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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, Elijah
Muwaza

radio workshop



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A LETTER FROM OUR LEADERSHIP

Dear Friends,

We began 2024 with renewed energy, fresh leadership, and a deepened sense of purpose. Vuyo Lutseke stepped into the role of Executive Director, helping us carry forward our mission: using radio and podcasts to spark youth dialogue, grow leadership, and nurture active citizenship across Africa.

Over the past year, the world has become increasingly defined by instability. From rising inequality and conflict to climate change and restrictions on LGBTQI+ rights, the voices and needs of young people have never mattered more. And in Africa, where the majority of the population is under 25, empowering young people is essential. That's why our work matters. Because when youth are heard and supported, they are equipped to lead and can shape our future with compassion.

Over the past year, our youth reporters have been nothing short of extraordinary. To celebrate this, we were thrilled to bring back the Youth Radio Awards in both South Africa and the DRC—our first since 2020. These celebrations gave our reporters the recognition they so deeply deserve, honoring their courage, creativity, and commitment to telling stories that matter.

And our Radio Workshop podcast? It soared. We earned a few awards and shared our episodes at global gatherings in the US, UK and South Africa. The success of our podcast is a welcome reminder that people want to hear youth stories from Africa.

As always, your support ensures we continue building on what we've worked so hard to grow together. None of it would be possible without you.

With gratitude and much enthusiasm for shaping the future.

Yumna Martin

Yumna Martin
BOARD CHAIR

Linda P. Barnett

Linda Barnett
US CHAIR

E. Parr

Emmanuelle Parr
UK CHAIR



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, we have trained over 5,150 youth reporters at over 100 radio stations in 10 African countries, reaching up to 9 million listeners weekly. With the addition of the Radio Workshop podcast in 2021, our footprint has reached 18 African countries.

Delivered in local languages and with a youth-friendly style, the radio shows weave together personal narratives and accurate 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 our award-winning podcast are distributed across platforms, through international radio broadcast networks, and to radio station partners as free-to-use content.

ISSUES ADDRESSED BY OUR REPORTERS

MENTAL HEALTH / CLIMATE CHANGE AND THE JUST TRANSITION / CIVIC
EDUCATION & PARTICIPATION / SEXUAL & REPRODUCTIVE HEALTH & RIGHTS /
EDUCATION & OPPORTUNITY / LGBTQI+ RIGHTS / GENDER-BASED VIOLENCE /
VIOLENCE AGAINST CHILDREN / MIGRATION

