TEBELOPELE HEALTH UNPACKED Q2 NEWSLETTER





Wellness for All, Then, Now, Always

TABLE OF CONTENTS

Editor's Note		03
A Legacy Of Care: 25 Years Of	Tebelopele	05
Tebelopele Wellness Center Mo Of Anniversary Brand Identity	arks 25 Years Of Impact With Launch	07-08
25 Years, Countless Stories		09
Wellness, Our Way: TWC's Evol	ving Services In 2025"	10-1
Prep Yourself: Power, Protection	, And Peace Of Mind	12
Staff Voices: "Why I Serve"		13-14
From The Archives		15
The Culture Of Fear Vs. The Cu	ture Of Courage: Where Does Your Workplace Stand	10
HIV & AIDS Crossword Puzzle!		18
FAQ: Volunteering At Tebel	opele	20
Corporate-Nonprofit Partnersh	nips: A New Avenue For Investor Confidence	2
Our Reach		22
Tebelopele Sites On Map		23



EDITOR'S NOTE



Welcome to the 2025 Q2 edition of the Tebelopele Health Unpacked Newsletter. This quarter has felt like a turning point in the Tebelopele story. Marking 25 years of service, we have not only looked back with pride but also leaned forward with purpose. The unveiling of our 25th Anniversary Brand Identity in June, alongside the powerful campaign theme "Wellness for All. Then, Now, Always", reminded us that our journey is both a legacy and a promise, proof of how far we've come, and a call to the exciting road ahead.

The past three months have been about celebrating in motion. We set the stage for the months to come by announcing the three anchor events of our anniversary calendar, the Fun Run in October 2025, the B-Well Health Expo in November 2025, and the Gala Night that will crown our celebrations. These milestones are not just events on a calendar; they are opportunities to engage communities, celebrate partners, and reaffirm our promise of wellness that is inclusive, accessible, and enduring.

Quarter 2 has also been a period of preparation, with teams across the country strengthening partnerships, rolling out new messaging, and readying themselves for nationwide activations. The energy and dedication within our staff, partners, and volunteers have been a reminder that the Tebelopele story is not written by one voice, but by many, the communities we serve, the partners who walk with us, and the staff whose commitment turns vision into impact every day.

As you turn the pages of this issue, you'll encounter stories that capture both where we've been and where we're going: the evolving services that reflect our adaptability to Botswana's changing health landscape, the voices of long-serving staff whose journeys embody resilience and purpose, and reflections on the power of partnerships in shaping sustainable futures.

The next chapter of our anniversary year promises even more vibrancy, and we invite you to walk it with us. Whether by joining our Fun Run, engaging at the B-Well Health Expo, or simply spreading the message of wellness, your presence matters. After 25 years, our commitment remains steadfast: to keep showing up, to keep listening, and to keep building a healthier Botswana together.

Here's to celebrating our legacy while moving boldly into the future.

Kago Ngwato

Editor | Business Development Manager nawatok@tebelopele.org.bw

Contributors

Gothusaone Ethan Maoto Louisa April Thabang Sekape Simon Mothusi Botlhe Ntsinyane Jerry Thabeng









LOCATION:

GAME CITY MALL

TIME:

05:30AM

2025

DISTANCE:

5KM

10KM **21KM** 25KM

Donation Link:ticketlinc.co.bw

3958014/5 maotog@tebelopele.org.bw ngwatok@tebelopele.org.bw wamedikobe@circlepointbw.com









SCAN TO REGISTER HERE!



A LEGACY OF CARE: 25 YEARS OF TEBELOPELE

By: Thabang Sekape, Consultant - Special Projects

This year, Tebelopele Wellness Center is turning 25 and we're taking a moment to celebrate not just the years, but the lives, the milestones, and the everyday moments that have shaped our journey.

Since 2000, Tebelopele has been a name people can trust, showing up in communities, standing with families, and supporting thousands of Batswana through their wellness journeys. What started as one of Botswana's earliest voluntary HIV testing providers has grown into a nationwide wellness movement. Today, with 23 centres and over 50,000 clients served every year, we're proud to still be here.

A Theme That Says It All:

"Wellness for All. Then, Now, Always." This isn't just our slogan for the year, it's who we are! From day one, we've believed that everyone deserves access to care that's respectful, welcoming, and inclusive. Whether it's HIV testing, reproductive health support, or managing non-communicable diseases, Tebelopele is here with open doors and open hearts.

What's Coming Up?

To mark this exciting milestone, we're hosting a series of events and activations designed to get people moving, talking, and feeling their best:

Fun Run – 25 October 2025: A big, bold kick-off with fitness and community energy.

B-Well Health Expo & Symposium - 7-8 November 2025: Where wellness meets innovation.

Gala Night – 8 November 2025: An evening of celebration, reflection, awards and recognition.

And before all that? Our teams will be hitting the road with district-level activations across the country offering health checks, wellness talks, fitness sessions, and more.









CALL FOR SPONSORS

Donation Link:ticketlinc.co.bw



Tebelopele Wellness Centers (TWC), Botswana's leading non-profit health and wellness organization, is celebrating 25 years of impact and you're invited to be part of this historic milestone!

