

Technology that matches you

Strategic Development Framework for the Umnini Community Trust Initiatives:

Governance | Operational Systems | Sustainable Growth

Developed By: THE GENIX INSTITUTE

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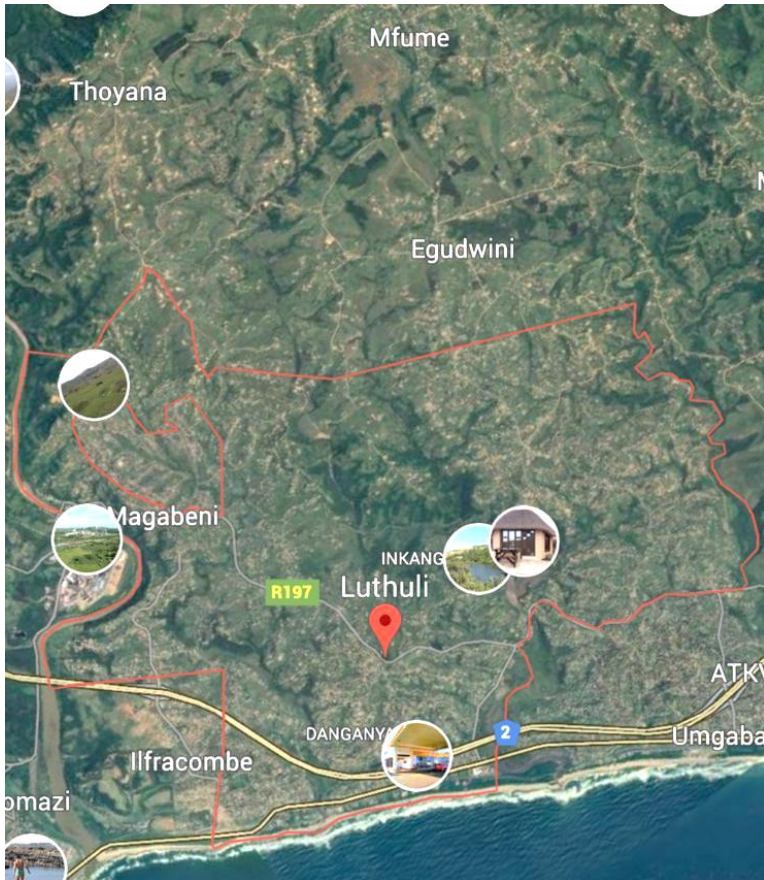
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Strategic Development Framework



Introduction

The Genix Institute is committed to empowering Umnini Community Trust (UCT) to sustainably uplift their communities through the design and development of sound Governance, Operational Systems and Sustainable Growth Framework.

This process will harness the Trust Board, Executive Committee, Management Teams and Sub -Committees to create a self-sustaining economy that benefits all stakeholders—trust committee members, the wider community.



Vision | Mission (Proposed Draft)



Vision

"To create a thriving, self-sustaining, and empowered Umnini community through strategic partnerships, efficient governance, and sustainable development initiatives."

Mission Statement

"The Umnini Community Trust is committed to fostering economic, social, and environmental growth through the management of land and resources, development of infrastructure, creation of employment, promotion of education, and empowerment of our community. We will achieve this by leveraging partnerships with local and international stakeholders, ensuring transparency, accountability, and equitable distribution of resources."



Board of Directors / Executive Directors



Core Values | Goals (Proposed Draft)



Core Values

Integrity: Uphold ethical behavior and transparency in all Trust dealings.

Sustainability: Prioritize long-term community and environmental wellbeing.

Empowerment: Equip the community with the skills and resources to succeed.

Collaboration: Work together with all stakeholders for collective success.

Accountability: Ensure every decision and action is responsible and serves the community's best interests.

Goals

Economic Development: Ensure sustainable economic growth through various income-generating projects.

Youth & Education Development: Provide educational programs, vocational training, and entrepreneurship support for the youth.