RADIO WORKSHOP IN 2024



18
countries



100
radio stations
to date



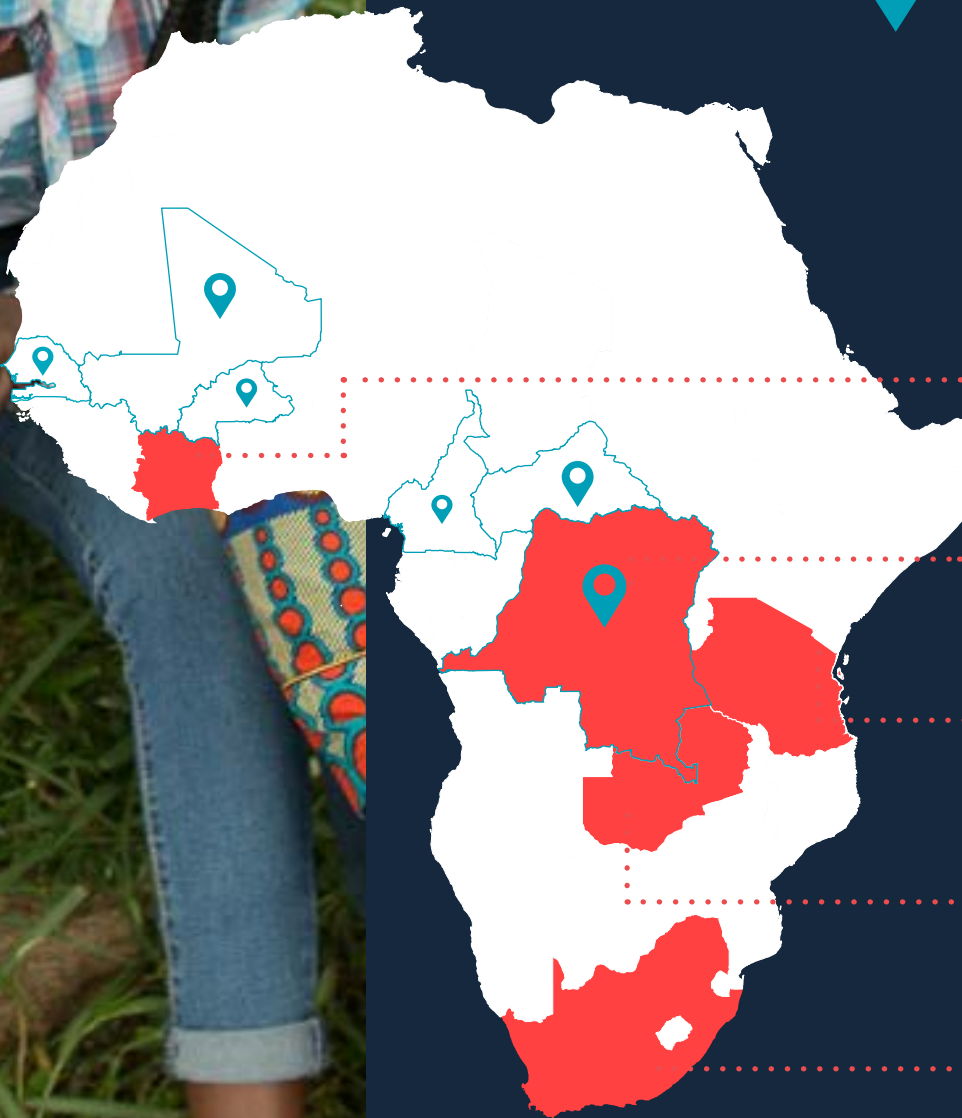
5,150
youth
trained



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 under-equipped 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

11 radio stations | 530 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 reflects the concerns of the day and speaks to local realities. It is a dialogue starter and an information hub.

YOUTH RADIO PROJECTS ARE INEXPENSIVE

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





LEFT TO RIGHT: MARY-ANN NOBELE, THEMBINKOSI MAHLANGU, VUYO LUTSEKE AT THE EARTHSOT WEEK YOUTH EVENT

PAN AFRICAN

VUYO TAKES THE REINS

After a year-long search, Vuyo Lutseke officially stepped into the role of Radio Workshop’s Executive Director in January of 2024. For the first few months, she worked closely with outgoing Executive Director Mike Rahfaldt, ensuring a smooth and thoughtful transition. Mike has since taken on the role of Executive Producer of the Radio Workshop podcast, where he continues to shape our award-winning storytelling.

Based in Johannesburg, South Africa, Vuyo brings extensive experience in publishing, communications, and nonprofit leadership, with a particular focus on fundraising. She is passionate about storytelling as a vehicle for youth

empowerment and believes deeply in the role young Africans play in shaping the future through their voices and narratives.

In her first year, Vuyo’s main priority was fundraising—strengthening relationships with our long-time supporters while cultivating new partnerships, particularly among corporate funders in South Africa. This effort marks an important evolution for Radio Workshop, as we work to diversify our funding base and build a more sustainable and resilient foundation for long-term growth.

Vuyo also led a series of listening events in South Africa, the UK and the US. These gatherings deepened connections, grew our community and introduced new audiences to the impact of youth-driven media.

With Vuyo at the helm, we’re entering an exciting new chapter—raising our visibility, expanding our reach, and deepening our impact across the continent and beyond.

