping them feel less alone in their journey.

3.5 Community-Based Rehabilitation**Types of Activities:**

Community Outreach & Hospital Visits, Home Visits, Town Visits, Supportive Equipment

Achievements:

- 31 community and hospital outreaches were conducted to raise awareness and assess children for future support and referrals. A total of 26 children were assessed, and 21 parents received counselling and information to help them prepare for their journey in caring for a child with a disability.
- 105 home visits were conducted during the year, reaching an average of 14 families. These visits provided direct guidance and support to children with severe disabilities in their own

homes. Side by Side was accompanied by the Omnicare Mobile Clinic, which provided health checks and medication distribution to support families.

- 13 visits were conducted to Okahandja, where an average of 7 children were seen by occupational therapists, physiotherapists, and the Side by Side Multi-Disciplinary Team. In addition to direct therapy, approximately 12 parents and teachers were engaged, raising awareness and advocating for proper care and therapy for children with disabilities.
- 14 pieces of supportive equipment, including wheelchairs, standing frames, and walking frames, were distributed.



Through these community-based efforts, children and families received practical support right where they live, reducing isolation and ensuring access to care, equipment, and knowledge that improves daily life.

3.6 Service Learning

Types of Activities:

University Students, Mentorship (Nonprofits), International Volunteering Program, Research, Mentorship (ECDs)

Achievements:

- 31 students from the University of Namibia completed their community blocks and internships at Side by Side. Together they contributed 144 days of volunteering across all our programs, including home visits, hospital visits, parent support groups, trainings, and educational activities.
- UNAM students designed a play-based community program, which is now being implemented by Side by Side staff.



- One Social Work student completed a practical block, gaining exposure to real-life scenarios and best practices.
- Side by Side provided mentorship and support to two other NGOs throughout the year, sharing best practices and strengthening nonprofit collaboration.
- Two international volunteers from Germany joined our programs, offering valuable support and cultural exchange.

Through service learning, Side by Side not only builds the capacity of future professionals and partner organizations, but also strengthens its own programs through fresh ideas, collaboration, and the spirit of volunteerism.

3.7 Other Achievements

- Parents participated in a High Tea event with the Office of the First Lady.
- Santam Namibia assisted Side by Side in constructing a pathway between buildings, improving accessibility for children using wheelchairs.
- Over 120 warm blankets were distributed during the 2024 winter, thanks to the generous donation from Dischem Grove Mall.
- Bed bases were provided for two mothers and their children with disabilities in Okahandja, preventing them from sleeping on the floor.
- Sandals were donated by NamFlava to all children attending our learning centre.
- Numerous visits from B2Gold, CFC Church, and other local supporters delivered toys, stationery, and other donations in kind.
- Side by Side hosted a highly successful Christmas concert, with family members attending from the North for the first time.
- Side by Side received the Best Disability Inclusive Service Provider Award during the annual National Disability Council ceremony held in Oshakati in March 2024.
- Side by Side Early Intervention Centre was donated a building in Windhoek West, with a specific two-year development plan.



