Ikamva Lisezandleni Zethu

IKAMVAYOUTH PROGRESS
REPORT 2003—2006

Changes

You had put light to our black minds
You had put a glittering future to our bleak future
You had made us firm and strong
to our flimsy and frail deeds.

You had shaved off our pessimism
And put in optimism.
I'm still asking myself why us?
Why coming to Khayelitsha?
Not going to Rondebosch every Saturday morning
And teaching people who are more clever than us
People who have a brighter future than ours.

Why, why us?
Before your arrival it was a night without stars
A day without sun
A road without end
And a journey with no destination
In our minds.

But now it's a sea with its fishes
A tree with its leaves
And houses with their roofs
I used to think education was for
People who have money.

I used to be like 2Pac saying
"I see no changes".

But now I see them
because of the bond between us learners

The bond between you as tutors
And at last but not least
the bond between Black and White.

by Thobela Bixa 17

(Ikamva learner 2004 – 2006, now volunteer)

Progress Report 2003 - 2006

Photos taken by learners in Media, Image and Expression Programme

A message from Joy Olivier

When Makhosi and I began tutoring at Sinako High with a few of our friends in 2003, we had no inkling of what we were getting ourselves into. Now, three years on, what began as something to do on a Saturday has become a far-more-than-full-time endeavour, and changed our lives as much as it has numerous others.

2006 has been a very exciting and full year: New branches established in Nyanga and Alice; the computer tuXlab established in the Nazeema Isaacs Library; the new management committee voted in at the Hawequas strategic planning weekend; two new programmes (Media, Image and Expression and HIV Testing) established; the extensive winter school holiday programme at UWC; and a great deal of learning and building capacity and experience all along the way.

This year's achievements result from the hard work of the truly inspiring and amazing people who have decided to become ikamvanites. 2006 has seen an unprecedented return of ex-learners as volunteers. These learners, most of whom excelled in their matric results and gained sponsored access to tertiary education, are finding time between the challenges of higher education to volunteer, and take forward IkamvaYouth's programme delivery and growth. IkamvaYouth's management committee (50% of which comprises ex-learners, who are mentored by ikamvanites with more experience) has been working hard this year to build the processes and policies that will enable effective programme delivery and organisational management. 1-2-3 Connect brought us the very special Canadians, who ran the photography project during the Winter School holiday programme, and our fairy godmother, Florence Jennings, who is organising and sponsoring a massive fundraising trip to Singapore for eleven ikam-vanites. We also welcome two new ikamvanites: board members Denham Trollip and Steven Levy.

From the photographs on our website, it probably looks as though all we do is party. And while IkamvaYouth occasionally dances in the library to live hip-hop, when you really get down to it, we're a bunch of hardworking geeks who love science, physics, english, maths and (yes, there are even some of these...) commerce subjects. IkamvaYouth has engendered a love for learning, and the satisfaction that comes from really understanding how things work (and seeing your grades improve as you get better at articulating that understanding).

It is hard to say who is learning more: the learners or the volunteers. As we become further in-volved each year, so our understanding of the complexity of development in our society deepens. Over-coming social challenges (from correctional to health) in the communities in which we work, continually affirms the work that we are doing, and the way in which we do it. By-youth, for-youth peer-education and empowerment is transforming our communities at the level of individuals. But as more of these in-dividuals realise their potential, and return to help others do so, the seemingly impossible is increasingly proven possible.

From Khayelitsha to Singapore, the IkamvaYouth story continues. And if you haven't done so al-ready, we invite you to write yourself into the script. IkamvaYouth offers opportunities to make real, positive differences in the lives of our future leaders. And in doing so, it ensures that your life will never be the same again.

Ikamvanites, I salute you.   **Amandla Awethu! Ikamva Lisezandleni Zethu!**

IkamvaYouth at a glance

IkamvaYouth is a by-youth, for-youth community-based non-profit organisation that drives social change in South Africa by enabling disadvantaged youth to realise their full potential, and access post-school opportunities in tertiary education and job-based training. The organisation provides all of its services free of charge to learners from grades 10 to 12 in Makhaza (Khayelithsa), Nyanga and Alice (in the Eastern Cape).

The project is driven completely by the commitment, enthusiasm and creativity of the ikamvanites (volunteers and learners). Our volunteers come from diverse backgrounds (from Bishopscourt to Khayelitsha) to work together to transform South African society by addressing unequal access to opportunities in education. An increasing number of our volunteers are ex-learners, who return to plough back into the organisation and their communities as a way of paying forward the support they received. Valuable experience and a range of skills are acquired through volunteering: tutoring, training, facilitation, mentoring, organisational management, event management, media and communications, information technology, and so much more.

Forty-five percent of our current volunteer base comprises ex-learners. This, together with our high success rate, is a striking indicator that our work is highly valued by our beneficiaries. It is owing to the great need for what we do and the fun we have doing it that IkamvaYouth has been in existence since 2003 without funding.

IkamvaYouth has a great vision: we have shown that **positive** change is possible with very little resources and a lot of passion, and believe that our model is replicable across South Africa. We provide a cost-effective solution to some of South Africa's biggest problems: the low skills base, unemployment, lack of black professionals, brain drain, poverty and youth turning to crime.

To support our vision we offer the following programmes:

- Supplementary Tutoring
- Career Guidance and Life Skills
- Computer Literacy
- Media, Image and Expression
- HIV/Aids Awareness and Testing
- Holiday Programme and Other Actvities

Supplementary Tutoring

What began as a small group of learners and volunteers getting together each Saturday has grown to an average of 150 learners and 40 volunteers between the 3 libraries at which we operate: Nazeema Isaacs library (Khayelitsha, Cape Town), Nyanga library (Nyanga, Cape Town) and Alice library (Alice, Eastern Cape). Smaller numbers of learners and volunteers get together on Tuesdays and Thursdays for homework sessions, and Liberty Life learning channel videos are shown on Mondays.

The focus is individual attention to each learner, and the objectives are to fill in the gaps to improve learners school grades, engender critical thinking, discussion and debate so that learners build self-esteem and achieve the marks they need to access tertiary education.

Learners bring the material they want to cover (sections of the syllabus with which they're struggling, past tests and exam papers, homework etc), and sit in small groups with the volunteers. Everyone works together, and ensures that the work is understood by every member of the group before moving on to the next problem. Learners are also encouraged to work together in groups and help each other outside of the tutoring classes.

Maths and Physics are the subjects for which assistance is most sought. However, following the dramatic improvement in these subjects in 2005, we are now ensuring that learners focus on their other subjects (and English in particular) as well. We currently offer supplementary tutoring in the following subjects, free of charge: Maths, Physics Geography, Biology, History, Accounting, Afrikaans, Business Economics, Economics and Xhosa.

