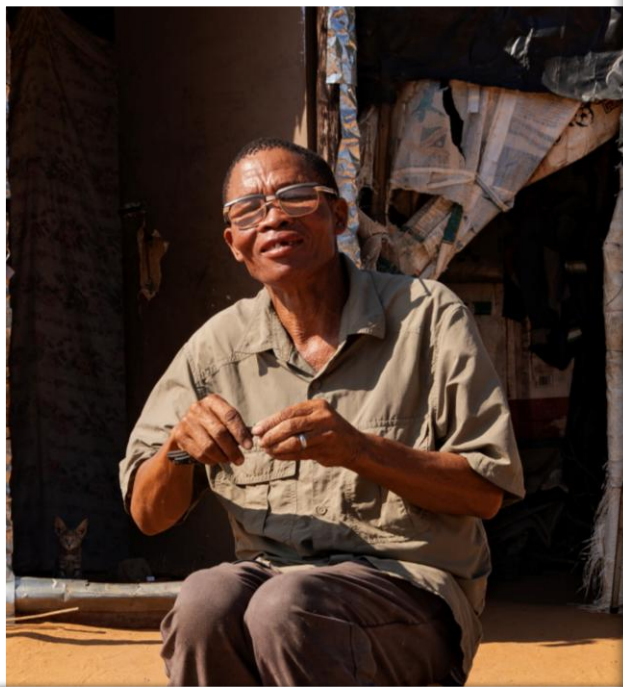




N/a'an ku sê's Epukiro Eco-Village

Overview of Critical Success Factors

Structure

1

Success Factor
Introduction

2

Tenant Pre-Screening
Process

3

Community
Engagement
Structures

4

Rules & Regulations

5

N/a'an ku sê
Operational Oversight

6

Succession Planning

7

Economic Activity

Introduction & Overview

This document outlines the essential success factors for the Eco-Village project in Epukiro POS 3, designed to ensure long-term impact, sustainability, and dignity for its residents.

If the six pillars (Right) are executed with rigor, this initiative will not only **transform the lives of ~200 people and their descendants** but also **serve as a scalable blueprint** for community-led housing solutions across Namibia & Southern Africa in general.