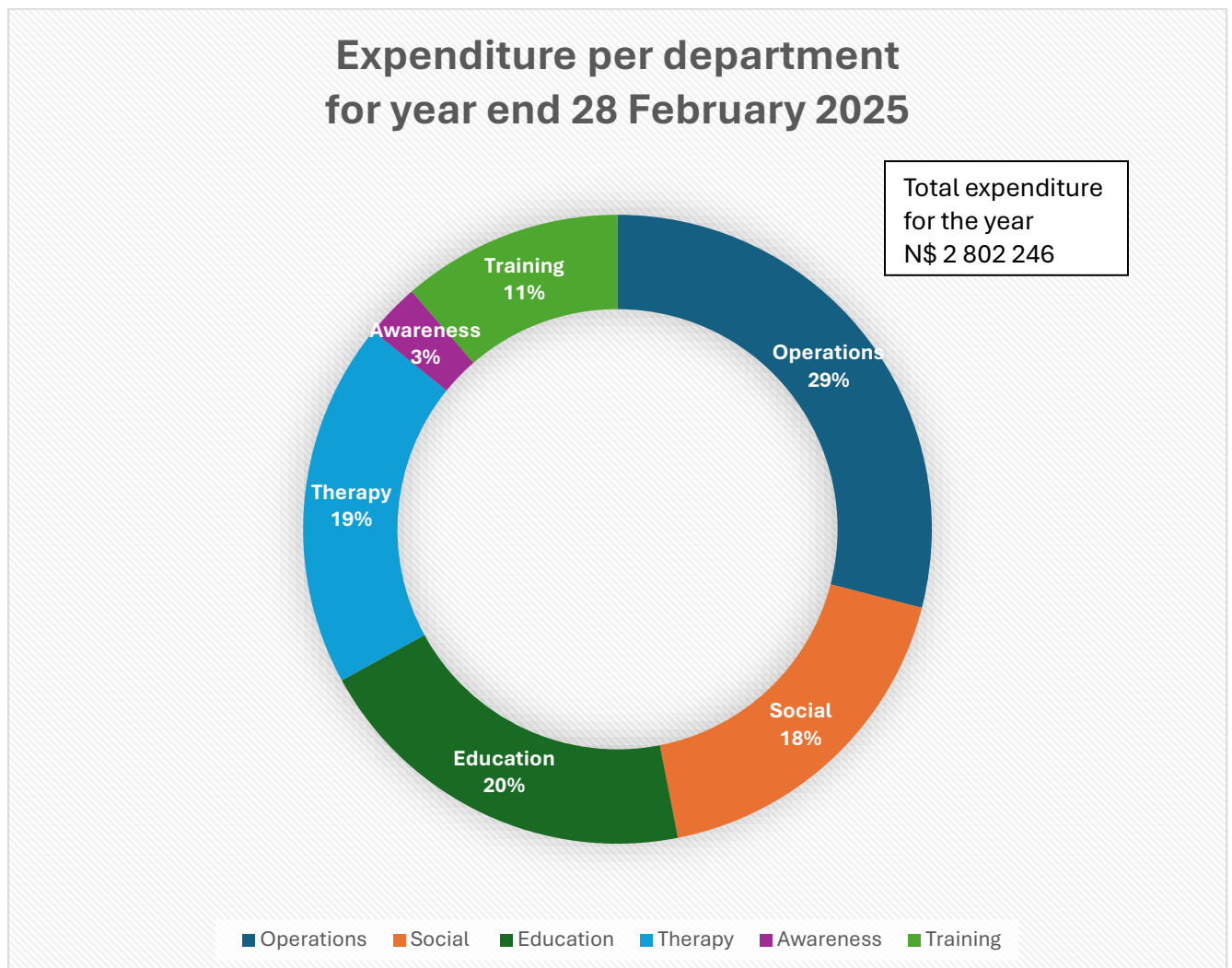
These achievements highlight the generosity of our partners, the dedication of our families, and the growing recognition of Side by Side as a leader in disability inclusion and community support.

4. Impact and Achievements

- Delivered weekly services to approximately **120** children with disabilities and their families.
- Strengthened partnerships with **UNICEF, and other NGO's**, and local organizations to mobilize rehabilitation services.
- Successfully introduced **group sessions** in Okahandja to serve larger numbers of families.
- Enhanced public awareness of early intervention through community events and social media campaigns.
- Created a strong awareness among community members on disability inclusion and quality of education and health for children with disabilities.