Infrastructure Development: Invest in modern and sustainable infrastructure that benefits the community.

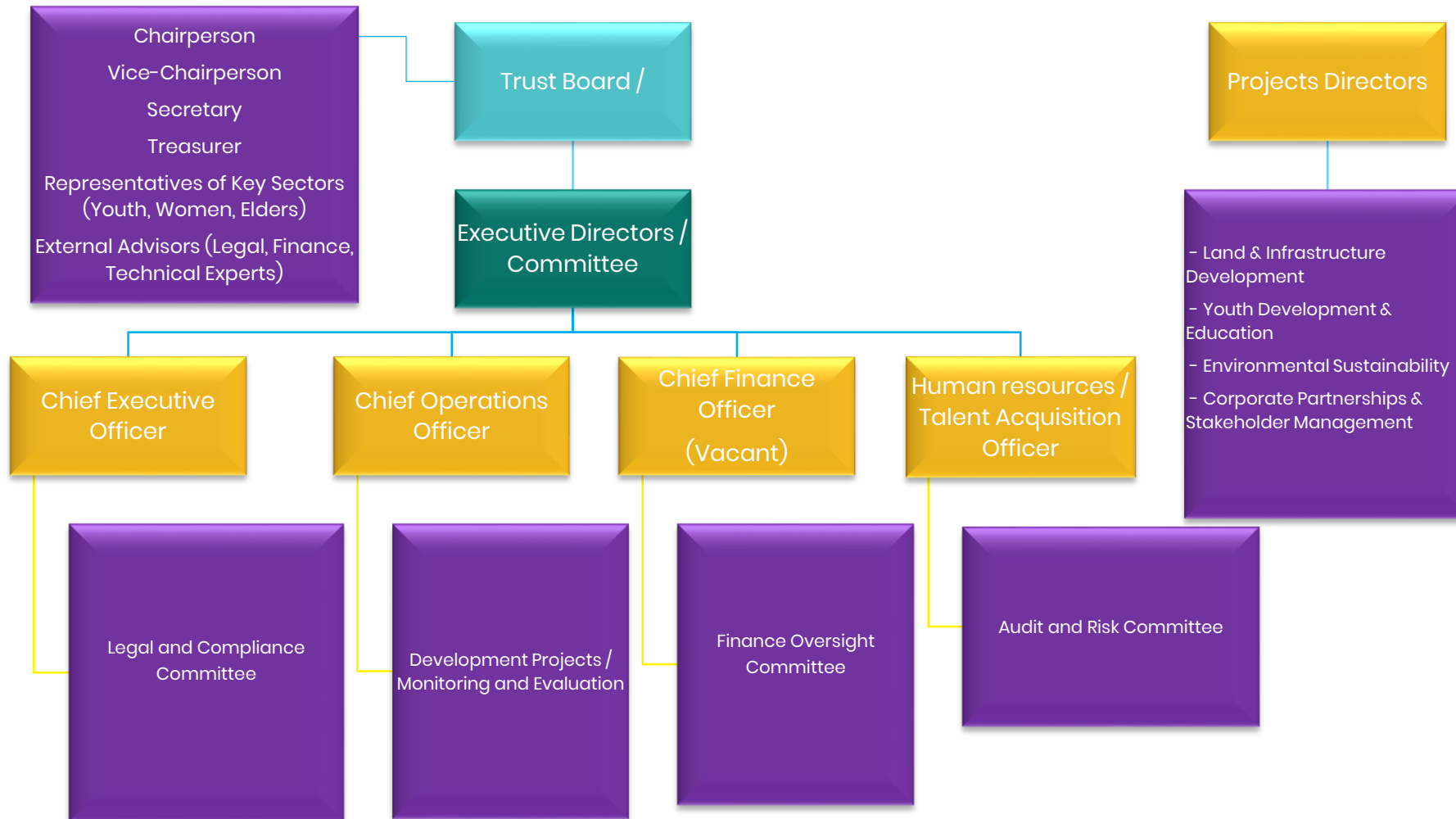
Community Welfare: Support health, safety, and social services that uplift the living standards of community members.