The tutoring programme is central to the IkamvaYouth approach as it is through improved educational outcomes that the learners are best served.

"Instruction begins when you, the teacher, learn from the learner; put yourself in his place so that you may understand… what he learns and the way he understands it."
~ Soren ~

~ Kierkegaard ~

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2006 Achievements:

The Matric results are not confirmed but preliminary results show that:

- A newly registered student who failed her grade 11 year last year has since managed to achieve 80 % in Maths (SG) and 70% (HG) for physics.
- One learner is named dux-scholar of his school.
- One learner is named Top Mathematics student at his school.
- One learner received Best Accounting and Economics student at her school.

Our class of 2005 were high achievers:

- 98 % passed (relative the provincial average of 84.4 %)
- 34 % passed with exemption (almost 10 % higher than the provincial exemption rate)
- 27 % passed with MERIT exemption (10 % higher than the provincial merit exemption rate)
- 17.5 % obtained a distinction in at least one subject (Mathematics, Accoutancy and IsiXhosa 1st language)
- 2005 saw learners improving by up to 42 % (more than doubling their original mark in some subjects).
- 2 learners top of their schools

Things changed when I was called "Ikamva student". The change from zero to hero from nothing to something. Ikamva had shaved off my thinking that education is for clever people only. My belief of pessimism was slowly converted to optimism. Then I started to believe in myself and to be confident about myself and school results. I started to see things rather half full than being half empty.

Ntando Ntuli, Matric (2005)

Career Guidance and Life Skills

Funeka Kalawe,
(Matric of 2005)

"Two years back I didn't know anything about life. I was blind and didn't know what I'd do and where I'd go after passing matric. I used to believe that after passing matric you need to go and find work. My life changed when I joined IkamvaYouth in 2004. My studies went well and I realised that passing matric is just a beginning of a brighter future."

IkamvaYouth's learners lack the information and guidance they need to make informed choices about their futures. Most are unaware of the pre-requisite matric exemption for acceptance into many Higher Education institutions, and as a result are without. In some cases, learners who have learned about them through IkamvaYouth have managed to change some subjects from Standard Grade to Higher Grade; effectively opening options otherwise closed to them. They are largely unable to access information on further study options, as well as application forms for tertiary education institutions, bursaries, scholarships and learnership opportunities.

IkamvaYouth's career guidance programme provides learners them with the necessary information to make informed decisions about their futures. Learners are provided with information about their post-school options, and receive one-on-one support and assistance in completing all the necessary application forms. We provide workshops on a regular basis and often invite outside speakers to facilitate these. In 2006, IkamvaYouth began to offer workshops for other organisations for a nominal fee and have done so for two organisations (Community Video Education Trust and Hout Bay Music Project) thus far.

This programme is not restricted to the "career" guidance, but includes life-skills workshops on self-esteem, leadership and team-building. By supporting the development of these skills, we hope to better equip our learners to overcome the challenges and obstacles they face. To this end, we have also forged ties with the Lucca Leadership Trust. In March 2006, 9 volunteers (8 ex-learners) were invited to participate in the Lucca Leadership Introductory course held in South Africa, and two of these Ikamvanites were sponsored to travel to Italy to participate on the more advanced leadership courses offered by the Trust.

In 2005, IkamvaYouth launched the application and registration fee fund. Fees have to accompany almost every application to a tertiary education institution, and following success, acceptance fees are required to secure one's place. Acceptance fees are usually required within a relatively short timeframe (max. two months). The financial aid for which each of our learners is eligible is only awarded following registration, and coming up with up to R1200 is a tall order: Most families in Khayelitsha survive on under R1000 per month. The loans are interest-free, and need to be paid back in dividends per month in time for the next year's learners to use the same money to access tertiary education.
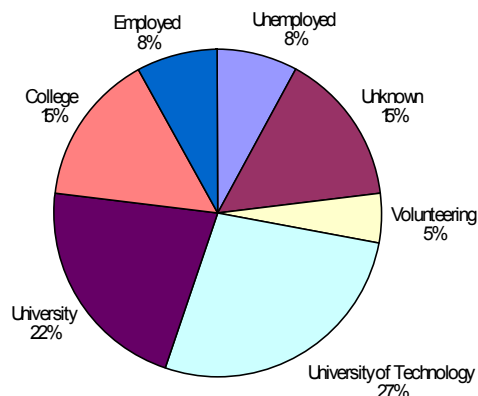

Learning to write a cv

Main Achievements:

- 62% of IkamvaYouth's grade 12 class of 2005 are currently enrolled in tertiary education institutions.

- Only 8 % of our youth (ex-learners) are known to be unemployed compared to the national average unemployment rate of 60 % of Africa youth aged 18 – 25

- 135 learners within IkamvaYouth, CVET, and Hout Bay Music Project participated in career guidance and life skills workshops run by our volunteers in 2006.

- 18 learners assisted with the application and registration fee fund amounting to R5800 in 2006. 7 learners assisted with the fund amounting to R1250.

- 9 volunteers participate in Lucca Leadership programmes in 2006. 1 volunteer participated in their leadership programme in the period 2004 – 2005.

- 120 learners participated in career guidance and life skills workshops during the period 2004 – 2005.

- 12 learners attended the SABC Careers Faire in 2004.

"The Career Guidance programme helped me to know more about myself, and to know how to help others too. Firstly, I didn't know what to do, but I ended up knowing because of the guidance I received from Ikamva. It also helped me to know what I wanted to do in tertiary, because the volunteers inspired us and we learnt a lot from them. And now I'm a volunteer too."

Funeka Kalawe, Matric (2005)

Where are our Ikamvanites today?

Employed 8%
Unemployed 8%
College 15%
Unknown 15%
Volunteering 5%
University 22%
University of Technology 27%

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Computer Literacy

Computer literacy is an essential skill for leveraging opportunities in today's knowledge economy. Finding and downloading past exam papers and other educational resources, communicating with peers and tutors, and submitting online applications to tertiary institutions and for scholarships are just some of the ways that learners can use information and communication technology (ICT) to take their futures into their own hands.

Requests for computer literacy training came steadily from ikamvanites since IkamvaYouth was first established in 2003. In late 2004, the librarians of the Nazeema Isaacs Library generously afforded IkamvaYouth the use of their staff room as a computer lab. Set up with refurbished computers, and networked and administered by IkamvaYouth volunteers, the lab was used for training grade 10 learners.

