

# Ikamva Youth

IKAMVA  
LISEZANDLENI  
ZETHU



Annual Report  
2009





## **Table of Contents**

A message from the Executive Director	2
Messages from Branch Directors	3
IkamvaYouth at a Glance	5
How We Achieve Consistently Great Results	6
Supplementary Tutoring	7
Career Guidance, Mentoring and Life Skills	10
Operation Fikelela	12
HIV/AIDS Awareness	14
Media, Image and Expression	15
Holiday Programmes	17
Out and About	18
EduAction	20
Special issue: IkamvaYouth-in-a-Box	22
Special issue: Ikamva Flying Colours	22
Events	24
Special issue: Defining Our Future	25
Our people	26
Financial Statements	30
Donors and Partners	31
Looking Forward: 2010 and Beyond	32

## **Contributors**

### **Text contributions**

James Krolkowski / Joy Olivier / Luyanda Kota / Andrew Barrett /  
Khona Dlamini / Kerrie Channer / Funeka Kalawe / Philip Mcelu /  
Thobela Bixa / Dr Carl Palmer [and many others...]

### **Design contributions**

Felix Seuffert / Tau Tavengwa

### **Photographers**

Too many to mention! Thanks everyone!



## A message from the Executive Director

Joy Olivier  
Co-founder and Executive Director



IkamvaYouth's sixth year was a big, busy one. We grew (expanded our team and our reach) and most importantly we once again, against all odds, achieved our mission: an 87% matric pass rate (54% Bachelor passes and 31% Diploma passes, required for access into tertiary study). Our learners far surpassed the national and provincial matric results; compared with those of the districts in which we operate, they are astounding. These results (together with mentoring and career guidance) enable our learners to matriculate from township schools, walk through the doors of higher education and realise their dreams.

It is wonderfully fulfilling to be delivering on our mission in a way that far exceeds any realistic expectations. There are Ikamvanites in fields including Biochemistry, Information Technology, Business Administration, Psychology, Engineering, Education, Nursing and Law. Some are traveling the world, others have enriching jobs, or even running their own small businesses. Anna Telford's documentary, *IkamvaYouth Fly-*

ing Colours (2009) captures some of these stories. Watch it on our new website now! We were joined by some incredible new friends in 2009. The libraries, tertiary institutions, schools, organisations and companies we work with enable us to do what we do, and in 2009 they helped us to be bigger, better and in new places. Read all about these exciting new developments in the branch directors' reports.

Sharing resources, expertise, and lessons learned is key for the success and replication of our model. Read about *IkamvaYouth-in-a-Box* and our plans for 2010 and beyond to find out about where we plan to go from here.

Reflecting back on last year gives us the much-needed space and time to sit back and appreciate what we've achieved and how lucky we are to be working with such

inspiring and talented people. Ikamvanites rock! :)

I'm inviting all readers of our 2009 Annual Report to join the learning revolution. Bring your time, talents, skills, cash or resources and invest in our future. Viva, ikamvanites, viva!

IkamvaYouth now operates in five townships in three provinces:

- Khayelitsha (Makhaza), Nyanga and Masiphumelele (in the Western Cape)
- Cato Crest (in Kwa-Zulu Natal)
- Ebony Park (in Gauteng)

The dynamic, young social entrepreneurs who run IkamvaYouth branches achieved great and wonderful things in 2009. Right from her first day, Khona Dlamini set about transforming IkamvaYouth KZN. With the generous and extensive support of DUT, Khona has established a strong foundation upon which Ikamvanites can build their futures. Despite the huge challenges (lack of funding and grade 12 accessibility), IkamvaYouth KZN has taken massive strides and delivered impressive results. Demand for IkamvaYouth in the Western Cape has exploded under the innovative and steady leadership of Luyanda Kota. The Makhaza branch continues to set the standard and pilot innovations. For example, the new incentives for attendance are yielding great results (read about our gold, silver, green system below). This year learners' attendance is tracked with barcode scanners. Who would have thought that we would become so high-tech? Nombuyiselo Dziba has entirely revamped the Nyanga branch. She has exponentially increased the number of learners and volunteers, and the Nyanga branch committee is an enthusiastic group of committed and passionate people. Susan Alexander and Nicolas Commiegnes got the Masiphumelele branch up and running, despite the lack of funding and staff. We are very excited about the potential of this branch and hope to see it come to full fruition within the coming year. Andrew Barrett is ensuring full Ayobaness in Gauteng. It is wonderful to see learners and volunteers proudly adopting their identity as Ikamvanites; living the values, expressing themselves and working to help one another.



## Messages from Branch Directors



### Luyanda Kota – IkamvaYouth Western Cape

I am now in the process of realizing that a year at IkamvaYouth is like a day. 2009 was no exception as we embarked

on a number of ambitious projects. For the first time we kick-started with an Opening Day which was widely attended by parents, learners and community members. The positive tone that propelled our momentum in 2009 was set by the enthusiasm of our ikamvanites as well as by the following numbers: 90% pass rate for Grade 12 learners who graduated in 2008, 72% of which matriculated into tertiary institutions while another 10% found employment.

The challenge of growing up and improving our statistics was not easy as we struggled with the number of volunteers while trying to stick to our objective of maintaining the 5:1 student-to-tutor ratio. As a great supplement to our daily activities, we once again organized a winter school, for the first time in cooperation with TSiBA, who has provided us continuous support in a number of ways, from supplying us with mentors to inviting our learners into their Open Day. The main winter school at TSiBA was attended by both Khayelitsha and Nyanga learners and for the very first time we forged relationships with Masiphumelele community where we also held a winter school, which followed a successful Career Indaba, and became a starting point in our efforts to establish a new branch. Experiencing the exponential growth of our Gauteng branch and developing two organic extensions of our Western Cape structures-- namely, reintroduction of service in Nyanga and launch of a Masiphumelele branch-- have made last year very exciting.

A slew of new staff and volunteers materialized: Khanyisa Nyobole-Mphahlele as Public Relations officer; Zukiswa Gavu as Administrator, TuxLab manager and Economics tutor; ex-learner Mziwoviwo as volunteer at the Makhaza TuxLab; and third-year law student Abongile Waganda as office assistant; international interns Kerrie Chenner and James Krolikowski also came on board.