PAN AFRICAN

SAFELY REPORTING LGBTQI+ STORIES IN AFRICA

In May 2023, Uganda passed one of the world’s most rigid anti-LGBTQI+ laws. The Anti-Homosexuality Act of 2023 calls for harsh penalties for anyone who engages in same-sex relations and limits freedom of speech on LGBTQI+ topics. We put out a call for pitches shortly after the bill was signed into law and received over 60 story ideas from across Africa. As a result, in 2024, we produced *Not Enough Sun*, *A Mother’s Letter* and *Unholy Treatment*.

For both *A Mother’s Letter* and *Not Enough Sun*, we wanted to find out how the passing of the Anti-Homosexuality Act impacted the lives of LGBTQI+ people. How has it affected their relationships, and what does it mean for them personally?

We knew telling these stories wasn’t going to be easy. Along with the typical challenges you might expect, while producing an audio story, there were new considerations for us as a production team. The most important consideration being safety and protection. That meant getting a lay of the land from journalists, activists, and human rights defenders.

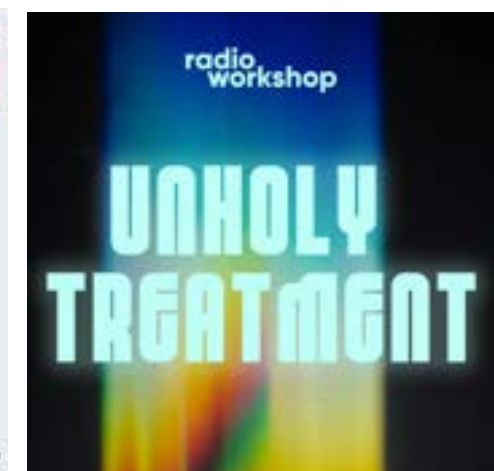
We reached out to our networks and were able to find a safe space to record the interviews—somewhere the characters could speak about LGBTQI+ issues without the risk of being identified, harassed, or threatened. We wanted the characters to feel comfortable opening up and being themselves. We did our best to understand what each interviewee and reporter in our stories needed, what their circumstances were, and learned that what is safe for one person might not be safe for another.

“Working on *A Mother’s Letter* has been an enriching experience. We are so grateful that the Radio Workshop platform has helped these stories reach an audience far beyond Uganda.”

RUTH MUGANZI, REPORTER ON *A MOTHER’S LETTER*

23 MILLION
listeners via
our partnership
with NPR

Not Enough Sun won Best Documentary at the 2024 Signal Awards, and the series *Uganda’s Hidden Rainbow* was nominated for a 2025 Ambies Award.



PODCAST ARTWORK FOR *UGANDA’S HIDDEN RAINBOW* SERIES



“The training has given me important information and knowledge about elections, and now I feel confident about casting my vote. I’m excited to share what I’ve learned and inspire young people to understand the importance of voting. Let’s make our voices heard!”

YOUTH REPORTER AT UNITRA COMMUNITY RADIO

SOUTH AFRICA

COVERING NATIONAL ELECTIONS

In 2024, South Africa held its seventh democratic general election, 30 years after the end of Apartheid and the birth of its democracy. While dozens of parties appeared on the ballot, many young voters felt overwhelmed rather than empowered by the choices.

Radio Workshop asked youth at our partner radio stations to find out how they were feeling about the elections. We heard a lot of the same sentiments: confusion and nervousness. In collaboration with our youth reporters, we produced *How to Hire a President*, a podcast episode capturing young South Africans’ hopes and concerns.

“Now I know that every day of my life and decisions are shaped and influenced by politics, and I have a right to vote and change what I think is not good for my future.”

YOUTH REPORTER AT MAMS FM

Leading up to the election, we trained youth and radio staff on the role of media in a democracy, how to encourage civic participation, and how to foster reflection, research, and informed discussion. Youth reporters produced broadcasts covering various aspects of the electoral process and shared our podcast to amplify youth voices. Since the election, we’ve focused on holding elected leaders accountable and deepening young people’s understanding of their rights under the South African Constitution—empowering them to be active, informed citizens.



radio
workshop

radio
workshop



“If things do not change this time around, then I don’t think the Zambian people will allow it. If they don’t care, they have no right to take the minerals.”

