

DEUTSCHER SCHULVEREIN WINDHOEK (1949)

(INCORPORATED ASSOCIATION NOT FOR GAIN – REG.NO. 21 -472)

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Documents Annual General Meeting 2025 Deutscher Schulverein Windhoek (1949)



Directors: J. Cronjé, H. Daun* (Chairlady), J. Iben, R. Gerdes, T. Mai, K. Schünemann*, A. Stritter*, W. von Lieres,
W.-D. Wohlers
* German



All members of

DEUTSCHER SCHULVEREIN WINDHOEK (1949)

are invited to the

77th ANNUAL GENERAL MEETING

to be held on Thursday, 19 June 2025 at 19h00 in the Dr. Wilhelm Weitzel school hall at the DHPS in Windhoek.

AGENDA

1. Opening by the Chairlady
2. Additions to the agenda under point 9 "General"
3. Address by the Ambassador of the Federal Republic of Germany
4. Approval minutes of the 76th Annual General Meeting held on 13 June 2024
5. Annual reports of
 - a) the Chairlady
 - b) the Principal
 - c) the Head of Boarding School
 - d) the Chairperson of the Parents' Committee
 - e) the Students' Representative Council
 - f) the Chairlady of the "Altschülerverband"
6. a) Presentation of the audited annual financial statements and the annual report of the Treasurer for the financial year ended 31 December 2024.
 - b) Approval of the audited annual financial statements for the year 2024
 - c) Exoneration of the financial administration department
 - d) Appointment of auditors for 2025
7. Exoneration of the Board of Directors for its activities during the 2024/2025 term of office
8. Election of Directors
 - a) Appointment of an election committee by the Annual General Meeting
 - b) The following Directors retire by rotation: Mmes. H. Daun and. K Schünemann as well as Messrs J. Cronjé, R. Gerdes and T. Mai. Furthermore, Mr W.-D. Wohlers as co-opted director will retire. Six positions on the board have to be filled.
9. Miscellaneous
10. End of the 77th Annual General Meeting.

DEUTSCHER SCHULVEREIN WINDHOEK (1949)

MINUTES OF THE 76th. ANNUAL GENERAL MEETING
ON 13 JUNE 2024 AT 7 PM IN THE DR WILHELM WEITZEL AUDITORIUM

Chair:	Ms H. Daun
Board:	Mses A. Stritter and K. Schünemann Messrs J. Cronjé, B. Esslinger, R. Gerdes, T. Mai, W. von Lieres and W.-D. Wohlers
School Management:	Messrs J. Przybilla and C. Osthus
Administration:	Mmes. D. Haindongo and A. Dinkelmann
Embassy:	Dr A. Götze
Secretary:	Ms A. Zeise
Excused:	Mr H. Böhme, Ms B. Herma, Mr R. Coelho, Ms K. Redecker, Ms H. Ritter, Mr C. Daun, Mr E. Scriba

1. ***Opening by the Chairlady of the Schulverein***

At 7 pm, Daun welcomes the Embassy Representative of the Federal Republic of Germany, the Principal Mr Przybilla, as well as all members, employees and friends to the 76th Annual General Meeting of the Deutscher Schulverein (1949).

A minute of silence is observed in remembrance of members and patrons who passed away in the past year. Ms Daun then extends a welcome to all new members of the Schulverein. The board members present introduce themselves to the attendees. Ms Daun confirms that all documents for the Annual General Meeting were sent to the members on time in accordance with the Schulverein's Articles of Association. The Schulverein has a quorum if at least 10% of the voting members (1314) are present. With only 93 voting members attending, the required quorum of 131 has not yet been reached. Ms Daun therefore proposes postponing the adoption of the minutes for 30 minutes in accordance with the Articles of Association and proceeding with the reports (agenda item 5) and the greeting from the Embassy's representative (agenda item 3) in the meantime. There were no additions to the agenda, but comments can be made under item 9. No objections are raised by the attendees.

7.10 pm Dr Götze joins the meeting

2. ***Annual Reports***

2.1. Report of the Chairlady of the Board, Ms H. Daun

The report had been submitted in writing.

Ms Daun adds:

As mentioned in recent media reports, several budget cuts have been introduced in the Federal Republic of Germany and the Federal Foreign Office is one of the affected entities. The ZfA has also decided to reduce voluntary funding for schools abroad. For DHPS, this will result in a 36.75% reduction in voluntary funding. She explains: As a recognised German school abroad, the DHPS receives support from Germany, which includes both statutory and voluntary funding. The statutory part is based on the German Schools Abroad Act, which came into effect in 2014, and consists of personnel and financial support. This is primarily

dependent on the number of Abitur school leavers. Currently, DHPS is classified as a two-stream subsidised school, meaning its funding is calculated based on having fewer than 50 Abitur school leavers per year. Next year, the funding contract will need to be renewed for up to three years. Due to the stable number of Abitur school leavers, there is a good chance that starting in 2026, three streams will be funded. This would mean DHPS could receive three additional teachers (ADLK) from Germany. The financial aspect is also shifting in favour of DHPS. To ensure classes can continue without interruption, DHPS employs additional teachers from Germany beyond those guaranteed by contract. These teachers, who instruct senior-grade classes and oversee Abitur exams, are financed by the Deutscher Schulverein. The voluntary portion of the funding is allocated subject to budgetary constraints and into account local circumstances and challenges.

Ms Daun is pleased to announce that the draft of the Schulverein's revised Articles of Association has been approved by the Federal Foreign Office, meaning there is no longer any obstacle to its adoption by the members. According to the current Articles of Association, an extraordinary general meeting must be convened for this purpose. At this meeting, 25% of the members with voting rights must be present and 75% of those present must approve the new version. The draft Articles of Association will be made available for all members to view via the School Communicator, and a date for the meeting will then be set. It is crucial that all members participate in order to reach a quorum and ensure the adoption of the Articles of Association.

Looking ahead, another BLI school inspection (Bund-Länder-Inspection) is planned for the school in 2025. This evaluation, conducted by the ZfA and KMK, provides an external perspective on the overall quality of the school. A BLI is conducted every 6 years, with an interim inspection (last year) and a peer review (scheduled for November) to assess progress on agreed-upon objectives.

Ms Daun is also pleased to report a significant rise in interest in DHPS graduates. Learners in grades 10, 11, and 12 are regularly offered career information sessions. Employers from Germany, universities, and business representatives approach the school to actively recruit learners, which is a relatively new development offering many opportunities. Ms Daun encourages all parents to motivate their children to attend these valuable information sessions, which can offer career direction or even secure a spot at university or in an apprenticeship. Lastly, she extends her thanks to Mr Ritzer, who has been responsible for coordinating all of these efforts, taking on a significant amount of extra work in recent times.

Co-operation with German schools in the country has improved thanks to the AGDS. Especially in these economically challenging times, the sustainable use of resources, the quick adoption of best practices, and mutual support are essential. The WDA brings all parties together, offers valuable support services, and represents the combined interests of German Schools Abroad (DAS) to politicians, business representatives, and funding bodies in Germany.

In May, Ms Daun was elected Chairlady of the WDA, an honour for her and a unique opportunity for the DHPS and other schools in Africa.

On behalf of the Board of Directors, she expresses sincere thanks for the personnel and financial support from the Federal Republic of Germany. She highlights the "win-win" cooperation between the German and Namibian teachers, which is a core feature of the DHPS and added value for everyone involved.

Ms Daun takes the opportunity to thank the Ambassador of the Federal Republic of Germany, Dr Hutter, his permanent representative, Dr Götze, and Mr Höß, for their ongoing support and guidance on various matters. A representative of the embassy regularly attends the board meetings. She also expresses her thanks to the Ministry of Education for the good and supportive cooperation.

Ms Daun gives special thanks to the new Principal, Mr Przybilla, who has been leading DHPS and all its departments on a daily basis since the beginning of the year and has mastered the challenges with his team in a considerate and flexible manner. The Board values the regular, trusting, and positive dialogue with the Teachers and Educators Representative Committees.

Ms Daun extends the Board's appreciation for the smooth day-to-day running of the school and all

that it entails.

Furthermore, she thanks all teachers for their expertise, dedication, and, above all, the time they devote to the benefit of DHPS.

Last but not least, she expresses her special gratitude to the parents for their trust, support, constructive contributions and suggestions. All this sets the DHPS apart. Everyone has once again gained valuable insights over the past year. That's typical for a school that's 115 years old and kept vibrant by everyone, especially the children, our learners.

The parents raise the following questions:

Ms M. Horsthemke:

She thanks the Board for their work and asks if the reduction in voluntary funding means that four teachers will need refinancing next year.

Ms Daun replies: No, these teachers will be funded through statutory funding, which includes 12 seconded ADLK teachers. From 2026, once the 3-learner-per-teacher limit is reached, 15 ADLK teachers will be financed by Germany.

Dr Honer:

He asks if there will be any updates at this meeting regarding the new primary school building.

Ms Daun explains that a new primary school is part of the long-term master plan for school projects. Various drafts have been discussed by the Board for some time, but no decision has been made yet.

Dr Honer:

Referring to the previous PRC meeting, he mentions construction costs of N\$120 million and asks what justifies the need for a new primary school, along with the estimated timeframe, budget, and tendering process.

Mr Mai replies that no detailed cost estimates are available at this stage and that the amount mentioned is a preliminary estimate. Once detailed information and decisions are made, parents will of course be informed.

Ms M. Horsthemke:

Asks, whether the revised "Satzung" refers to the "Articles of Association"?

Ms Daun confirms this. The Schulverein's Articles of Association has been revised to incorporate suggestions from parents and requirements from Germany.

No further questions are raised.

2.2 Report of the Principal, J. Przybilla

The report had been submitted in writing.

After welcoming all present, Mr Przybilla adds:

Mr Przybilla took up his post as headmaster of the DHPS on 1 February 2024. He expresses his gratitude for the Board's trust and thanks Ms Eichholz for her excellent work. Unfortunately, he has

encountered a degree of mistrust from some parents toward certain teachers He would therefore like to emphasise the high professionalism of the teaching staff and highlight the importance of strong collaboration with all parents for the benefit of the children.

He is confident that following the BLI Inspection Visit, scheduled for 3 to 7 November 2025, the ZfA will again grant DHPS the 'Excellent School Abroad' seal of quality.

The Big Walk event held on 8 June was notably successful, due in large part to the strong support from many parents. Mr Przybilla also supports Ms Daun's request for parents to encourage their children to participate in the available career guidance events, as these events provide access to the international education market.

He extends his thanks to the ZfA and the Federal Foreign Office, which continue to provide substantial financial support despite recent cuts. He also expresses his appreciation to Dr Götze, who will unfortunately be leaving Namibia at the end of June, particularly for his cultural contributions and warm-hearted approach. Lastly, Mr Przybilla thanks all parents, staff, and board members for their dedicated support.