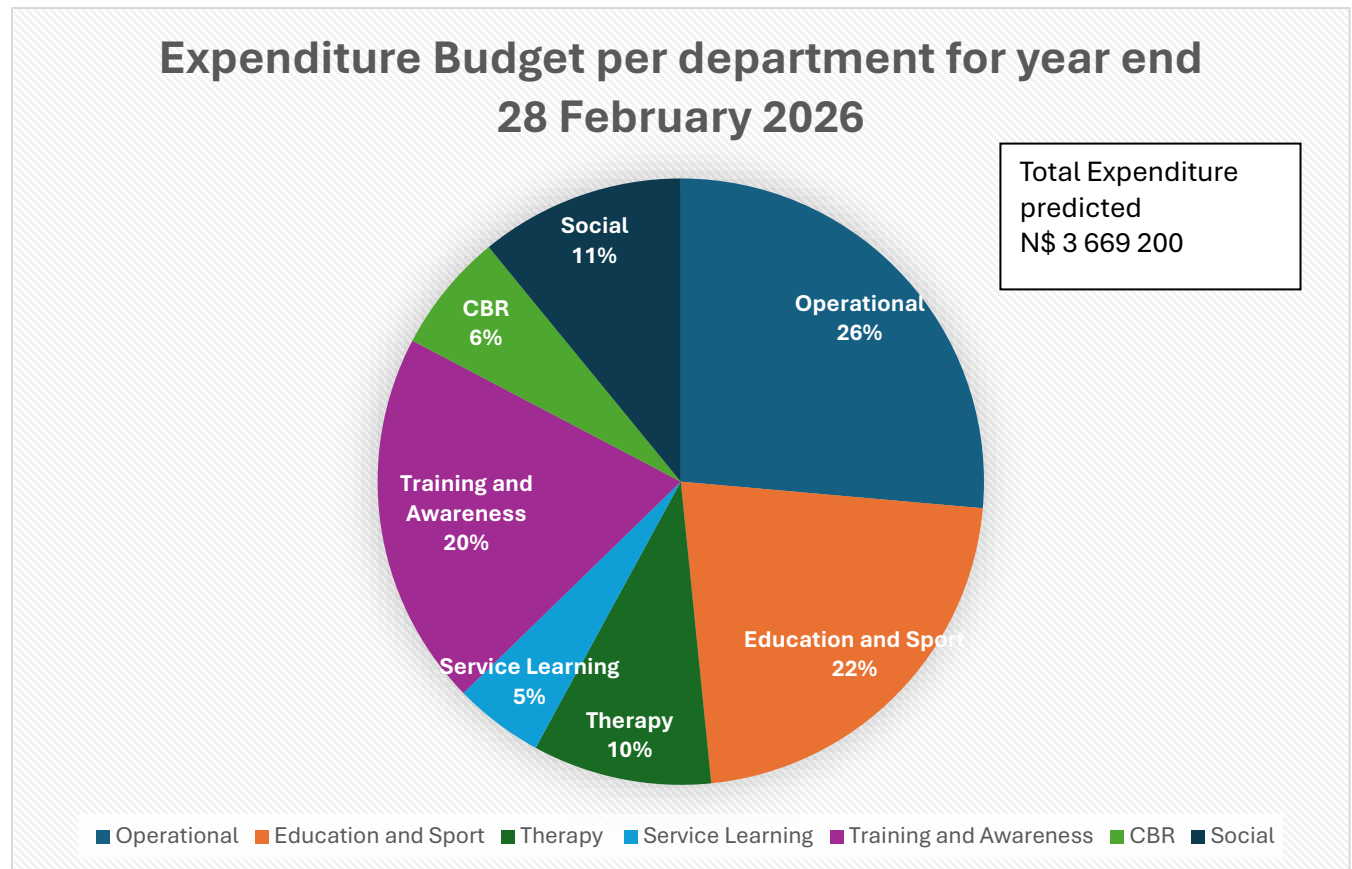
5. Financial Report (Summary)

Expenditure outline for year 1 March 2024 to 28 February 2025



The Audit for year end 2025 will be done before June 2026.

Budget outline for year 1 March 2025 to 28 February 2026



Detailed Budget outline is available on request.