Environmental Stewardship: Promote environmental protection and sustainable land use.



Umnini Community Trust Organogram –

(Proposed Draft)



SIX | Trust Pillars

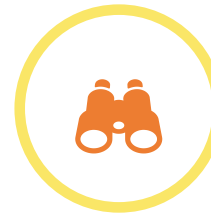
Governance & Administration

- Manage internal Trust operations, ensuring transparency and proper delegation of authority.
- Regularly review policies, frameworks, and guidelines.
- Engage with legal advisors to ensure compliance with regulations.



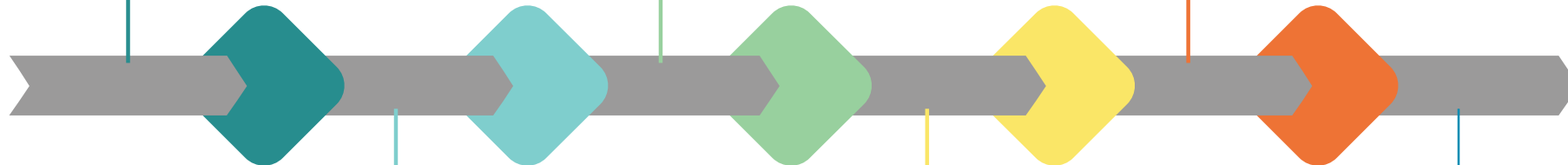
Financial Control & Sustainability

- Manage revenues from corporate partnerships (Sappi, Dube Trade Port, Toyota, Shell, etc.).
- Allocate funds transparently for developmental projects.
- Implement robust financial controls (detailed in the following section).



Project Management & Development

- Ensure the effective planning, implementation, and monitoring of all community development projects.
- Assign a dedicated Project Manager for every major project (e.g., land development, youth education, infrastructure).



Stakeholder & Partnership Management

- Handle relationships with corporate entities operating on the Trust's land.
- Oversee compliance with payment of duties and reinvestment of resources.