The parents raise the following questions/comments:

Ms C. Drayer: The career counselling events are currently only communicated on 'Google Classroom'. It would be nice if this information were also publicised via other channels.

Mr Przybilla replies that this will be taken up with Ms Crüys.

Ms A. Hamm: The tertiary education offers in Germany are unfortunately often not attractive for non-German passport holders due to the problems with issuing visas.

Mr Przybilla informs that he has already spoken to the ambassador, Dr Hutter, about this. Unfortunately, the problems lie not only with the embassy, but also with parents who do not submit the necessary documents in full. Possible support will continue to be discussed.

Ms C. Drayer suggests that all non-German passport holders should be informed accordingly at an information evening at the beginning of their children's final school year.

Ms Daun mentions that a "guideline" has already been prepared and requests that the Alumni Association update it.

Mr R. Ellinger: During the vocational orientation events, has there been any thought given to establishing a committee to identify company recruitment needs over the next 3–5 years (such as AI) and to integrate these requirements into the curriculum?

Mr Przybilla responds that curricula are designed according to the educational goals and functions of each school type, created by curriculum commissions in the federal states. The goal is not only to prepare learners for the workforce but also to equip them for life where they can realise their potential. This entails teaching both subject content and increasingly essential skills. Specific content from the business sector, however, cannot be embedded into school curricula. Nevertheless, digitalisation and AI skills are already part of the skill set learners are taught, though schools are not intended to serve as business service providers.

Dr Götze adds the following regarding visa applications:

Currently, there is a waiting period of 3-8 weeks to secure an appointment at the German Embassy. He reminds everyone that a national visa for employment, not a Schengen visa, is required for training or study purposes. Decision-making lies solely with the German domestic authorities; while the embassy forwards applications, it does not make any decisions. To expedite the processing,

training providers should contact the foreigner's authority and the Federal Labour Office in Nuremberg directly. If this approach is unsuccessful, the local embassy can be contacted, and, in individual cases, appointments may be arranged on short notice.

There are no further questions on the report.

2.3 Report of the Head of the Boarding School, Ms U. Behring

The report had been submitted in writing.

There are no additions or questions to the report.

2.4 Report of the Parents Representative Committee

The report had been submitted in writing.

There are no additions or questions to the report.

2.5 Report of the Learners Representative Committee

The report had been submitted in writing.

There are no additions or questions to the report.

2.6 Report of the Alumni Association

The report had been submitted in writing.

There are no additions or questions to the report.

3. *Welcome Note from the Permanent Representative of the Embassy of the Federal Republic of Germany*

Dr Götze is pleased to address members at this year's Annual General Meeting, particularly as he will return to Germany in early July after three years. Over this period, he has come to know and value the work of DHPS, especially through many board meetings.

A clear sign of DHPS's quality is the impressive achievements of its graduates each year. On 31 October 2023, 54 young adults received their Abitur certificates, with an overall average of 2.11, including three top scores of 1.0. This accomplishment positions the 2023 graduating class well for international studies or vocational training, whether in Germany, Namibia, or beyond.

Dr Götze highlights other notable achievements alongside academics, including sports. One of these areas is sport, for example: He congratulates DHPS's primary section on winning 1st place and the secondary level on 3rd place at the Pupkewitz Swimming Gala in October 2023. Additionally, DHPS judoka won 14 medals at the South African Open Judo Championships in the same month, and the girls' basketball team secured 1st place at the International School of South Africa Basketball Tournament.

As a vital cultural ambassador of the German language and culture in Namibia, DHPS holds a prominent role in Germany's foreign education policy, demonstrated by the close cooperation between DHPS and the Embassy. DHPS contributes immensely to promoting the German language in Namibia and fostering lasting relationships, friendships, and ties with Germany. Recently, on 5 June 2024, DHPS and the Embassy jointly hosted a reading by author Chantal-Fleur Sandjon, 2023

recipient of the German Youth Literature Prize.

Another significant joint project was the German Weeks 2023. The German Weeks, held every two years since 2015, ran for three weeks in 2023 and included over 30 events organised by Team Germany's partner organisations, covering areas such as culture, economic cooperation and German language promotion. As part of these weeks, DHPS and the German Embassy hosted a German Olympiad for learners from various schools offering German language classes. This event not only strengthened language skills but also fostered connections and friendships across schools.

Another notable collaboration was the DSD Camp, held in May 2024, and organised by DHPS, the German Embassy, Delta Secondary School, Namib High School, the Central Agency for Schools Abroad and the German Department of the University of Namibia (UNAM). The DSD (German Language Diploma) was introduced by the Conference of Ministers of Education and Cultural Affairs in Germany on 16 March 1972, with exams first offered in 1974. In 2024, the DSD programme will celebrate its 50th anniversary.

This diploma, available at DHPS, Delta Secondary School, and Namib High School in Swakopmund, certifies proficiency in German as a foreign language. The DSD Level I (GeR Level A2/B1) is required for entry to a Studienkolleg in Germany, while the DSD Level II (GeR Level B2/C1) qualifies learners to attend a German university. To commemorate this milestone, the three schools, along with the Central Agency for Schools Abroad, the German Department at UNAM and the German Embassy, hosted a DSD Camp from 24-26 May 2024, funded by the Federal Foreign Office. 50 learners from DHPS, Delta Secondary School and Namib High School, preparing for the DSD this year, attended the camp at the scenic Godeis Farm in the Khomashochland, where they dealt with the German language. A total of seven workshop units were offered on Saturday and Sunday, including creating a fictional country, writing German song lyrics, solving a German-language escape room, cooking German recipes, crafting picture frames and more. The programme was rounded off with a ride on the farm's 'party bus' and a barbecue in the evening.

Together, learners, teachers, and workshop leaders celebrated the unifying power of the German language, which connects people and opens up new worlds. Dr Götze takes this opportunity to extend his gratitude to all DHPS teachers involved in the project.

These activities highlight the prominent role DHPS holds in the foreign education policy of the Federal Republic of Germany in Namibia. The school's achievements are possible thanks to the commitment of the Schulverein and the school board.

The year 2023 marked a period of transition for DHPS, as it bade farewell to long-standing, experienced principal Ms Eichholz and welcomed Mr Przybilla as the new principal. Dr Götze wishes Mr Przybilla a good start and continued success for the years ahead.

He also expresses his thanks to the school board, parents, and, above all, DHPS teachers for their collaborative efforts with the embassy and their dedicated commitment to DHPS and its learners. He assures everyone that both he and the entire embassy will continue to advocate for the school's interests. Dr Götze wished everyone continued success in the coming years.

Ms Daun extends her thanks to the embassy once again for the fruitful cooperation and the diverse cultural and musical contributions.

4. *Adoption of the Minutes of the 75th Annual General Meeting of 15 June 2023*

The required 30-minute adjournment period has elapsed and the 76th Annual General Meeting is officially in session. In accordance with the Articles of Association, we now proceed with item 2 on the agenda.

The 97 members present and eligible to vote constitute a quorum.

The minutes were provided to members in advance as part of the AGM documentation. Ms Daun

invites any motions for amendments, but none are raised. There are none.

Mr Vente proposes the adoption of the minutes, seconded by Mr Grimm. With no counter-proposals, the minutes are adopted.

Ms Daun then addresses the questions from the last AGM (see 2023 minutes):

Item 5.3 "Should auditors be rotated next year to prevent a routine audit."

Mr Mai will include this point in his report.

Item 7 "Mr Wohlers explains that a member of the Schulverein had informed the Board of Directors of an oversight in the election preparations in accordance with section 25 of the Articles of Association ("At the first Annual General Meeting the members of the Committee elected shall hold office until the second Annual General Meeting, when half of them to be determined by lot shall retire. Thereafter at each Annual General Meeting one half of the Committee members who have been longest in office shall retire by rotation and the retiring members of the Committee shall be eligible for re-election.").

Ms Daun clarifies that, following this AGM, one or two board members will hold office for one year to restore compliance with section 25 of the Articles of Association, which will be fully observed starting next year.

Item 8 "The parents ask how it can be ensured that the quality of the teaching staff will not decline in the future."

Mr Przybilla explains that in addition to 12 ADLK teachers funded by Germany, DHPS also refines 2 ADLKs and 4 BPLKs. Not all teachers with a Namibian qualification are allowed to teach at Abitur level. New teachers undergo a mentoring programme during their first year, facilitating good exchange practices. This contributes to a good exchange. Furthermore, continuous quality is maintained through pedagogical quality management, eight professional learning groups annually, federal and state inspections, and ongoing training programmes.

Ms Daun passes the floor to Mr Mai.

5. Presentation of the Audited Annual Balance Sheet as of 31 December 2023 and Annual Report by the Financial Officer

A copy of the audited balance sheet for the financial year 2023 was made available to members in the administration office and the written financial report was accessible on the School Communicator as part of the AGM documentation.

Mr Mai welcomes all those present. He explains that the annual report will be presented in English, without simultaneous interpretation, and uses a PowerPoint presentation to elaborate on the annual financial statements.

The DHPS is currently operating under its 4th funding contract. From 2025, it is anticipated that there will be three academic streams within the Abitur branch.

Total Income: N\$ 101.29 million, up from N\$ 92.6 million in the previous year, reflecting a 9% increase. Total Expenditure: N\$ 91.87 million, up from N\$ 85.59 million in the prior year, showing a 7% rise. This results in a surplus of N\$ 9.419 million, including exchange gains. Interest income totalled N\$ 9.756 million, resulting in a profit of N\$ 19.175 million before the transfer of N\$ 19.216 million to reserves.

The year 2023 therefore ends with a loss of N\$ 44,000.00.

The next graph illustrates the development of learner numbers. While these have risen steadily since

DEUTSCHER SCHULVEREIN WINDHOEK (1949)
MINUTES OF THE 76th. ANNUAL GENERAL MEETING, HELD ON 13 JUNE 2024

2021, this year shows a downward trend due to a large graduating class and smaller Grade 1 intake. The following overview presents the composition of funding from Germany and school fees. Compared to the previous year, the contribution from Germany decreased by approximately 5%. Mr Mai now introduces the expenditure overview: Personnel costs increased by 5.12 million (7%) from 2022 to 2023. Operating costs rose by 6% compared to 2022. As demonstrated in the next overview, personnel costs accounted for 79.8% of total expenditure and 72.4% of total income last year, 3.61% less than in 2022. Spending on teaching materials, meals, maintenance, and IT grew at an above-inflationary rate. The revised procedure for scholarship and discount applications significantly reduced related expenses.

Ms A. Hamm enquires whether voluntary funding had already been reduced last year. Mr Mai explains that the school has refinanced 2 ADLK and 4 BPLK positions. Mr Przybilla adds that the financial support from the ZfA for staff is not included in the graph.