In May 2006, IkamvaYouth established a tuxLab in partnership with the Dept. of Social Development (Library and Information Services), VIA technologies and JMC. The new lab has twenty thin-client systems linked to a powerful server, running open source software. IkamvaYouth has always felt that free and open source software makes more sense for a South African non-profit organisation that cannot afford the license fees for proprietary software. IkamvaYouth is still looking for sponsorship for Internet connectivity.

"Through their outstanding work in improving education and overall wellbeing of the youth in South Africa and in particular through their E-literacy Development Program at the Nazeema Isaacs Library in Khayelitsha; IkamvaYouth has risen to one of the most extraordinary and well loved youth organizations in South Africa today. Some of the greatest strengths that IkamvaYouth brings to this impoverished and deprived community is the example that through perseverance, commitment and enthusiasm anything is possible."

Werner du Plessis,
Business Development Manager,
VIA technologies,
Taiwan.

Operation Fikelela Curriculum

IkamvaYouth has developed (in 2006) the operation fikelela curriculum, co-funded by the Shuttleworth foundation. Despite the myriad of e-literacy training materials available, there are none that that meet all of the following requirements:

* focused on free and open source software (FOSS)
* aligned with national accreditation requirements
* task-based
* youth-focused
* context-specific
* available as open content (published under a creative commons licence)

IkamvaYouth's e-literacy materials are designed such that anyone with general computer literacy and some (minimal) experience using FOSS will be able to take a group of learners through the curriculum. Working through the materials, learners write scholarship application letters, compile CVs, create budgets and calculate profits and loss with interest on savings and loans.

International Recognition for using ICT for development:

- Finalist in the Development Gateway Award, 2006.
- Invited to speak at Global Knowledge Partnership's (GKP) International Forum 2006 in the session entitled "Cultivating Young Social Entrepeneurs".
- Sponsored participation in Youth Social Enterprise Initiative (YSEI) Capacity Building Workshop.
- World Summit on the Information Society (WSIS) Youth and information and communications technology (ICT) Award, awarded by the Global Knowledge Partnership, November 2005
- Sponsored participation in the Global Social Benefit Incubator (GSBI) at Santa Clara University, August 2005
- Small fund winners in the City of Rome's Global Junior Challenge (GJC), 2004

Programme Achievements:

- 102 grade 10, 11 and 12 learners taught basic Word processing, and Internet browsing skills in 2006.
- 16 Grade 10 learners were taught basic Word processing, and Internet browsing skills in 2005.
- 12 trainee film-makers attending the Community Video Education Trust were taught the entire Operation Fikelela curriculum excluding the Internet modules (due to lack of internet connectivity in the lab).
- Morning access to computer lab to all community library members of Khayelitsha.
- During 2004 and 2005, 36 learners participated in the Global Education Initiative. All 3 groups were global winners in the programmes in which they participated.

Global Education Initiative:

The GEI Project is a networked global learning community. Through its web-collaboration network using low-bandwidth live video, voice and data-sharing, PC -to- PC, the GEI Project connects K-12 youth and teachers worldwide (US, Nigeria, Azerbaijan and many more countries) with one another, and with leading scientists, engineers, educators and executives to collaborate on the development of real-world science and engineering projects.

The GEI Project shows youth the connection between the classroom curricula and their applications to real-world projects, while strengthening their science, math, technology, problem-solving and organizational skills, and inculcating the multicultural awareness and understanding needed for success in today's global economy.

Participating learners built basic computer literacy skills, learnt about collborating with peers in other countries via the Internet, acquired business knowledge and entrepreneurial experience in establishing their own water purification engineering business, and acquired knowledge and skills in Maths, Science and Ecology. Learners were also able to perform water purification experiments. Their communication skills and confidence have greatly improved through the experience of presenting their business plan online using LearnLinc technology and VoIP.

Showcased by ICT-for-development conferences and research papers:

- IkamvaYouth was presented at the 7th Consultative Expert Meeting of CTA's Observatory on ICT in Wageningen, The Netherlands, 27-30 September 2004.
- IkamvaYouth was case-studied at the Community Informatics and Research Network (CIRN) 2005 international conference held in Cape Town in August 2005.
- Chijioke Evoh, a PhD candidate at the New University in New York, is currently writing a paper about IkamvaYouth's innovative leveraging of ICT.

Media, Image and Expression

The artistic talents of young people from disadvantaged backgrounds are seldom encouraged by education or society, resulting in fewer opportunities for youths to express themselves in a positive way. Incredibly, none of the school learners registered with IkamvaYouth attend schools with art departments. And very few are exposed to any art form outside of the extremely limited confines of television and radio.

The IkamvaYouth Media Image and Expression (MEI) Programme was set up to tackle this issue, by encouraging self expression, building confidence and inspiring positive self-image. It provides a safe space in which learners can communicate their personal views and experiences; build on their ideas; discuss societal issues; and learn to use different media to record local events, issues and history.

The MEI programme trains learners how to record and document local and personal issues they consider important. It teaches them interview techniques, how to use video equipment effectively, and to edit their films. The programme also helps build vocational skills, by arranging workshops with professional artists, trips to art exhibitions, as well as concerts, theatre and cinema. With this holistic approach, the MEI Programme hopes to encourage the artistic talents of our learners that would otherwise have remained dormant, and give them the confidence to showcase their talents both within and beyond their own community.

Learning the art of photography.

Achievements:

- 119 learners participated in the Photography initiative run by Youth Engaging Youth. These photographs have been exhibited in Khayelitsha on the 15th July 2006, the exhibition will travel to Singapore in December 2006, and will be exhibited in Canada on the 22nd December.

- 28 ikamvanites participated in the IkamvaYouth talent show.

- 35 learners participated in the making of mini-documentaries in 2006.

- 73 learners and volunteers participated in bridges.org photography initiative in 2005.

- 25 learners participated in Shine Photography competition in 2004, 5 of the photographs taken won prizes.

Media, Image and Expression

A taste of the creative genius of our ikamvanites:

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HIV/Aids Awareness and Testing

The Problem:

- Average life expectancy in South Africa is now below 45 years and dropping. Quite recently it was 63 and rising. For the rest of the world the average is above 65 and continuing to rise.

- Two times as many South African went to funerals last month as went to weddings.

- About one thousand people die of HIV/AIDS every day in South Africa

- In Khayelitsha four out of ten people are HIV positive.

IkamvaYouth's response:

HIV/AIDS affects everyone in our communities, and we encourage learners to know their status so that they can take their futures into their hands and live positively. While we have always recognized the need to deal with HIV/Aids, during the 2006 July winter programme it became apparent through the dialogue sessions that this programme needed to get started sooner rather than later, and as such it was implemented.

