

ANNUAL REPORT 2022



ebenezer
matobo

NOTE FROM THE TEAM



Looking back over what has been a difficult year, it is amazing to be able to say that in every area of Ebenezer, we are ending 2022 in a better place than we started. In the face of many challenges, this speaks both of God's faithfulness and of the perseverance of every member of the Ebenezer Team.

The 'Stewards' team, who oversee all of our production, have worked hard to improve infrastructure in dairy, broilers, layers and cropping. The 'Transformers' team who focus on our training, have made our apprentices' learning even more engaging, real and applicable. Across the whole Ebenezer community, we have seen

team members and apprentices grow in their walk with Jesus as we live, work, play and learn together. It has been a privilege to be part of the Ebenezer Family in 2022 and to see the perseverance and passion with which so many guide, coach, train, counsel and pray for our apprentices! Thank you to all of you who have journeyed with us, both near and far.

As we look at the year to come, my prayer is from Romans 15: "May the God of HOPE fill you with all joy and peace as you trust in him, so that you may overflow with HOPE by the power of the Holy Spirit." We step into 2023 with HOPE!

Renée Cunningham, Team Lead

APPRENTICES

Our apprentices are the reason we exist as Ebenezer and our vision remains to help them to flourish in their relationship with Jesus and to be fruitful and productive young people with the potential to impact and inspire others!

Throughout 2022, we have continued to tweak our training, discipleship and production activities to best serve our apprentices. A considerable change we have made is to reduce the size of our second year intake. In a world which still leans towards mass production, reducing numbers can seem counter-intuitive but we are finding that we are able to go a lot further and deeper with our training and coaching, and it has been very exciting to see our Advanced apprentices thrive in this environment.

Our annual Graduation in June saw us celebrate the success of 29 Advanced graduates from our two-year course, and 53 Intermediate graduates from our one-year course. With a new intake of 60 apprentices in July and with 38 first years continuing onto our Advanced Course, we now have just shy of 100 apprentices on site.

Second year Josephat says:

"I came to Ebenezer because I believe my future is in farming. I now know the importance of what I am doing and am working towards achieving my goals, knowing that the future is in my hands but I am walking with Jesus daily."



TRAINING



Training at Ebenezer has been very exciting in 2022! Our Transformers Team, who oversee the majority of our training, have been on fire and as a result apprentices have remained enthusiastic and engaged throughout the year.

We have been working hard over the past couple of years to ensure our training is both relevant and fun. A particular focus this year has been consolidating our Business curriculum to equip apprentices with the business knowledge and skills that will most benefit them. Building on our Five Pillars of Business concept, we have been designing and delivering very practical modules for our second years in Production, Marketing, Records, Finance

and People. Each module involves apprentices experiencing the real challenges of running a business - competing to sell product to an already flooded market, or to produce the biggest SASSO chickens most efficiently. A particular favourite has been the Records module, mostly because it is designed around cake baking challenges!

We have also been developing our Communication Curriculum to incorporate more social and emotional learning. This has been hugely beneficial in helping our apprentices understand and articulate themselves as well as giving them useful tools in how to communicate well with others and handle conflict.

DISCIPLESHIP

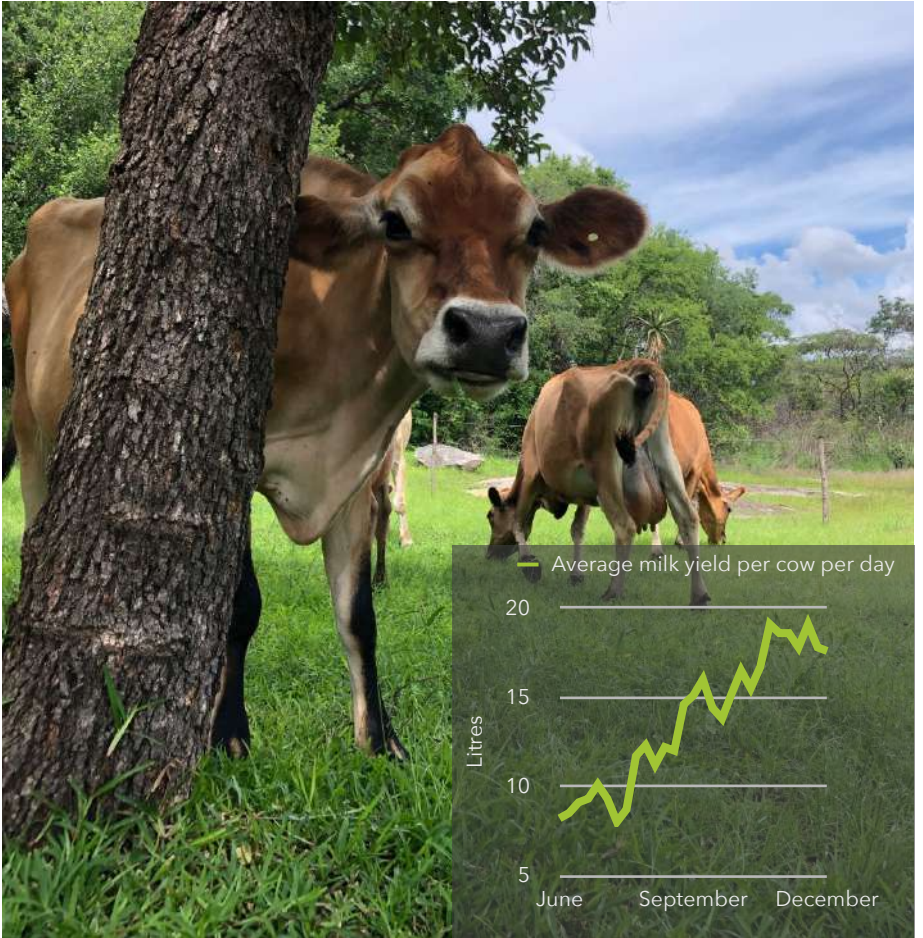
Discipleship is at the core of what Ebenezer is about and it is so much more than the programmes we run, although these are important. As we seek to disciple through everyday life and daily interactions, Family Groups have continued to be an important part of building these discipling relationships and we currently have 10 Families, “parented” by team members. We meet daily in our families, and once a week for our Family Night where we enjoy food, fellowship and fun together.