OLIVER NYIRENDA

ZAMBIA

REPORTING ON CLIMATE CHANGE

When Oliver Nyirenda was growing up in Kabwe, Zambia, he loved playing soccer. But after each game, his feet, clothes, and even his eyelids would be covered in dust. It scared Oliver’s mother so much that she banned him from playing soccer. Because she knew that the lead inside the dust is a silent killer. It claims nearly a million lives worldwide each year.

At the African Investigative Journalism Conference in 2023, the podcast team was approached by Human Rights Watch with a story idea about lead poisoning in Kabwe, Zambia. The team then partnered with Environment Africa and the Kabwe Youth Network to produce *Zambia’s Sacrifice Zone*.

The episode tells the story of Oliver, an 18-year-old environmental activist, who is grappling with mining’s toxic legacy in his hometown of Kabwe. Oliver was diagnosed with lead poisoning at two years old. Now, a new wave of mining is coming to Zambia, and Oliver faces a profound choice to improve the way mining is done: does he remain an activist and fight for the rights of his community from the outside, or does he try to work his way into the very same industry that poisoned him as a child?

Thanks to the UMI Fund and the Oppenheimer Memorial Trust, in 2024 we expanded our climate change training at radio stations to four new sites in South Africa. In 2025, we look forward to emphasizing climate reporting and the role community radio stations and audio storytelling play in getting people to understand climate change in their communities. To achieve this, we will continue to tell a wide range of climate stories on our podcast. The podcast team will produce a second episode of our climate series in Zambia that investigates the mining of the so-called transition minerals that are needed for green energy. They will also produce a follow-up story to our award-winning episode, *This Coal Life*.



SOUTH AFRICA

EDUCATIONAL TRANSITIONS WITH NONHLANHLA

Early mornings, late nights, and extra weekend classes. Seventeen-year-old youth reporter Nonhlanhla Mashabana spends every waking hour pursuing good marks in high school. All of her hard work is paying off. She's earned herself a place among Greendale High School's top achievers. But will it be enough to secure her spot at university in 2025?

Together with Nonhlanhla, we produced an episode called *Finding the Right Words*. Nonhlanhla spent 3 months recording audio diaries, something she knows how to do because she's been a youth reporter at eMalahleni FM in Mpumalanga since she was 13 years old. Her diaries give us a glimpse into what many young South Africans experience as they leave high school and try to navigate the system.

"One of the first things I learned as a youth reporter was how to record good sound and handle a recorder. So because I already knew the fundamentals, going into this I felt prepared and could focus on the story itself."

NONHLANHLA MASHABANA

Like many young South Africans, Nonhlanhla worries that her dreams may be out of reach despite her academic performance. Growing up in Ezinambeni, an informal settlement in Emalahleni, Nonhlanhla finds herself at the center of a problem facing many South African students: how to navigate an unequal society and a broken education system.

Now in her final year of high school, Nonhlanhla faces a new challenge: getting into university. She's applied to study journalism and has been forced to quit the spelling bee to focus on her studies and finding a bursary.

"When I was doing spelling bee, I had the right words to say. But now that I'm no longer surrounded by the words I used to practice, it just feels so lonely. It feels like heartbreak. I've never felt heartbreak like the one I've had losing spelling."

NONHLANHLA MASHABANA

As she goes on this momentous journey, she'll keep us updated along the way and we'll share how things are progressing in part two of the series which will be released in June 2025.



PODCAST TRAINING EXERCISE
KINSHASA, DRC, JUNE 2024

DEMOCRATIC REPUBLIC OF CONGO

STORYTELLING FOR ADVOCACY

As the climate crisis deepens, young people search for ways to make sense of its complex causes and consequences. Traditional media outlets are responding with an ever-growing stream of climate coverage, trying to help their audiences understand what's at stake. But something isn't quite clicking. Despite these efforts, mainstream journalism can't create the deep awareness and urgent action our world needs right now

That's why, in June 2024, our team converged in Kinshasa, the capital of the Democratic Republic of

Congo, to host a five-day podcast training with a mix of journalists and representatives from environmental advocacy organizations. The goal was to equip the group with the narrative storytelling and audio skills necessary to bring the stories from the front lines of environmental struggles to life.