HIV/AIDS awareness and testing ensures that learners have all the information they need to take responsibility for their lives in terms of HIV and AIDS. The voluntary testing programme ensures that learners have organised access to counselling and testing, so that they can know their status. Learners can also access counselling at the Youth clinics where the testing happens, but in some cases familiarity with the volunteers of IkamvaYouth is a more secure space for our learners in discussing these issues.

Although the messages "get tested" and "know your status" are everywhere, accessing testing services is surprisingly rather difficult for learners. Most clinics that offer testing are only open from 1 to 4pm, Mondays to Fridays. And for learners in Makhaza and Nyanga, it is difficult to get there in time after school. The rules, established by getting-tested ikamvanites, are:

- Don't ask anyone about their result (our status is our private information)

- Don't openly celebrate a negative result (it will be difficult for those of us who test positive)

- Everything that happens stays confidential (if anyone cries or is openly upset, it stays within the group)

- Be there for one another -- positive results affect all of us

Achievements:

- 119 ikamvanites participated in HIV education workshops facilitated by IkamvaYouth volunteers, Role models in the community and The Legal Aid Network.

- 32 Ikamvanites went for HIV tests.

- 18 Ikamvanites received HIV/Aids pre-test counselling from IkamvaYouth volunteers.

- 12 learners at the HoutBay Music Project attended Sex and Sexuality educational workshops facilitated by Ikamva volunteers

- Distributed 2000 Condoms.

Holiday Programme and Other Activities

The IkamvaYouth holiday programmes extend and complement our 5 core programmes. The holiday programme provides the important opportunity to spend concentrated time with the learners. The objectives of the supplementary tutoring, career guidance and computer literacy programmes continue during the holidays, and learners participate in additional extra-mural activities usually beyond their reach. The holiday programmes were introduced in April 2005, and the number of activities offered, along with the number of learners participating, has grown exponentially since then.

The Winter school programme comprises three weeks of full-time hard work and fun. In 2005, learners participated in art workshops and tutoring sessions, and painted a mural on the wall outside the library with an American youth camp. In 2006 we held our first off-site holiday programme on the campus of The University of the Western Cape (UWC). We ran full-day sessions for 3 weeks, and learners were engaged in numerous activities including: tutoring sessions; conducting science experiments; minidocumentary film making; entrepreneurial, writing and art workshops; and much, much more.

Outside of school holidays we also encourage our learners to participate in programmes run by partner organisations that support our objectives. Ikamvanites have been involved in the Shuttleworth Foundation's Hip2B[2] Robotics League, the Enlightenment Essay competition, Living Story activities, and Michael Elston's entrepreneurial workshops.

Achievements:

2006:

- 119 ikamvanites participated in holiday programmes.
- 50 learners conducted their Science Experiments.
- 35 ikamvanites participated in Living Story activities.
- 10 learners participated in Entrepreneurial workshops with Michael Elston.
- 6 ikamvanites participated in art workshops with well-known artist Alex Krenz.
- 10 ikamvanites participated in a poetry workshop at the Baxter Theatre with international poets.

2005:

- 7 learners participated in Hip2B^2 Robotics League.
- 24 learners participate in enlightenment essay competition.
- 60 learners participated in Holiday programmes.

Hip2B^2 Robotics League

IkamvaYouth was fortunate enough to be given the opportunity to participate in the HIP2B2 FIRST Lego League (FLL), a tournament whereby learners create and program semi-autonomous Lego robots. For two months the team (comprised of grade 10 learners) developed, programmed and refined a Lego robot at the University of Cape Town, in order to achieve its tasks. Considering our members had never seen Lego before and had had limited exposure to computers, we are very pleased with our achievement of placing 16 out of 26 teams. Apart from the exposure to technology, and the fun of building robots, the greatest lessons learnt were those of communication, coop-

The Living Story

The Living story is a project that encourages and provides individuals the opportunity to express and explore their dreams, hopes and fears we have as youth. Ikamvanites have attended some of the discussion forums that explored questions relating to Youth Day in commemoration of the 20 years since the 1976 uprisings. Youth also participated in live poetry and creative writing readings, performance art, and drawing workshops.

Enlightenment Essay Competition

The essay competition was open to all students in grades 11 and 12 in the Khayelitsha area, not just ikamvanites. The aim of the competition was to encourage critical and creative thought on important issues facing residents of Khayelitsha. The topics were: *Your Life Lessons at 50*, and *Your Action Plan for Rape Prevention.* Of the 6 prizes, ikamvanites walked home

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Management Committee and Board of Directors

IkamvaYouth is an entirely volunteer-initiated, -managed and -run initiative. We have two management structures: The management committee, and the advisory board. The management committee is comprised of those volunteers who put the most significant amount of work into ensuring that the organisation meets its mission. The committee is responsible for everyday decision-making and strategy, and coordinates and provides oversight to the task teams. The role of the Board of directors is to ensure that the organisation meets its mission in the best way possible, by supporting the members of the management committee and engaging in high-level, strategic decision-making and planning.

Board of Directors:

Joy Olivier

Co-founder,

Director,

Management

committee

member

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Joy is currently volunteering as full-time as possible for IkamvaYouth. Her role involves a bit of everything -- from tutoring English and mentoring learners and volunteers to strategic planning, project management and coordination, engaging partners and fundraising. She tries to balance her time between the details of ground-level implementation and long-term strategy regarding the IkamvaYouth model's replicability and scalability.

Joy has an honours degree in Psychology, and will begin her MA in Education and information and communications technology (ICT) at the University of Cape Town (UCT) in 2007. Previous work experience includes posts as a researcher at the University of the Western Cape (UWC), the Human Sciences Research Council (HSRC) and bridges.org. She currently freelances as a researcher for policy and implementation projects concerning the use of ICT for education and development.

Joy is passionate about IkamvaYouth because of the enjoyment and fulfilment she gets from working with the wonderful ikamvanites (volunteers and learners), and the positive impact that the organisation has on peoples' lives. She feels honoured and privileged to be working with such talented, committed and fun people and is continually inspired by the results that the ikamvanites have been able to achieve, and the massive potential the IkamvaYouth model has for driving social change and transformation in South Africa.

Makhosi Gogwana

Co-founder,

Director of IkamvaYouth Eastern Cape, Management committee member

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Makhosi has established two new branches in the Eastern Cape (in Alice and East London) and is pioneering the roll-out of the IkamvaYouth model to rural areas. He is responsible for recruiting and coordinating volunteers, and facilitating the organisation's partnerships in the Eastern Cape. Previously at IkamvaYouth in Khayelitsha, he headed and facilitated the Global Education Initiative (a Ford Programme's initiative), tutored Geography and played a key role in supporting, protecting and promoting the mission, goals and objectives of IkamvaYouth.