We celebrated the unity of our expanding branches by exposing learners to various media and encouraging them to express themselves and bond through a joint talent show that showcased an artistic pedigree in our learners from Nyanga, Masi-phumelele and Makhaza learners. Soon after, at our annual Prize Giving ceremony, we honoured top-performing learners and volunteers. We received matric results at the end of the year and Makhaza learners carried over our trend with a 90% pass rate - and this would not be possible without the support of our valuable funders, partners, volunteers, wider communities where we serve and, last but not least, a great sense of cooperation between us and our learners. I salute the spirit of Ikamvanites and, indeed, Ikamva Lisezandleni Zethu- the future is in our hands!



### Andrew Barret – IkamvaYouth Gauteng

Thanks to the generous support of the Transnet

Foundation and Hatch Africa, IkamvaYouth's newest branch launched with much excitement and frenzied activity in January 2009 in Ebony and Ivory Park near Midrand, Johannesburg. Following a pilot period, IkamvaYouth Gauteng proudly opened its doors to 70 learners from grades 10 and 11 who

enjoyed a productive year as this province's first official ikamvanites.

The year proved to be a busy one driven by the irrepressible energy and enthusiasm of an incredible group of volunteers and a seemingly unquenchable thirst for knowledge from our learners. Supplementary tutoring sessions took place every Saturday morning with an average learner/volunteer ratio at roughly 5 to 1, thereby ensuring optimal conditions for great results.

A very successful Winter School Holiday Programme took place over two weeks in July and combined intensive tutoring in English and Maths with fun activities and excursions. This year, ikamvanites visited Wits University, whose Marang Centre conducted curriculum-based science experiments using micro-science kits, explored the planetarium and stood on the viewing deck of the Carlton Centre overlooking the whole of Johannesburg. The winter school culminated in our inaugural Talent Show and Photography Exhibition which included dance, photography and drama—a unique opportunity for learners to showcase their talents. We are immensely excited that our first group of matrics will be graduating through the system this coming year.

It is difficult to overstate the magnitude of IkamvaYouth's achievements. I'm sure you would have noted with growing concern the ongoing and desperately disappointing national matric results each year. Thousands and thousands of our youth have their futures stolen from them on an annual basis as a result of the almost total dis-functionality of the township schooling system. However, if IkamvaYouth has a message it is very simply this: 'How things are, is not how things have to be.' It's time to become truly 'AYOBA' and join the revolution (which is more like a movement) and help Ikamvanites take charge of their futures.

While education experts, union leaders and officials publicly state that it will take anything between 6 – 12 years to fix this problem WE HAVE TO DO SOMETHING NOW – and that something is IkamvaYouth! As



a volunteer driven and community-based movement, we remain distinctly low-cost and we should really have a branch nearby every university in the country.

In reflecting on 2009 a huge contribution was made by an awesome group of volunteers and the learners responded to this commitment in the best way possible by working hard and making IkamvaYouth work. We're confident 2010 will hold great things as we grow as a branch and endeavour to create post-school opportunities for our learners.

Halala Ikamvanites Halala.

Sciences at Durban University of Technology enabled us to organize holiday programmes that exposed young people to tertiary education environments and giving access to facilities such as science and computer labs.

We look forward to moving into our new premises and furnishing our lab space—generously supported by the funding from AME Africa Technologies— for our Operation Fikelela programme. In 2010, I look forward to welcoming and working with new faces, both learners and volunteers, who choose to take the future into their own hands.



**Khona Dlamini**  
–  
**IkamvaYouth**  
**KwaZulu-Natal**

This has been an interesting year for Ikamva Youth in KwaZulu Natal and

for me in particular. I had jumped right into the thick of things in June— after just one month with the organization—to run the highly successful Winter School Programme. Since then I familiarised myself with the organization's daily workings as well as with our tutors and learners. I have found Ikamva to be an exceptionally warm group of extraordinary individuals and I hope that with the assistance of both national and provincial members of the team, we will be able to make a difference in the lives of young people in Cato Manor.

Coupled with obvious challenges entailed in this position, especially when it came to finding venues and committed volunteers, are some fantastic developments. Ikamva KZN teamed up with Student Dynamics at University of KwaZulu Natal's Westville and Howard campuses, which has provided us with tutors and career guidance facilitators. Our relationship with the Faculty of Applied





## 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 lift themselves out of poverty and into tertiary study or employment. The organisation provides all of its services free of charge to learners from grades 9 to 12 in Khayelithsa and Nyanga (in the Western Cape), Cato Manor (in KwaZulu Natal) and Ebony and Ivory Park (in Gauteng). IkamvaYouth is driven by the commitment, enthusiasm and creativity of the ikamvanites (volunteers and learners) and constitutes a daily proof that transformation can happen with very little resources.

IkamvaYouth's mission is to provide disadvantaged secondary school learners with the necessary skills and information, both academic and psycho-social, to enable them to access post-school educational or employment opportunities of their choice. In addition, it works to offer young people from diverse backgrounds the opportunity to participate in transforming their communities. In pursuing this mission, IkamvaYouth aims to redress the persisting educational and socioeconomic inequalities in South Africa.

The primary objective of the programme is to ensure that each learner completes

school with a realistic plan for the following year. Following matric, each learner needs to be enrolled in a degree or diploma course, learnership, job-shadowing opportunity or employment. Through IkamvaYouth, learners can ensure they get the grades and support they need for a better future.

IkamvaYouth broadens the post-school opportunities of disadvantaged youth through five core programmes:

- Supplementary Tutoring;
- Career Guidance, Life Skills and Mentoring;
- Operation Fikelela (e-literacy);
- Media, Image and Expression;
- HIV/Aids Awareness.

Secondary objectives include developing communication skills, self-knowledge and self-esteem as well as improving mastery of English language. Mentors support learners' academic, emotional and personal development.

One of our most significant achievements has been the Pay-It-Forward attitude that we instill in our learners—this has led to an influx of ex-learners who help not only as tutors, but also as Management Committee members. In Makhaza, for example, over half of our volunteers are ex-learners. This has gradually increased the sustainability of IkamvaYouth and stands as proof of high levels of support we receive from local communities and of how our beneficiaries believe in the impact of the project.

Through volunteerism, IkamvaYouth offers young people from diverse backgrounds a chance to drive their own transformation as well as that of their peers and communities. Together, ikamvanites show that positive change is possible and that our generation can change the course of history.