During the training, we connected with some budding podcast reporters from Goma, a city in the country's northeast. Goma is currently in turmoil, having been taken over by the M23 rebel group in January 2025. In this context, social, political, and ecological stability is more under threat than ever. Nevertheless, we are currently pursuing three stories from the city so that its inhabitants get a chance to narrate their own versions of the crisis they are experiencing.

SOUTH AFRICA

MEET THE YOUTH LEADERSHIP COMMITTEE

In South Africa, June 16th is Youth Day, a day set aside to honor the young South Africans who fought in the 1976 Soweto Uprising and to celebrate the youth in the country. To mark the occasion, we introduced our Youth Leadership Committee. The cohort consists of nine senior youth reporters from Alex FM, Aganang FM, Moutse Community Radio Station, Connect Radio, Emalahleni FM, Vibe FM, Nkqubela FM, Unitra FM and Radio Atlantis.

Since its launch in June 2024, the committee has played a vital role in shaping youth-driven programming, strengthening engagement, and ensuring the voices of young people are represented meaningfully across projects. They've been instrumental in reviewing and improving our fact sheets and production guides. By making these resources more youth-friendly, they're helping ensure youth reporters can confidently share important information on air.

The group also troubleshoots how we roll things out to ensure a seamless transition from drawing board to practice—and eventually to live radio. This group of impassioned young reporters is our first stop for ideas and feedback on Radio Workshop's curriculum.

In October 2024, the committee members led interviews with EMpower youth fellows, producing a series of short audio packages broadcast on SAfm in South Africa throughout Mental Health Awareness Month. The pieces highlighted youth experiences and perspectives on mental health, contributing to national conversations in an authentic and relatable way.

Committee members also participated in high-profile thought leadership events alongside Vuyo, addressing philanthropists and private sector players, and sharing youth perspectives on issues affecting them and their communities.

In 2025, the Youth Leadership Committee will host the Youth Radio Awards in South Africa and continue to drive our efforts to center young people's voices, talents, and leadership.



YOUTH LEADERSHIP COMMITTEE MEMBER,
SIKELELA ROLLOM

OUR SUPPORTERS

With special thanks to individuals and organizations who supported our work in 2024

CORPORATIONS, TRUSTS & FOUNDATIONS

	Investment Fund	Antje Karau	Kerry Donahue and Guy Story
	New Venture Fund	Carla and Jeff D’Orio	Kirk and Peggy Davenport
African Climate Foundation	Oppenheimer Memorial Trust	Catherine and Rony Shimony	Lucy and Ken Kirshner
Anglo American Foundation	Thomson Reuters Foundation	Catherine Sofianos	Mayes Barnett
Anne Levy Charitable Trust	The 11th Hour Project	Dana and Steve DiPrima	Michael Fisch
Bloomberg Philanthropies	The Second Stella and Paul Lowenstein Charitable Trust	Deborah and Robert Brandt	Olivia Swaak-Goldman
Climate Emergency Collaboration Group	Shin Creek Trust	Diana Barnett	Ollie and Margaret Thorpe
Constitutionalism Fund	SNF Global Center for Child and Adolescent Mental Health at the Child Mind Institute	Elise Ormerod	Pam and Bill Michaelcheck
Context	Social Change Nest	Elizabeth and Sam Sachs	Paul and Linda Barnett
Doc Society	Spare Capacity Foundation	Emmanuelle and Adam Parr	Robert and Ann Neer
EMpower		Frederick Adler	Roslyn and Richard Cunningham
Ford Foundation		Gillian Rose	Simon Weil
GBVF Response Fund	Stephen J. Hendrickson Foundation	Gladys Pitbladdo	Suzanne Karotkin
Investec	UMI Fund	Jim Wilentz and Robin Maxwell	Tim O’Donovan
Kathleen Hannay Memorial Trust		Joan Shifrin and Michael Faber	
Luminate		Karen Casey	
Media Development		Kent Klindera	
	ADRIANNE RYDER-COOK JOSEPH		