Partner with Tebelopele and join us in creating a legacy of wellness.

FUN RUN	25 OCT 2025	GAME CITY MALL
HEALTH EXPO AND CONFERENCE	O7-08 NOV 2025	TBA



3958014/5 maotog@tebelopele.org.bw ngwatok@tebelopele.org.bw wamedikobe@circlepointbw.com













By Staff Writer

TEBELOPELE WELLNESS CENTER MARKS 25 YEARS OF IMPACT WITH LAUNCH OF ANNIVERSARY BRAND IDENTITY

In a momentous milestone, Tebelopele Wellness Center (TWC) celebrated 25 years of dedicated public health service with the official launch of its 25th Anniversary Commemorative Brand Mark on the 3rd of June 2025. The celebration, held at the Protea Hotel by Marriott Gaborone Masa Square, brought together distinguished guests from government, civil society, international partners, the private sector, influencers, and the media. The new commemorative brand identity not only symbolizes Tebelopele's remarkable journey since its founding in 2000 but also reaffirms its vision for a healthier and more inclusive Botswana.

The event was hosted by radio and television presenter Amogelang "VVA" Dinoge and opened with a spiritual reflection by Reverend Mpho Moruakgomo, Chairperson of BOFABONETHA. In her welcoming remarks, Tebelopele Board Member Ludo Sefako paid tribute to the organization's staff, partners, and communities who have carried out its mission for over two decades. She highlighted the power of collaboration and resilience that has enabled Tebelopele to reach thousands of lives through HIV testing, counseling, treatment referrals, and a growing spectrum of wellness services.

Offering a perspective on the broader health landscape, Nonofo Leteane, Manager for Non-Communicable Diseases at NAHPA, reflected on the progress made in Botswana's HIV response while calling for continued innovation to address both persistent and emerging health challenges. His words underscored the importance of organizations such as Tebelopele in advancing public health outcomes.

A keynote address by Allyson McCollum Algeo, Deputy Chief of Mission at the U.S. Embassy, celebrated the longstanding partnership between the United States Government and Tebelopele, pointing to the shared achievements that have defined this collaboration over the years. Adding a deeply personal dimension to the day's proceedings, Golekanye Monare, affectionately known as "C1" and one of Tebelopele's longest-serving employees since 2000, shared reflections on the organization's humble beginnings, the challenges it has overcome, and its lasting impact on staff and service users alike. Her heartfelt testimony illuminated the human spirit that drives Tebelopele's mission forward.

The audience was then treated to a stirring performance by Mumsy Themba, a Poet whose piece celebrated resilience, healing, and hope. Her performance transitioned seamlessly into the unveiling of the 25th Anniversary Commemorative Brand Mark, revealed through a poem that captured the essence of Tebelopele's promise: "Wellness for All, Then, Now, and Always." The identity features intertwined lines within the numerals 25, symbolizing the enduring Botswana–U.S. partnership, while radiant sun rays reflect Botswana's bright skies and the forward momentum of progress and resilience. A subtle ribbon motif flowing through the design ties together the theme of continuity, linking Tebelopele's past, present, and future.

Continued

In her address titled "Tebelopele Now and the Future," Executive Director Dr. Gaone Makwinja outlined the organization's strategic priorities and vision for the years ahead. She emphasized the importance of sustaining innovation, equity, and partnerships in order to strengthen Tebelopele's role as a trusted wellness provider. Dr. Makwinja also engaged with journalists and guests in an open media Q&A session, where she discussed future plans, impact measurement, and avenues for deeper stakeholder collaboration.

The program drew to a close with remarks from Onkemetse Mathabathe, TWC's Director of Finance and Operations, who expressed profound gratitude to the many partners and reaffirmed the organization's ongoing commitment to accountability and service excellence. A final prayer by Lorato Bridget Mphusu, CEO of BOCHAIP, concluded the proceedings on a note of reflection and blessing.

The launch ended with a celebratory brunch and photo opportunities beside the newly revealed commemorative display, giving attendees a chance to share memories, exchange reflections, and mark the beginning of a new chapter for Tebelopele. More than a celebration of past achievements, the event served as a rallying call for continued collaboration in the fight against HIV and in the pursuit of holistic wellness for all Batswana .Following the successful completion of the pilot, these sites have now fully adopted the DHIS2 system for data collection and reporting. This digitization effort marks a major milestone for TWC, paving the way for expanded implementation across more centers in the future. The move to a digital platform ensures more efficient data management, enhanced reporting capabilities, and ultimately, better health outcomes for the communities TWC serves.

Stay tuned for more updates as TWC continues to lead the way in health service innovation.