### *"You're special"*

*Have you ever wondered why people like you?  
Have you ever asked yourself that what is it you have?  
Have you ever thought of yourself as a role-model?  
Have you ever thought of yourself as a special person?  
Now I'm telling you, you're special  
Maybe have never been told, so now I'm telling you.*

*You're special more than you'll ever know  
More than you'll ever think  
More than you'll ever dream  
And more than you'll ever be*

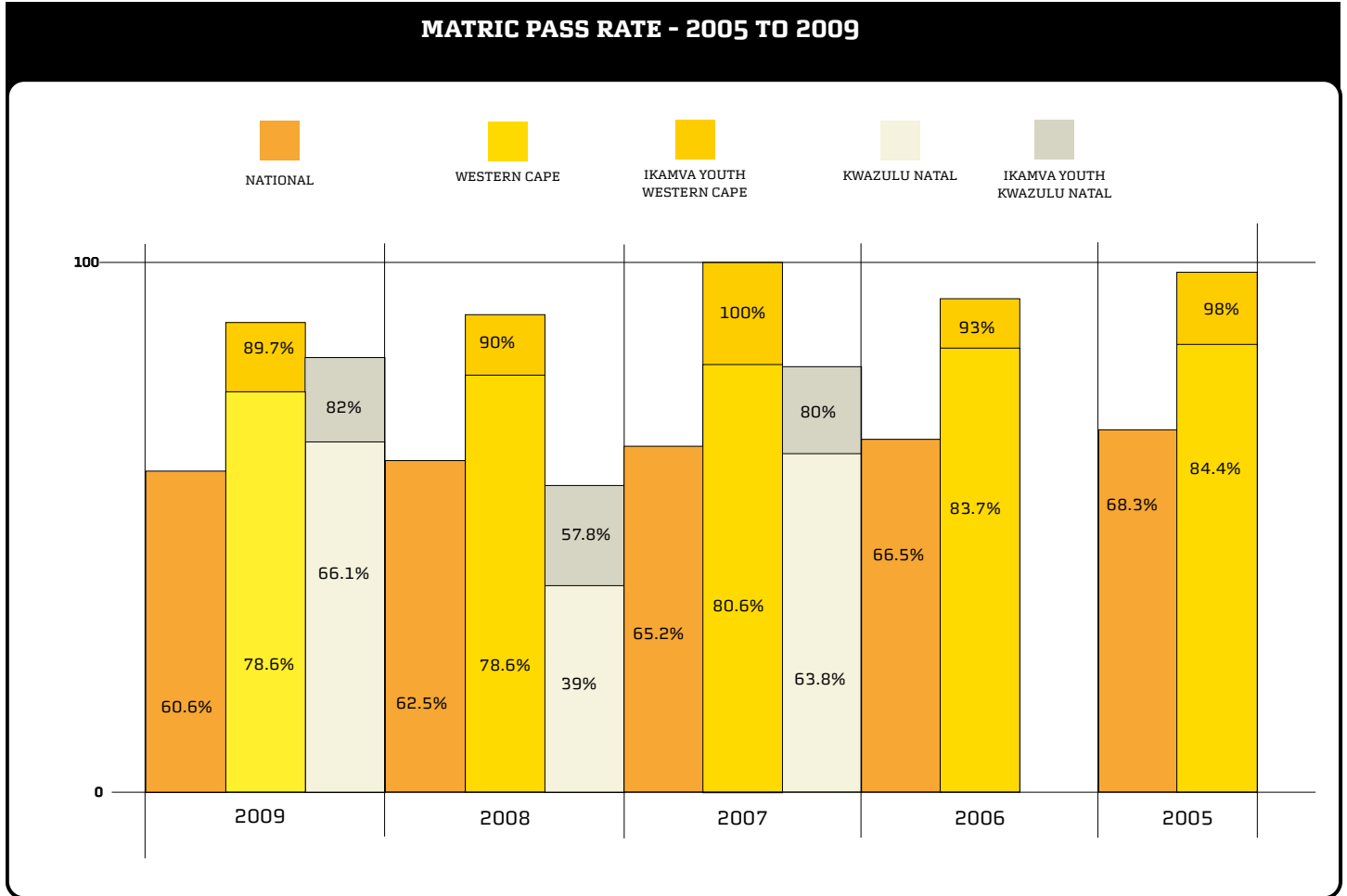
*You've given me the spirit  
The courage  
And the love of writing  
You've inspired me  
Motivated me  
Encouraged me  
You've shown me the other world  
A world of expressing feeling through writing  
You've shown me the other friend  
You've made me an explorer  
I've explored new things just like a bird  
A bird that has just left its nest  
You've shown me that possibility of writing  
The importance of writing  
That if why I say you're special  
That is why I say you're my role model  
You're really special.*

Sizakele Mkhize, Grade 11, Mayville Secondary School



## How We Achieve Consistently Great Results

**MATRIC PASS RATE - 2005 TO 2009**



### Learner Locus of control

Through self-selection, responsibility for their own learning and improvement, learners are empowered to take control of their education. This is a cornerstone to our programme as learners invest in their own success.

### Developing Strong Work Ethic

Results prove consistently that learners who work hardest, achieve highest. In order to keep their place in the programme, learners must maintain a minimum 75% attendance requirement – for all sessions. We have “kick-outs” three times a year to ensure only committed learners remain and work consistently throughout the period. High attendance (between 90 – 100%) is rewarded.

### High Expectations

We believe all learners who work hard can achieve well. This belief is inculcated during tutor training in order to create an ethos of excellence. We inspire our learners to believe in their own abilities and realise their true potential.

### Future Focus

Learners need a reason to commit their time and energy to their studies. During our Holiday Programmes we conduct career guidance workshops and expose learners to diverse post school opportunities. We help learners make the connection between academic achievement and realising their dreams.

### Peer-to-Peer Support

IkamvaYouth promotes a culture of learning and supporting one another. Stronger performing learners assist those that are struggling. The goal is that everyone achieves, together. Matriculants stay on with the programme as tutors, thus creating a sustainable plough-back development process.



## Supplementary Tutoring

This is at the core of IkamvaYouth's work and mainly consists of weekly small-group tutoring and homework sessions in a range of subjects. Homework sessions and extra classes, during which learners engage in peer-to-peer learning and identify the aspects of their work that may require assistance from tutors, are held after school on Tuesdays and Thursdays.

Supplementary three-hour tutoring sessions are held on Saturday mornings during the academic year.

Learners bring the material they want to cover (sections of the syllabus with which they are struggling, past tests and exam papers, homework assignments etc.), and work in small groups (learner-tutor ratio is usually capped at 5:1) with the volunteers. The experience is collective to ensure that everyone understands the work before moving on to the next problem. Maths and Physics are the subjects for which assistance is most sought after, for learners often struggle with basic maths fundamentals which are below their grade level. We also offer help with the following subjects: English, Xhosa, Geography, Life Science, History, Accounting and Arts.