Youth and Community Empowerment

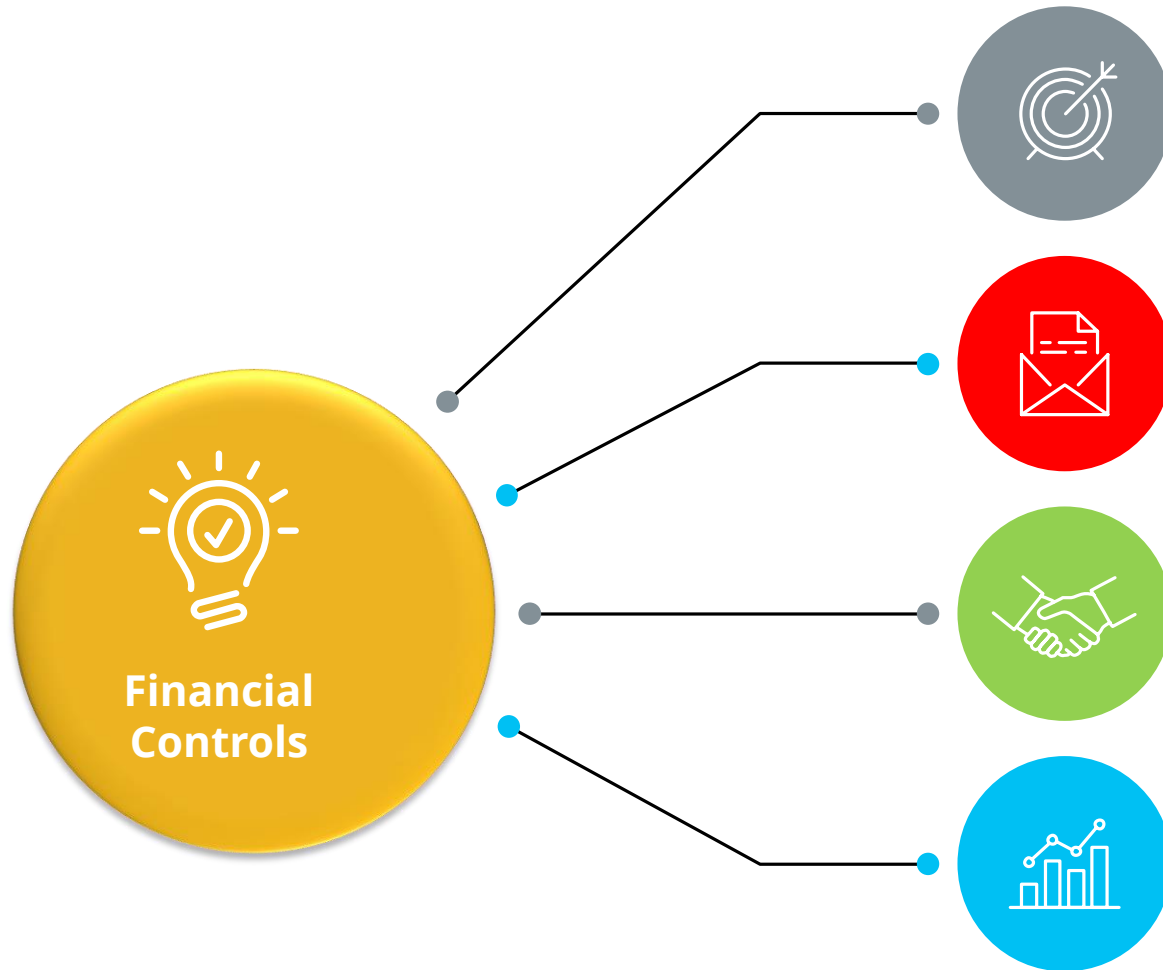
- Focus on education, skill development, entrepreneurship training, and vocational programs.
- Establish mentorship programs and internship opportunities in collaboration with corporate partners.



Environmental Sustainability

- Ensure sustainable practices in land use, development, and community activities.
- Promote conservation and implement green energy initiatives.

Financial Controls



Budgeting

Annual and project-specific budgets to be developed by the Financial Oversight Committee

Audits

External and internal audits performed quarterly to ensure compliance and accountability