Pre-
screening



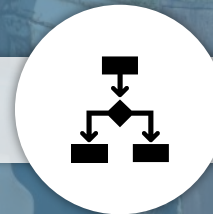
Community
Engagement



Rules



Operational
Oversight



Succession
Planning



Economic
Activity



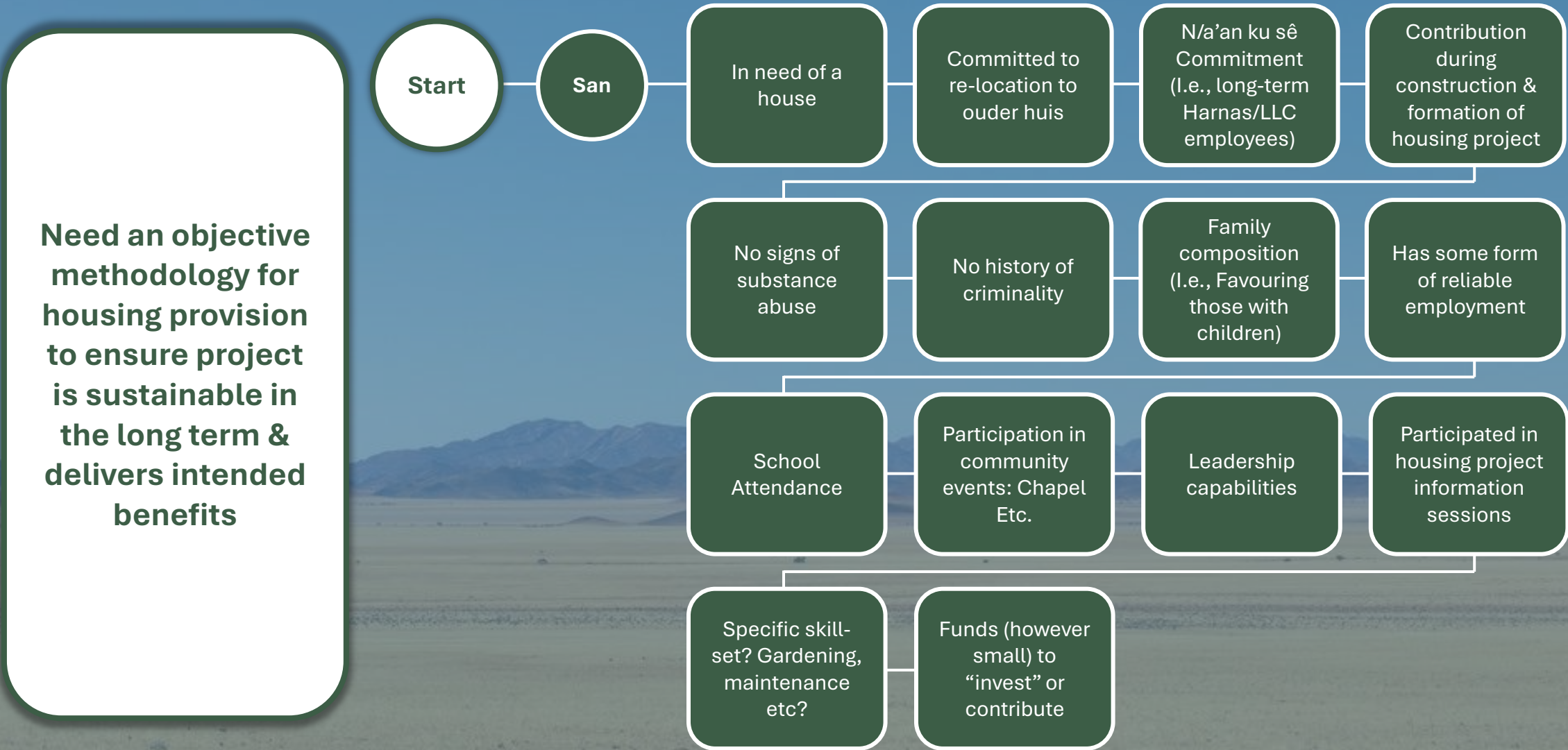
Tenant Pre-screening & Why it is so essential

A transparent hyper-detailed pre-screening process ensures that the Eco-Village serves those most in need while setting the foundation for a peaceful, productive and durable village.





Fairness & Transparency: Who gets a house & why?





Points-Based Evaluation system to ensure accuracy & fairness

Points-Based Evaluation System

which was used to determine		Scoring Logic: For ease of use and consistency, the columns will be scored in a weighted, descending fashion (assuming criteria 1 is "most important"). With 14 categories present, we will descend by 10 points per following category.		Scoring Calculation: The "most important" column will score 140 as a max. Then 130, 120 etc. Each criteria will have 3 potential scores representing YES = Full Score, MODERATE = 1/2 Full Score & NO = Zero	
Needs a house	N/a'an ku sê Commitment	Committed to Relocation to Ouder Huis	Contribution during construction & formation of housing project	No signs of substance abuse	No history of criminality

Demonstration purposes: Full excel document contains all pre-screening criteria



How to get the info needed for pre-screening

Data Collection

Objective:

- To systematically gather information for questions on previous page

Approach:

- Community surveying
- LLC staff community relationships & knowledge
- Police clearance

So far, base-data on potential tenant is being (passively) collected.

last name	first name	Age	Gender	N° Kids	Location	Comment
xhuka	anna		F	5	Rooi land	
rooi	katrina		F		Rooi land	
johannes	maria		F	5	Rooi land	sofia johannes - berthas mum
ganeb	mariana		F		Rooi land	
jacob	anna		F		Rooi land	a lot of kids
kleinbooi	sara		F		Rooi land	
jacob	katrina		F	1	Rooi land	
anton	lidia		F		Rooi land	grandma - widowed
agarob	anna		F	1	Rooi land	

Demonstration purposes: Full excel document contains more fields



Next Steps: How do we get the info needed for screening?

Community Engagement

6 information day(s) dedicated to:

1. Debrief community on project in general, ask for feedback and answer questions.
2. Engage local leadership & influential stakeholders to discuss pre-screening.
3. Debrief community on pre-screening process, ask for feedback and answer questions
4. Gauge interest and prompt community support/participation in construction
5. Final “review” & who will receive
6. Announcement

1st information day executed
with huge enthusiasm &
essential feedback



Community Engagement Structures

Strong community structures including leadership roles, mediation processes, and participatory forums are going to be vital for generating a feeling of ownership and trust. These mechanisms ensure that residents are not just beneficiaries, but active stewards of their own development.