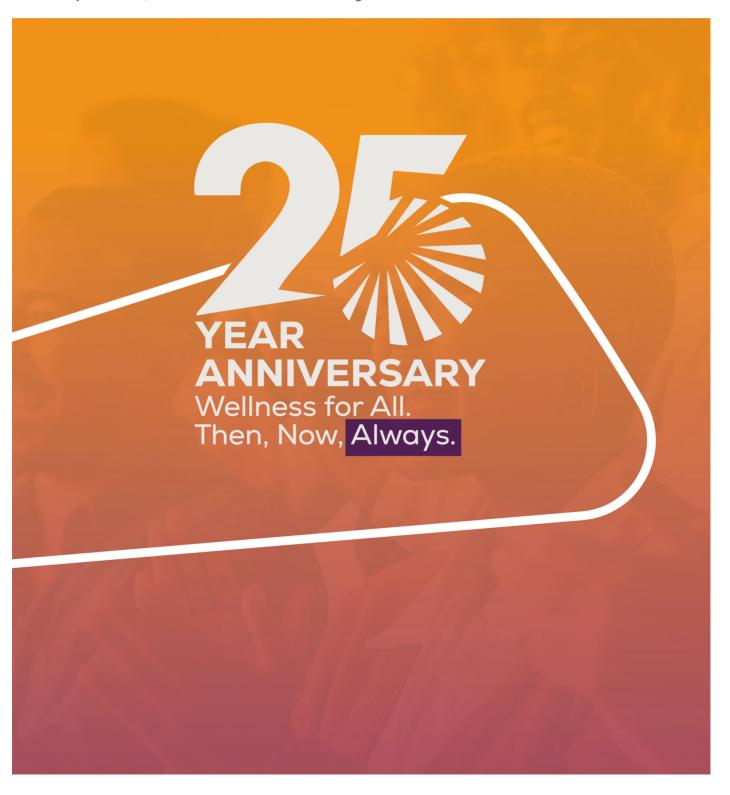
25 YEARS, COUNTLESS STORIES

Behind every milestone are the people who made it possible. Our nurses, counsellors, youth advocates, outreach teams, and of course, the clients who inspire us every day.

This 25th anniversary is for all of them. For the parent who brought their children to get tested. For the young person who took the brave step to know their status. For every community that trusted us to walk beside them.

We're still here. Still standing. Still committed. And most importantly, still listening.

Here's to 25 years of care, and to the future we'll continue building one act of wellness at a time.



WELLNESS, OUR WAY: TWC'S EVOLVING SERVICES IN 2025"

By Jerry Thabeng, Senior Technical Officer (Care & Treatment)

Tebelopele Wellness Center, formerly a BOTUSA project under the name Tebelopele Voluntary Counselling and Testing Center, was established in 2000 and had its formative years characterized chiefly by provision of HIV Testing Services. Its existence or establishment was necessitated by a rather impelling situation where a significant number of people in the society were faced with the indignity of HIV infection related diseases/complications or even deaths. These infections were often not timely detected or diagnosed as Botswana was not well established in terms of HIV prevention, care and treatment as it was the case with most Sub-Saharan African countries.

Tebelopele was traditionally renowned for its HIV testing services and would in some instances receive very sick patients mostly referred from government facilities for HIV diagnosis. This relationship with government facilities (Ministry of Health) has been forged over the years into what it is today. It is a relationship which was instigated by the common view that HIV testing is an entry point without which one cannot access HIV treatment (ARVs), let alone other HIV related interventions, both preventive and curative. It embraces the significance of multi-sectorality in HIV/AIDS care.

In 2018, TWC transcended the narrow focus on HIV Testing Services to provide comprehensive and integrated HIV services including preventive, care and treatment services. This purview of service package also incorporates inter alia service components such as NCD (Non-Communicable Diseases) screening and treatment, mental health support, Gender Based Violence response, and Sexual Reproductive Health Services to clients generally and different subpopulations including Adolescents and Young People and Men; essentially to Key and Vulnerable Populations broadly.

There is currently an increasingly high national emphasis on Primary Health Care revitalization strategy. TWC is leveraging its experience in community health services, working in a concerted effort with Ministry of Health, other Community Services Organizations, Non-Governmental Organizations and communities across districts to ensure strategy optimization. This strategy is entrenched on the

basic tenets such as improved accessibility to services, community participation, and socially acceptable and cheap scientific methods of health care delivery.

Why We Needed to Evolve:

Due to the constantly dynamic nature of scientifically based interventions, evolution has become an imperative. The advancement in technology and science has significant bearing on health behavior of populace, as well as the effectiveness of health interventions. The desire to infuse new methods and approaches on care and treatment has become an inevitable consequence.

Tebelopele (TWC) has over the years introduced medical technologies such as DHIS 2, a software platform which boasts data warehousing and visualization features to afford data users the opportunity to make an analysis of trends in medical data on real-time basis to inform programming and policy decisions pertaining to different categories of clients based on sub-populations, age, socio-economic activities as they relate to health behavior and service access. Social media and mass media communication have also been used as strategic leveraging means to use technology in health information dissemination to reach out to populace in creating demand for health services.