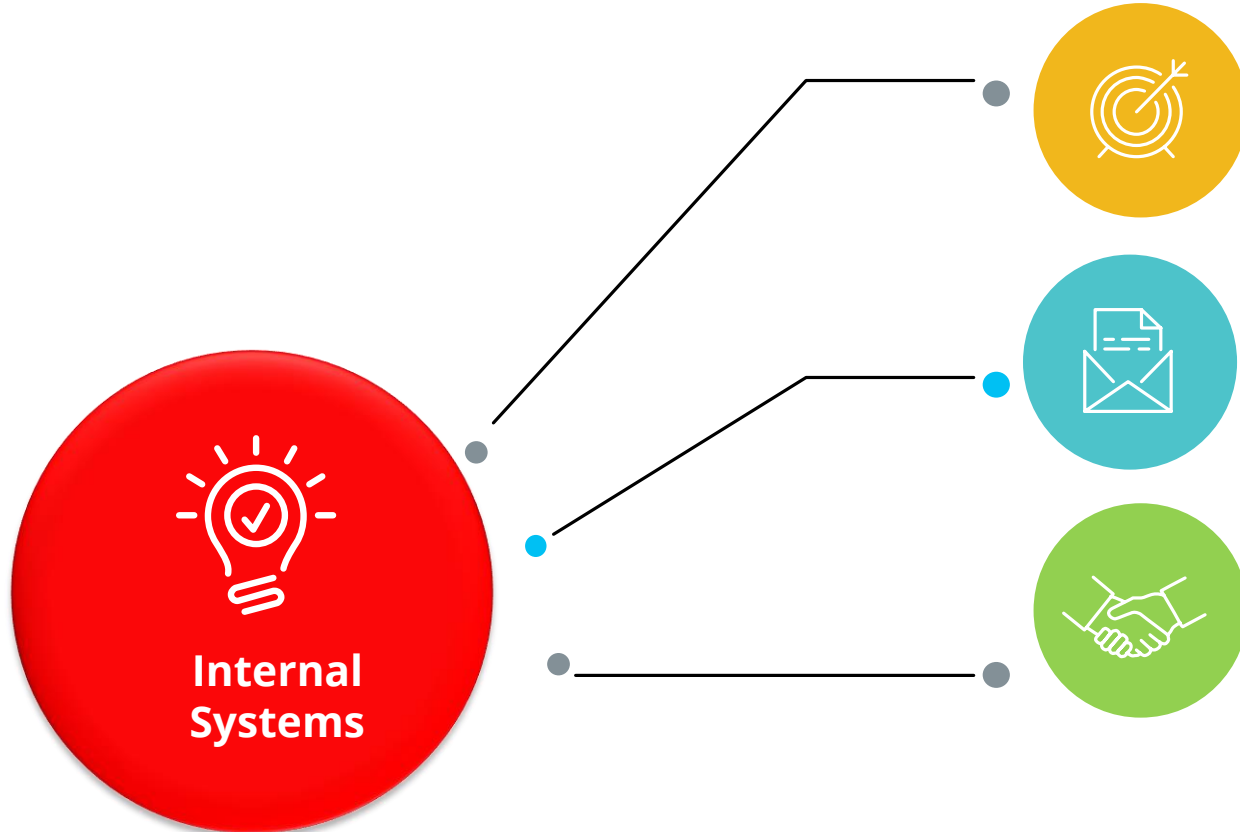
Expense Management

Implement strict expense approval protocols. All major expenditures to be signed off by the CFO

Revenue Streams

- Duties from corporate companies operating on Trust land.
- Revenue from land development and infrastructure projects.
- Income from community initiatives (e.g., agricultural projects, retail businesses).

Internal Systems



Meeting Schedules and Reporting Cycles

Set fixed schedules for the Trust's meetings (monthly for the Executive Committee, quarterly for the Board of Trustees).