Financial income comprises local and overseas investments. Interest rates remained stable and recovered to pre-Covid levels. Unrealised foreign exchange gains totalled N\$ 5.479 million and may fluctuate based on the exchange rate. Capital investments were valued at an exchange rate of EUR 20.47 to the Namibian dollar at the end of 2023, compared to EUR 18.01 on 31 December 2022.

The following graph presents the balance sheet overview, showing an increase in assets of N\$ 20.866 million, mainly due to bank and cash investments.

An amount of N\$ 19.216 million was transferred to reserves, detailed as follows:

- N\$ 2.716 million to the already budgeted reserve for maintenance + IT
- N\$ 16.5 million to the general reserve

The reserves for 2023 increased from N\$ 96 million to N\$ 114.3 million by December 2023.

	N\$ million
Opening balance, 1 January 2023	96
Income from donations & fundraising (including donation Mr C. Peters)	12
Transfer of profit and loss account	19.2
Expenses (adjusted)	(-12.9)

Capital expenditure in the 2023 financial year was used for the following projects:

- Tiles: N\$ 4.7 million
- Renovations façades Block D,E,C (north) N\$ 3.6 million
- Renovations to bridges: N\$ 0.7 million
- Projectors: N\$ 0.4 million
- Other: N\$ 3.5 million

The reserves are distributed as follows at the end of 2023.

	N\$ million
Building reserve:	60.0
General reserve school and boarding school:	28.1
Other:	26.2

The intended use of the reserves is detailed in the financial report.

Additional teachers financed from the reserves have no impact on school fees.

As usual, the auditors' report includes two qualifications:

- 'Completeness of Income', which is common for non-profit organisations.
- 'Non-Capitalisation of Moveable assets' means that the Deutscher Schulverein depreciates capital expenditure, such as furniture, through the profit and loss account.

Mr Mai calls for questions.

The parents raise the following questions:

C. Redecker: She congratulates the team on the solid budget and asks why school fees increase above inflation annually when there was a N\$ 20 million profit last year, and reserves exceed N\$ 100 million.

T. Mai: The N\$ 9.7 million in interest income is not operating profit. The N\$ 5.4 million in exchange rate gains cannot be directly included in the annual balance sheet result. This leaves an operating profit of N\$ 4.1 million for 2023, compared to N\$ 6.1 million in 2022. He emphasises that investment income is allocated to reserves, not the current budget, to ensure future income and expenditure remain balanced. With a 4% lower surplus than last year, reducing school fees by 4% would eliminate the surplus and require reserves to cover operating expenses.

Dr Honer: He asks about the comparison of the 2023 and 2022 surplus and capital expenditures. At the last Annual General Meeting, it was highlighted that very high renovation costs were expected in 2023, potentially resulting in the school ending the year with a loss. The school fee increase for 2024 was set at 7%, compared to Namibia's average inflation rate of 5.3%, service inflation of 3.6%, and approximately 1.7% inflation in the education sector (Info NSA/NPCI). Despite the high expenditure in 2023, a significant surplus was still achieved. Is it always necessary to increase school fees above inflation rate? Could school fees be adjusted rather than increased? Additionally, the information letter to parents about the increase should explain why the rise was set above the inflation rate.

T. Mai: As Mr Przybilla already mentioned, quality management is a critical factor. Salaries account for 80% of expenses and must remain competitive, especially to attract and retain sufficiently qualified teaching staff. Salaries were also increased by 7% this year to align with market inflation. Unfortunately, the Namibian market hardly produces teachers with the required educational quality. W. von Lieres adds that the budget is designed to cover costs, which necessitated the 7% school fee increase. This year, interest profits will likely be needed to offset the reduction in voluntary funding. A profit like last year's cannot always be assumed, making it necessary to build reserves for additional costs.

The increase in pupil numbers also contributed to additional income, as enrolment exceeded the budgeted figure.

C. Redecker: When was the last time no surplus was generated? Could we consider limiting the school fee increase to less than 5% for one year?

T. Mai: If interest and exchange rate gains are not realised in a given year and the budget shows a deficit, fees would need to be increased significantly the following year to cover costs.

M. Horsthemke: Parents must understand that the school operates as a business and must not only cover costs but also build reserves for future needs.

H. Wilckens: Some time ago, the school had no reserves, and decisions at the AGM were required on how to cover budget costs.

C. Trede: As a non-profit organisation, perhaps the school fees should not be increased for once, and reserves could be used to cover costs if necessary.

B. Vente: About 12 years ago, the school faced a financial crisis in January when it was unable to pay salaries. Some parents stepped in by paying their entire school fees in advance to ensure that all learners could continue attending. Such a situation must never happen again.

W. von Lieres: Good budget management has enabled savings on operating costs and the achievement of surpluses. Recently, school fees were increased by just 2% to ease the financial burden on parents during the corona virus pandemic, demonstrating that fee increases are not always inflationary. Compared to other private schools, DHPS's fee increases are on the lower end of the scale.

J. Przybilla: He acknowledges the concerns of some parents regarding the reserves. However, as previously explained, the school is not generating profit. A salary adjustment of only around 2% would result in staff leaving the school, as service sector inflation cannot be fully absorbed. To ensure long-term sustainability, reserves are necessary for investments, including a new primary sector to accommodate all learners with modern facilities. If financial support from Germany decreases further, the reserves will be an extraordinary benefit.

D. Haindongo: The school only began building up reserves just over 10 years ago, which initially restricted building projects and major renovations. The reserves now allow for intensive renovations, which began in 2023 and will require at least another 10 million annually in 2024 and 2025. In total, at least five more years of necessary renovations are expected. During the corona pandemic, the school was able to avoid retrenchments, fee increases and major structural changes, as the board could have relied on the reserves if necessary. This has also helped mitigate the impact of reduced voluntary funding, which has led to above-average fee increases at many other schools abroad. At the DHPS, it was decided not to increase the financial burden on parents, but to use the reserves if necessary.

C. Egger: Can the school reconsider reintroducing a discount for parents who pay the total annual school fees in advance?

T. Mai: The Board will discuss this possibility

G. Friedrich: Who prepares the budget, when is it finalised and by whom is it approved?

T. Mai: Budget preparation begins in August, with meetings in October and November. The Board approves the final budget in March. While members have not been able to view the budget beforehand, this issue can be discussed, and any decisions communicated accordingly.

5.1 Adoption of the Financial Report for the Year 2023

Mr Egger proposes the adoption of the financial report and the discharge of the management and treasury of the Deutscher Schulverein Windhoek (1949) for the official year 2023/24. This proposal is seconded by Mr Vente.

With no votes against, the financial report is adopted, and the business and financial management of the Deutscher Schulverein Windhoek (1949) is approved.

5.2 Election of the Auditor for the Year 2024

Mr Mai revisits the question raised at the previous Annual General Meeting regarding the potential rotation of auditors to avoid routine audits. The 2023 financial documents were audited by FCS/PKF Chartered Accountants, who have been auditing the DHPS since 2012.

For 2024, cost estimates were solicited from various companies. Following cancellations, offers were received from only four companies: Aurora, Hamilton, Stier/Vente, and Wright. The cost estimates

show no significant differences.

In discussions with FCS/PKF, the firm outlined its quality management measures, including a rotation system where a different partner reviews and approves the finances each year. Mr Mai highlights the great challenges of switching to a new auditing company and suggests retaining FCS/PKF due to their proven quality management processes.

He calls for opinions from the audience.

Mr Rannersmann advises against changing auditors.

Dr Honer notes that it is common for non-owner-managed companies to change auditors or partners every 6–8 years, despite the initial additional work required.

Ms Daun reiterates that the request from the last AGM was to consult new auditors. She also highlights FCS/PKF's rotation system, which ensures a different team audits the DHPS annually.

A vote is held to decide whether to continue working with FCS/PKF

44 votes in favour

16 votes against

7 abstentions

It is therefore resolved that FCS (Financial Consulting Services) / PKF will audit the books of the Deutscher Schulverein Windhoek (1949) for the 2024 financial year.

6. Exoneration of the Entire Board of Directors for its Activities in the 2023/2024 Year of Office

Mr Vente proposes the exoneration of the board and the proposal is seconded by Mr Rannersmann. With no votes against, the financial report is adopted, and the business and financial management of the Deutscher Schulverein Windhoek (1949) is approved. With no votes against, the Annual General Meeting 2024 unanimously approves the actions of the Board of the Deutscher Schulverein Windhoek (1949) for the past financial year 2023.

7. Election of Board Members

Ms Daun once again highlights the "imbalance" and clarifies that during the distribution of offices following the Annual General Meeting, it will be determined which Board members will serve for only one year.

She gives the floor to Ms Pack, who agreed to chair the election in the absence of Ms Redecker, who is unable to attend due to illness. Ms Pack welcomes all those present and thanks current and future Board members for their commitment and dedication, which can no longer be taken for granted today.

7.1 Appointment of the Election Committee and Election of the Board members by the Annual General Meeting

The following Board members are retiring as scheduled and stand for re-election: Mr Cronjé, Mr Esslinger, Mr Mai, Ms Stritter, Mr von Lieres and Mr Wohlers. Mr J. Iben is introduced as a new candidate. With six vacancies on the Board, the candidates present themselves to the meeting.

Ms Pack explains the election procedure according to the Articles of Association.

Ms Pack asks the meeting to nominate six election assistants who are members of the Schulverein. The meeting appoints Mr Przybilla, Ms von Blottnitz, Ms Reiff, Ms Irmer, Mr Osthus and Mr

Rannersmann.

The members cast their votes and the election officer and assistants collect and count the ballots.

While the votes are counted, a presentation on DHPS events and highlights from the past year is shown.

7.2 Election results

Ms Pack announces the election results, confirming that all votes cast were valid. A tie between Mr Esslinger, Mr Iben, and Mr Mai necessitates a run-off election, which also results in no invalid votes.

The following candidates have been elected:

Mr Iben, Mr Cronjé, Mr Mai, Ms Stritter, Mr von Lieres and Mr Wohlers.

The following candidates are elected to the Board of the Deutscher Schulverein Windhoek (1949) for the term 2024/25

1. Ms H. Daun, 2. Mr J. Cronjé, 3. Mr J. Iben, 4. Mr R. Gerdes, 5. Mr T. Mai, 6. Ms K. Schünemann, 7. Ms A. Stritter, 8. Mr W. von Lieres, 9. Mr W.-D. Wohlers.

Ms Daun thanks Ms Pack for conducting the election and expresses gratitude to Mr Esslinger for his contributions to the Board.

9. Closing of the 76th Annual General Meeting

Ms Daun thanks all participants of the Annual General Meeting 2024 and wishes everyone a pleasant evening further.

The 76th Annual General Meeting of the Deutscher Schulverein Windhoek (1949) concludes at 10:15 pm.

