

1202 Lexington
Avenue
Suite 170
New York
NY 10028
United States

7 Albert Buildings,
49 Queen Victoria
Street, London
EC4N 4SA

The Pavilion
Building,
Portwood and
Dock Road, V&A
Waterfront, Cape
Town, South
Africa 8001

radioworkshop.org
info@radioworkshop.org

Radio Workshop was incorporated in the US in 2006 as a 501(c)(3),
registered as a charity with the UK Charity Commission in 2010, and
listed as a non-profit organization in South Africa in 2012.

Photography: Naomi Grewan, Jo Jackson, Sydelle Willow Smith, Cebisile
Mbonani



radio workshop



CONTENTS

A LETTER FROM OUR LEADERSHIP	4
OUR MISSION AND VISION	6
RADIO WORKSHOP IN 2023	7
WHY RADIO?	8
RADIO TO THE RESCUE	10
MENTAL HEALTH FROM JOHANNESBURG TO ATHENS	11
TRAINING FOR BROADCAST IN SOUTH AFRICA	12
DEAR RADIO...	16
OUR PODCAST REACHES NEW HEIGHTS	18
OUR SUPPORTERS	20
GOVERNANCE AND LEADERSHIP	21
FINANCIAL SUMMARY	22
OUR TEAM	24

A LETTER FROM OUR LEADERSHIP

Dear Friends,

When digging deep into the social issues affecting youth in their communities, Radio Workshop's young journalists adopt a solutions-focused approach in their reporting. From urban centers to rural communities, they see radio broadcasting, podcasting, and community outreach as tools to help audiences understand complex issues like climate change, adolescent health, and LGBTQ+ rights. They uncover barriers that stand in the way of accessing quality education and offer fresh ideas to address youth unemployment.

Since 2015, youth reporters at our Radio Workshop partner station Emalahleni FM in Mpumalanga have broadcast shows about climate change that feature voices and perspectives on how their community has experienced the effects of climate change and environmental degradation. Situated in the heart of South Africa's coal belt, their reporting revealed that youth were anxious about what would happen to families who have built their lives on coal as South Africa moves towards renewable energy. We wanted to explore this more deeply, which led us to create the podcast episode [This Coal Life](#).

Our Radio Workshop podcast amplifies the community-based reporting of our youth reporters on issues of global significance. [This Coal Life](#) was broadcast by National Public Radio in the US and by community radio stations across Africa. Closer to home, our podcast team took to the stage at the Africa Media Festival in Nairobi where they shared insights about producing podcasts with and for young audiences. And we won multiple global awards along the way!

The excitement didn't end in 2023. We started 2024 under new leadership. We're excited to share that Vuyo Lutseke has officially stepped into the role of Radio Workshop's Executive Director after a year-long selection process.

Vuyo will spend the first six months of 2024 working alongside former Executive Director Mike Rahfaldt, who will then step into the role of Executive Producer of the Radio Workshop podcast. We know Vuyo will lead Radio Workshop with kindness and care, bringing her deep well of experience, collaborative spirit, integrity, and commitment to equity to the role.

Our young journalists courageously ask for understanding and change in specific ways that make life better for everyone. Your support ensures that we continue to build this leadership, not only for the future that youth will inherit but also for the way we relate to each other now.

Yumna Martin
BOARD CHAIR

Linda Barnett
US CHAIR

Emmanuelle Parr
UK CHAIR

MEET VUYO!



OUR VISION AND MISSION

Radio Workshop trains youth across Africa to make radio and podcasts. We provide the tools and teach the skills. Youth bring us their creativity, local knowledge, and passion for tackling the issues that matter to them and their communities. They are the new generation of African journalists, thought leaders, storytellers, and activists.

Founded in 2006 as the Children's Radio Foundation, we have trained over 5,000 youth reporters at over 100 radio stations in 10 African countries, reaching up to 9 million listeners weekly.

Delivered in local languages and a youth-friendly style, their radio shows weave together personal narratives and reliable information on these issues to create dynamic radio shows. We support them with training, production tools, and mentoring so that their reporting is fact-based, engaging, and responsive to the needs and concerns of their listeners.