Makhosi co-founded IkamvaYouth while working with Joy Olivier at the HSRC in 2003. He has since worked as a researcher at the Council for the Scientific and Industrial Research (CSIR) and Fahamu.org. His roles and responsibilities in these positions include project management, administration and implementation. At Fahamu.org he played vital role in research, administration, writing, distribution and promotion of Fahamu's electronic newsletters on Human Rights and Social Development in South Africa and Africa.

Makhosi holds a Masters of Philosophy in Water Resources Management and BA (Hons) in Development Studies, and BA Geography at the University of the Western Cape. Makhosi believes that developing human capital and social transformation are key aspects for a healthy nation.

Susie joined IkamvaYouth in 2004, and has been an integral part of the organisation's growth and development since. Her responsibilities have included coordinating day-to-day operations, organising special events, proposal writing and mentorship of learners. She instilled a passion for maths in many of our learners and helped start up the second branch of IkamvaYouth in Nyanga. Due to the collaborative nature of our way of working, she has been actively involved in most aspects of the organisational tasks but shared the responsibility with the rest of the team. Due to her recent relocation to the United States to pursue further studies, her role has changed, but not as much as one would think given that she is so far away. While she is still involved in many tasks including proposal writing, data analysis, webmastering and general administration, she also provides advice to the core team on how to handle complicated situations.

Susan Godlonton

Director, Advisor, Management committee member

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Susie is currently pursuing her PhD in Economics and Public Policy at the University of Michigan in the United States of America. She has a MA in Economics from UCT, and previous work experience includes working on a number of research projects based at UCT ranging from health economics to unemployment and education issues. Susie was a lecturer at the University of Cape Town in the Economics department 2005 – 2006 and also has extensive experience in tutoring in Economics.

Describing the impact that being an ikamvanites has had on her life, Susie says "IkamvaYouth has taught me so much. It has taught me how to be a leader (something I never thought I was capable of); it has taught me the power of caring, and constantly makes one aware of the possibility of change if everyone just did something small. It just shows how useless and unfounded the attitude of "I can't change anything" really is! I believe passionately in the equality of opportunity and believe that IkamvaYouth is successfully affecting change in line with creating such equality in South Africa. I believe that there is a dedicated team who are passionate about structural change and not part of the development industry hypocrisy that exists in too many development agencies. IkamvaYouth continues to teach me new skills and beliefs and open my eyes to new obstacles to overcome, and it would be difficult to stop this learning and emotional path that I have started."

Susie hopes to complete her PhD as quickly as possible and return to South Africa. At the moment she is interested in pursuing research and advocacy work in line with some of the issues faced by IkamvaYouth and its learners, particularly education, unemployment and HIV/Aids. Combining research with continued grass-root organisational involvement, she hopes to maximise her contribution to the transformation of South Africa.

Steven Levy

Steven, who holds a degree in Political Science from Cornell University and an MBA from London Business School, is a serial entrepreneur who has set up successful companies in Moscow, London, New York, and Cape Town.

Currently, Steven is the Managing Director of Connect-123, an organisation that assists local companies and NGOs by providing them with skilled international volunteers.

Previously, Steven led the investment team at HBD Venture Capital and was a director of the Enablis Entrepreneurial Network, a $15 million initiative to drive entrepreneurship in emerging countries. Steven is married to a South African and has lived in Cape Town since 2002.

Theresa Bergsma

Public partnership liaison,

management

committee

member

Theresa is the public-partnership liaison between IkamvaYouth and the City of Cape Town. As she is also the manager and librarian of the Nazeema Isaacs Library where the organisation is based she ensures that the organisation gets maximum leverage out of using the Library's facilities. She is actively involved in the day to day running of the organisation, and played a critical role in the establishment of the Computer Tuxlab (2006) and the participation of learners in the Global Education Initiative (2005).

Theresa joined IkamvaYouth at the end of 2003 when the organisation relocated to the library. Describing her reasons for volunteering for IkamvaYouth, Theresa says: "I found my own values and priorities mirrored back at me in the other volunteers – the same dreams for the youth of Khayelitsha and South Africa. I wanted to do more for the community than just the job I get paid for. I am motivated by the satisfaction of actually seeing the difference the activities make in the lives of its members. I get to know the IkamvaYouth members (who are also library patrons) very well (they become my friends) and can get feedback on services

offered by IkamvaYouth as well as the Library."

Theresa has a Higher Diploma in Educations (Post Grad) from the University of Cape Town (1993) as well as an Honours Degree in Library and Information Science also from the University of Cape Town (1999). She has worked as a teacher and for two years at an engineering firm. However, her career is firmly built on being a librarian.

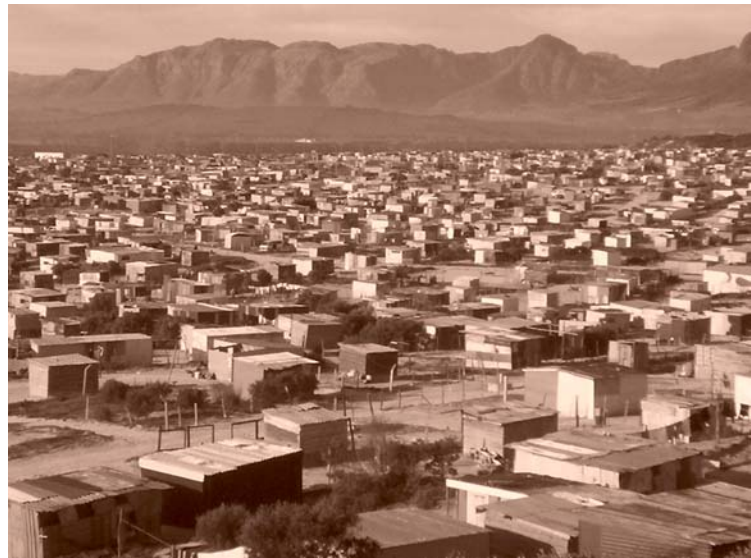# Management Committee and Board of Directors

Denham Trollip

Chief Financial Officer

Denham is the business development director at Jam Warehouse, where he is responsible for development of Jam Warehouse services, development of key customer and partner relationships, and for project-related activities such as project structuring, project methodology, project direction, and coaching of project personnel.

Denham has been an ICT and business consultant since 1986 and has extensive experience in overseeing the conceptualization and delivery of ICT solutions. He has played key roles on many ICT projects over the past 20 years that have focused on Knowledge Management, BPR, ERP, CRM, systems integration, custom systems development and systems implementation. He has established and led a number of software development and implementation entities and has project managed a number of large consulting and systems development engagements in the Financial Services, FMCG/Retail and Energy sectors. During this time Denham has held various advisory roles related to ICT strategy, product, service, and systems development.