Report of the Chairlady of the Board of
Deutscher Schulverein Windhoek (1949)
for the Annual General Meeting 2025

Dear Members of Deutscher Schulverein Windhoek (1949)

We are pleased to present this report, which outlines the most important developments and activities of the past year. It includes information on revised documents, site-related matters, the current financial situation, personnel affairs, as well as cooperation with schools across the country and sponsoring bodies.

Revised Documents:

Over recent months, several internal documents have been revised - some extensively. All committees were frequently involved in these processes. The aim of these changes is to streamline processes, increase transparency and align procedures with current developments and requirements.

The draft of the comprehensively revised and updated constitution of Deutscher Schulverein Windhoek (1949) is available to all members for inspection via the 'School Communicator'. Regular updates are shared and opportunities for questions are communicated accordingly. The extraordinary general meeting to vote on the revised and updated constitution will take place on 19 June 2025 at 18h00 in the DHPS auditorium.

The school programme, based on the new mission statement, has been finalised. This process was led by the Steering Committee.

The complaints regulations have also been revised, with a new form introduced to guide the complaints process.

The Staff Manual is currently being revised and updated.

The activities of the Board are recorded in the minutes of the Board meetings and regular feedback on planned and ongoing projects is provided during the PRC meetings.

School Grounds:

Maintenance work has been and continues to be carried out - an ongoing necessity on a school site with buildings that are up to 120 years old, affected by natural ageing processes or weather-related damage.

We were able to recruit and co-opt Mr Bernd Esslinger, who has provided valuable support to the Building Committee with his expertise, ensuring that this work continues in an experienced and professional manner.

Last year, further façades on the main school grounds were renovated and repainted. The next phase will involve painting and, where necessary, restoring the façades of the gym, the assembly hall, Block G and the Zingelhaus. A coordinated colour scheme has been developed to ensure a cohesive and well-balanced overall appearance.

The bathrooms in the Zingelhaus have been renovated and now enhance the boarding school area with a modern and appealing design. The washing-up area in the canteen kitchen has also been renovated and optimised as part of this work. This year, further renovations are planned, including sealing the roof and renewing the ceiling of the dining hall.

Security improvements have also been made to the main school campus. These include the installation of a revolving gate at the Merensky Street entrance and a new access control system at the main entrance.

Report of the Chairlady of the Board of
Deutscher Schulverein Windhoek (1949)
for the Annual General Meeting 2025

All these measures contribute to ensuring that our facilities continue to meet the long-term needs of our members.

Finances:

The finances of the Deutscher Schulverein Windhoek remain stable. Income is generated from membership fees, departmental contributions, support from the Federal Republic of Germany and other sources. It should be noted that the Federal Republic of Germany provides primary support for the DIA and also for the DSD in accordance with the *Auslandsschulgesetz* (German Schools Abroad Act). This means that the greater the number of DIA graduates, the higher the level of personnel and financial support the DHPS receives.

Through scholarships and social reductions, we were once again able to support and retain parents and learners at the DHPS.

Detailed information regarding the financial situation of the Deutscher Schulverein Windhoek (1949) is available in the financial report, which will be presented and explained in full at the Annual General Meeting.

Staff:

In the area of personnel, significant progress has been made with the transition to the 'Total Cost to Company' model. This approach not only facilitates more effective budget planning for the employer but also ensures greater internal fairness in remuneration for employees.

At the beginning of the school year, we welcomed a number of new teachers as part of our usual routine. All positions were successfully filled and the mentoring concept introduced some time ago continues to support new teachers as they settle into life at DHPS and adapt to Windhoek and Namibia. As every year, seconded teachers returned to Germany. We also had to bid farewell to long-serving members of staff, to whom we extend our heartfelt thanks for their dedicated service. Replacements were found without difficulty and we are pleased to welcome the fresh energy that the new team members bring. However, we encountered challenges in recruiting educators for the boarding school.

Cooperation with Other Schools:

At regional level, within Namibia, the DHPS is involved in the *Arbeitsgemeinschaft deutscher Schulen* (AGDS). The German-speaking schools in the country offer each other mutual support and collaborate on a variety of key issues. The kindergarten network has also committed itself to strengthening cooperation in this area. Beyond Namibia, there is ongoing exchange between *Deutsche Auslandsschulen* (DAS) and other schools, particularly those affiliated with the Independent Schools Association of Southern Africa (ISASA). We also serve on the board of the Central Agency for Schools Abroad (*Zentralstelle für das Auslandsschulwesen*, ZfA), where we actively advocate for the interests of schools in Southern Africa. Finally, we participated in the conference of the *Weltverband Deutscher Auslandsschulen* (World Association of German Schools Abroad, WDA) in Berlin. This meeting focused primarily on determining the resources and support that DAS require to maintain and expand their excellent work. We are a member of the WDA, which represents the collective interests of DAS before the German Bundestag and relevant funding bodies. It also acts as a global network of board members, providing access to shared expertise, knowledge and a range of services. It is a valuable platform for mutual support and the exchange of best practices.

Report of the Chairlady of the Board of
Deutscher Schulverein Windhoek (1949)
for the Annual General Meeting 2025

Funding Organisations:

Since 2014, the Foreign Schools Act has been in effect. On this basis, the DHPS can only conclude a temporary sponsorship agreement with the Federal Republic of Germany, limited to a duration of one to three years at a time. Our current three-year contract is due for renewal this year. We are very pleased that we now qualify for a three-year funding contract (criterion: more than 50 DIA school leavers in the past three years), enabling us to apply for three additional seconded teachers (ADLK). Such a contract outlines both personnel and financial support and school development objectives are agreed upon therein.

The next federal state inspection is scheduled for November this year. During this visit, representatives from Germany will inspect the DHPS based on the agreed quality framework. A preparatory visit, a 'peer review' by a delegation from the German School in Cape Town, has already taken place this year. This review critically examined the school's development and, in particular, the targets that have been set. In return, a DHPS delegation travelled to Cape Town at the end of 2024 to assess developments at the school there. An integral part of quality assurance is also the annual governance meeting between the Central Agency for Schools Abroad (ZfA) and the school management, administrative management and the Chair of the Board.

A regional cooperation meeting for German schools abroad in Southern Africa was held in Pretoria in November, hosted by the ZfA. This gathering combined regional exchange, advanced training, quality management and updates from the funding organisations.

As the Federal Republic of Germany has decided to implement cost-saving measures in its foreign cultural and educational policy, this has affected the voluntary funding allocated to our school. In 2025, 100% of the voluntary funding was withdrawn. Fortunately, we were able to incorporate this change into the budget in good time. Due to the current budgetary situation in Germany, future cost-intensive projects, such as construction work, have also been cancelled or postponed for the time being in agreement with the Federal Foreign Office.

Miscellaneous:

We are very pleased that a strong class of 2024 successfully graduated from the DHPS. A total of 63 Abitur graduates were presented with their certificates in a special ceremony and 24 Cambridge graduates also received their qualifications. A very nice community ball marked the end of their school journey. Everyone came together to celebrate one last time, making the day an unforgettable occasion.

Five learners received their *Realschul*-certificates during a separate ceremony. A total of 27 learners were honoured for their achievements in German language acquisition, having successfully completed the German Language Diploma (15x DSD I and 12x DSD II).

At the beginning of this school year, 53 new learners were ceremoniously welcomed to the DHPS by our new Head of Primary School, Valerie van Zyl. A small cohort began their school careers with us.

DHPS is increasingly being approached by companies and organisations from Germany that are interested in recruiting our school leavers. Mr Ritzer, who has taken on part of the career's guidance portfolio, is the main point of contact and provides learners with the relevant information.

Since last year, the kindergarten and pre-school have been combined into the Kinder-Campus and are managed by Mr Osewold and Ms Murangi, who serves as Deputy.

Report of the Chairlady of the Board of
Deutscher Schulverein Windhoek (1949)
for the Annual General Meeting 2025

A special highlight was the School Olympiad in Cape Town in March. We warmly congratulate our athletes on their outstanding performances throughout the week at the DSK and thank the coaches for their dedicated commitment. German schools from Hermannsburg, Johannesburg, Cape Town, Pretoria and Windhoek traditionally take part in this sporting event every two years.

On behalf of the Board of Directors, I would like to thank the German Ambassador, Dr Hutter, for his trustful cooperation. I also extend my sincere thanks to Mr Seitz, the permanent representative of the German Embassy in Namibia, who attends Board meetings and supports us with his valued advice. We also thank the Namibian Ministry of Education for the good and constructive cooperation.

A special thanks goes to our Principal, Mr Przybilla, for his exceptional commitment to the DHPS and to all the learners and children. My sincere gratitude extends to the entire school leadership team, teaching staff, educators, administrative staff, caretakers and kitchen staff for their valuable contributions. I would also like to acknowledge our IT team, who once again managed to solve various issues flexibly and promptly. The demand for their services continues to grow with ongoing digitalisation.

My heartfelt thanks go to my colleagues on the Board for their invaluable input, their expertise and their time, which they invest voluntarily for the benefit of our DHPS. It is a fantastic team effort that brings me great joy.

Special thanks also go to all the parents who dedicate their time and passion to shaping the DHPS. We are very grateful for the creativity and spontaneity with which some support us - and equally for their patience and understanding.

Last but not least, I would like to express our sincere appreciation to our sponsors, who actively support our projects and are an important part of our community. We have also intensified our collaboration with the Alumni Association - something for which we are both grateful and motivated.

It has been and continues to be, a great pleasure to work for and with all of you this year.

With best regards,

Heilke Daun

Principal's Report to the Annual General Meeting 2025

Dear Parents,
Dear Members of the Schulverein,

I am at DHPS for a little over a year now. A year in which a lot has happened — and a lot more is still to come. Despite the many challenges that sometimes seem overwhelming, I feel very much at home here. That is thanks to the supportive and dedicated staff at DHPS, to you, dear parents, who, in addition to criticism and suggestions, also give uplifting praise - and above all, to our learners, who are simply fantastic. I will try to give a clear overview of the various topics in the usual way.

Organisational Matters / Digitalisation

Digital boards have been installed and are in use in B-I and E-II-1. These new boards now allow for true interactive work with all types of media. Both laptops and tablets can be connected and the boards themselves have internet access.

An internal teacher training session on the use of AI in lessons took place on 16 and 17 April. It was supported by Keller Education and a team from the Cornelsen Verlag (publisher).

WebUntis: We are currently in the test phase for introducing the digital class register, which we aim to launch in 2026. The plan for the coming school year is to provide all learners and their parents with personalised access to view their own daily timetable. Further features can be added later if needed. We also plan to display the substitute schedule on monitors at the school entrance.

The school's security concept has been completely revised and is currently under internal review.

