



NASCEE MEMBERS

16 March 2023

Dear NASCEE Member

RE: THE APPOINTMENT OF A CHIEF EXECUTIVE OFFICER AND THE RESIGNATION OF THE NASCEE CHAIRPERSON

We would like to inform you of a significant decision we have made as a board.

NASCEE has been on a steady growth path since inception in 2019 and currently has 136 members. The focus of the board has been to build an association that improves our members' capacity, effectiveness, collaboration, and influence in order to drive greater impact in the sector and amplify the voice and positive image of NPOs in South Africa.

In order to deliver on this promise it has become clear that the organisation requires strengthening of its strategic leadership and operational capabilities. As a result, the Board has taken a resolution to appoint a Chief Executive Officer (CEO) in line with Section 18.4 of our Constitution, which states the following:

The Board is entitled to appoint staff in accordance with the financial constraints of the Association fees provided that the Association will not pay any remuneration, as defined in the Fourth Schedule of the Tax Act, to any employee, or other person which is excessive, having regard to what is generally considered reasonable in the sector and in relation to the service rendered, and will not economically benefit any person in a manner which is not consistent with its objects.

The following were identified as the priority leadership and management skills that NASCEE requires to successfully move the Association into its next iteration of growth and impact:

- Strategic leadership (creating opportunities and activities that deliver NASCEE's strategic objectives).
- Experienced management and execution capabilities.
- Experience and insight into the education system and role players.
- Ability to engage, partner, and co-create with these key stakeholders.
- Good experience and understanding of the needs of NASCEE members.

After robust engagements and a labour market search for a manager position which yielded no positive results, we were encouraged to look into a more senior position. The Board resolved that Giles Gillett, the current

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- Ms Lungile Zakwe (Interim Chair) ● Ms Mororiseng Maapola (Interim Deputy Chair) ● Dr James Keevy
- Ms Susanna Oosthuizen ● Ms Sibongile Khumalo ● Mr Henre Benson ● Mr John Gilmour ● Ms Honey Shangase
- Mr Andrew Barrett ● Ms Nangamso Mtsatse ● Ms Meg Pahad

NASCEE Chairperson, would be the best candidate for this role and have agreed to a 24-month fixed term contract on a part-time basis. For several years, Giles has been a committed board member focused on NASCEE interests and has contributed significantly towards the Association's strategy, supporting all Board portfolios and working with our funders.

In line with section 14.7 of our constitution, the appointment of Giles as a CEO requires him to step down as a Chairperson and director of the NASCEE Board. Therefore, the position of the Chairperson will be vacant until the appointment of the new Chairperson at the AGM, as stipulated in section 13.6 of the Constitution. The current Deputy Chairperson, Lungile Zakwe will occupy the position of Interim Chairperson until the next AGM. Lungile will be supported by Mororiseng Maapola who will be stepping into the Interim Deputy Chairperson position.

We invite you to welcome Giles into this new role as we move NASCEE forward with increased momentum. As a Board, we remain accountable to our members. You are encouraged to reach out to us for clarity and support.

Sincerely,



Lungile Zakwe
Interim Chairperson