Differentiated Service Delivery:

Through the differentiated service delivery (DSD) models approach, TWC has made a great impact in terms of improving access to both HIV testing and other services package components while maintaining quality of service. These models have been instrumental in so far as they afford clients the dignifying array of opportunities for convenience. Clients are able to access services beyond normal operating hours, have the benefit of easy access to services without having to endure long clinic queues, as well as the benefit of having their privacy concerns addressed. Above all, the models have helped TWC to be able to retain clients on treatment due to convenience and client centered nature.

The following annotated models are some of the available DSD models used by TWC;



Continued

Facility fast track refill (FFTR): On anticipation of client's visit for a scheduled appointment, medication is prepared and client does not have to wait for so long in the facility the moment they arrive.

Community Medication Refills (CMR): Clients are given the opportunity to freely determine and choose if they are comfortable with the medication delivered to them at the community by a trained Community Health Worker, and they give guidance as to where exactly.

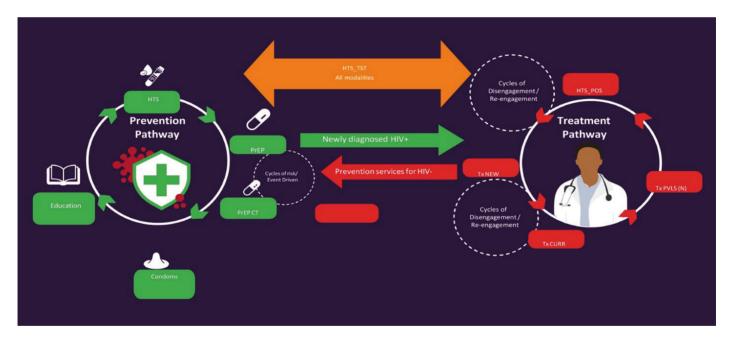
Community Clinic on Wheels: A designated vehicle specially designed to a standard of a mobile clinic is used to take services to the people at the community while maintaining acceptable standard of privacy and quality.

Extended hours: It is common cause that clients may not always find time to access services during normal operating hours for various reasons. Extended hours services provide a window of opportunity for access beyond hours of operation.

Decentralized drug distribution (post office, e-lockers): Clients are given the opportunity to freely determine and choose if they are comfortable with the medication delivered to them at the community by courier service or using special electronic lockers placed at specific location at the community. For e-lockers, there is no restriction as to time when the client can collect medication creating convenience to certain clients.

Looking Ahead:

A self-sustained state of the art provider of health care diagnostic, preventive and treatment services grounded on holistic care.



PREP YOURSELF: POWER, PROTECTION, AND PEACE OF MIND

PrEP stands for Pre-Exposure Prophylaxis. It's medicine that people who are HIV-negative can take to protect themselves from getting HIV. Think of it like a shield, you use it before being exposed, so your body is ready to fight off the virus if it ever enters.

Why do people use PrEP?

PrEP is for anyone who wants extra protection from HIV. It's especially helpful if:

- · You have a partner living with HIV.
- You don't always use condoms.
- You're not sure of your partner's HIV status.
- You just want that extra layer of peace of mind.

Types of PrEP

1. Pills (Daily Tablet)

- Take one pill every day.
- Works best if you take it consistently like brushing your teeth
- · Perfect if you're good with daily routines.

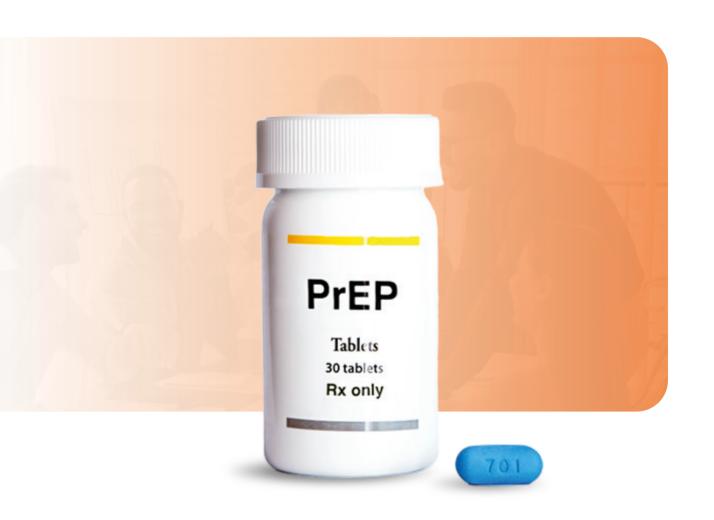
2. Injection (Long-Acting PrEP)

- Given by a nurse or doctor every two months.
- Great if you don't want to think about daily pills.
- Just show up for your shot, and you're covered.

PrEP doesn't protect against other STIs or pregnancy, but it's one of the most powerful tools to prevent HIV. Whether you choose pills or injections, the choice is yours, PrEP is about giving you control over your health and your future.

Your health, your rules.

If you're curious about starting PrEP, visit your nearest Tebelopele Wellness Center to guide you and answer any questions you may still have.





STAFF VOICES: "WHY I SERVE"



District Coordinator – EPIC Project, Palapye Serving since 2000 (25 years), Across Botswana and Still Standing!