Participatory Forums: Community Accountability & Ownership

Regular forums allow residents to voice concerns, propose ideas, and co-create solutions, reinforcing transparency and collective decision-making. These gatherings build trust and ensure the community evolves in line with residents' needs.

Initiatives:

Monthly community meetings with open agenda items and rotating facilitators

Annual review and planning workshops to assess progress and set new goals

Thematic discussion circles (e.g., health, education, employment, financial literacy) hosted every 2 months

Monthly contributions from residents towards public goods & sustainability of Eco-Village



Mediation Processes: Community Accountability & Ownership

A structured, culturally sensitive mediation system helps resolve disputes peacefully and fairly, reducing tension and promoting harmony.

Initiatives:

Confidential mediation sessions with support staff (incl. Social Worker &/or Pastor)

Community conflict resolution guidelines included in village charter

Create a safe, anonymous way for residents to report conflicts or concerns without fear of retaliation.



Leadership Roles: Community Accountability & Ownership

Empowering residents with rotating leadership responsibilities fosters accountability, pride, and a sense of ownership over the Eco-Village's success. These roles can be tailored to match individual strengths, ensuring inclusive participation and skill development.

Initiatives:

**Rotating “block captains”
responsible for small
clusters of homes.**

**Resident-led committees
for garden, maintenance,
and events.**

**Community liaison roles to
facilitate communication
between residents and the
oversight team.**



Eco-Village Orientation Program (2-Day Format)

Purpose: To prepare incoming residents for successful integration into the Eco-Village by clearly communicating expectations, support systems, and community values.



Rules & Regulations

Clear, enforceable rules are essential to maintaining safety, dignity, and shared responsibility within the Eco-Village. These guidelines reflect the realities of the community and are designed to protect vulnerable residents while promoting positive behavior and growth.



Core Rules

Maximum number of people per household will be enforced.

Children must consistently **attend the Lifeline Clinic** school or nursery if enrolled

Adults who are physically able must be **actively working or seeking employment**

Zero tolerance for domestic violence

Zero tolerance for alcohol consumption or possession

Zero tolerance for drug use or possession

Duration restrictions will apply to visiting relatives to prevent overcrowding

Properties must be **kept in excellent condition** and will be inspected monthly

Residents **must participate** in monthly community meetings

All disputes must go through a **designated mediation process** before escalation

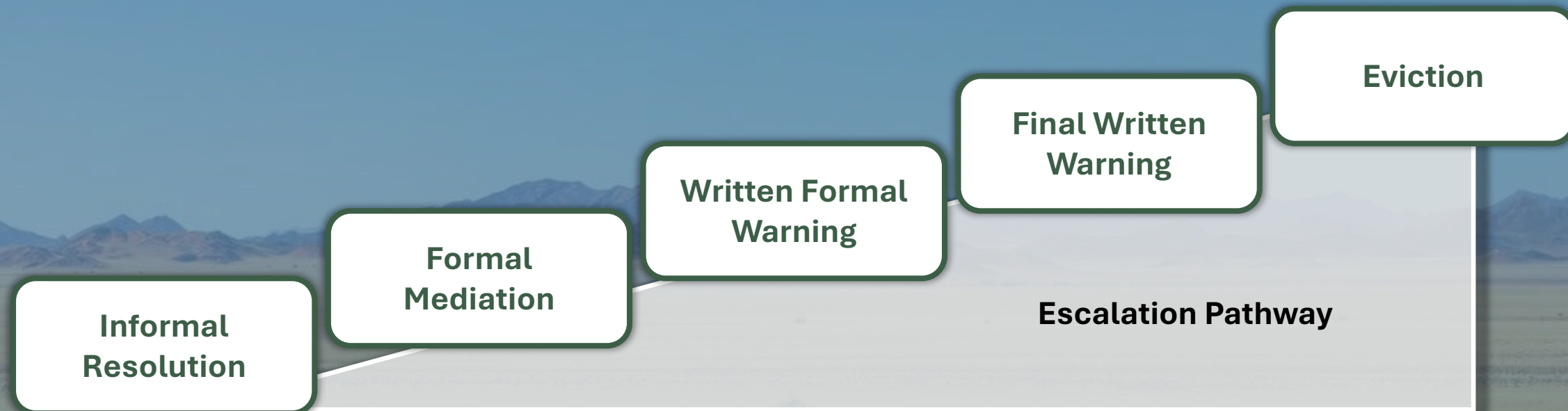
No Renting, Leasing, or Selling

Residents must meet **minimum** commitments on community projects (i.e., Gardens)