Though providing individual attention to each learner, we help them fill in the gaps to improve their understanding and knowledge, as well as engender critical thinking, discussion and debate.

### Highlights and Challenges



#### Western Cape:

- Our first Maths Lecture Series for Grade 11 was held weekly on Mondays in our Makhaza branch.
- Tutoring began in Masiphumelele during the third of a three-week holiday programme, coordinated by Sue Alexander, Jo-Anne Smetherham and Nicolas Commiengnes.
- Ikamvanites visited Radio Zibonele in April to tell Grade 10 learners in Nyanga



#### KZN:

- about Ikamva's tutoring programme.
- Ikamvanites participated in science practicals at Saint-George Grammar School in Mowbray
- Unfortunately the school decided to have compulsory Saturday classes for the grade 12s at the same time as the Ikamva classes, which meant that the learners attended the school's classes instead of Ikamva. By June 2009, IkamvaYouth KZN only had grade 11 learners attending tutorial classes. During Winter School 25 grade 10 learners were invited to join Ikamva as there were only 11 grade 11 learners. The grade 12 learners were also not able to attend Winter School as Mayville Secondary held its own winter school. This was the main challenge faced by the branch last year. Thankfully, we are now moving to our new premises and will have more time with our learners to ensure they get the grades they need to access tertiary education.
- Grade 11 science learners visited the MTN Science Centre with their science tutors to see science at work. The visit complemented some of the work within their curriculum while they were also able to learn more about science-based careers.
- Student Dynamics, based on Westville campus, were very helpful with recruiting new tutors for Ikamva. Branch Director Khona Dlamini secured access to students in the departments of Applied Mathematics, Marine Biology and Actuarial Science. These volunteers complemented tutors from Howard College and Edgewood campuses.



#### Gauteng:

- Opened doors to our first intake of 60 Grade 10 and Grade 11 learners for the duration of the school year. It is always refreshing and inspiring to see the dedication and commitment from IkamvaYouth learners and the thirst for knowledge is palpable even here at a brand new branch
- Established a committed and energetic volunteer group – with an average of 12-15 volunteers attending each week drawing from a regular volunteer pool of around 50 volunteers. The future looks bright and wouldn't be possible without the selfless and unflappable enthusiasm of our volunteer tutors.
- Right from the beginning we implemented weekly, focused and intensive tutoring... we tried to cover all school subjects with the main requests being for Maths, Math Literacy, English, Physical Science and Accounting.

Andiswa Foslara is a Grade 11 Harry Gwala Secondary School:

*„MS [tutor of the year, 2009] likes to makes us understand. He is not happy when we leave the class without him being convinced that we understand the work. That has improved my Mathematics grades greatly.“*

Sandiso Mbili is a Grade 11 learner at Chris Hani High School:

*“I enjoyed the tutor sessions. They saved us from failing as some of the chapters we were asked about in the exams were covered by the tutors but not in class.”*





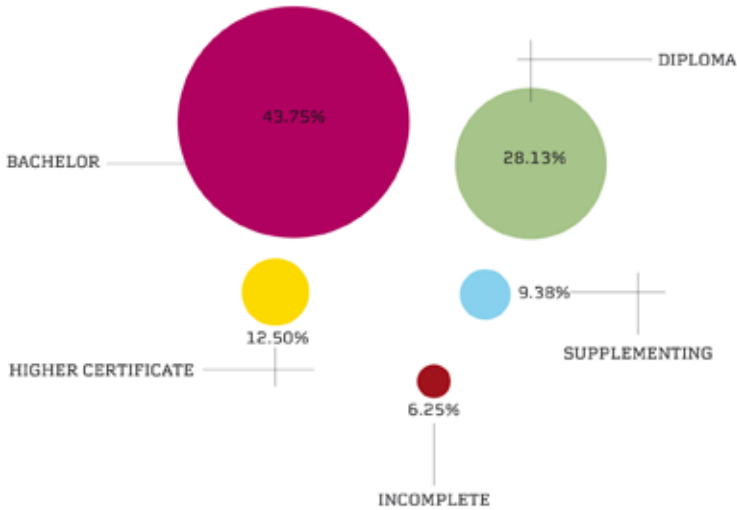
#### Are you green/silver/gold?

We piloted a new incentive structure at the Makhaza branch. It assigns learners green, silver or golden status according to attendance and participation levels. As always, minimum attendance requirement is set at 75%. The project's results have been unexpectedly eye-opening, as a consequence of which we are rolling this incentive scheme out to all other branches in 2010. Gold ikamvanites, who attended between 90% and 100% of tutoring sessions and workshops, are rewarded with excursions, their registration and application fees are covered, and they have additional access to the computer labs. We would like to proudly congratulate the following Western Cape learners on their 100% attendance and admirable commitment: Aphiwe Mtshini, Makhwenkwe Qamngana, Siphesonke Nothwala, Neliswa Mnaheni, Mawande Sokaya, Sikelelwa Mashiya, Zintle Mtakati.

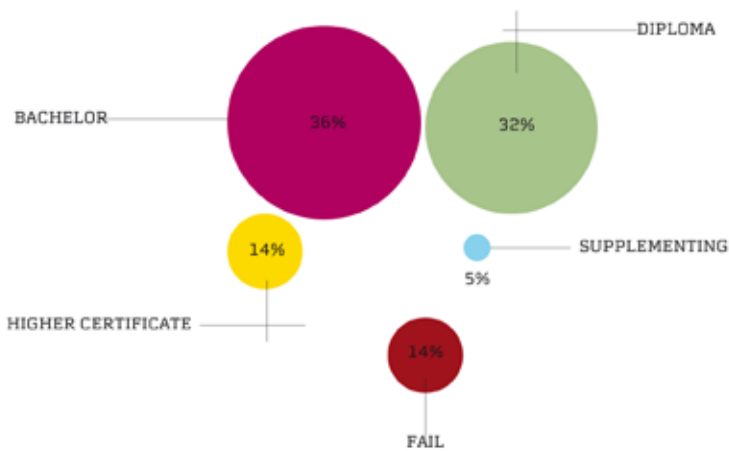




### IKAMVA YOUTH WESTERN CAPE RESULTS 2009



### IKAMVA YOUTH KWAZULU NATAL RESULTS 2009





## Career Guidance, Mentoring and Life Skills

Most youth in the townships lack the information and guidance they need to make informed choices about their futures. IkamvaYouth's Career Guidance programme gives them access to information on further study options, higher education application procedures, bursaries, scholarships and learnership opportunities. The mentoring programme aims to facilitate the transition each learner undertakes following matriculation- its primary objective is to ensure that each learner matriculates with a plan for that critical post-graduation year.