Episodes of Radio Workshop are distributed across podcast platforms, through international radio broadcast networks, and to radio station partners as free-to-use content. Our podcast brings audiences close to the lives, experiences, and narratives of African youth.

ISSUES ADDRESSED BY OUR REPORTERS

MENTAL HEALTH / CLIMATE CHANGE AND THE ENVIRONMENT / ADOLESCENT HEALTH / EDUCATION AND OPPORTUNITY / LGBTQ+ RIGHTS / HUMAN RIGHTS / GENDER-BASED VIOLENCE

RADIO WORKSHOP IN NUMBERS



10
countries



100
radio stations
to date



5,050
youth
trained



21
languages



9 million
listeners
across
Africa

RADIO EDUCATION IN EMERGENCIES

Over 2 million Malian children are out of school or at risk of dropping out due to an underequipped education system with teacher and classroom shortages, poor teacher training, and low learning outcomes. In 2023, leveraging our radio education expertise in West and Central Africa, Radio Workshop was contracted by Fondation Hirondelle and UNICEF to train around 30 senior Malian education ministry inspectors to deliver various curricula on-air.

When schools are destroyed or attacked, radio provides children with a safe learning environment, learning routine, and psychosocial support by standing in as an alternative to classrooms and teachers. In emergencies, radio facilitates learning wherever the children and their families are, whether at home, in rural areas, or at work.

CÔTE D'IVOIRE

10 radio stations | 97 youth reporters | 25 researchers | 1 language

DEMOCRATIC REPUBLIC OF CONGO

5 radio stations | 70 youth reporters | 5 languages

TANZANIA

7 radio stations | 28 youth reporters | 23 researchers | 1 language

ZAMBIA

5 radio stations | 20 youth reporters | 38 researchers | 4 languages

SOUTH AFRICA

13 radio stations | 130 youth reporters | 8 researchers | 11 languages

WHY RADIO?

RADIO IS AFRICA'S FIRST CHOICE

Even with the growth of digital media, radio is still Africa's most popular source of news and information.

PODCASTS AMPLIFY LOCAL STORIES

Podcasts bring high-quality audio to audiences in Africa and around the world.

AUDIO REPORTING IS EASY TO LEARN

With ongoing mentoring, young people can learn production and broadcast skills quickly.

REPORTING SKILLS ARE LIFE SKILLS

Learning how to interview, research, and produce a radio show builds the confidence, communication skills, and critical thinking of youth reporters.

RADIO AND PODCASTS ARE PORTABLE

Radio can follow you from place to place – wherever you are and whatever you are doing.

RADIO REACHES THE HARD-TO-REACH

Radio is the only form of media in many remote, isolated places. It broadcasts where newspapers, television signals, and internet connections do not reach.

AUDIO BUILDS COMMUNITY

Radio and podcasts reflect the concerns of the day and speak to local realities. They are dialogue starters and information hubs.

YOUTH RADIO PROJECTS ARE INEXPENSIVE

Radio reaches an audience of millions in a cost-effective way.





LISTENING EVENT IN MBANDAKA
DEMOCRATIC REPUBLIC OF CONGO

DEMOCRATIC REPUBLIC OF CONGO

RADIO TO THE RESCUE

Since 2021, we've partnered with the World Organisation for Animal Health to leverage radio in combating the spread of zoonotic diseases across West Africa. These diseases are transmitted from animals to humans, often through the consumption of infected bush meat. In 2023, our joint four-month campaign in the Democratic Republic of Congo aimed to raise awareness of zoonotic risks among at-risk populations and generate national-level engagement on this critical issue.

Our youth reporters produced over 2,400 public service announcements for broadcast on local radio stations. In the Democratic Republic of Congo, our campaign reached more than 3 million

"When an animal died without cause, I used to take the meat and eat it with my family. It was through listening to the show on Radio Boboto that I realized the risks of contamination from the diseases I was taking on by eating the meat of an animal found dead."