INDIVIDUALS

2024 GOVERNANCE AND LEADERSHIP

RADIO WORKSHOP SA, BOARD OF DIRECTORS

Yumna Martin, Chair
Brighton Kaoma
Michal Rahfaldt
Nina Callaghan
Thando Ntoi
Tshepo Tshabalala
Vuyo Lutseke

RADIO WORKSHOP US

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

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
Michal Rahfaldt, Executive Producer
Lesedi Mogoatlhe, Editorial Director
Martha O’Donovan, Program Director
Shahid Achilles, Finance Manager
Waly Faye, Research & Innovation Director

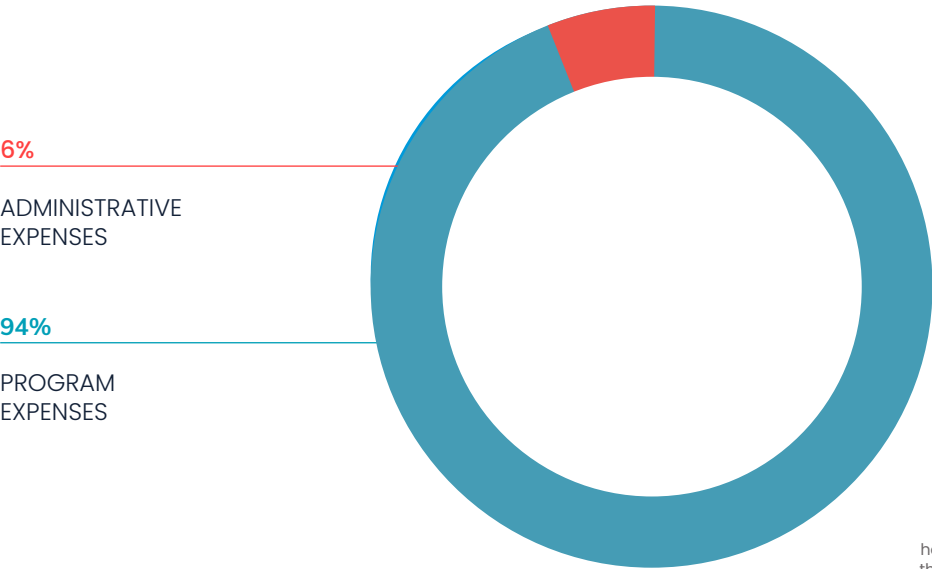
PARTNERS AND FUNDERS



FINANCIAL SUMMARY 2024

	UK 2024	SA 2024	USA 2024	Consolidation adjustments	Combined 2024
INCOME (\$)					
Institutional	15,644	170,328	1,347,680	-	1,533,706
Individuals	1,568	2,992	187,963	-	192,523
Total Income	17,212	173,374	1,535,643	-	1,726,229
EXPENSES (\$)					
All Expenses	45,706	131,330	1,420,929	-	1,597,965
Net Income/(loss)	(28,494)	42,044	114,714	-	128,264
ASSETS (\$)					
Current Assets	35,628	76,539	598,431	-	710,598
Fixed Assets	-	4,383	-	-	4,383
Total Assets	35,628	80,922	598,431	-	714,981
EQUITY & LIABILITIES (\$)					
Liabilities	-	21,352	322,709	-	344,061
Equity	35,628	59,570	275,722	-	370,920
Equity & Liabilities	35,628	80,922	598,431	-	714,981

OUR EFFICIENCY



IN 2024 WE SURPASSED OUR TARGET OPERATING RATIO OF 80:20 PROGRAM TO ADMINISTRATIVE EXPENSES.

NOTE
Led by certified accounting firms in their respective countries, our South African NPC's 2024 audit has been finalized. The US audit, however, has not been finalized, and neither has the United Kingdom's independent examination.



RADIO WORKSHOP TEAM