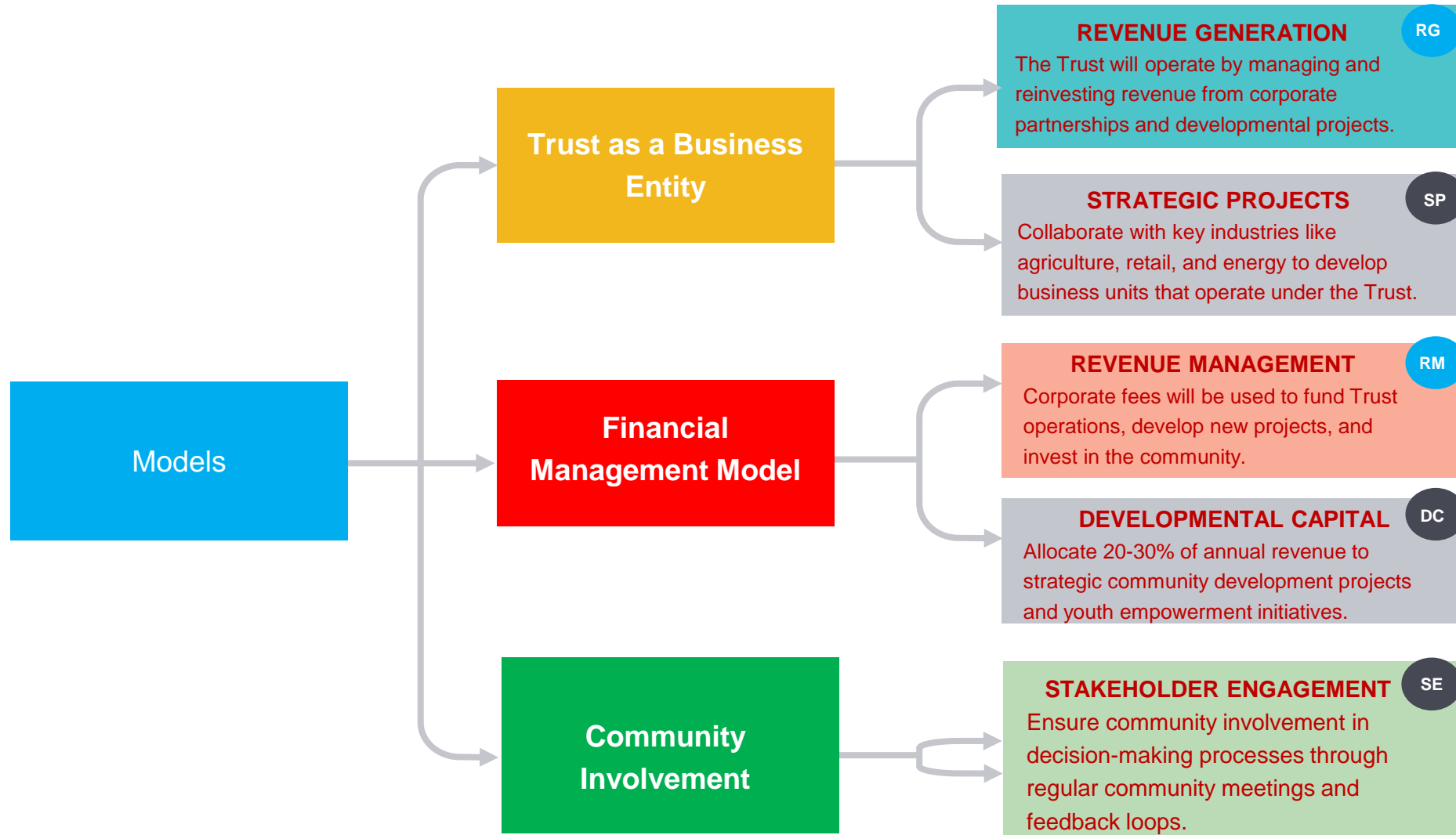
Digital Document Management

Implement a secure cloud-based document system (e.g., **Google Workspace**, **Dropbox for Business**) for managing contracts, minutes, and financial reports.