The mentoring programme complements career guidance workshops. At the beginning of the academic year, each grade 12 learner is assigned a mentor. The two meet for at least two hours a month throughout the year, and work together to:

- Identify the post-school opportunities most suited to the learner's interests, skills, capacity, subjects and academic achievement;
- Identify bursary and scholarship opportunities for which the learners are eligible, and relate to their chosen field of study;
- Ensure that learners apply for the relevant courses, institutions, bursaries and financial aid, learnerships and/or employment opportunities;
- Ensure that application forms are accurately and comprehensively completed, and have all the requisite supporting documentation.

In effect, each learner— after reviewing post-school options, receiving one-on-one support from mentors and completing all the necessary forms— ends up enrolled in a degree or diploma course, learnership, job shadowing opportunity or in some form of employment.

### Highlights



#### Western Cape:

2009 has been a great year as we have managed to get more mentors (especially from TSiBA) and implement our one-on-one mentoring programme on a full scale. In fact, each of our learners in the Western Cape had a mentor assigned, who guided them through admission processes, bursary application, career decision and more.

- IkamvaYouth Western Cape partnered with Lucca Leadership to run training workshops on coaching skills.
- In September Red Door Khayelitsha organized a catered business workshop for ikamvanites in Makhaza. The learners, animated by Red Door facilitators, participated in an interactive discussion centered around business and entrepreneurship.
- This year IkamvaYouth started holding regular parents' meetings. There are increasing numbers of parents attending these, which offer parents the opportunity to ask questions, support one another and share their stories.
- IkamvaYouth partnered with librarians from Masiphumelele and Fish Hoek and World Teach to bring a a three week Careers Indaba.



#### KZN:

- Student Dynamics organized three career guidance workshops that covered university admission process, financial aid procedures and a number of faculty representatives (IT, engineering, commerc etc.) introducing their respective fields of expertise to our learners. Furthermore, Two volunteers coordinated the mentoring programme to ensure that our learners had necessary forms and assisted in filling them out.



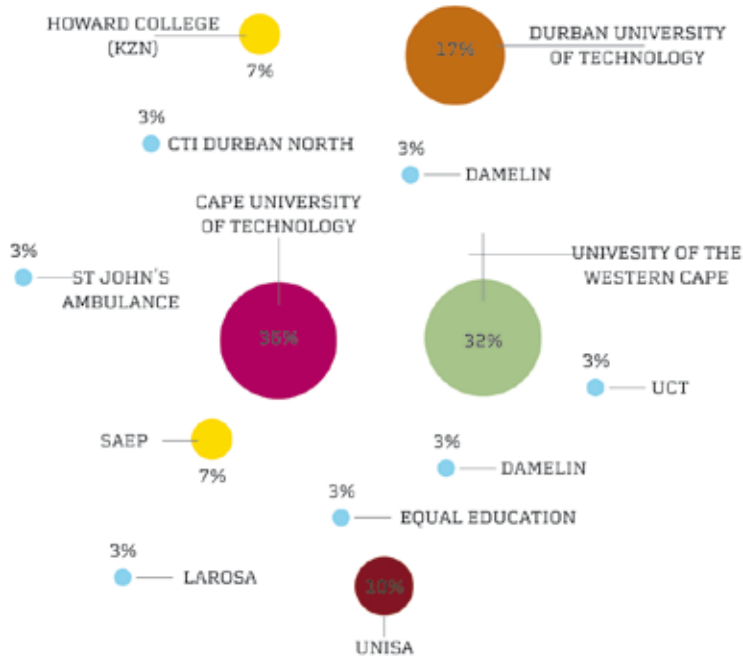
#### Gauteng:

- Regular career guidance workshops were held in the afternoons and included presentations from professionals in the medical, financial and many other fields, assistance with future study and bursary information, workshops using computer-based aptitude questionnaires, life-skills development sessions and motivational talks.

*„It's my first time having a child here at IkamvaYouth and I wish that I knew about it from the beginning as I would have sent my child here sooner. My child is now used to being busy with school work. Initially I was worried that my child may be going to see the boys but now I trust that she is coming to IkamvaYouth. I am happy that my child will be knowledgeable about bursaries.“*

Zolisa Gqosha, mother of Sivenathi Plaatjie

### IKAMVANITE ACCESS TO TERTIARY EDUCATION 2009



#### Careers Indaba

Twenty-six professionals participated in the Career Indaba at Masiphumelele, the focus of the first two weeks of our Winter School that began on July 13th, which was aimed at broadening the learners' knowledge base, arousing curiosity, increasing awareness, and generally providing the opportunity to begin to make plans for turning dreams into reality. The guest speakers helped the learners explore a variety of career opportunities such as commerce, entrepreneurship, technical professions, journalism or safety and security services. With fresh enthusiasm and insight, the new Ikamvanites were exposed to the vehicle for their future success: tertiary education opportunities. The learners were given information about: TSiBA Education, False Bay College, University of Cape Town, University of Western Cape, Cape Peninsula University of Technology and Rosebank College as well as taken on campus tours of False Bay College in Muizenberg, TSiBA Education in Pinelands and UCT. Furthermore, the programme targeted the development of life skills via workshops on entrepreneurship and HIV & AIDS awareness, during which they were encouraged to engage in the issues through debates and personal journals. The Indaba was a great success and, as one learner described, „we all left with a clear motto for our professional lives: “Everything is possible.”

The activity in Masiphumelele inspired a one-day Careers Indaba event in the Nazeema Isaacs Library, which was open to the community. Coordinated by Chantelle Kidd, the event was a great success. There were presentations by a range of professionals and a career expo in the library where learners could interact with representatives from a range of institutions and organisations.

## Operation Fikelela

Computer literacy is an essential skill for leveraging opportunities in today's information 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.

Our curriculum, Operation Fikelela (Operation Access) was developed in-house and has won a number of international awards. It is focused on open source software (Ubuntu operating system; OpenOffice.org and Firefox applications), and comprises step-by-step lesson plans, which enable trainers to deliver task-based content (learners produce something tangible and relevant in each lesson, such as a curriculum vitae or list of bursary providers relevant for their future field of study). The curriculum is aligned with learning outcomes as identified by SAQA and the CAT curriculum. It is youth-focused, context-specific and available as open content to be used and adapted by other training providers free of charge.