LISTENER, YANGAMBI

people in Kinshasa, Mbandaka, and Kisangani, with 73% of listeners tuning in to the show several times a week.

The program reached 2,800,000 people, about 34% of the target population. A survey we conducted found that listeners were 74% less likely to eat an animal found dead, and eight times more likely to report dead animal events to wildlife agents.

SOUTH AFRICA

MENTAL HEALTH FROM JOHANNESBURG TO ATHENS

"The experience has made me realize that it's okay if you don't know something. That opens the door to learning."

ABIGAIL MAEDZA, YOUTH REPORTER WHO ATTENDED THE TRAINING IN

In May 2023, we assembled a powerful crew of nine South African youth in Johannesburg to take on an important task: to elevate the mental health stories too often left unheard.

Over six days, the youth reporters produced three intimate audio stories while furthering their reporting skills and interviewing techniques and learning creative and impactful ways to report on mental health topics. The episode, [Listen To Me](#), explores a range of mental health topics - including the challenges of living with bipolar disorder, growing up with an absent father, and the impact of trauma.

The episode was then shared at the Stavros Niarchos Foundation's Nostos Conference on mental health in Greece. A team of Radio Workshop staff and ten youth reporters from South Africa and Nigeria made their way to Athens to host live shows at a pop-up radio station and debut *Listen To Me*. They interviewed the event's many speakers, including actress Glenn Close. Radio Workshop superstar Mary-Ann Nobeles even had a chance to meet former US President Barack Obama.



POP UP RADIO AT SNF NOSTOS
ATHENS, GREECE



"I've gained more knowledge. It also boosted my self-confidence, and I now have access to social workers who can help me."

YOUTH REPORTER AT ALEX FM

116
youth
reporters
trained in-
person

274
radio shows
produced

10
outreaches

464
community
members
reached

50
new reporters
enrolled in
the Young
Reporters
Network

984
listeners
involved in
competitions
and surveys

SOUTH AFRICA

TRAINING FOR BROADCAST

We tapped into our network of South African youth reporters to get a pulse on the most pressing issues facing young people in their communities. Three critical needs resonated loudly: access to mental health support, protection from gender-based violence, and comprehensive sexual/reproductive health education. With support from EMpower and UNICEF, we were able to continue to deepen the impact of our mental health projects across ten radio station sites in South Africa and direct listeners to support and services in their communities.

Beyond bettering their own knowledge of mental health, gender-based violence, and sexual and reproductive health, the young reporters also expressed how the program affected their personal lives. The program equipped them with the tools to identify and utilize mental health services and become advocates in their communities. The most common word to appear in the feedback we received from the youth reporters was 'confidence.' As they grow into leaders in their communities, their participation in these programs is helping them be there for others and have faith in themselves.

"I gained more confidence, and I found myself opening up to hearing others as they speak of what might be troubling them."



"From the very first moment I stepped into your studio, I knew I had found my true home."

ROSE MWAANGA, ZAMBIAN YOUNG REPORTER



PAN AFRICAN

DEAR RADIO...

We closed off 2023 with a social media campaign celebrating something we all love: radio. We asked young reporters to share what they would say to radio if given the chance. They wrote heartfelt poems and love letters that we then shared on Instagram and Facebook as part of our Dear Radio campaign.

"Every time I'm sad, you find a way to make me smile. So thanks, radio, for being such a loyal friend."

MELUSI NZIMANDE, SOUTH AFRICAN YOUNG REPORTER

We received over 30 letters in the initial call out and since then, young people across Africa have reached out over social media to share their radio memories and moments.

For World Radio Day 2024, we released a podcast episode entitled [Dear Radio](#) that celebrated 100 years of radio in Africa. In the episode, we shared four radio stories from Kenya, Tanzania, Nigeria, and Uganda.

The stories highlighted radio's impact across the continent and showed us why radio is Africa's favorite medium.

"You show me the best of humanity, the kindness, compassion, and courage that exists in all of us."