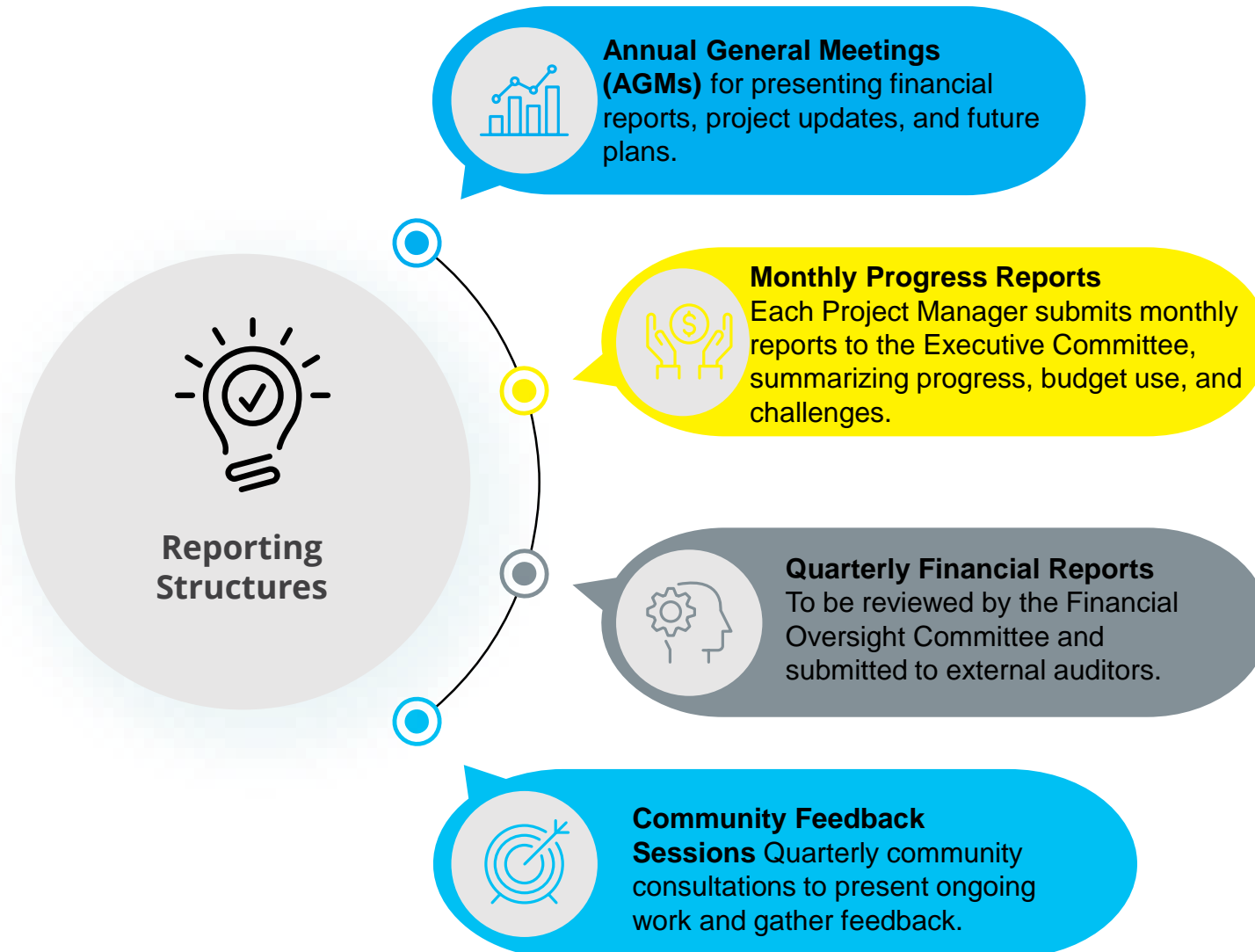
Project Management System

Use digital platforms like Trello, Asana, or Microsoft Teams to track the progress of projects, assign tasks, and ensure accountability.

Functional and Working Models



Reporting Structures



Quality Management Systems (QMS) & Policies

QMS Framework		Critical Policies	
Policy Development Establish clear policies and procedures for all Trust operations.	Continuous Improvement Implement monitoring tools to measure success and adapt projects as needed.	Financial Policy Clear rules on how funds are to be allocated, used, and audited. Governance Policy Outlining roles, responsibilities, and codes of conduct for trustees and executive members.	Project Management Policy Ensure transparency and accountability for all Trust projects, including timelines, KPIs, and deliverables. Stakeholder Engagement Policy Guide interactions with corporate partners and the broader community.

Forms, Legal Documents, and Digital Systems

Forms and Documents



1. Project Proposal Template

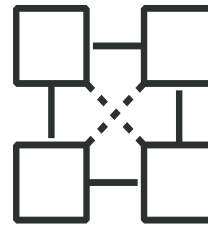
For external and internal project submissions.

2. MoUs (Memorandums of Understanding)

With corporate entities, ensuring transparency in duties and responsibilities.

3. Community Participation Forms

For community members to submit ideas, projects, and grievances.



Forms, Legal Documents, and Digital Systems

Digital Systems



1. Financial Management Software

Use tools like Xero or QuickBooks for accounting and financial management.

2. Collaboration and Communication Tools

Use Slack or Microsoft Teams for internal communication.

3. Monitoring & Evaluation Software

Implement platforms like LogAlto for tracking project KPIs and outcomes.



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