All learners at all branches participated in Operation Fikelela classes in June/July. Grade 10s and 11s in the Western Cape and Gauteng participated in weekly classes.

Since we successfully brought broadband Internet access to Makhaza with the Telkom Toyi-Toyi in 2007, our tuXlabs in Nyanga and Khayelitsha have been a wonderful resource available to all ikamvanites. This has helped IkamvaYouth in a range of different ways: from enabling more community members, learners and ex-learners to engage with us, acquire more computer literacy skills and access online learning resources to facilitating communication between branch directors, interns and volunteers that are not based in the area of operations.

### Highlights



#### Western Cape:

- Class attendance in our Makhaza branch has gradually increased.
- Volunteers in Makhaza —Funeka Kalawe, Thando Charles and Mphumzi Klaas — organized weekly computer literacy classes for all the grade 10s and 11s
- Simphiwe Dasi ran computer classes in Nyanga and managed the lab
- More computers available and improved performance means that less learners are forced to share computers at Makhaza. Nyanga still has only 8 computers.
- The computer labs are currently open Mondays through Saturdays. Over time, the labs are becoming increasingly self-sustaining with revenue generated through low-cost ICT services to the Makhaza community
- During our holiday programme learners had an opportunity to explore Windows operating system
- On the 28th of November we handed certificates of completion for learners participating in Operation Fikelela at our Makhaza branch as well as the following prizes:

Best IT Geek of the year:

Babalwa Fulanisi  
Anathi Maliti

Certificate of special commitment:

Noluvuyo Mdingi  
Anathi Maliti



#### KZN:

- During KZN winter school the learners were helped to create their own email addresses, learned how to “surf the web” and write CV's. They were all very interested and committed as, for many, this was their first experience with computers.
- Computer lab equipment, Internet access and tech support has generously been donated by AME Africa Technologies. This will enable us to implement Operation Fikelela throughout the year.



#### Gauteng:

- Every Saturday we provided computer literacy training for the grade 10s using Operation Fikelela.



*„It's my first time having a child here and I hadn't initially understood what IkamvaYouth was. My child was bought a computer by her father and I was amazed that she knows so well how to use it and never asks for assistance. I have seen Siphokazi's report and she is doing so well at school.“*

Mrs Minikina, Siphokazi's mother.



Magmatec sponsored six ikamvanites' participation in Linux training. This course empowered those lucky ikamvanites while on the other hand providing a wide base for in-house Linux support.

"I must say that from my own perspective Linux experts are not easy to find even though at IkamvaYouth we have been lucky to have met fantastic experts who despite their hectic schedules are always willing to spend time with us in maintaining our tuXlabs. Having our own Ikamvanites learning Linux will supplement our position and will work towards enhancing more sustainability of IkamvaYouth tuXlabs in Makhaza and Nyanga with KwaZulu-Natal working on getting its tuXlab soon.

Magmatec generously sponsors the training and we are very thankful for this initiative and we are also looking forward to make the most out of it.

*We can't wait to have a number of IT geeks coming out of this opportunity!*  
- Luyanda Kota

Thandani Mhlonyane is a Grade 11 learner at Sizimisele High School: *"The computer courses I attended every Friday after school were beneficial. I am very happy with knowledge I have. Now I can use a computer to do assignments, even at university.*



## HIV/AIDS Awareness

The HIV/AIDS awareness and testing programme ensures that Ikamva learners have all the information they need to take responsibility for their health in terms of AIDS prevention. This year Ikamva has partnered with a range of organisations who deal directly with HIV/AIDS education, testing and support.

### Highlights



#### Western Cape:

- In January, 97 Ikamva learners attended a HIV/AIDS workshop with New Start providing HIV counseling and testing.
  - Cell Life piloted their new Mixt technology with Ikamva Learners. In this project, which took place in May, ikamvanites were given the opportunity to evaluate a new way of using mobile phones to gather information about HIV.
  - In June, Love Life delivered four awareness sessions to educate the Ikamva learners on HIV.
  - The winter school had a large focus on HIV—we collaborated with OIL, Lovelife and New Start to provide awareness training and testing programme participants.
  - PASCA, an international organisation which aims to educate individuals about the prevention and treatment of HIV and AIDS, held its first training of a group of Ikamva learners to become HIV awareness leaders within their communities in June. Subsequently, in November, they delivered a two-day refresher course. The course was very informative and feedback from the participants was phenomenal—IkamvaYouth looks forward to collaborating with PASCA in the future.
  - A conference on HIV prevention, themed “Where is the evidence of interventions that work?” and held in November, discussed the various means of treatment for HIV and which ones are most effective. The conference urged that the prevention efforts of HIV should be made based on the best available epidemiological and social science evidence rather than due to arbitrary means.
- A representative from TAC came to the Ikamva Prize Giving in Makhaza. She presented a session on HIV awareness in a manner that was engaging and accessible to our learners.
  - World AIDS day is observed on the 1st of December each year. This day is dedicated to raising awareness of the AIDS pandemic caused by the spread of HIV. It is also a time to remember those who have died from HIV/AIDS. AIDS has claimed over 2 million lives in the past year and without effective awareness and prevention it threatens to claim a lot more. Ikamva encouraged learners to take action in response to HIV/AIDS by:
    - Getting testing for HIV
    - Practicing safer methods to prevent HIV
    - Not engaging in high risk behaviors
    - Talking about HIV prevention with family and friends
    - By providing support to people living with HIV/AIDS
  - New Start provided testing for ikamvanites and the wider community in Makhaza every three months. 226 people tested between April and June.



#### KZN:

- 24 ikamvanites were tested during the summer school and 43 more during the winter school.



## Media, Image and Expression

IkamvaYouth's Media, Image and Expression (MIE) Programme encourages self-expression, builds confidence and inspires sublimation of complex feelings experienced daily by township learners. 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 issues and history. IkamvaYouth hosts an annual Talent Show at each branch after the winter school, thereby allowing learners to express themselves and showcases their different talents. There is also a photography exhibition that channels the creative spirit of our learners. The final exhibition of every ikamvanite's best photography of the year is a special and affirming experience. Parents and community members attend the Talent Shows and photography exhibitions, as well as visitors and friends of IkamvaYouth from outside the townships. The exhibitions provide us with a unique experience to see our learners' lives through their eyes, and to celebrate their creativity.