Concurrently Denham acquired extensive experience with research methodology and statistics during ten years as a part time research consultant and statistician in the social sciences and humanities.

Qualifications: MBA – UCT Graduate School of Business, BSc (Computer Science; Psychology) – UCT

Management Committee and Board of Directors

Management Committee Members:

Bongani Ndubata

Asset management, discipline and Media, Image and Expression team member

Bongani is responsible for working with the administration task team to ensure that IkamvaYouth's learners comply with their agreements with the organisation. Attendance, settling debts to the application fee and registration loan fund, collecting reports and keeping tabs on the organisation's assets are all part of Bongani's portfolio.

Bongani joined IkamvaYouth in 2004 because he wanted to improve his academic results. After completing his matric in 2005, he joined as a volunteer because he wants to contribute to helping the organisation reach its goals in the community. He has taken a gap year to volunteer because he enjoys to be part of and witness developments in his community. Bongani has played integral roles in coordinating the June holiday programme and establishing the Media, Image and Expression programme. He is an MC extraordinaire (as proven at the launch of the tuXlab), and also represented IkamvaYouth and South Africa at the Lucca Leadership foundation course in Italy in 2005.

Bongani says that he is gaining valuable experience by volunteering for IkamvaYouth and "being exposed to many things (eg. involved in management committee and making collective decisions with the organisation) and learning about media has made a positive impact on (his) life." Bongani enjoys listening to music and making films (movies and documenting special events). He plans to become a teacher, get involved in politics, and one day become the President of South Africa.

Funeka Kalawe

Admin task team leader

Funeka leads the admin task team, which is largely responsible for ensuring that attendance data and reports are collected and entered into the database. She also administers application forms and other documentation for tracking learner information and progress. Funeka tutors maths and computers.

Funeka joined IkamvaYouth in 2004. She needed help with her subjects, and was attracted to IkamvaYouth because its services are free of charge. Her top achievement in her life to date is passing matric with good symbols. She also received IkamvaYouth awards in 2005 for outstanding leadership and excellent attendance. Funeka is currently studying Information Technology (IT) at the Cape Peninsula University of Technology (CPUT).

Funeka is passionate about teaching youth the basics of computers. Her qualities of patience and understanding make her an excellent tutor. "Everyone has within them some special gifts with which they were born, something that has to be brought out of others to see and appreciate. I want to be in the team that will build IkamvaYouth because I would really love to see IkamvaYouth being all over the country, helping the youth of South Africa all over. IkamvaYouth helped me to meet new cool people, have confidence and learn a lot about life, many things that I didn't know."

Funeka plays netball and basketball. She is a very adaptable person, who loves listening to others. She is ambitious and doesn't give up after a first failure. Her hobbies are typing, discovering new things, meeting new people and chatting over the Internet.

Her plans for the future include becoming a successful woman in IT. She plans to create jobs for people who have not had the opportunity to access tertiary education as she has: her plan is to employ them and train them for their particular jobs.

Hilton Trollip

Media, Image and Expression team leader

Hilton is responsible for the media, image and expression programme (MI&E), tutors maths and science and, like most of our core team members, does a lot of other things besides (he is a signatory and his significant experience in institutional development makes him an important asset for our organisational growth). The MI&E programme involves encouraging Ikamvanites to express themselves through speech, art and drama and assisting Ikamvanites to use access and use new media. Typical activities include facilitating Ikamvanites interviewing each other on camera, photographic, sound and video recording of personal, educational and dramatic performances and community rituals and events and editing and disseminating the material. The programme provides ikamvanites with opportunities to express themselves, their hopes, dreams and worries, and is building capacity for IkamvaYouth to begin using this as a basis for replicating and promoting its work.

At the beginning of 2006, Hilton had some spare time and had heard about IkamvaYouth. He began tutoring Maths and Science and is now very involved at a number of levels. As he became more involved, he realised the huge need for IkamvaYouth and the ways in which the organisation is meeting these needs in a very special way: "IkamvaYouth is very replicable and is possibly the only solution I've seen so far that can deal with the sorry state of the education system."

He says, "I believe all volunteers should remain actively involved in because it gets and keeps one in touch. It has made me re-assess what is really going on in the "new" South Africa. I've become involved almost full time and seeing daily what goes on in the lives of poor people and the lack of services and resources at their disposal has been strengthening my interest and resolve to increase my involvement in IkamvaYouth which is one of the few organisations that I have seen actually making a difference on the ground in Khayelitsha.

Hilton has an Msc in Engineering from Wits University, and has worked for more than twenty years as an engineer, manager and academic. Explaining why he is involved in IkamvaYouth, Hilton says, "I was deeply involved with the political transition in the nineties but around the "ten years of democracy celebrations" era became somewhat disillusioned as to the likelihood of the state being able to address the problems of poverty". As I was not able to join the "establishment" in the 1980's, in the apartheid era, I can't join it now, as I believe that possibly we face even worse problems and that the state is in denial about these and that they could end up destroying whatever advances were made in the 1990s. Just like you can find nobody now who ever supported apartheid I think there are going to be people in ten years time saying that they didn't know about the poverty and the decline of the health, education and infrastructure systems that is a reality today for anyone who opens their eyes. It's not special, but I think the characteristic that has brought me to IkamvaYouth is that I can't close my eyes on this. When some of the horrors we see daily in poverty stricken areas aren't freaking me out enough to want to leave for New Zealand I think that maybe through working with groups such as IkamvaYouth I might be able to at least make a positive difference in lots of people's lives, especially my own."

Olga Ganta

Learner representative, Nyanga library

Olga is in grade 11, and is represents the learners at the Nyanga branch on IkamvaYouth's management committee. She also ensures that attendance data is collected and captured on IkamvaYouth's database. She also represents the Nyanga learners on the management committee.

Olga is very committed to the growth and development of IkamvaYouth, and specifically the branch in Nyanga. She is highly organised and hard working, as well as a talented dancer (her moves at the talent show in September 2005 were something!)

Management Committee and Board of Directors

Phillip Mcelu
ICT Task Team Leader

Phillip is in grade 12, and, together with his mentor, Jonty Jedeikin, leads the information and communications technology (ICT) task team. Phillip joined IkamvaYouth in 2005 as a grade 11 learner, and became fast-involved in IkamvaYouth's e-literacy programme when he participated in the Global Education Initiative (GEI) programme. During 2005 he was a learner representative at IkamvaYouth, and has been a very involved and committed learner since.