Around here, they affectionately call me MmaMnizooo, and when they need me, even from sleep, I wake up: "C1 reporting!"

My journey with Tebelopele began in April 2000, back when we were still TVCT (Tebelopele Voluntary Counselling and Testing). I've worn many hats since then: from counsellor to nurse, from coordinator to capacity builder, and I've walked the map of Botswana doing it: Francistown, Palapye, Molepolole, Phikwe, Mahalapye, Serowe, Nata... the list goes on.

Though I'm trained as a Nurse and Midwife, my heart has always lived in HIV counselling. That's where I found my purpose, in uplifting others, psychologically and emotionally. Seeing clients regain their strength and dignity, creating safe spaces for healing, walking with people from fear to acceptance, this is what fulfils me.

I remember when giving someone an HIV-positive result in 2000 felt like delivering a death sentence, there were no ARVs yet. Counselling was the survival kit. It was heavy work, sacred work. And today, I look back not just with pride, but with deep humility.

One of the greatest highlights of my time with Tebelopele is the birth of the Nata Centre. You could say it's my brainchild, born from the experience I gained while coordinating the Dikgathong Dam Project. From vision to reality, that centre is proof of what's possible when we trust ourselves and each other.

My personal philosophy? Finish what you started. As Henry Wadsworth Longfellow said: "Great is the art of beginning, but greater is the art of ending."

And so I keep going, for the people, for the healing, and for the joy of serving with heart.



With Tebelopele since February 2009 (13 Years)
Served in Letlhakane, Francistown, Kasane, Palapye
and Gaborone

My journey with Tebelopele began back in February 2009 as a Counsellor in Letlhakane. Since then, I've had the chance to serve in multiple centers across Botswana: from Francistown in 2011 as a Senior Counsellor promoted to Centre Coordinator, to Kasane in 2014 as Centre coordinator. I served one year in Gaborone from 2016 as a Linkage to Care Officer, thereafter a Counsellor in Palapye in 2018 before returning to Kasane to serve as a Counsellor under the NAHPA Project in 2021.

What keeps me motivated is the ability to make health services more accessible to the community and to build strong, respectful relationships with district stakeholders. I've seen firsthand how creating a welcoming and trustworthy environment makes people, even those in the hard-to-reach areas of Chobe, feel more comfortable coming to us.

One of my favorite parts of the job is leading our annual Valentine's campaigns in Kasane. It's more than just an event, it's a collaboration. Local businesses and government departments come on board, and we turn it into a celebration of care and connection. That kind of community spirit is what makes the work so fulfilling.

Across all the roles I've held: counsellor, coordinator, linkage to care officer, **I've learned that impact comes from showing up with consistency and heart.** That's why I serve.

STAFF VOICES: "WHY I SERVE"



With Tebelopele since February 4, 2002 (23 years)
Served in Gaborone, Kanye, Jwaneng, Mochudi, and Lobatse

I joined Tebelopele in 2002 and have served across five districts over the years, from Gaborone to Lobatse, with the longest time being in Kanye and Mochudi. Each place came with its own challenges and victories, and each one taught me something new about service and community.

One of the biggest highlights of my journey was being assigned to open the Kanye centre. At the time, there was no testing centre there. I had to lobby various stakeholders, and we started small, just one room, housed by the IEC. I'll never forget how we grew from that to a fully-fledged Tebelopele Wellness Centre on its own plot. It felt like planting a seed and watching it flourish.

Working on the Kgatleng APC Project also stands out. It expanded my knowledge in areas like community TB, OVC support, and partner notification services (PNS). It was a reminder that our work isn't just about one-on-one care, it's about entire communities.

Through all the years and all the centers, my motivation has remained the same. My motto, from Colossians 3:23, says it best: "Whatever you do, work at it with all your heart, as working for the Lord, not for human masters."

That's what keeps me going. That's why I serve.



FROM THE ARCHIVES























THE CULTURE OF FEAR VS. THE CULTURE OF COURAGE: WHERE DOES YOUR WORKPLACE STAND

By Botlhe Eva Ntsinyane, Industrial and Organizational Psychologist

There's a quiet fork in the road inside every organization. Down one path lies a culture of fear; where people tread lightly, mute dissent, and wait for permission to think. Down the other lies a culture of courage; where admitting mistakes early, challenging ideas (not each other) and treating work as a learning lab are standard practice.

Psychological safety, "a shared belief that the team is safe for interpersonal risk-taking" is the hinge that swings a workplace from fear to courage. Harvard's Amy Edmondson demonstrated that high psychological safety predicts greater learning behaviors and team performance, more so than confidence alone. Her study of 51 manufacturing teams is a testament to this phenomenon (Gallup.com).

Gallup's Project Aristotle at Google further validates this: psychological safety was the single strongest predictor of team effectiveness, more than seniority, co-location, or personality mix.

So, the question becomes: what's the cost of staying on the wrong path?

Globally, only 21% of employees are engaged at work, down from previous years and that disengagement costs the global economy an estimated \$438 billion in lost productivity in 2024. Much of the issue traces back to the manager's role. Only 27% of managers' report being fully engaged, a sharp drop from 30%, with younger and female managers most affected (Business Insider).