German at DHPS

The reading competition in July 2024, organised by Ms N. Roxin and held during the primary section's Book Week, again aimed to spark our younger learners' excitement about reading — laying the foundation for lifelong, self-directed education. The school's winners represented DHPS at the AGDS Horst-Kreft Reading Festival, which was once again hosted at our school.

As part of the learner exchange programme, we will welcome learners and their supervisors from Fulda this year. We are currently equipping all classes with dictionaries/reference books so that learners have access to language aids at all times. All classrooms are also to be equipped with language aids so that a lively and stimulating language environment is visibly created.

With the introduction of the BiLi class (formerly the English Class) in the primary section from the 2025 school year, German will be further emphasised in the English branch of the school. Main subjects will still be taught in English, while subjects like art, sport, music and German as a Foreign Language will be taught in German.

Once again, this year, primary-section learners were happy to receive new book boxes for quick and easy use in the classroom - this time for their second language.

Teaching Projects and Subject Departments at the DHPS

Two significant changes have taken place in the history department since the last school year:

To meet the new curriculum requirements, the department has decided to strengthen the focus on Namibian history. While European-German history in a global context remains central to the lessons, Namibia's own history - from prehistory and early history to independence - will now be more firmly integrated into the curriculum. In February 2025, subject teachers took part in a two-day training on this topic.

As part of DFU (German as a Foreign Language), history lessons have benefited from the addition of co-teaching for language support since the start of this school year. This means a second DFU teacher is present in the classroom alongside the subject teacher. In grade 5, this is aimed at supporting both the development of subject-specific language and German as a foreign or second language even more effectively.

Principal's Report to the Annual General Meeting 2025

Class projects like the *Gods Project* in grade 6 and the *Castle Project* in grade 7, as well as excursions such as visits to the archives of the Evangelical Lutheran Church of Namibia and guest lectures - for example, talks by eyewitnesses about the GDR - continue to enrich lessons.

The underwater robotics team has gained three new competent and committed members, while two learners have left. The underwater robot has made good progress and will soon go on its first test run. We would like to thank the Alumni Association for their generous support.

The media literacy project, supported by Germany with €10,000, was carried out together with the PSS in Swakopmund under the direction of Ms Mörschel. It was a great success and received positive coverage in the local press.

On 11/02/2025, senior section learners from the DIA and Cambridge branches - Kakunauarwe, Gia, Gaea and Alice - took part in the International Day of Women and Girls in Science at the Goethe-Institute. There, they worked in small groups to build miniature solar-powered machines under the theme "Building solar panel powered machines needed for Namibia" and presented their results.

Under the motto "Jeder kann ein Helfer sein" (Everyone can be a helper), our primary section learners receive first-aid training three times a year. A big thank you goes to the Johanniter organisation, which offers these lessons free of charge.

Graduations, Achievements and Emotions at the DHPS

The top performer in the 2024 Abitur class achieved a grade of 1.1. In total, 22 learners had a 1 before the decimal point and the overall average of 2.25 shows that our 63 Abitur graduates achieved many excellent results.

All 25 learners in the Cambridge stream achieved university exemption, with 12 earning top marks. While the number of learners in the Cambridge classes of 2025 in grades 11 and 12 has slightly decreased, we were able to welcome three new learners into grade 12. There are currently 28 learners in grade 10, 19 in grade 11 and 20 in grade 12.

We see the recent changes to the Cambridge grade 10 curriculum as a positive development. We have also received a lot of praise for the practical workshops we offer to external candidates.

In grade 11, it was remarkable that a DHPS learner took part in the NASA United Space School programme. Once again, a DHPS learner was the only participant from all schools in Namibia to qualify for this programme in Houston.

I believe the variety of school trips at the DHPS is so impressive that I would like to highlight a few of them:

The NaDEET trip in grade 6, which focuses on sustainability and water use in a very dry country. The trip to Rooisand, which - like the Orange River trip - builds and requires teamwork and social skills in teenagers. And finally, the Gobabeb trip for the DIA grade 11 learners, where they can experience biological research up close.

The grade 12 community ball was once again a great success and a wonderful evening. Thanks to the outstanding efforts of the parents, it has become a fixed part of the school calendar and an unforgettable final evening for our grade 12 learners. I was also pleased to see that the Abi Cup continues to be a DHPS tradition.

At the end of the year, we had a very emotional farewell for departing staff members, including long-serving colleagues such as Ms Hecht, Ms Horn, Ms Otto, Ms Spinas and Mr Pompé. Younger and dedicated staff members also left the school for personal reasons, including Ms Roxin, the Neuhaus family, Ms Khoi-Aus, our social pedagogue Ms Lägel, our remedial teacher Ms Biwer, Ms Graf and Dr Schäfer. It was especially difficult for everyone to say goodbye to Carsten Osthus, who had served for many years as Vice Principal and was a vital all-rounder in all areas of school life.

The VERA 5 survey is currently being analysed and prepared for publication. This year, VERA testing is being expanded to grade 8 in the subjects of German and maths. The test period is scheduled for 09 June to 20 June 2025.

In November 2024, five learners from the DHPS took part in the Namibian Model United Nations.

Principal's Report to the Annual General Meeting 2025

The DHPS team performed extremely well in many categories and was ultimately ranked the second-best school, just behind WIS. Frederic von der Wense was the second-best delegate out of over 50 participants, Amelie Engelhard and her partner made up the second-best delegation and Ayden Bolm took third place.

Sport

The sporting highlight was the Olympiad in Cape Town, which was exciting and emotional. Our team achieved third place. Just as important, however, was the meeting of learners from five different schools and the strong sense of team spirit that developed within our group.

Sustainability, Cooperation and Social Responsibility

The Diagnostic and Support Centre promotes inclusion through new staff and approaches - especially in the area of language support, which has become increasingly important. Its work in supporting learners with dyslexia and dyscalculia plays a major role in including children with learning difficulties and encouraging the learning of multiple languages at once.

The Interact Club, a joint project between teachers and learners, continues to support the Ombili soup kitchen in Katutura, with a strong focus on education, such as learning support. This is based on the principle of "sustainable volunteering" - long-term, meaningful and impactful for the learners involved in the Interact Club.

Our cooperation with the AGDS and other German schools in Namibia was further strengthened in February through a road show, participation in the learner festival in Otjiwarongo and our presence at the Dieter Esslinger Teachers Conference. We also continue to work closely with external partners such as ISASA, the Goethe-Institute and our Alumni Association, maintaining these relationships through ongoing discussions and joint activities.

A special highlight for me in the 2024 school year was my first school bazaar, which received high praise, including from the German ambassador. For 2025, we plan to hold the event on a Friday to attract more visitors to the school grounds and to build stronger connections by inviting the AGDS schools specifically.

The Open Day took place for the first time as a primary section action day, without participation from the secondary section and was very successful. Parents of future grade 1 learners were able to explore the school grounds, while the children themselves took part in a taster session. In the 2026 school year, the Open Day will once again include the entire school.

By introducing the subject of Social Learning (SoL), the primary section is helping children to build the social skills they need to interact competently with others and to take an active, confident and critical role in shaping their social environment.

Lesson Development

In February 2024, a peer review took place with the support of a delegation from our partner school DSK in Cape Town, whose verbal feedback was very positive. The written report is now also available. The last 12 months have been eventful from a PQM perspective: The implementation of the school satisfaction survey among all members of the school community in September was followed by our peer visit to German school in Cape Town (Deutsche Schule Kapstadt, DSK) in November. Our colleagues from DSK then spent four days here on the school grounds in February, collecting data for their peer report to us. All evaluations now provide us with a lot of material to define strengths and weaknesses and to initiate appropriate measures. In addition to conceptual work on school development (restructuring of the PLGs, school development plan, completion of the school programme), preparations for BLI 3.0 in November are now taking up a lot of time. The introduction of the new subject of media education in grade 5 began in January 2025.

Principal's Report
to the Annual General Meeting 2025

Career Orientation

The job shadowing will again take place before the October holidays from 29/09 - 10/10/2025. It offers an interesting first insight into the professional world. Please support your children in finding and choosing a suitable internship. The school is happy to help - your main contacts are Ms Prinz, Mr Hertel and Mr Bange.

Prepared in several subjects, such as social studies, computer studies, German and English, the last job shadowing took place from 30/09/2024 and ended after 2 weeks, shortly before the October holidays. For two weeks, many companies in and around Windhoek opened their doors and offered insights into a wide range of professions, including: mechatronics engineer, journalist, radio presenter, restaurateur, lab technician, dairy farmer, architect, lawyer and notary.

The debriefing was done in the form of a written report, which served as an exam replacement and allowed for reflection on the experience.

The education fair, organised for the first time by DHPS in cooperation with the Goethe-Institute, provided valuable insights into career and study opportunities in Namibia, South Africa and Germany. It was a major event, with 2,000 visitors.

Of great importance to the school is the cooperation of the DHPS with the Bank of Namibia and the Deutsche Bundesbank University of Applied Sciences, for which we provide four dual learners. Although the prestigious and generous project, which is initiated by the Deutsche Bundesbank, aims to involve all Namibians with a university degree, so far only DHPS learners are directly involved, with one exception.

In mid-June, Ms Witteborn from the Federal Employment Agency will again offer an online session for grade 11 about training and study opportunities. This will be followed by individual counselling sessions in July.

The Signa Aviation Academy is planned to be offered as an extra-mural activity at the DHPS. It will give learners the opportunity to earn a private pilot's licence, which is required before obtaining a commercial pilot's licence. Training aspects for cabin crew and aircraft technicians will also be included.

THANK YOU

First and foremost, I would like to thank all the staff at the school who make DHPS a vibrant and outstanding educational institution in Namibia.

The complete discontinuation of voluntary contributions presents us with major challenges. Nevertheless, the financial and staffing assistance from the Federal Foreign Office continues to provide us with important opportunities that are otherwise hard to find in Namibia. My thanks go to the Federal Foreign Office, represented by the ZfA, for its ongoing and substantial backing within the scope of its budget.

I also thank the German Embassy in Windhoek, Ambassador Dr Hutter, his deputy Mr Seitz and the new head of the consular department, Mr Haas, for their consistent and reliable engagement in all areas.

Finally, my sincere thanks to the Board of Directors under the leadership of Ms Daun, for their strong commitment and dedication in managing the school. They invest many days and evenings each year to contribute their ideas and energy to the school - voluntarily and responsibly.

Jörg Przybilla on behalf of the DHPS School Management Team

Report of the Head of the Boarding School
for the Annual General Meeting 2025

60 learners are currently accommodated at the DHPS boarding school, including 3 guest learners.

The groups are organised as follows:

Bredowhaus grades 9-11	22 learners
Zingelhaus occupancy :	
Middle floor grades 1-4	11 learners and 2 mentors
Bottom floor grades 4-9	19 learners
Top floor grade 12 (supervised independent boarding)	6 learners

At the end of May 2024, Ms Almuth Schwarting and Mr Mischa Theuer left us. Their responsibilities for the groups of grades 1–4 and Grades 5–9 were temporarily taken over by Ms Sonja Pack and Ms Sylvia Reiff. Since July, Ms Willbedone Stevanovic has been the new educator for the Bredowhaus group.