### Highlights



#### Western Cape:

- The programme kicked off with drumming classes offered by Alaa Rabiha Hourani and Karina Pedersen from the University of the Western Cape.
- The Talent Show brought learners and tutors from Makhaza, Nyanga and Masiphumelele together with varied performances ranging from a guitar recital, to student-written plays and kwaito and opera performances.
- Shaps Cameraland, once again, generously sponsored all IkamvaYouth's photographic printing for the "Through Our Eyes" camera exhibition, which was extremely well attended.



#### KZN:

- Some of the highlights of the MIE programme during the winter schools include: a photography project (run by Annaebelle Wienand), a book-making workshop, and outing to the South African National Gallery (organized by Candice Borzechowski) and, last but not least, film-making workshops (kindly put together by Dr Marion Watson from UCT).
- During winter school, the Ikamvanites participated in poetry writing and performance workshops with poet Spin and poet and hip hop artist Topaz. These sessions were very popular as the performance aspects of the workshops were light hearted and entertaining, while giving learners the opportunity to hone their writing and performance skills.
- The summer school MIE programme was more varied with visits to art galleries and museums, an art workshop for the grade 9 learners and hip hop and poetry workshops. Topaz and Spin came back and were joined by Okuhle for the poetry writing and performance workshops, while Manelis, a well known Durban hip hop artist facilitated a discussion based on one of his famous tracks. The song, „Lapho siphuma khona“ talks about township life and the choices that are available to young people, especially when they live in dire circumstances. Ikamvanites related to the track based on their lives and the decisions that they have made based on their hopes and dreams.
- The grade 9 learners participated in an art workshop with veteran Durban professional art collective, Third Eye Vision. Third Eye Vision has art studios in Cato Manor in a building that's home to a supermarket that many of

the learners are familiar with. They were amazed to learn that this same building has professional artists who make a living from making art.

- The visits to the Durban Art Gallery, Kwa Muhle Museum and the Cato Manor Heritage Centre were organised in an effort to familiarise learners with the history of Durban and Cato Manor, as well as the creative heritage of the city. Learners were particularly amazed to learn the fraught history of the area that they live in from the Cato Manor Heritage Centre.



#### Gauteng:

- 5 learners – using a healthy dose of ingenuity and some clever green screen technology – created a short movie about teen pregnancy and friendship, titled IkamvaYouth – 'The Choice is Yours' (available to view on [www.ikamvayouth.org](http://www.ikamvayouth.org)).
- Hip Hop beats burned up the dance-floor and reverberated around the IkamvaYouth hall as Ikamvanites strutted there stuff and celebrated the gift of movement in breathtaking style.
- Ten learners were equipped with digital cameras and headed into the townships creating a truly impressive work piece of Township Life captured in digital format – available to view in the hall.
- A select group of Ikamvanites also tried their skills at slam poetry which was of an incredibly high standard and left us moved and inspired by the power and use of words.

Sandiso Mbili is a Grade 11 learner at Chris Hani High School:

*"I found the advice we got [at the Red Door workshop] about how to start our own businesses and be smart about money very helpful. Now I want to own my own business."*



## Holiday Programmes

The IkamvaYouth holiday programmes provide us with much-needed time to work more intensively with our learners, which, in turn, helps tutors and mentors to identify and address any areas of particular academic concern. In addition to academic tutoring and mock examinations, learners engage in a wide spectrum of activities and workshops on a range of topics, including: study methods, science practicals, career workshops on entrepreneurship, financial aid for tertiary institution, interview skills or CV writing etc. Participation in these workshops builds self-confidence and motivates learners to focus on their studies. In fact, our holiday programmes often provide learners with their first introduction to a university environment and student life.

In 2009 we organized five holiday programmes:

- Winter school at TSiBA for Makhaza and Nyanga learners (150 learners)
- Winter school and Career Indaba at Masiphumelele Library (50 learners)
- Winter school at Ikamva Center at Ebony Park, Gauteng (80 learners)
- Winter and summer schools at the Durban University of Technology, KZN (50 learners in winter; 45 in summer)



Siphokazi Mnikina is a Grade 12 learner at Sinako High School. He liked the Winter Holiday Programme at TSiBA:

*“When we attended tutorials at TSiBA, the weather was very cold and wet. But we managed to do a lot of work because the buildings were nice and warm, which aided better concentration...”,* She added that *“next year I will be studying further and plan to bring some of the friends I would have made back to tutor at Ikamva with me so that we can help alleviate the shortage of tutors...”,*

## Out and About

Thanks to the generosity and initiative of our volunteers and partners, ikamvanites were all over the place in 2009, from Table Mountain to the Carlton Centre, the Aquarium to the District Six Museum and most of South Africa's university campuses. Dr Carl Palmer, together with Access (The Africa Centre for Climate and Earth Systems Science) took gold ikamvanites (those with 90-100% attendance at all IkamvaYouth tutoring sessions) on some very special and amazing trips.

million years ago. This area represents the former delta of the Olifants River and luckily for palaeontologists the river regularly flooded sweeping animals from its banks and dumping them in one place where they became fossilized. At this site the learners found out about the animals and plants living around the Western Cape 5 million years ago and discovered that the climate in the Western Cape 5 million years ago was tropical like Durban!

### The Clanwilliam Living Landscape project (RockArt)

Humans appear to have first developed art here in the Western Cape and this then spread to Europe in periods when the climate was mild enough to allow the sahara to be crossed. We travelled with the learners to Clan William to see some of this rock art and from this get an insight into the life of the San here in the Western Cape in pre-historical times



Siphamandla Tyindyi is a Grade 11 at learner Harry Gwala High School: *“There we learnt about the Khiosan people. We found out that they were the first inhabitants of Southern Africa. I found the rock art they did breath-taking. It is hard to believe that drawings on caves can last for such a long time.”*

### The West Coast Fossil Park

We teach our learners in school that science advances through the process of hypothesis, experiment, observation and theory. But when we try and think scientifically about things that happened in the past we are not currently able to conduct the experiments we would like to; to observe the animals in the Western Cape 3 million years ago would require a time machine! Clearly we don't have a time machine, but just two hours drive from Cape Town we have the next best thing. The West Coast Fossil Park offers a window into the Western Cape around 3

### Signal Hill and the Cape Town Aquarium

Firstly we visited Signal Hill, which provides a good vantage point to view the whole of Cape Town and it's geology. Then headed to The Seapoint Contact is a good place to see the Cape Granite close up. Herer the learners were able to stand where Charles Darwin stood, when he came to Cape Town in his capacity as a geologist. Lastly we went to the aquarium - part of the reason why Cape Town is unique is that it sits between a cold and a warm ocean. Here at the Two Oceans Aquarium the learners got a unique insight into the biology of these two diverse coasts.