These disengaged managers are not just statistics; they are an anchor dragging entire teams down. Gallup asserts that 70% of team engagement variance is directly attributable to the manager.

Why the plummet? Managers today face relentless pressures: hybrid workplace dynamics, Al adoption, restructuring, and thinning support. Shockingly, only 44% of managers have received any formal training, despite research showing trained managers are far more likely to be engaged and to sustain high-performing teams (Financial Times).

This isn't just a "nice-to-have"- it's strategic. Disengagement costs the global economy an astonishing \$8.8 trillion annually-nearly 9% of global GDP (Gallup.com).

By contrast, psychologically safe cultures amplify:

- Faster learning through early error signalling.
- · Innovation, because people feel free to speak up.
- Retention and well-being, as people feel seen and valued.
- · Collaboration, especially when work involves AI or rapid

change. Microsoft's 2025 Work Trend Index underscores the need for "frontier firms" where human and AI collaborators coexist- necessitating psychologically safe leadership.

Three practical steps for leaders:

- Treat safety as strategy. Regularly invite dissent: "I might be wrong, what am I not seeing?" Model fallibility as a strength.
- 2. Move from policy to practice. Start meetings with learning questions. Rotate who speaks first. Encourage red-team thinking before big decisions.
- Measure culture meaningfully. Track how often mistakes surface early, how Junior staff feedback is received, and how many post-project reflection reports are shared through the use of engagement surveys.

Inclusive cultures spring to life only when psychological safety allows diverse voices to be heard. Deloitte reveals leaders who practice curiosity, fairness, and humility unlock creativity and better decision-making- benefits that vanish in fear-driven workplaces (Financial Times).

Quick Self-Diagnostic: Where Does Your Workplace Stand?

- When was the last time a junior brought up a problem before it blew up?
- Has a senior leader ever said, "Good point, I changed my mind"?
- Did someone publish a candid "What we'd do differently" note, and get praised for it?

If those moments are rare or fuzzy in your memory-fear may be running deeper than you realise. Fear isn't a neutral: it's a tax; on innovation, trust, retention, and sustainable performance.

The Future Belongs to Courage

Courage and its companion, psychological safety; is not just warm leadership talk. It's a competitive advantage, especially as Al, disruption, and hybrid work blur traditional boundaries. You may not be able to shift global GDP, but you can start with your culture.

"Choose courage. Build safe spaces, celebrate learning, support managers, and track what matters. The evidence is clear: the science, the economics, and the stories point the same way.

The only question is whether your workplace will."





ENTRY REQUIREMENTS

▼ BGCSE/IGCSE or Equivalent

TUITION FEE(Payment Plan)

- ▼ P100 Registration Fee
- P2,500 Deposit
- ¥ P1,750 X 6 Months

CLASS SCHEDULE

POSSIBLE EMPLOYERS

- ✓ NGO's
- ✓ Private and Public Medical Clinics
- Private and Public Hospitals



COURSE DURATION

Maximum of 6 Months

MODE OF STUDY

- Blended Learning(Online and Physical)
- ✓ Full Time (Physical)

COURSE STRUCTURE

- **▼** BLENDED LEARNING
 - 4 Months Online with 1 Week Physical attendance
 - 2 Months Attachment
- **✓** FULL TIME
 - 4 Months in Class
 - 2 Months Attachment
- **Discount for Former Students!**
- Discount for those who bring two(2) other students!

FREE branded Scrub!

For enquiries: Call +267 3958014/78245817





(in) @Tebelopele College 🔎 www.tebelopele.org.bw 🕓 +267 77715965





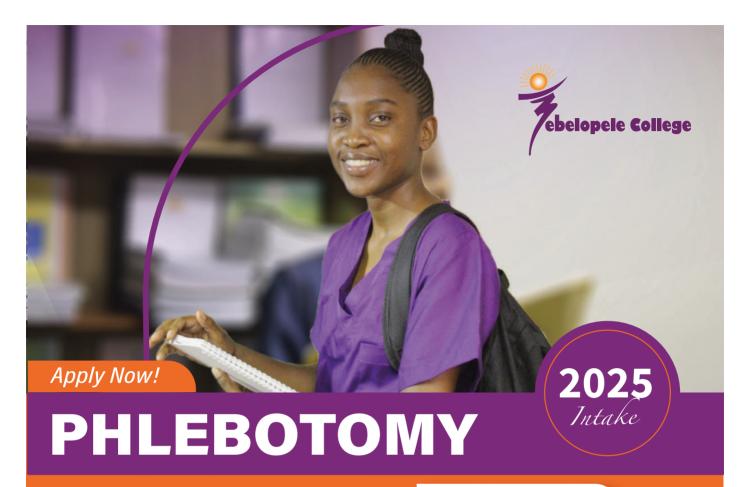
14. Whats the best way not to catch AIDS? or inexpensive?