In the second half of 2024, we had the exceptional support of three interns to assist with our educational work. This made it possible to compensate for the absence of an educator for the youngest children. The interns primarily supported the groups of grades 1 to 4 and grades 5 to 9, enabling Ms Reichstein to act as the head of both groups. In January, Mr Jasper Barwasser began working with our youngest group but unfortunately left again at the end of February. Following his departure, Ms Reichstein resumed supervision of the group, supported by our two interns, Ms Katharina Oschatz and Mr Venotjari Greving. We are delighted that we were able to recruit a new educator, Ms Julia Pichler-Steiner, for the group in grades 1-4 from June. After a year of interim arrangements, the boarding school is now finally fully staffed again.

The general parents meeting of the boarding school took place in July. This evening also included the annual general meeting of the *Ochsenfonds* (Ox Fund).

Our new first-year learner for 2025 was able to spend a night with us on 21 November. We celebrated our boarding school year-end function on 18 November. The Boarders' Representative Committee (ISV), in collaboration with some parents under the direction of the Fechter family, organised a candlelight dinner for all boarding school learners. During this event, the ISV certificates and mentor certificates were awarded.

In February 2024, the ISV weekend was held at the farm of the Coetzee family, organised by Ms Reichstein. Together with the learners, activities for the year, such as soapbox events and film evenings, were planned.

In mid-March, Ms Miriam Reichstein took part in an information trip to several German schools in the north of the country on behalf of the boarding school, alongside the school management and board.

On 21 April the fun braai for parents and children will take place at our boarding school. On the last weekend before the May holidays, we will host our first action weekend of the year.

Ulrike Behring (15 April 2025)

Report of the Parents Representative Committee
for the Annual General Meeting 2025

Dear Ladies and Gentlemen

At the first formal meeting of the Parents Representative Committee on 18 February 2025 the following members were elected to the PRC Executive:

Additional Member: Burghardt Grimm
Secretary: Christian Trede
Additional member: Margaret Mutschler
Chairperson: Thomas Honer
Vice Chairperson: Eileen Tjirimuje
Additional member: Terence Kandjii
Additional member: Jürgen Rannersmann (Steering Committee)

We sincerely thank the outgoing members Bastian Hüster, Carsten Lüttwitz and Ekonia Mudjanima for their dedication and valuable contributions.

Task distribution within the committee is as follows:

Steering Committee:	Jürgen Rannersmann, Margaret Mutschler
Kindergarten and Pre-School:	Eileen Tjirimuje
Primary Section:	Christian Trede
Junior Secondary Section:	Burghardt Grimm
Senior Secondary Section – DIA:	Jürgen Rannersmann
Senior Secondary Section – Cambridge:	Terence Kandjii

The newly formed Parents Representative Committee has committed itself to further strengthening and expanding the already well-established cooperation and mutual trust. We see ourselves as a bridge between parents and the school's various committees, promoting effective two-way communication. For 2025, the PRC has set itself the key objective of encouraging greater parental involvement - not only within the PRC but in all school committees

To support this aim, informal PRC meetings have been replaced by written submissions, provided by individual parents or entire classes. We hope that this change will allow the PRC to contribute constructively to the ongoing development of the school.

Since 2023, the PRC constitution has been thoroughly reviewed in several meetings, including consultations with counterparts in Cape Town and Pretoria. As a result, changes were made to the informal/formal meeting structure and to the election process. Rather than electing members directly into specific positions, a committee is now elected first, which then assigns positions internally. The positions were allocated within the committee on 5 March 2025, as outlined above.

Over the past 12 months, since the last report, the Parents Representative Committee has met regularly with the school board, the school management and other relevant bodies. At these meetings, the concerns, suggestions and wishes of parents have been brought forward. Providing feedback from these committees to the parent community is a priority. The PRC strives to communicate information promptly and in an organized way - either in the next formal PRC meeting or via WhatsApp and email distribution lists.

Unlike many other schools, parents at DHPS actively help shape school life and are represented - either directly or through the PRC - in the following committees:

Report of the Parents Representative Committee
for the Annual General Meeting 2025

- Steering Committee
- AGE - Action Group Encounter
- Disciplinary Committee
- Parent Evenings
- School Bazaar / Big Walk

Activities of the PRC / Executive Committee include:

- Promoting two-way communication between parents and school committee
- Ensuring that feedback from both sides is effectively communicated - parents' concerns to the school and feedback from the school on these concerns
- Continuously sharing relevant information about DHPS with parents
- Drawing on parents' specific expertise for the benefit of the school
- Advocating for respectful and disciplined conduct, as well as a polite tone among all members of the school community
- Supporting ongoing quality assurance processes at the school
- Working to position DHPS as a model school in Namibia

In conclusion, it is worth emphasizing that all interactions and discussions with the Board, school management, teachers, administrative staff and other committees have been marked by openness, trust and sincerity. This has significantly contributed to the strong collaboration between all parties. The PRC is committed to continuing this work with even greater dedication and engagement.

In this spirit, I appeal to everyone involved at DHPS to redouble their efforts in striving for continuous improvement of the school - always with the wellbeing of our learners and school community as the top priority.

Finally, I extend my heartfelt thanks to everyone who has supported the Parents Representative Committee in its work.

My special thanks go to the members of the committee for their time, dedication and effort, which made the pursuit and achievement of our goals possible.

Burghardt Grimm
Chairman 2024
Parents Representative Committee

Report of the Learners Representative Committee
for the Annual General Meeting 2025

1. LRC members 2024/2025

Head Girl: Jean Siambango
Head Boy: Nathan Mugunda
Vice-head girl: Jara Reiff
Vice-head boy: Phileas Janka
Secretary: Anäis Moubayed
Vice-Secretary: Caden Bosman
Public Relations: Vilma Tshatumbu
Vice-Public Relations: Lucy lipinge
T: Nickolai Schaffrath
Vice-IT: Jannik Kollnitz
Treasurer: Yanano van den Bosch
Vice-Treasurer: Zuriqe Benjamin

Liaison teachers

Jacqui van Vuuren (left the LRC in Dec. 2023)
Hileni Kayone (joined the LRC in Jan. 2024)
Linda Neuhaus (left the DHPS in Dec. 2024)
Saara Amutse (joined the LRC in Feb. 2025)

2. Events

Regular events

Cancer apple day

- Cooperation with Bank Windhoek
- Learners buy apples in order to support cancer awareness, managed by LRC.
- LRC collects order sheets and hands out apples to learners.

“Have a nice day” - Boxes

- LRC organises the ‘HAVE A NICE DAY’ box event where learners volunteer to make Christmas presents for less fortunate kids in disadvantaged locations.
- The boxes contain all necessary items children need, such as toothbrushes, toothpaste, face cloths, a soap and a few sweets.
- The children at the orphanages are always excited and joyed to receive the boxes and to interact with the LRC.
- The boxes were distributed to Havana soup kitchen, Ombili Soup Kitchen, BAS and Ms Dreyer.

LRC Sports Festival

- The LRC planed a sports day for all the learners from grade 3 to 12
- The games took place around the school sport facilities.
- Each member came up with a game which he or she will manage for the day and chose a member outside of the LRC to help organize the games. The games took place at the school sports facilities.
- We had specific sections for specific age groups: grades 3-6 were at the athletics field, grades 7-9 were in the gym and grades 10-12 were at the multi court.

Report of the Learners Representative Committee
for the Annual General Meeting 2025

Additional events:

Inter-talent Show

- This talent show was organized by LRCs from 5 schools in Windhoek and the Goethe Institut where learners were given the opportunity to show their artistic talents in singing, dancing, poetry and more.
- Prizes were sponsored by *Spar*, *Roberto's Pizzeria* and *the Windhoek Book Den*.
- All proceeds were donated to the Youth Orchestra of Namibia (YONA)

Movie Night

- The LRC planned a movie night for grade 3-6, with the theme being monsters.
- Like every event the LRC team split up into teams which take care of catering, decorations, communication and IT.
- SMV prepared the 2 movies, "Monster's Inc." and "Hotel Transylvania."
- Had the liberty of being sponsored by *Roberto's Pizza* once again and the kiosk with some of the beverages and snacks.

3. Meetings, cooperation and organizational matters

Team building

- The team building with the new team took place at DHPS and was conducted by Ms Andrea LÄgl.
- The SMV catered for the food/ drinks and little token of appreciation for Ms LÄgl.

Steering group

- Two members of the LRC regularly attend Steering Committee meetings on a regular base.

Relationship with teachers

- Open relationship with Mr Przybilla, though he is still new.
- Regular engagement with Mr Stamer and Ms von Blottnitz for event planning and project confirmation.
- Regular communication with Ms Kernstock for organizing food for events as well as booking the auditorium.
- Regular communication with teachers regarding upcoming events, specific information, etc.

4. Sponsorships and donations

Food sponsorships

- *The kiosk* would sponsor most of their food and beverages for our events.
- Pizza was sponsored from *Roberto's Pizza* for Movie Night '24 and Quiz night '25
- From *Super Spar* prizes were generously sponsored for the Inter-talent Show
- Vouchers from *The Windhoek Book Den* were Sponsored as a prize for the Inter-talent show

Other sponsorships

- Mostly we would be able to borrow some deco from **Ms Kernstock**

Report of the Learners Representative Committee
for the Annual General Meeting 2025

Donations

When the LRC had events, if possible, we donated our proceeds to the following organisations:

- Havanna Soup Kitchen (HAND boxes).
- Ombili (HAND boxes).
- Katutura hospital (fundraised money and necessities for the mums and babies).

Ms. Kayone and Lucy lipinge

Report of the Alumni Association (ASV)
for the Annual General Meeting 2025

Since July 2024 the Alumni Association consists of:

Sabine Cronjé – Finance; Christine Drayer; Ulrike Engelhard – Secretary; Bianca Heckmair; Cathrin Laggner – Chair; Kathrin Vente and Regine v. Teichman.