Pieter is one of the original ikamvanites (he joined in 2003), and It is thanks to his efforts that each week, there are enough volunteers and enough lifts to get them to our Khayelitsha and Nyanga branches. He has successfully ensured that for each subject, the learner/volunteer ratio is sufficiently low to ensure sufficient individual attention for each learner. Pieter also tutors maths and physics, and has responsibilities as a signatory for the IkamvaYouth bank account.

Pieter is currently pursuing his career as a mathematician, and feels that since mathematics is an (almost) completely abstract field, he likes to spend some time doing something that actually makes a positive difference in peoples' lives. He is studying for a masters degree in mathematics at UCT, and has a BSc (Hons) in Mathematics.

"Since I had the privilege of attending a good school, and was fortunate enough to have a teacher who volunteered his time to give me extra lessons, I felt that it would only be fair that I tried to pass some of my knowledge on to other people who didn't have such opportunities."

Describing his motivations for being so involved in IkamvaYouth, Pieter says "I have seen the difference this organisation has made in the lives of many of our former students; therefore I know that the time I put towards IkamvaYouth is not going to waste. Another motivation comes from seeing the time and effort other volunteers put into IkamvaYouth; it makes all the excuses I might have had for not doing more seem rather lame. I have met wonderful people whom I would otherwise never have met. I have become (somewhat) more organised.

Pieter Mostert
Volunteer coordinator, Western Cape

Pieter displays the optimism generally found within every ikamvanite when he says that "being a member of IkamvaYouth has given me reason to believe that despite all the challenges that we as a country face, it is possible to overcome some of them (and hopefully, in time, all of them)". He says that "having seen how IkamvaYouth has been able to provide school-leavers with opportunities they might otherwise not have had, while being aware of the problems faced and mistakes made, I would love to see IkamvaYouth firmly established."

Pieter does pottery and occasionally draws. He also enjoys hiking and caving. He plans to complete his PhD in mathematics overseas, and return to South Africa where he will most likely continue being a mathematician. Alternatively, he says, he might do something completely different like become a potter. We hope he stays on to build the capacity of the volunteer coordinators in the future branches of IkamvaYouth, so that the tutoring programme can run as fluidly as the branches managed by Pieter.

Thobela's role is to make sure that there are enough tutors teaching the right subjects for our learners at the Nyanga branch. He motivates the learners to work hard, and ensures that everything runs smoothly.

Thobela joined IkamvaYouth in 2004 as a grade 11 learner. He is currently studying a BSc at UCT and writing poetry. Explaining why he is a member of the core team of volunteers, Thobela says, "Ikamvayouth is by youth for youth organisation and I love working with youth. Our main purpose is to open gates for disadvantage students to tertiary level that alone is improving my community and the whole Nation. I was helped in this organisation to be where I am now, I got love from this organisation now I am giving it back to my community by volunteering in this organisation."

Thobela's plans for the future include "having my own lab where I will do all my research and influencing (through my poetry) people to express themselves fully with their talents."

Thobela Bixa

Coordinator,

Nyanga library

branch

Management Committee and Board of Directors

Xolani is a grade 11 learner who joined IkamvaYouth in 2005 when he participated in the e-literacy programme. He joined because he noticed that learners who were in grade 12 at IkamvaYouth passed well and are now in tertiary institutions because of IkamvaYouth.

Xolani is a learner representative who is responsible for checking in with the other learners, and taking their suggestions and complaints to the management committee. He also collects attendance data, and checks that learners are attending regularly.

Xolani joined in 2005 when he was in grade 10. He participated in the Last in the 2005 Lego League team at UCT with some IkamvaYouth volunteers. They made robots and received medals for coming 5th.

Xolani is a talented poet, as well as a ballroom and latin american dancer. His plans for the future include studying IT and establishing his own IT Centre in a container whereby he aims to decrease unemployment in his community.

Xolani Koloza

Learner Representative,

Nazeema Isaacs Library

With every activity, deliverable, responsibility, event, programme and process resting on the shoulders of volunteers, IkamvaYouth has a team of core volunteers, who expend a large amount of effort and time to ensure the everyday functioning of the organisation. The core ikamvanites are the ones who are involved in organisational processes beyond tutoring and workshop facilitation, who support and mentor members of the management committee and help to carry the load of administration and ensure effective programme delivery. Key core volunteers who have helped over the past year include:

- Andrew Faull, who is a great mentor to Bongani Ndubata and helped to lead the discipline task team
- Jean-Paul Bauer, our IT guru who set-up our computer lab, has spent many hours providing technical support and implemented our upgraded website.
- Jonty Jedeikin, who is a very supportive and committed mentor to Phillip Mcelu and helped to lead the IT task team
- Helen Alexander, who helped to gear up ikamvanites and get all the attendance data captured (no mean feat!)
- Naledi Yaziyo, who represented learners at Nazeema Isaacs library
- Nkosikho Sigaba, who has helped to manage the tuXlab
- Nolusindiso Mato, who has helped the admin task team and managed the newsletter
- Vuyiseka Bixa, who helps with events
- Xolani Ntandathu, who has managed the tuXlab and teaches grade 10s computer literacy
- Zukile Keswa, who has led the finance task team

Financial Model and Statements

Audited Detailed Income Statement

(16 month period ending 30 Novemeber 2005)

	2005
REVENUES AND OTHER SUPPORT:	
Contributions	R 22,890.00
Total Revenues	R 22,890.00
EXPENSES:	
Programme Operations	
* Bursaries	R 1,250.00
* Catering	R 4,838.00
* Computer Expenses	R 45.00
* Depreciation	R 489.00
* Printing and Stationery	R 1,215.00
Administrative	
* Auditors Remuneration	R 1,710.00
* Bank Charges	R 1,238.00
Fundraising	
* Travel	R 2,580.00
Total Expenses	R 13,365.00
CHANGE IN NET ASSETS	R 9,525.00
Net Assets, beginning of the year	R 0.00
Net Assets, end of the year	R 9,525.00

Provisional Income Statement
(1st December2005 - 15th November 2006)

	2006
REVENUES AND OTHER SUPPORT:	
Contributions	R 47,585.85
Services rendered	R 39,440.00
Awards	R 41,549.76
Contributed Rent, and infrastructure development	R 80,300.00
Contributed materials, equipment and supplies	R 28,530.00
Other	R 15,500.00
Total Revenues	R 252,905.61
EXPENSES:	
Programme Operations	R 134,751.71
Programme Management	R 13,500.00
Administrative	R 13,492.72
Fundraising	R 83,994.50
Total Expenses	R 161,744.43
CHANGE IN NET ASSETS	R 91,161.18
Net Assets, beginning of the year	R 9,525.00
Net Assets, end of the year	R 100,686.18

Donors and Partners

We would like to thank all individuals, organisations and foundations that have played their role in ensuring the IkamvaYouth success! Our biggest support has thus far been from our volunteers, without you none of this would have been possible!