How to support us:

We welcome financial contributions from individuals and businesses to sustain our work. Support can be provided in the following ways:

1. **Annual One-Time Donation** – A single contribution each year to support our programs.
 2. **Monthly Membership Contributions** – We seek 300 businesses or individuals to contribute **N\$1,000 per month**. This model reduces reliance on a single major sponsor, ensuring financial stability. If one donor discontinues, the impact is manageable. This program is still in planning phase and we hope to use this next 12 months to build the monthly contribution members to meet a 12 month budget plan.
 3. **In-Kind Contributions** – Donations of essential items, including:
 - Food products
 - Fuel
 - Stationery
 - Nappies
 - Milk
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6. Governance and Compliance

- **Board of Directors:** Side by Side Early Intervention Centre is governed by 7 Directors and have a AGM once a year no later than 6 months after year end. Side by Side is also in a good standing with NAMRA, BIPA, FIC and are up to dates with the our Audits.
- **Compliance:**
 - Side by Side is also in a good standing with NAMRA, BIPA, Social Security, FIC and are up to dates with the our Audits.

7. Acknowledgements

We express our sincere gratitude to all our sponsors, donors, and partners, including:

- UNICEF in partnership with European Union, Entrepo Namibia, B2Gold, Allen Grey, Lockwell Trustees, NHP, Office & Mailing Automation cc, Future Media and Sanlam Golf day (Hit for Hope), CFC Family Church, not taking away from our very important public and general partners that remains committed to our mission and vision. We cannot do this without the financial contribution you are making.
- Monthly donations from SANULAC, Dischem Grove and local donations in kind.
- Volunteers and staff who dedicate their time and passion to our mission.
- Families who trust us to journey alongside them.
- The community who has allowed us in and shared with us their struggles and challenges in order for us to make an impact that is lasting.
- The ministry and other NGO's who are committed to improve and mobilise services for children with disabilities and their families.
- Our implementing partners like Development Workshop, Special Olympics, Baby's Cry Foundation, Hope for Life, Right Start Campaign, UNAM, Welwitschia University, Volunta Germany (Volunteers) and many more.

8. Plans for 2025/2026

- Expand outreach to additional rural communities.
- Increase early identification and assessment services for children in the ECD sector.
- Strengthen financial sustainability through grant applications and monthly donor programs.
- Continue capacity building for caregivers and professionals to ensure sustainable community-based intervention.

9. Challenges and Recommendations

- **Limited Financial Security**

Challenge: As a nonprofit, Side by Side relies on donations and project-based funding, which leaves us without long-term security. This uncertainty makes it difficult to plan sustainably and expand services to reach more children.

Recommendation: Continue to diversify funding sources through partnerships, donor retention programs, and exploring income-generating initiatives to strengthen financial resilience.

- **Delays in Formal Partnerships with Ministries**

Challenge: The long wait for Memoranda of Understanding (MoUs) with key ministry partners has slowed down collaboration and limited our ability to integrate programs fully into government systems.

Recommendation: Strengthen communication with ministries, use advocacy networks to highlight the urgency, and present evidence of our program's impact to encourage prioritization of these MoUs.

- **High Demand vs. Limited Capacity**

Challenge: The need for therapy, educational support, and community-based services continues to grow, but our staff and resources are limited. This has placed pressure on our ability to reach all families consistently.

Recommendation: Expand training and mentorship programs to build capacity in community caregivers, while advocating for more government support to scale services.

- **Accessibility and Transport Barriers**

Challenge: Many children with disabilities remain isolated at home due to lack of affordable, safe transport to our Centre or hospitals.

Recommendation: Strengthen partnerships with local transport providers and advocate for disability-inclusive transport solutions through municipal and community channels.

- **Organizational Learning and Growth**

Challenge: As with any growing organization, we have faced mistakes and gaps in systems and delivery.

Recommendation: Maintain a culture of reflection, transparency, and continuous improvement, ensuring every challenge is paired with a clear action plan to strengthen our work.

Despite these challenges, Side by Side has remained steadfast in its mission. Each obstacle has taught us resilience and innovation, and each recommendation strengthens our path toward a more inclusive Namibia for all children with disabilities.

Prepared by:

Huipie van Wyk

Managing Director

Side by Side Early Intervention Centre

Date: 14 April 2025