We often use particular courses or Bible studies for our Family Nights. In 2022 we introduced a new series, Walking with Jesus Everyday. This came out of discussions about misplaced expectations that life should be easy once we become a Christian! Drawing on the examples of Joseph in the Old Testament and Jesus’ disciples, who experienced incredible persecution, we considered what it means to walk with Jesus everyday in the face of very real challenges and trials. It was especially powerful to hear from visiting speakers who shared very practically from their own experiences of grief, temptation, relational difficulties and other challenging situations.



Another highlight of 2022 was the request from 22 apprentices to be baptised! We did this in the Ebenezer Dam in October and it was fantastic to see these young people take this important step in their faith.

DAIRY



We saw some great improvements in our Dairy in 2022. Concerted efforts to improve the diet, feed consistency and grazing of our dairy cows led to a significant increase in our milk production in the second half of the year, as shown in the graph above. This has been hugely encouraging and on some days we have seen cows produce as much as 21 litres of milk per cow per day!

In total our herd produced 131,065 litres of saleable milk in 2022. The majority of this was sold to Dairibord for processing, or to local buyers. The sale of some young bulls enabled us to repair our dairy solar system installed several years ago but more recently not working. Repairs to the

system mean that we can now sell chilled milk again. Importantly, it also means our dairy can be profitable once more, something which was impossible when we were reliant on a diesel generator to run our milking machines and chiller!

We were delighted to welcome Dairy Coach Nokuthula Moyo back to work after her first baby, Megan, born in April. We were also delighted this year to have graduate Nkanyiso Ndlovu join our Dairy team.

As a result of the great experience they have gained in our Dairy, two 2022 graduates have been offered jobs as full time dairy farmers!

CROPPING

Our cropping team faced some considerable challenges in the first half of 2022, including reduced access to some inputs and a temperamental tractor that was constantly in need of repairs! In light of this, they made some good strategic decisions to limit planting in order to ensure the most efficient and effective production.

This meant that while our overall yield for the year is less than hoped, those crops we did plant have done well. We were especially pleased with our butternut and watermelon crops which were harvested at the end of the year and hit their target yields. This has encouraged and motivated our teams as we head into 2023.

Throughout the year a total of 33 hectares of crop was planted with the following harvests:

- 124,619 kg butternut
- 197,543 kg tomato
- 12,773 kg dry maize
- 18,053 cabbages
- 10,458 watermelons
- 7,953 onion bunches
- 187,356 green maize cobs

A significant development in 2022 was the installation of a solar powered pivot. As well as irrigating the 6 hectares of maize we currently have planted under it, the pivot is also reducing our poultry diesel costs as on sunny days we are able to use it to pump water to our poultry tanks.

2022 was also our first year to sell pecan saplings grown in our own nursery! In total we sold 417 trees, mostly to out grower farmers who will be able to produce pecans to supplement their income.



POULTRY



It has been a busy year for our poultry teams. In 2022 we reintroduced broilers at Ebenezer, with a total of 35,000 birds being farmed in 5 batches varying from 1,000 - 10,000 birds. This gave 19 second year apprentices the hands on experience of managing an entire batch, with help from the first years who gained some general experience in broiler farming. Despite some challenges along the way, overall our broiler production has been a success, with an average bird weight of 2.33 kg, an average FCR of 1.98 and a profit of USD 0.32 per bird.

A new development this year has been the opportunity for some apprentices to be involved in the management of 10,000 broiler breeders being grown from day-old chicks in a facility close to Ebenezer. During their time there, they gained experience in vaccinating birds as well as implementing bio-security measures.

