



Nate Foundation
Embracing Inclusive Communities

Two Years of Impact and Learning

Embracing Inclusive Communities | Advancing Innovation | Cultivating Sustainability

Nate Foundation Report 2024–2025

Presented By:
Nate Foundation



Chavunga Lungu
Co-Founder & Director

"This review reflects not just what we have done, but what we are now ready to build"



Mauwa Yondela Lungu
Co-Founder & Director

Forward

Over the past two years, Nate Foundation has taken a deliberate approach to strengthening its foundations for meaningful, inclusive impact. This period was defined by learning, collaboration, and steady progress, informed by close engagement with caregivers and communities and a continued refinement of how we support children and youth with neurodevelopmental disabilities.

This review brings together key milestones, outcomes, and insights from 2024–2025, offering a clear picture of progress made and readiness for the next phase of growth. At the centre of this work are children and youth with neurodevelopmental disabilities, alongside their caregivers whose resilience, leadership, and lived experience continue to shape our direction.

We are grateful for the partnerships that have made this work possible and for the shared commitment to building lasting change. As we prepare to launch Nate Foundation's 2026–2030 Strategic Plan, we do so grounded with experience, guided by learning, and ready to deepen our impact.

Report at a glance

Organisational purpose and direction	Governance and organisational growth	Programme implementation and outcomes	Sustainability and lasting impact	Looking Ahead
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1. Organisational purpose and direction

Nate Foundation is a Zambian non-profit organisation established to advance dignity, inclusion, and opportunity for children and youth with neurodevelopmental disabilities, alongside the caregivers who support them. Our work is grounded in the belief that every child and young person deserves not only support, but the opportunity to grow, learn, and thrive within safe, nurturing, and inclusive environments.

The Foundation was born out of the recognition that many children and youth with neurodevelopmental disabilities remain unseen and unsupported, while caregivers often shoulder this responsibility alone, often without adequate information, resources, or systems of support.

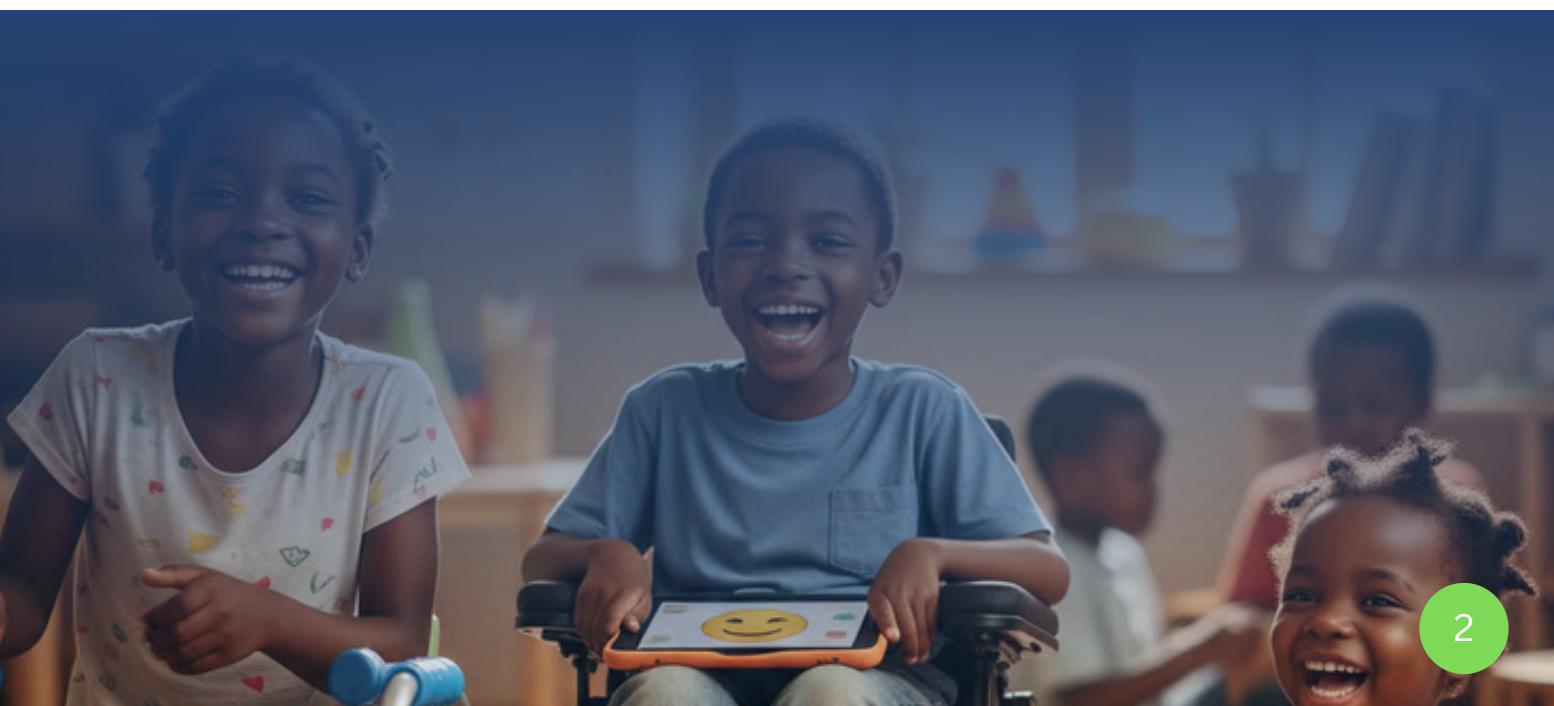
We work at the intersection of caregiver empowerment, community awareness, advocacy, and systems engagement. Our approach centres families, strengthens local ownership, and promotes the creation of safe, enabling environments that support the development and well-being of children and youth with neurodevelopmental disabilities, while contributing to inclusive systems that respond with care, accountability, and dignity.