KUHLE MLANJENI, SOUTH AFRICAN YOUNG REPORTER



PAN AFRICAN

OUR PODCAST REACHES NEW HEIGHTS

The runaway success of our podcast has unlocked exciting new opportunities for Radio Workshop. It has helped us forge connections across the audio industry and sent a resounding message – the world is hungry to hear African youth sharing their stories in their own voices.

In June, we won Best Documentary at the One World Media Awards in London for our podcast series [*I Will Not Grow Old Here*](#), which was also nominated as a finalist for the Ambies Award for Best Documentary Podcast, the Third Coast International Audio Festival, and the African Podcasters and Voiceover Artists Awards.

If that wasn't enough, the Radio Workshop episode [*This Coal Life*](#) won the International Documentary Association's award for Best Standalone Documentary. The IDA Awards are the world's most distinguished event dedicated exclusively to the documentary genre, celebrating and honoring the year's best nonfiction films and programs.

This Coal Life was also featured on National Public Radio's daily news podcast [*Up First*](#), reaching 21 million listeners. Since its launch in 2017, *Up First* has become

one of the top news podcasts globally.

The episode made the rounds among government leaders and climate specialists and led to further investigation of the land claim at the heart of the story.

This Coal Life got its start in the heart of South Africa's coal belt region at Radio Workshop partner station Emalahleni FM. Since 2017, youth reporters have broadcast shows about climate change, amplifying community voices and perspectives. During that process, they stumbled upon a story worth investigating further: the Skhosana family's story. Adam, his wife Nontokozo, and their two kids owe their lives to coal. For generations, they've worked in the mining sector in Kriel, but with coal phasing out, what does it mean for their future and the future of their children? The scary thing is, they don't know. Adam hadn't even heard of the Just Transition until senior reporter Dhashen Moodley and youth reporter Siya Mokoena told him about it. They are not the only family who stands to be affected by the transition to green energy and the world is watching to see how communities like Kriel are going to do it.

OUR SUPPORTERS

With special thanks to individuals and organizations who supported our work in 2023

CORPORATIONS, TRUSTS & FOUNDATIONS

The 11th Hour Project
The African Climate Foundation
Africa Health Research Institute
Bloomberg
Climate Emergency Collaboration Group
The Constitutionalism Fund
EMpower
Fondation Hirondelle
Ford Foundation
Investec
The Joseph Family Foundation
Luminate
Media Development Investment Fund
PRX

The Shin Creek Trust
Social Change Nest
The Anne Levy Trust
The De Brie Charitable Trust
The Gusti Brandt Foundation
The Kathleen Hannay Memorial Charity
The Second Stella and Paul Loewenstein Charitable Trust
The Spare Capacity Foundation
The Stavros Niarchos Foundation
The Stephen Hendrickson Foundation
The Theodore J. Forstmann Charitable Trust
The UMI Fund
The World Organisation for Animal Health

UNICEF

Urban Movement Innovation Fund

INDIVIDUALS

Frederick Adler
Diana Barnett
Mayes Barnett
Paul and Linda Barnett
Deborah and Robert Brandt
Roslyn and Richard Cunningham
Carla and Jeff D'Orio
Peggy and Kirk Davenport
Dana and Steve DiPrima
Michael Fisch
Suzanne Karotkin
Lucy and Ken Kirshner
Pam and Bill Michaelcheck
Robert and Ann Neer

Tim O'Donovan
Emmanuelle and Adam Parr
Gladys Pitbladdo
Gillian Rose
Adrienne Ryder-Cook Joseph
Elizabeth and Sam Sachs
Joan Shifrin and Michael Faber
Catherine and Rony Shimony
Catherine Sofianos
Olivia Swaak-Goldman
Ollie and Margaret Thorpe
Jim Wilentz & Robin Maxwell

2023 GOVERNANCE AND LEADERSHIP

RADIO WORKSHOP SA, BOARD OF DIRECTORS

Yumna Martin, Chair
Brighton Kaoma
Dr. Michal Rahfaldt
Nina Callaghan
Thando Ntoi
Tshepo Tshabalala