 $\textbf{15.} \ \mathsf{How} \ \mathsf{many} \ \mathsf{years} \ \mathsf{does} \ \mathsf{it} \ \mathsf{take} \ \mathsf{AIDS} \ \mathsf{to} \ \mathsf{kill}$ someone once the symptoms set in?

HIV & AIDS CROSSWORD PUZZLE!

Name:	Date:		
6	3 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
A			
Across	Down		
4. HIV can become what the medication?	1. What does AIDS stand for?		
5. Where can AIDS cause yeast infections at?	2. Drugs that stop the actions of the enzyme which ordinarily help HIV reproduce?		
6. The disease that first brings people with AIDS to a physician?	3. Whats a rare skin cancer causing a purplish discloration of skin?		
8. Whats the drug that reduces HIV in the blood?	7. Disclosure of AIDS may result in what?9. AIDS is not the same as what?		
12. IS AIDS curable or incurable?	10. People can live longer with AIDS with		
13. AIDS can remain unseen and inactive because it is what?	what treatment? 11. Are AIDS and HIV medications expensive		





ENTRY REQUIREMENTS

■ BGCSE/IGCSE or Equivalent

TUITION FEE(Payment Plan)

- P100 Registration Fee
- P2,500 Deposit
- ▶ P1,417 X 6 Months

CLASS SCHEDULE

■ 06 October 2025(Online and Physical)

POSSIBLE EMPLOYERS

- NGO's
- Private and Medical Clinics
- Private and Public Hospitals



COURSE DURATION

Maximum of 6 Months

MODE OF STUDY

- Blended Learning(Online and Physical)
- ▼ Full Time (Physical)

COURSE STRUCTURE

- - 3 Months Online with 1 Week Physical attendance
 - 3 Months Attachment
- **▼** FULL TIME
 - 3 Months in Class
 - 3 Months Attachment
- Discount for Former Students! 10%
- Discount for those who bring two(2) other students!

FREE branded Scrub!

For enquiries: Call +267 3958014/78245817













FAQ: VOLUNTEERING AT TEBELOPELE

By Louisa April, Consultant-Special Projects

1. How can I become a volunteer at Tebelopele?

To volunteer with us, you must submit:

- A CV
- A request letter
- Certified copies of your certificates

These documents must be **emailed** to the **Tebelopele Center** where you wish to volunteer.

2. Where are your centers located?

We are proudly present in **22 districts** across Botswana: Gaborone, Molepolole, Francistown, Lobatse, Good Hope, Mochudi, Kanye, Tsabong, Nata, Shakawe, Bobonong, Masunga, Tutume, Serowe, Mahalapye, Palapye, Maun, Letlhakane, Kasane, Ghanzi, Selebi Phikwe, and Jwaneng.

3. What happens after I submit my application?

The Center Head at your chosen location will review and forward your application to the Tebelopele Head Office. From there, our HR team will assess your application and provide feedback.

4. How will I know if I've been accepted?

If approved, **HR will contact you** directly to inform you of the next steps and your official start date.

5. What kind of roles do volunteers take on?

Volunteers support a wide range of activities, including:

- Assisting with community outreach
- Supporting center operations
- Helping during wellness campaigns
- · Promoting HIV prevention, testing, and PrEP awareness

6. Is volunteering full-time or part-time?

Volunteering at Tebelopele is part-time and flexible, depending on the needs of each center. You may be called to assist:

· During special campaigns or health activations

- On event days (such as World AIDS Day or PrEP awareness days)
- Or for short shifts during the week, based on location and availability

7. Are there any age or qualification requirements?

Volunteers should be **18 years or older**. While qualifications may vary depending on the role, a passion for helping others and a willingness to learn are highly valued.

8. Where can I find contact details for each center?

You can find **all center email addresses and contact details** on our official website: www.tebelopele.org.bw under the contact us section.

9. Is volunteering at Tebelopele paid?

Volunteering is a **non-paid** opportunity. However, it offers valuable experience, exposure, and the chance to make a real difference in your community.





CORPORATE—NONPROFIT PARTNERSHIPS: A NEW AVENUE FOR INVESTOR CONFIDENCE

By Kago Ngwato, Business Development Manager

As the global investment community places increasing emphasis on environmental, social, and governance (ESG) performance, the traditional definition of corporate value is undergoing a fundamental shift. Today's investors are looking beyond balance sheets and income statements. They are asking deeper questions such as How do companies treat the communities they operate in? What role do they play in solving systemic social challenges? Are they contributing meaningfully to sustainable development?

In Botswana, this shift presents a powerful opportunity. It is redefining the role of corporate-nonprofit partnerships, not just as social good, but as a strategic lever for investor confidence and long-term business resilience. Historically, corporate social responsibility (CSR) efforts were often considered as peripheral to core business strategy. That is, nice to have, but not essential/necessary. However, that is changing rapidly. In the current ESG driven landscape, social impact is no longer peripheral; it is central to how companies are assessed and valued.

Strategic partnerships with Civil Society Organizations (CSOs) now represent a credible, scalable, and measurable way for businesses to drive social impact that aligns with national and global development goals. These partnerships help companies navigate complex social challenges, build deeper stakeholder trust, and create shared value in ways that matter to both communities and investors.