Our Vision:

A society where individuals with Neurodevelopmental Disabilities are embraced, empowered, and celebrated for their unique abilities, leading fulfilling lives of dignity and inclusion.

Our Mission:

To advocate for the rights, provide support, and promote inclusion of individuals with Neurodevelopmental Disabilities and their families, fostering a culture of understanding, acceptance, and empowerment.



2. Organisational Governance and Growth

Strong governance underpins Nate Foundation's approach to impact. The organisation is guided by an established Advisory Board that provides strategic guidance, oversight, and accountability as the Foundation delivers its work across communities.

The Advisory Board brings together diverse expertise across governance and risk, finance and administration, neurodevelopmental disability, child health, systems leadership, and development practice. This collective experience strengthens decision-making, reinforces organisational integrity, and ensures that programmes remain aligned with the Foundation's purpose and values.

Through its advisory role, the Board supports leadership in navigating complexity, strengthening partnerships, and preparing the organisation for sustainable growth as it enters its next strategic phase.



MR. DANNY LUSWILI
BOARD CHAIR

Over 30 years of executive-level experience specializing in risk management, finance, compliance, strategy, and corporate governance.



DR. MARIA AKANI

BOARD MEMBER

Distinguished psychiatrist, clinical neuropsychologist, and mental health advocate with extensive expertise in medicine, psychology, and life transformation coaching.



MS. PHOEBE MUSONDA

BOARD MEMBER

Highly accomplished global executive with extensive experience in supply chain management, logistics, business transformation, and inclusive leadership.



DR. ROSALIND JEFFERSON

BOARD MEMBER

Highly esteemed Neurodisability Paediatrician with extensive experience in child health, neurodevelopmental care, and multidisciplinary disability services.



MR. KENNY SONDOYI

BOARD MEMBER

Seasoned development expert with over 25 years of experience in executive program management, strategic leadership, and child-focused interventions.

Over the review period, Nate Foundation strengthened its organisational capacity to support sustained and responsible impact across Lusaka and Central Provinces. The establishment of administrative offices in the heart of Lusaka enhanced coordination, planning, and internal accountability, while programme implementation remained firmly rooted in community-based work, particularly in Chawama and Chisamba.



Our work has been strengthened by a growing and committed team comprising staff, volunteers, and technical advisors who support programme delivery, community outreach, facilitation, and on-the-ground engagement across our areas of operation. Working collaboratively, the team contributes to planning, implementation, and learning, ensuring that programmes are responsive, well-informed, and grounded in community realities.

This integrated team approach has reinforced consistency in delivery, strengthened community trust, and enabled Nate Foundation to respond effectively to programme demands while maintaining a people-centred and community-driven model of implementation.