RADIO WORKSHOP US

Elizabeth Sachs, Founder and Chair Emerita
Linda Barnett, Executive Chair
Bill Siemering
Charlotte Bannister-Parker, Trustee Emerita
Dana DiPrima
Gillian Rose

Pamela Michaelcheck, Trustee Emerita

Peter Mason

RADIO WORKSHOP UK

Emmanuelle Parr, Chair
Adé Adigun
Elise Ormerod
Sam Bonham

SENIOR EXECUTIVE STAFF

Vuyo Lutseke, Executive Director
Dr. Michal Rahfaldt, Executive Producer
Shahid Achilles, Finance Manager
Martha O'Donovan, Program Director
Clémence Petit-Perrot, Strategy Director
Lesedi Mogoatlhe, Editorial Director
Waly Faye, Learnings & Innovation Director

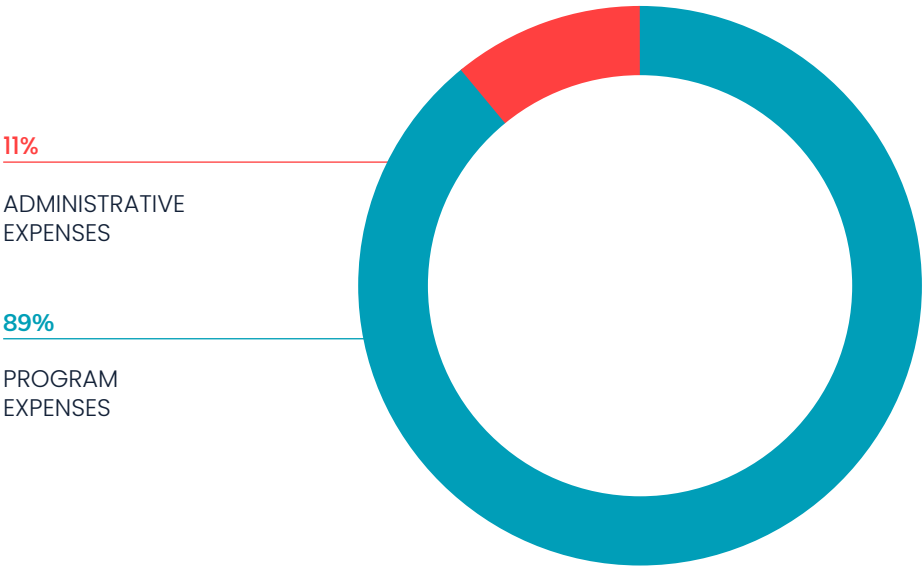
PARTNERS AND FUNDERS



FINANCIAL SUMMARY JAN-DEC 2023

	UK 2023	SA 2023	USA 2023	Consolidation adjustments	Combined 2023
INCOME (\$)					
Institutional	38,833	287,939	490,499	-	817,271
Individuals	39,798	432	202,790	-	243,020
Total Income	78,631	288,371	693,289	-	1,060,291
EXPENSES (\$)					
All Expenses	22,001	299,422	844,527	-	1,165,950
Net Income/(loss)	56,360	(11,051)	(151,238)	-	(105,695)
ASSETS (\$)					
Current Assets	65,234	56,677	162,693	-	284,604
Fixed Assets	-	3,082	-	-	3,082
Total Assets	65,234	59,759	162,693	-	287,686
EQUITY & LIABILITIES (\$)					
Liabilities	-	35,012	1,201	-	36,213
Equity	65,234	24,747	161,492	-	251,473
Equity & Liabilities	65,234	59,759	162,693	-	287,686

OUR EFFICIENCY



IN 2023 WE SURPASSED OUR TARGET OPERATING RATIO OF 80:20 PROGRAM TO ADMINISTRATIVE EXPENSES.

NOTE
Led by certified accounting firms in their respective countries, South Africa and the US have not finalized their 2023 audits, and the United Kingdom has also not undergone its independent examination, in compliance with UK Charity Commission requirements.



RADIO WORKSHOP TEAM