One of Botswana's most compelling nonprofit success stories is Tebelopele Wellness Center, which celebrates 25 years of impact in 2025. Originally established in response to the HIV epidemic, through a partnership between the Botswana and the United States Government (BOTUSA), Tebelopele has grown into a nationally recognized leader in public health and wellness. With a strong footprint across the country (23 sites), the organization provides Non-Communicable Disease (NCD) Screening, STI Screening and Treatment, HIV Testing and Counseling, HIV Prevention, Care and Treatment, Post Gender Based Violence Care and Support, TB Prevention and Treatment, Family Planning, and more! Over the years, Tebelopele has evolved into a provider of quality integrated health services, serving both citizens and non-citizens as well as diverse and key populations who are often underserved through differentiated service delivery models (community outreaches, facility fast track refills, decentralized drug distribution model, etc.)

What sets Tebelopele apart is not just its legacy, but its credibility and operational maturity. It is deeply embedded in the communities it serves and has built robust systems for data

collection, program monitoring, and impact reporting. This makes it an ideal partner for corporations seeking to align their ESG goals with real, measurable social outcomes.

Partnering with a nonprofit like Tebelopele offers much more than reputational benefit. It opens the door to co-developing employee wellness programs, launching joint public health campaigns, and engaging meaningfully with communities on critical issues such as HIV prevention and mental health awareness. These initiatives are not just good for society; they are good for business. They support employee well-being and productivity, enhance brand loyalty, and contribute to the "S" in ESG metrics that investors are scrutinizing more closely than ever before. For companies listed on the Botswana Stock Exchange, such partnerships can bolster sustainability disclosures and serve as tangible evidence of corporate integrity and long-term vision.

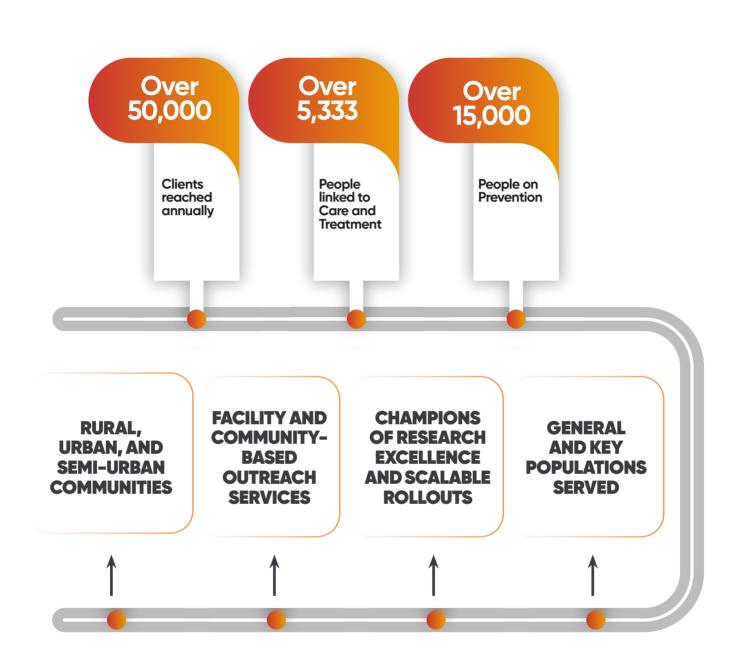
At the market level, the Botswana Stock Exchange and related financial institutions have an opportunity to play a catalytic role. By encouraging, showcasing, and supporting partnerships between listed firms and credible CSOs, the Exchange can help embed ESG principles more deeply into Botswana's capital markets. Looking ahead, these partnerships could also pave the way for innovative financial instruments such as social bonds, sustainability-linked loans, or blended finance structures. These tools can attract global ESG aligned capital while addressing national development priorities from public health to youth empowerment.

As Botswana's capital market ecosystem continues to evolve, companies that can authentically align profit with purpose will gain a clear competitive advantage. In a world where investors are increasingly attuned to social risk and impact, those firms that proactively build partnerships with organizations like Tebelopele are likely to stand out not only to their customers and communities, but also to global capital markets.

In this new era, corporate—nonprofit partnerships are no longer an optional add-on. They are becoming an essential strategy for value creation, risk management, and long-term resilience. As Tebelopele celebrates its 25th anniversary, its journey stands as a testament to the transformative potential of civil society. And for the corporate sector, it offers a compelling invitation: to walk alongside, to collaborate deeply, and to redefine what responsible business looks like in the next chapter of Botswana's development.

For investors, these partnerships are no longer charity. They are smart business synergies.

OUR REACH





TEBELOPELE SITES ON MAP







25 *Years* of Care: Rooted in Wellness, Rising with *Betswara*.

Wellness for All, Then, Now, Always

Head Office

Gaborone International Commerce Park, Plot 39 Unit 4 and 5 Private Bag 112 Gaborone, Botswana T:3958014/5

E: <u>info@tebelopele.org.bw</u>
W: www.tebelopele.org.bw