3. Programme Implementation and Outcomes

During the review period, Nate Foundation implemented a set of intentional, community-driven interventions designed to strengthen caregiver capacity, promote inclusion, and provide practical, dignified support to children and youth with neurodevelopmental disabilities. Our implementation approach prioritised depth over breadth, combining direct support, advocacy, learning, and community engagement while laying the foundation for future expansion.

3.1. Empower the Mother, Save the Child (EMSC) – Chisamba

The Empower the Mother, Save the Child (EMSC) initiative is a flagship caregiver empowerment programme of Nate Foundation's work. Designed as a deep, community-anchored intervention, EMSC is intended both for consolidation in Chisamba and expansion into additional areas over time. Implemented in partnership with MYCEPA and supported by the United States Embassy, the programme combined structured learning, peer support, advocacy, and practical skills-building to strengthen the capacity and well-being of caregivers of children with neurodevelopmental disabilities.

Over the implementation period, EMSC facilitated 33 peer group sessions, each averaging 25–35 participants, delivered across Chisamba Boma and Chisamba William, with participation extending to caregivers from Liteta. In total, the project reached 87 caregivers (parents and guardians) and over 100 children with neurodevelopmental disabilities, reflecting both the depth and breadth of engagement achieved. Sessions addressed practical and responsive themes including home-based care, nutrition, financial literacy, mental health and psychosocial support, advocacy, and peer comfort, enabling caregivers to share experiences while building skills applicable to daily care and long-term resilience.



A positive and notable outcome was the active participation of fathers, reflecting increasing family-wide engagement in caregiving and advocacy for children with neurodevelopmental disabilities.

The programme also convened two large community events that brought together caregivers, children, development partners, government representatives (including the District Commissioner's Office), health facilities, churches, and community leaders. Each event attracted over 150 participants, including additional caregivers and children beyond the core peer groups, significantly increasing community visibility and awareness.

Caregivers further led advocacy outreach activities in local marketplaces in both Chisamba Boma and Chisamba William. Through drama, storytelling, and public engagement, parents spoke on behalf of their children, challenged stigma, and promoted understanding creating powerful moments of caregiver-led advocacy.

An important sustainability outcome of EMSC was the formation of a caregiver-led savings group, responding to the economic realities faced by many mothers who remain at home due to caregiving responsibilities. This initiative reflects how EMSC has extended beyond support into collective resilience and economic agency, strengthening the programme's long-term impact.



3.2. Community-Based Support and Inclusion – Lusaka (Chawama)

In Lusaka's Chawama community, Nate Foundation delivered targeted, community-based support focused on improving daily care for children with neurodevelopmental disabilities while strengthening caregiver connection and dignity.

Through partnerships with organisations such as Retail Foods, the Foundation facilitated the provision of essential items including assistive devices (wheelchairs, walkers, stands), mattresses, pillows, food supplies, toiletries, and basic household necessities. These interventions addressed immediate needs while easing the burden on caregivers.

Beyond material support, Nate Foundation convened a dedicated community celebration with parents and caregivers, creating space to celebrate life, resilience, and shared experience. These gatherings strengthened trust, reduced isolation, and reinforced a sense of belonging among families.

Chawama also hosted the first community-based 100 Reasons event, which brought together over 100 caregivers and their children. The event served as a moment of hope and inclusion, while also marking the beginning of a snowball-based community engagement approach to better understand the scale and distribution of children with neurodevelopmental disabilities within the area. This learning has informed outreach and future planning.



3.3. Disability Awareness and Digital Advocacy

Awareness and advocacy formed a consistent thread across Nate Foundation's work during the review period. In addition to in-person engagement, the Foundation actively leveraged digital platforms and communication channels to promote understanding of neurodevelopmental disabilities, challenge stigma, and share caregiver-centred narratives. Key disability awareness moments including World Cerebral Palsy Day, World Autism Awareness Day, Down Syndrome Awareness day, and the International Day of Persons with Disabilities were observed through coordinated communication campaigns, educational messaging, and the production of animated and visual content aimed at public education and inclusive storytelling.

These digital advocacy efforts extended the Foundation's reach beyond physical events, contributing to broader awareness, engagement, and dialogue at both community and national levels.