To all our volunteers for all their support, particularly the many, many hours of volunteered time and sacrifices made to ensure that IkamvaYouth is so effective – We Thank you!

We would also like to thank our Donors for their support:

Bridges.org

Budget Banners

City of Cape Town: Department of Social Development – Library and Information Services

Connections

DigiGraphix

Florence Jennings

Gary Thalman

Global Education Initiative

Golden Chicken and Egg

Grand Format Digital

Instant Grass

Jaqueline Bauer

JMC

Lin Bauer

Michael Brokensha

Mr Burton

Overberg Food Distributors

Philip Schmidt

Pick 'n Pay

Rachel Engel

Richard van der Westhuizen

Score

Sean McLaughlin

Steve Sherman

Sudborough Foundation

Sunstep

Terence Lapidius

The Shuttleworth Foundation

Tudor Photographies

University of Cape Town – Chemical Engineering department

University of Western Cape

Via Technologies

Warren Lapidius

Woolworths – Gardens

Woolworths – Klipfontein Rd

Young and Rubicam Gitam

We would also like to recognize our supportive partner organisations who have all played various supporting roles to IkamvaYouth:

- 1-2-3 Connect
- Aids Legal Network
- AJ College
- Alice Library
- Community Video Education Trust (CVET)
- Hout Bay Music Project
- Inkhanyezi

- Inkululeko Technologies
- Legal Aids Network
- Lucca Leadership trust
- Nazeema Isaacs Library
- Nyanga Library
- Shine
- Youth Engaging Youth

Looking Forward

From its inception, IkamvaYouth has sought to operate with as little funding as possible. The rationale behind this is that the less funding required, the more replicable and sustainable the model across poor areas in South Africa. IkamvaYouth has been operating since 2003, and its growth and impact have been phenomenal, despite operating without core funding or any paid staff.

The IkamvaYouth model has been proven in its impact, efficacy and replicability. Yet the sheer size and volume of people and activities involved has meant that members of the core team are currently volunteering full-time, which is unsustainable.

IkamvaYouth's plans for the future include:

- focused effort on fundraising,
- establish an IkamvaYouth center in Khayelitsha,
- increased roll-out (across the country, including rural areas),
- establish an Online tutoring and mentoring programme (and link volunteers around the world with disadvantaged South Africa learners across the country)
- generate revenue such that it can be self-sustaining, and
- establish a bursary fund.

Fundraising

IkamvaYouth has concentrated a great deal of effort in setting up a significant fundraising week in Singapore with a great deal of support from Florence Jennings and the recently established Singapore Fundraising team. A group of 11 representatives will be travelling to Singapore to participate in a number of corporate fundraising events including a Charity Auction event to be held at the Four Seasons Hotel. The representatives will be performing at the planned events, selling merchandise made by volunteers and others in the community.
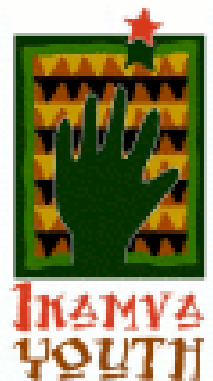
IkamvaYouth center

In 2008, IkamvaYouth plans to establish a headquarters from which to operate. The core team needs the space and time to focus on building the capacity of and supporting the young leaders who have taken on managing the new branches. IkamvaYouth is beginning to grow out of the space afforded by the libraries, as most do not have room for extra workshops, counselling, or computer labs. With a centre in Khayelitsha, the organisation can set up an art room, computer lab, science lab, counselling room and space for workshops etc. The holiday programmes for the Western Cape branches will also be held there.

Increased roll-out (across the country, including rural areas)

The IkamvaYouth model is easily replicable across the country as it effectively and economically addresses South Africa's education crisis by bringing together public libraries, schools, universities, the private sector and other civil society organisations to work together to create the skills base South Africa so desperately requires. There are learners in disadvantaged communities with huge potential, who simply lack the guidance they need to achieve the great things of which they are capable.

The fact that IkamvaYouth has already been successful in rolling-out to two additional branches, is proof that this is possible. 2007 hopes to see the launch of at least one additional library, and an increase of learner and volunteer recruitment at the current libraries.

IkamvaYouth Online

(linking volunteer tutors and mentors around the world with disadvantaged South African learners across the country)

IkamvaYouth is highly enabled and empowered through its use of ICT. Through its experiences with the Global Education Initiative, and leverage of open educational content, IkamvaYouth has recognised the potential for interactive online learning.

IkamvaYouth aims to use virtual classroom software and VoIP to link South African learners across the country with volunteers across the globe. In order to achieve this, wireless technology will need to be harnessed in rural areas, as every branch of IkamvaYouth will need access to a computer lab with sufficient Internet connectivity.

Generating its own revenue

(through the development of local content for self-sustainability)

IkamvaYouth has in the last year begun generating revenue to ensure its sustainability and enable growth. We plan to extend these small beginnings and hope by pursuing the following activities:

* providing workshops to other NGOs;

* sell photographs and DVDs taken by learners and volunteers in the Media, Image and Expression programme at national and international exhibitions and online;

* provide computer-related services in the lab including charging a small amount per MB for Internet access, printing and fax services, advanced computer training, typing of documents for community members, compilation of cv's, as well as general IT technical support to the community;

* screen documentaries made by ikamvanites in the community;

* sell donated goods at Milnerton Flea Market on a regular basis;

* sell IkamvaYouth merchandise including T-shirts, calenders, postcards and much more;

* Create and sell a book comprising photography, poetry, art and creative and discursive writing

Contact Details:

Mailing Address:

Ikamva Lisezandleni Zethu,
Nazeema Isaacs Library
Cnr Lansdowne and Cekeca Rds
Makhaza; Khayelitsha; 7784

Republic of South Africa

South Africa:

Western Cape contact:

Joy Olivier

Director and co-founder

Tel: +27 83 951 3336

E-mail: joy.olivier@ikamvayouth.org

Eastern Cape contact:

Makhosi Gogwana

Alice Manager and co-founder

Tel: +27 721593309

E-mail: mgogwana@gmail.com

United States of America:

Susan Godlonton

Director and Advisor

Tel: +17342391286

E-mail: susan.godlonton@ikamvayouth.org

Singapore:

Florence Jennings

Corporate fundraising and

public relations

Tel:+6591117849

E-mail:ikamvayouth@gmail.com

Our Banking Details:

Bank: Standard Bank
Branch: Cape Town
Name of the account: Ikamva Lisezandleni Zethu
Account Number: 070188009

Swift Code: SBZAZAJJ

NPO Registration information:

NPO number: 032-082