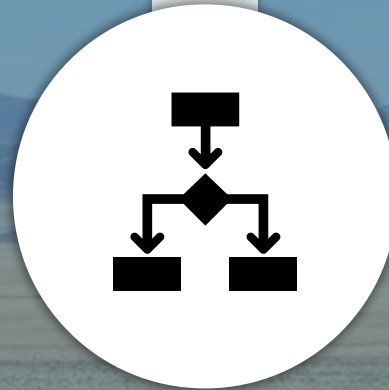
Procedures & Consequences Following Non-compliance

To ensure fairness, accountability, and safety, all incidents will follow a structured escalation process. This pathway balances compassion with firm boundaries and ensures that no issue is overlooked or mishandled.



Operational Oversight

The Eco-Village will be continuously supported by a dedicated, full-time management structure committed to the wellbeing and progress of its residents. Through active monitoring, social support, and adaptive development, the N/a'an ku sê Foundation will ensure the community thrives and evolves in alignment with its long-term goals.





Full-time N/a'an ku sê Presence

Maintaining dedicated personnel on-site ensures immediate response to issues, consistent property care, and direct support for residents.

Initiatives:

Property Manager to ensure property stays in excellent condition, residents are happy, and core foundation team remains aware of all important developments

Maintenance team (ideally comprised of residents)

Social worker to support residents



Strategic Oversight & Long-Term Vision

Long-term success depends on proactive planning and innovation to meet evolving community needs.

The central foundation will (primarily) be responsible for this and will pass along instruction/guidance to Eco-village staff/residents.

Initiatives:

Development of new income-generating projects for residents, launching new initiatives and updating operating procedures

Quarterly strategy reviews to assess progress (E.g., garden productivity) and adapt plans.

Active fundraising for new projects & long-term operational financing



Monitoring & Evaluation

Regular monitoring ensures transparency, tracks impact, and identifies areas for improvement. Data-driven evaluation will guide decision-making and maintain alignment with project objectives.

Initiatives:

Progress at Eco-Village to be evaluated & discussed at monthly NAFO meetings

Resident wellbeing surveys and feedback loops.

This can be compared to an “entrance survey” to prove developmental outcomes

Data collected on resource usage (water, maintenance, fertilizer, etc.) to reflect on and improve sustainability & efficiency

Succession Planning

Arguably one of the most complex success factors for the Eco-Village in the long-term, succession planning ensures that the Eco-Village remains a stable and compassionate home for residents even in the face of loss, particularly protecting children and vulnerable individuals. By establishing clear protocols for household leadership transitions, we prevent exploitation while upholding the project's core values.





Succession policies designed to protect Eco-Village residents

Initiatives

Vulnerable Resident Protection:

If the primary resident passes away, minors and dependents placed under a temporary agreement

Residency Continuation Criteria:

Successors must meet core residency requirements (e.g., school attendance)

Designated Household Leadership:

Each household must identify a primary resident and one or two secondary nominees upon move-in

Succession Review Committee:

A mixed committee (foundation staff + community reps) reviews all succession cases

Homes remain property of the Eco-Village program and cannot be inherited

Economic Activity

Sustainable economic activity is the heartbeat of the Eco-Village, providing residents with purpose and income. By aligning with local market needs and cultural strengths, this commerce hub will empower residents to become the stewards of their own development.





Rural Productive Enterprising to Uplift Lives

Our approach combines cultural heritage, local resources, and market-driven opportunities to create a diversified commerce hub.

Initiatives:

Cultural & Experiential Tourism:

Tours showcasing ancient San skills, dance, song, storytelling, and bushveld knowledge

Premium Indigenous Products:

Garden-based products with indigenous provenance labels (e.g., TK Labels – Local Contexts). Aimed at highest value-add products (Oils, teas, tinctures, dried herbs)

N/a'an ku sê Portfolio Crafts:

Centralized craft production hub for all N/a'an ku sê crafts sold. Integration of traditional narratives on packaging to differentiate.

Traditional Market Capitalization:

- Brick-making enterprise
- Leather-tanning
- Lucerne & livestock feed