3.4. Sponsor a Child – Pilot Intervention

During the review period, Nate Foundation piloted the Sponsor a Child intervention as a learning-focused model to provide sustained, dignified support to children with neurodevelopmental disabilities. The pilot supported a small number of children, allowing the organisation to test safeguarding, accountability, and caregiver engagement systems prior to broader roll-out.

Insights from this pilot have strengthened the model and are shaping its integration into future programming, ensuring that future expansion is informed, and aligned with the Foundation's safeguarding and accountability standards.



3.5. The 100 Reasons Campaign – Lusaka (Mtendere)

The review period concluded with the second edition of the 100 Reasons Campaign, implemented in Mtendere, Lusaka. Hosted at the Mtendere Clinic Physiotherapy Hall, the event brought together 100 mothers and their children with neurodevelopmental disabilities, marking the beginning of a new community relationship in the area.

The campaign was attended by clinic staff and community members and supported through contributions from friends and family, community groups, and corporates such as Stanbic Bank, and ZANACO Bank. As with previous editions, the initiative centred on dignity, inclusion, and shared celebration, reinforcing the message that children with neurodevelopmental disabilities and their caregivers belong fully in community life.



4. Sustainability and Lasting Impact

Sustainability is a core consideration across Nate Foundation's interventions. Our programmes are designed not as one-off activities, but as community-anchored processes that strengthen capacity, relationships, and local ownership over time.

Our approach is guided by adaptive programme development, recognising that there is no single model for supporting children and youth with neurodevelopmental disabilities. Through evidence-informed and human-centred design, we continuously assess community needs, incorporate stakeholder feedback, and refine interventions to remain responsive to the lived realities of children, families, and caregivers.

By investing in caregiver knowledge, confidence, and leadership, the Foundation enables impact to extend well beyond the duration of individual activities. Mothers, fathers, and caregivers equipped through our programmes continue to apply practical skills in home-based care, nutrition, advocacy, and peer support, while sharing learning within their communities. This contributes to sustained improvements in caregiving practices and increased awareness of neurodevelopmental disabilities.

Sustainability is further strengthened through community-led capacity building and awareness, which equips caregivers, educators, and community leaders to act as ongoing advocates for inclusion. Peer networks formed through initiatives such as Empower the Mother, Save the Child (EMSC) have created spaces for continued connection, shared learning, and mutual support. In some cases, these networks have evolved into self-initiated savings and support mechanisms, reinforcing economic resilience alongside caregiving capacity.

Nate Foundation also prioritises strategic partnerships and systems engagement to support lasting change. Collaboration with health facilities, faith-based organisations, community leadership, and government structures helps embed inclusive practices within existing systems, strengthening referral pathways, awareness, and institutional responsiveness.

Finally, sustained impact is underpinned by ongoing institutional strengthening and governance. By investing in operational systems, monitoring and learning, volunteer and technical capacity, and digital engagement, the Foundation enhances accountability, transparency, and organisational resilience, ensuring readiness for future growth and deeper impact.

Through this integrated approach, Nate Foundation's work continues beyond individual activities, contributing to lasting, community-owned change that supports children and youth with neurodevelopmental disabilities to thrive.

5. Looking Forward

As Nate Foundation transitions into the 2026–2030 Strategic Plan period, the organisation enters its next phase grounded in learning, strengthened systems, and a clear strategic focus. The years ahead will prioritise deepening caregiver support, expanding early identification and intervention, and strengthening inclusive, community-based responses for children and youth with neurodevelopmental disabilities.

Building on the foundations established to date, Nate Foundation will focus on consolidating programme quality, strengthening institutional partnerships, and scaling approaches that demonstrate measurable and sustainable impact. This includes continued investment in caregiver capacity, improved referral pathways across health and education systems, and targeted advocacy to advance inclusive policies and practices.

Achieving these priorities will require strategic collaboration with donors, partners, and stakeholders who share a commitment to inclusion, early intervention, and systems-level change. Nate Foundation welcomes partnerships that go beyond funding to include technical support, co-design, learning, and long-term engagement, ensuring that resources are deployed efficiently and aligned with shared outcomes.

With strengthened governance, trusted relationships, and growing community credibility, Nate Foundation moves forward with readiness and resolve. The organisation remains committed to thoughtful growth that balances compassion with accountability, and ambition with evidence, positioning it as a credible partner for those seeking to invest in lasting, inclusive impact.



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