Apprentices and coaches in our Layer team have worked tirelessly this year, especially in the maintenance and reinstallation of cages in two of our layer houses. This involved relocating 8,000 birds and then returning them to the repaired cages! Whilst this negatively impacted our lay rates for a season, in the long term it means greater efficiency, with stable cages and less pressure on manure belts which have been prone to breaking down. We started 2022 with 23,367 layer birds and we ended the year with 32,307. In total our birds produced 6,675,906 eggs, that's an average of 18,290 eggs a day, all collected and boxed by our apprentices!

OTHER NEWS



Following the travel disruption caused by the COVID pandemic in recent years, we made the most of open borders this year to visit and strengthen ties with our Ebenezer Families in Zambia and Mozambique.

Ebenezer Kazungula, based outside of Livingstone in Zambia, has only been operational since November 2020, so we have particularly focused on sending team members to support them as they run their selection processes, orientation week and graduations. In return, we have enjoyed visits from their team members, who have joined us to experience life at Ebenezer Matobo. It has been enriching on both sides to share experiences, expertise, vision and ideas! Above is Derrick Musuka, a poultry expert working with Ebenezer Kazungula, and pictured here with our poultry coaches during a visit to Ebenezer Matobo.

Our Mozambican Family are harder to reach, based as they are in Nampula, northern Mozambique. However, we were grateful that two of our team members were able to visit them this year. It was an encouraging trip and we were so impressed with their production standards. We are continuing to work closely together to learn from one another and to consolidate a more structured training framework there.

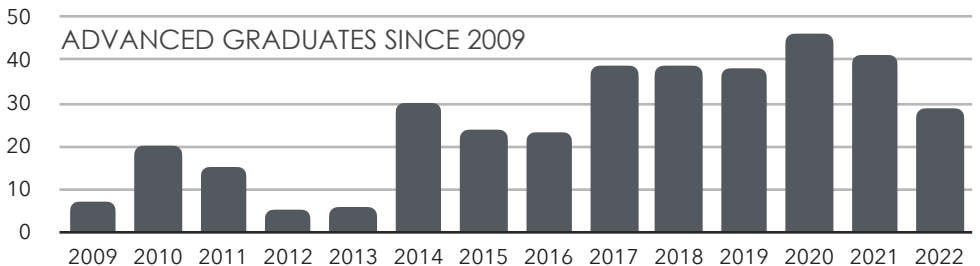


GRADUATES



We make a point of following up with as many of our Ebenezer graduates as possible. Of our 2022 graduates, over 85% have found employment, the majority of those working in agricultural contexts. Some are managing farms on behalf of others, some are running their own farming enterprises and others have partnered with fellow graduates in joint farming ventures.

We are particularly excited that four of our graduates this year have been invited on to an internship programme at Herbruck's Poultry Ranch in Michigan, the 10th largest egg producer in the United States! This is an incredible opportunity to gain loads of technical skills and experience a whole new culture! We are praying our graduates are successful in their visa applications and able to attend.



GRADUATES

PRAYER MOYO, 2022 GRADUATE:

“Enrolling at Ebenezer was a healing process for me as I had lived a difficult life on the streets of Bulawayo for two years. My story is long, and the greatest statement that has carried me is proclaiming that *Ebenezer graduates are alive in Christ for the blessing of the nations!* I like this, I want to live up to it.

My life after Ebenezer has been so good, but not without its challenges. I am now working as a supervisor on a dairy farm with a herd of 70 cows. A challenge I have come across is having to lead people who are twice my age. This has taken courage and boldness and I have learnt a lot.

I am someone who has grasped what it means to be a child of God, understanding that his love endures forever. When I arrived at my new job, I saw a huge need for a home church; people needed Jesus but there was no facility nearby to meet their needs. With some help from an Ebenezer staff member, I have set up a home group. We were two when we started, and now we are over 20!

I have visited Ebenezer twice since graduation. The atmosphere there encourages me, it confirms that the work God is calling me into will prosper and will glorify him. I am alive in Christ for the blessing of the nations.”



MXOLISI NDLOVU, 2021 GRADUATE:

“Having completed my O Levels in 2017, I was staying at home doing some farming and caring for cows. I heard about Ebenezer and was attracted to it, not only because of the agricultural training but because it was young people living together in community and I heard you might discover who you are.

Ebenezer laid strong foundations for my career. I am passionate about art but this is not an easy career path to fund. The dairy skills I acquired at Ebenezer helped me find employment on a dairy farm, which enables me to fund my art.

I have never stopped learning. I have learnt how to keep my faith in Jesus in a non-Christian environment, to be content in every situation, to appreciate and to show love. What has been challenging is not having the activities we enjoyed as young people at Ebenezer - games, devotions, talent shows - you don't find these in the work place which can lead some to unhealthy practices.

Finally, I have a treasure in my heart I wouldn't trade for the world which is my faith in Jesus. My justification through faith not works of the Law brings forth my FREEDOM IN CHRIST, hence I have seen fruits of the spirit in me. My love for Christ grows every day.”



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