Projects, Donations & Events

Over the past year, the ASV has supported a variety of important DHPS projects:

- In February, we organised a successful **Alumni Brunch** in **Swakopmund** with about 40 participants. Following the great response, we decided to repeat this event in early 2025.
- In March, we donated biscuits for the **Class Representatives' Day** for grades 5-10.
- **Social Media:** The ASV Facebook page has been deactivated. The Alumni Board is now working closely with Tina Crüys, who shares our news and updates through the **school's existing channels**.
- In June, 70 report card folders were again distributed to the parents of grade 1 learners at the semester report meetings. Unfortunately, this initiative did not result in new memberships.
- Also in June, a new member survey was launched to determine who would like their place of residence shown on the **Alumni World Map**. The names of these members will appear on the world map.
- **LRC team building & school blazers:** In June, the ASV sponsored catering for the LRC team building session. Since the last donation of **alumni blazers** and **ties** at the end of 2022, no new LRC blazers have been required.
- **Annual General Meeting:** In August, the ASV supported a Grade 11 fundraiser that coincided with its Annual General Meeting. The event was a great success, highlighted by live music and an art exhibition.
- **DHPS Bazaar Coffee Excursion:** In August, we organised our first coffee outing for senior citizens from various old-age homes to visit the bazaar. Additionally, 30 cakes and tarts were donated to these homes – both initiatives were very well received.
- Instead of awarding loyalty prizes like in previous years, this time ASV donated the **ambulance expenses** for the **Abi Cup** in August. In addition, a delicious breakfast was donated to the Abitur graduates following the traditional Abi pranks.
- In September, the ASV generously supported the **orchestra trip to Krumhuk**.
- **Christmas Carols:** The grade 1s visit to the **Susanne Grau Old Age Home**, in cooperation with the ASV, was such a success that we plan to make it a regular event — complete with festive singing and sweet treats from the ASV.
- **Alumni Award Ceremony:** Thanks to a donation from the **2019 Abitur graduates**, a prize for outstanding performance in the 'Kangaroo Competition' was awarded to Linus Stritter from grade 10.

The ASV looks back on an **especially productive year**, full of successful events and important projects – all made possible by the **loyal and generous support of our dedicated DHPS alumni**.

We are incredibly proud of our wonderful members and say from the bottom of our hearts: **THANK YOU!**

The Executive Board of the DHPS Alumni.

FINANCIAL REVIEW
IN RESPECT OF THE AUDITED FINANCIAL STATEMENTS OF
DEUTSCHER SCHULVEREIN WINDHOEK (1949)
(Incorporated Association Not For Gain)
FOR THE FINANCIAL YEAR ENDED
31 DECEMBER 2024

The audited annual financial statements in respect of the financial year ended 31 December 2024 are available for your review and comments. A summarized statement of comprehensive income and statement of the financial position is presented below.

Summary statement of comprehensive income

	2024	2023
Number of children at year end		
School	977	998
Kindergarten and pre-school	128	131
Hostel	64	61
Day care	103	98
	N\$'000	N\$'000
REVENUE		
Fees received	87 653	80 316
German subsidy allocated to income	7 327	13 030
Profit on exchange rate	-	5 479
Other income	2 502	2 265
	97 482	101 290
EXPENSES		
Employment costs	79 452	73 331
Other operating costs	19 221	18 540
Loss on exchange rate	2 303	-
	100 976	91 871
Operating (loss)/profit before financing income	(3 494)	9 419
Interest received	8 333	9 756
OPERATING SURPLUS	4 839	19 175
Transfer to reserves		
- R&M budgeted reserve	-	2 716
- Surplus to Building reserve	4 900	16 500
	4 900	19 2016
TOTAL COMPREHENSIVE INCOME (DEFICIT) FOR THE YEAR	(61)	(41)

Support Agreement with Germany

This section of the report focuses on the Support Agreement (Fördervertrag) as regulated by Germany's law for German Foreign schools (Auslandsschulgesetz or abbreviated as ASchulG). Since the previous contract ended in 2022, the school applied for a new contract for another three year period, which runs from 2023 until 2025.

The ASchulG is a law that the German Government passed to regulate the financial and human resource (teacher) support to German Foreign schools abroad and involves three categories of support:

Category 1 - Human resource (teacher) support

Category 2 - Financial support

Category 3 - Voluntary support

The support in categories 1 and 2 are fixed and by virtue of the law are mandatory. It is linked to the number of pupils that successfully complete the DIA School leaving certificate and the number of pupils who pass the DSDII examination.

The support in category 3, is entirely at the discretion of the German Government and is based on submissions made by the Board of Directors.

Although the ASchulG now provides planning security for the Deutscher Schulverein Windhoek (1949), the major implications thereof is, that the teacher support to the DHPS, has been significantly reduced by the German Government. The DHPS always had 18 Auslandsdienst - Lehrkraft (ADLK) and 3 Bundesprogramm – Lehrkraft (BPLK) (foreign teachers) supported by the German Government, but over the years from 2015 -2018 the DHPS had to reduce the number of teachers to 12 ADLK and no BPLK teachers. Instead, the Deutscher Schulverein Windhoek (1949) now receives additional funding from the German Government to compensate for this loss and is now at liberty to use that funding, to directly recruit teachers locally or from abroad.

Due to the exceptionally big Grade 12 DIA classes in 2023, 2024 and 2025, the school opted to refinance additional ADLK and BPLK teachers to cover classes and examinations. Costs for refinancing additional ADLK and BPLK teachers are deducted from the financial support, this is the reason for the reduced income received from the category 2 support from Germany (2022: NAD 17.8 mil to 2023: NAD 13.0 mil and 2024: to NAD 7.3 mil).

For 2024, the school board together with school management again decided to refinance additional ADLK and BPLK teachers. The reduced income for 2024 and 2025 will (if needed) be covered through the schools General Reserve, which has been accumulated amongst others, for situations like these.

In addition to that, the Voluntary support has been drastically reduced in 2024 and again for 2025. The school does not expect to receive any Voluntary support for 2025. As a result, the financial support from Germany is expected to be reduced to NAD 2.0 mil in 2025.

The school has however reached the required scholar numbers to be recognised as having three DIA streams as from 2026 and will as a result receive three additional ADLK as well as additional financial support.

Comments on the statement of comprehensive income

To keep the school fee increase affordable to parents, the annual budget for 2024 was prepared and approved with a projected loss. This decision was taken with the prospect that the financial support from the German Government would increase as from 2026.

On average school fees were increased by 7.5%, total school fees received increased by 9% (2023: 12%).

For the year under review the school received a total of EUR 371,600 (2023: EUR 647,500) in subsidies governed by the ASchulG. At an average exchange rate of 19.72 to the Euro for 2024 (2023: 20.12), the income was recorded at NAD 7.3 mil (2023: NAD 13 mil).

Employment costs increased by 8% which approximately equates to the 6% (2023: 7%) annual salary increase as well as an increase in allowances for teachers.

Operating costs increased by 9% (2023: increase of 6.7 %) and is mainly due to the inflationary rise in costs. No extraordinary material increases on expenses have been recorded, which is the result of stringent control over expenses by the school management.

Bad debts decreased to 0.2% of total school fees received (2023: 0.37%). The school management and the board made great efforts to collect outstanding amounts, as well as to assist those parents in need of financial assistance. This strategy supports retaining the number of scholars at the school.

Excluding exchange rate gains/losses, total employment cost make up 80.5% (2023: 79.8%) of total operating expenses, being a slight increase to the previous year.

At year-end, the Namibian Dollar / Euro exchange rate was recorded at 19.49 (2023: Namibian Dollar / Euro 20.34). This resulted in an unrealised exchange loss of N\$ 2.3 mil (2023: gain of N\$ 5.5 mil)

Due to decreased interest rates and market fluctuations in Offshore Unit Trusts, interest received decreased by NAD 1.4 mil or 15% versus the prior year and amounted to N\$ 8.3 million.

The comprehensive deficit for the year amounts to N\$ 0.06 mil (2023: deficit of 0.04 mil) after a transfer of N\$ 4.9 mil (2023: 19.2 mil) to reserves.

The N\$ 4.9 mil transfer to reserves represents the following:

- No transfer to reserves was budgeted due to the expected shortfall in income.
- The transfer to reserves amounting to N\$ 4.9 million represents the balance of finance income. The Board of Directors resolved to allocate the N\$ 4.9 million to the building reserve.

Summary of statement of financial position

	2024 N\$'000	2023 N\$'000
Non-current assets	34 771	34 573
Current assets	126 351	128 668
	<u>161 122</u>	<u>163 241</u>
Reserves	111 534	114 325
Retained income	35 430	35 491
Provisions and current liabilities	14 158	13 425
	<u>161 122</u>	<u>163 241</u>

Comments on the statement of financial position

The movements in reserves for the year ending 2024 were as follows:

	N\$ Million
Opening balance, 1 January 2024	114.3
Receipts from donations & fundraising	5.2
Transfer from income statement	4.9
Capital projects	<u>-12.9</u>
Closing balance, 31 December 2024	<u>111.5</u>

The capital projects financed during 2024 include:

- Renovations (Facades & Kitchen & Zingelhaus Bathrooms)
- Interactive boards
- Various smaller renovation projects

The Reserves are now allocated as follows:

	N\$ Million
Building reserve	53.0
General reserve school & hostel	28.1
Primary school	1.1
Fördervertrag reserve	5.1
Bursary funds (Incl. Peters Donation)	15.4
Other	<u>8.8</u>
Closing balance, 31 December 2024	<u>111.5</u>

82% (2023: 86%) of the reserves are covered by local funds and are therefore not affected by exchange rate fluctuations.

In 2024 the school again received a very generous donation to the amount of N\$ 3 mil from Mr. Carsten Peters. The school is very grateful for this extraordinary donation and would like to thank Mr. Peters for his exceptional generosity and the invaluable support to the DHPS.

As at 31 December 2024 the net current assets include N\$ 124.1 mil (2023: N\$ 126.5 mil) cash and cash equivalents. The local non-current component of cash & cash equivalents has been invested with Point Break, after consultations with our financial advisors. The investments are not of a speculative nature and are mainly invested on the Money Market, i.e. notice deposits and call facilities, with an approx. 12% being invested in equities (Unit Trusts). The local / foreign investment ratio currently is 65% / 35% (2023: 69%/13%).

Future financial strategy of the Deutscher Schulverein Windhoek (1949):

Recruiting suitably qualified teachers and educators, in the local and international highly competitive market, remains a major challenge for the school. The competition between private schools is increasing. The Board is aware of this trend and is constantly developing strategies to keep up with these developments, as well as to maintain and improve its standards to operate successfully in this highly competitive market.

It is in the interest of the DHPS that the less affluent Namibians also have the opportunity to attend the school. We have therefore made funds available for social fee reductions to assist learners financially. For 2024, the Deutscher Schulverein Windhoek (1949) partly supported 10 learners with a social fee reduction, 19 learners with bursaries. We are thankful for the financial support provided by the DHPS Educational Trust of Namibia, a private initiative, who assist us to support this objective and thus also help ensure a higher number of learners attend the school.

Good financial planning and control is needed to meet and adjust to these challenges. I want to take this opportunity, to in the name of the board, thank the school management and their teams for the effort and commitment towards the school.

The Board of Directors, together with the administrative division, is continuously looking to reduce operating costs. Continuous emphasis is placed on the adherence of good corporate governance principles as enshrined in our financial policies. These are regularly reviewed to improve our internal controls.

On behalf of the members of the Deutscher Schulverein Windhoek (1949), the Board of Directors would like to thank the German and Namibian Government as well as all sponsors, donors and parents for their continued financial support and other type of commitments to the school.



Waldemar von Lieres und Wilkau
Director Finance
14 May 2025

DEUTSCHER SCHULVEREIN WINDHOEK (1949)

77. Jahreshauptversammlung: Donnerstag 19. Juni 2025 um 19h00

NOMINIERUNG ZUR VORSTANDSWAHL

Hiermit nominiere ich Goetz Friedrich zur Wahl als Mitglied
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)
des Vorstandes des Deutschen Schulvereins Windhoek (1949).

Datum: 18/02/2025 Name (Druckschrift): Jens Iben

Unterschrift: Jens Iben

Ich unterstütze diese Nominierung. Name (Druckschrift): Waldemar von Lieres

Datum: 18/02/2025 Unterschrift: Waldemar von Lieres

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: [Signature]

Anschrift: P.O. Box 91113

Windhoek

Telefon Nr.: 081 3453023

Angaben zur Person des/r Nominierten:

Name: Goetz Georg Friedrich

Vorname: Goetz

Beruf: Chartered Accountant (Nam)

Geburtsort & Datum: Gokabis, 21 Juli 1985

Anzahl Kinder an der DHPS: 2

Seit wann in Namibia: Geburt

Schulvereinsmitglied seit: 2023

DHPS Vorstandserfahrung/Ämter: Keine

Lebenslauf in Stichworten: 2005 Abitur absolviert an der DHPS
Studium Stellenbosch
Qualifizierter Chartered Accountant (NAM)
Selbstständig

Persönliche Abgabe bei der Verwaltungsleitung bis Freitag, 28. Februar 2025, 12 Uhr.

Eingang Verwaltungsleiter Datum 25.02.25 Zeit 12:55

[Signature]

DEUTSCHER SCHULVEREIN WINDHOEK (1949)

77. Jahreshauptversammlung: Donnerstag 19. Juni 2025 um 19h00

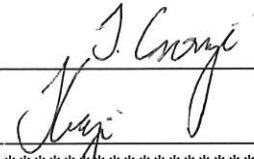
NOMINIERUNG ZUR VORSTANDSWAHL

Hiermit nominiere ich Roland Gerdes zur Wahl als Mitglied
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)
des Vorstandes des Deutschen Schulvereins Windhoek (1949).


Datum: 27/02/2025 Name (Druckschrift): Günther Wilckens

Unterschrift: 

Ich unterstütze diese Nominierung. Name (Druckschrift): J. Cronjé

Datum: 25/2/2025 Unterschrift: 

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: 

Anschrift: P.O. Box 97177

Windhoek

Telefon Nr.: 081-129 2888

Angaben zur Person des/r Nominierten:

Name: Gerdes

Vorname: Roland

Beruf: Elektroingenieur

Geburtsort & Datum: Windhoek, 28.12.1969

Anzahl Kinder an der DHPS: 1

Seit wann in Namibia: Geburt

Schulvereinsmitglied seit: 2013

DHPS Vorstandserfahrung/Ämter: Seit 2019 Baureferent

Lebenslauf in Stichworten: Geboren in Windhoek, Schullaufbahn
DSW und DHPS, 1988 Abitur,
Studium in Stellenbosch Elektroingenieur
Seit 1995 wieder wohnhaft in Windhoek,
Arbeits bei VEC Energy, Schwerpunkt
Photovoltaik und Batteriesysteme erneuerbare
Energien.

Persönliche Abgabe bei der Verwaltungsleitung bis Freitag, 28. Februar 2025, 12 Uhr.

Eingang Verwaltungsleiter Datum 28.02.25 Zeit 7:25



DEUTSCHER SCHULVEREIN WINDHOEK (1949)

77. Jahreshauptversammlung: Donnerstag 19. Juni 2025 um 19h00

NOMINIERUNG ZUR VORSTANDSWAHL

Hiermit nominiere ich Marion Horsthemke zur Wahl als Mitglied
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)
des Vorstandes des Deutschen Schulvereins Windhoek (1949).

Datum: 26.02.2025 Name (Druckschrift): Tabea Schulz
Unterschrift: TSchulz

Ich unterstütze diese Nominierung. Name (Druckschrift): Eva SELCK
Datum: 26.02.2025 Unterschrift: [Signature]

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: Horsthemke

Anschrift: P.O. Box 255

Windhoek

Telefon Nr.: 081 323 5798

Angaben zur Person des/r Nominierten:

Name: Horsthemke

Vorname: Marion

Beruf: Finanzen + Buchhaltung bei Air Cool CC

Geburtsort & Datum: Windhoek 06. November 1980

Anzahl Kinder an der DHPS: 2 (Leon in Klasse 5 und Paul in Klasse 3)

Seit wann in Namibia: Ich bin hier geboren

Schulvereinsmitglied seit: 2021

DHPS Vorstandserfahrung/Ämter: Elternvertreter seit 2023

Lebenslauf in Stichworten: geboren + aufgewachsen in Windhoek, 12 Jahre Schule an DSW/DOSW, 1999 Matrik, Chartered Secretary in Kapstadt studiert, 3 Jahre HR + Finanzen in München, 7 Jahre Internal Auditing bei Agria, Seit 2015 bei Air Cool (HR, H&S, Finanzen, Büro, usw.)
Wochenendfarmerin + Mama

Persönliche Abgabe bei der Verwaltungsleitung bis Freitag, 28. Februar 2025, 12 Uhr.

Eingang Verwaltungsleiter Datum 27.02.25 Zeit 12:55

[Signature]

DEUTSCHER SCHULVEREIN WINDHOEK (1949)

77. Jahreshauptversammlung: Donnerstag 19. Juni 2025 um 19h00

NOMINIERUNG ZUR VORSTANDSWAHL

Hiermit nominiere ich Hanjo Schlabit zur Wahl als Mitglied
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)
des Vorstandes des Deutschen Schulvereins Windhoek (1949).

Datum: 27.01.2025 Name (Druckschrift): J. CRONJE

Unterschrift: [Signature]

Ich unterstütze diese Nominierung. Name (Druckschrift): Heike Dann

Datum: 21.02.2025 Unterschrift: [Signature]

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: [Signature]

Anschrift: P.O. Box 32182

Pionierspark, 10023, Windhoek

Telefon Nr.: 083 727 5000 (W) 081 148 3885 (C)

Angaben zur Person des/r Nominierten:

Name: Hanjo Schlabit

Vorname: Hanjo

Beruf: Investmentberater (qualifizierter CA)

Geburtsort & Datum: 17.06.1977 Windhoek

Anzahl Kinder an der DHPS: 3

Seit wann in Namibia: Geburt

Schulvereinsmitglied seit: _____

DHPS Vorstandserfahrung/Ämter: noch keine

Lebenslauf in Stichworten: _____

28. Feb.

Persönliche Abgabe bei der Verwaltungsleitung bis Freitag, 07. März 2025, 12 Uhr.

Eingang Verwaltungsleiter Datum 21.02.2025 Zeit 12.30 Uhr

[Signature]

DEUTSCHER SCHULVEREIN WINDHOEK (1949)

77. Jahreshauptversammlung: Donnerstag 19. Juni 2025 um 19h00

NOMINIERUNG ZUR VORSTANDSWAHL

Hiermit nominiere ich Karoline Schünemann zur Wahl als Mitglied
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)
des Vorstandes des Deutschen Schulvereins Windhoek (1949).

Datum: 21.02.2025 Name (Druckschrift): J. Gronje

Unterschrift: [Signature]

Ich unterstütze diese Nominierung. Name (Druckschrift): Victoria Voigts

Datum: 21.02.2025 Unterschrift: [Signature]

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: [Signature]

Anschrift: P.O. Box 24981

Windhoek

Telefon Nr.: 081 - 344 6198

Angaben zur Person des/r Nominierten:

Name: Schünemann

Vorname: Karoline

Beruf: Farmerfrau + Mutter

Geburtsort & Datum: Essen (NRW / D) 02. Oktober 1979

Anzahl Kinder an der DHPS: 3 (Klasse 9, 7 und 4)

Seit wann in Namibia: 2009

Schulvereinsmitglied seit: 2017

DHPS Vorstandserfahrung/Ämter: seit März 2023 Vorstand / IEBR 2018-23

Lebenslauf in Stichworten: 1999 Abitur (Kolleg St. Blasien BW / D)
99-2000 soziales Jahr (Behindertenemrichtung)
2000-2006 Studium Dipl. Biologie (Freiburg i.B.)
2006-2009 versch. Praktika + Namibiareisen
2009 Heirat mit Henning Schünemann
seither Leben + Arbeiten auf der Rinder- +
Jagdfarm Okowirum Nord (Hochfeld)

Persönliche Abgabe bei der Verwaltungsleitung bis Freitag, 28. Februar 2025, 12 Uhr.

Eingang Verwaltungsleiter Datum 21.02.2025 Zeit 12 Uhr

[Signature]

DEUTSCHER SCHULVEREIN WINDHOEK (1949)

77. Jahreshauptversammlung: Donnerstag 19. Juni 2025 um 19h00

NOMINIERUNG ZUR VORSTANDSWAHL

Hiermit nominiere ich Wolf-Dieter Wohlers zur Wahl als Mitglied
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)
des Vorstandes des Deutschen Schulvereins Windhoek (1949).

Datum: 25/02/2025 Name (Druckschrift): Thorsten Mar
Unterschrift: [Signature]

Ich unterstütze diese Nominierung. Name (Druckschrift): Throny
Datum: 25.02.2025 Unterschrift: [Signature]

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: [Signature]
Anschrift: Erf 333, Eros Park
Windhoek
Telefon Nr.: 0811222942

Angaben zur Person des/r Nominierten:
Name: Wohlers
Vorname: Wolf-Dieter
Beruf: Rechtsanwalt und Notar
Geburtsort & Datum: Grootfontein 10.06.1970
Anzahl Kinder an der DHPS: 2
Seit wann in Namibia: 1970
Schulvereinsmitglied seit: Vor 2014
DHPS Vorstandserfahrung/Ämter: Vorstandsmitglied seit 2016
Lebenslauf in Stichworten: Matrik 1988, Swakopmund, Abitur 1989 DHPS
Jura und Journalistikstudium Stellenbosch 1990 - 1995
Arbeit im Havariekommissariat Hamburg 1996 - 1997
Rechtsanwalt in Namibia seit 1999, Notar seit 2004
Executive bei ENS Namibia

Persönliche Abgabe bei der Verwaltungsleitung bis Freitag, 28. Februar 2025, 12 Uhr.

Eingang Verwaltungsleiter Datum 25.02.25 Zeit 14:15 [Signature]