### Table Mountain

When people think of Paris they see the Eiffel Tower, for London it is the Tower of London or more recently the London eye and for Sydney it's the Opera House, but for Cape Town it is always Table Mountain. Cape Town is a rarity in the world for being remembered not for it's amazing architecture, but for it's awesome mountain. On this trip the learner took the cable car to the top of the mountain and then walked down whilst using a thermometer and a balloon to record changes in temperature and pressure. MSc students from UCT helped them explain their observations. Table Mountain excursion with University of Cape Town students.

### Cape Point

Cape Point is an iconic landmark in the Western Cape rivalled only by Table Mountain in terms of its global fame. The Cape Point Nature reserve boasts stunning scenery and an exciting history of shipwrecks. However, the main reason

Cape Point is thought to be so special because it is promoted as one of only a handful of places in the world where one can view the convergence of two oceans. It is amazing to think that millions of tourists come from all around the world to stand at the lighthouse and gaze out upon the mixing of the Atlantic and the Indian Ocean. It is more amazing that any ocean scientist will tell you that the two oceans do not meet here! We took a trip with the learners to find out about this and about the work South African Scientists are doing here to help find out about Greenhouse Gases

#### **Beyond Expectation Environmental Project (BEEP)**

Yandisa Fufu is a grade 10 learner of IkamvaYouth. This is what he had to say about his experience on the IkamvaYouth hike with BEEP. "My name is Yandisa Fufu and I am a grade 10 member of Ikamva Youth. In January Mr Lindela took us hiking to the mountain and we learned about nature. We learnt about the trees, water and did a silent walk to learn more about ourselves. Mr Lindela taught us about the two different types of trees; alien trees and fynbos. He told us how the alien trees came to our country and how to control them. He also showed us how alien trees can be used to make furniture and paper. The Fynbos tree on the other hand is part of our heritage and uses less water than the alien tree. We learnt about how to save water for the garden and domestic use. On this hike we learnt more about nature and had lovely food, the hike was very nice."





## EduAction

### Equal Education's Walk for Libraries On 22 September

Ikamvanites joined Equal Education and thousands of learners and supporters on the walk for quality and equal education. The turnout was amazing. Following the same route taken by youth in 1976, we walked from Salt River High School to the City Hall. The crowd was extremely well behaved and brought much attention from store keepers and passers-by. "One school, one library, one librarian!,, we chanted. A

us that when we get the libraries in our schools we should use them and look after the books and resources that will be in them. Zackie Achmat from the TAC told us that we'll need to be making this walk many times, and reminded us that we must not give up. Lukhanyo Mangona, EE staff member and IkamvaYouth tutor, gave a rousing speech about the Government's failure to redress the inequality perpetuated by a failing school system and lack of libraries.

learning funds to library materials and will appoint a library specialist in the province's district to advise schools on how to establish and manage schools libraries. This is a good first step in the long walk to equal opportunities and freedom. Viva, Equal Education, Viva!



learner walking alongside me shouted "Two librarians!,, When we reached the City Hall, as many activists as possible squeezed in. Ikamvanite and EE youth group leader Nokubonga Ralayo was our MC. Her confidence, eloquence and passion moved the audience. Dr Sindiwe Magona apologised to the crowd that the youth of today, so many years following democracy, are having to march to request a library and a librarian for their schools. She reminded

It was a pity that the South African media did not bring the message of these learners to a wider audience. (A small article appeared on page 6 of the Cape Times; a march of this size and pertinence should really be front page news). Awareness about the education crisis needs to be raised, and all South Africans need to play our part in redressing inequality in education. The march was, however, featured in the New York Times. The WCED announced that they'll allocate 10% of their teaching and

### *"A message to Ikamva"*

*Ikamva rocks and puts our future in our hands  
It helps us see where we are going and where we have come from  
Ikamva improves our high marks, and high knowledge, at school  
People who struggled to read, write, do math can now do these things  
Ikamva keeps us from the dark; it lets us into the light  
We now know activities we never knew; Ikamva is the Power  
Let it be the way, keep it up  
I'm writing this letter to let you know how you protect and guide us  
VIVA IKAMVA! VIVA!*

Lufuno Tshisevhe, IkamvaYouth Gauteng



Showcasing Ex-Learners:

## Thobela Bixa



*I started attending at IkamvaYouth in 2004 when I was in Grade 11 – ever since I have been part of the Ikamva family. I joined because I needed help with my subjects and I wanted to improve my marks so that I could be eligible to access tertiary studies. In total I spent two years as a learner (Grade 11 and 12) before matriculating into the University of Cape Town and returning to Ikamva as a tutor. In my community back then there weren't many tutoring organisations. The only one I knew of, you had to pay a tuition fee and, because it was far from my house, I would have to use public transport to get there. There were three of us doing the same grade in my family – me, my sister and my brother – so it was not possible for them to finance extra tutoring for all three of us. When I heard from a friend that Ikamva provides free tutoring sessions on Saturdays, and in a library that is a ten-minute walk from my house, I felt compelled to jump right in. I believe that my experience as a learner is similar to that of the vast majority of my peers, mainly from the class that graduated from high school in 2005. Ikamva was the safest environment I have ever had in my life – neither my family nor friends or school gave me that feeling of safety. Therefore, it is Ikamva Youth that has liberated many dreams that would have been otherwise suppressed and never seen the light. I am a conservative introvert and I have a lot of stuff to say, but most of the time I just keep quiet. At Ikamva, however, I managed to share some of the depths of my heart through my poetry. This, of course, was because of how safe I felt my space within the organisation to be. The way learners interact with each other and with tutors was just amazing. The relationships we had with our tutors transcended the concept of race that is still a raging issue in our country and many parts of the world. To me this was phenomenal and life-time friendships were created.*

*After my Matric, my friends and I asked one of the volunteers who helped us beyond the tutoring sessions if we could do anything for her to show our appreciation. She answered and said, "...if you could come back and give back to your community and volunteer at IY you would have given me the best gift." We all agreed to volunteer at IY and tutor those who were behind us. So it all started as me trying to keep my promise to her, before I knew it I was swallowed and couldn't imagine myself without IY. The need to make a change in public school's education, a change that will definitely not come from our government kept me going to IY almost every Saturday. In my life I have done many things and none ever came close in fulfilling my heart more than tutoring or rather let me say teaching. Teaching is powerful, to be the one that conducts knowledge and learning to others is amazing and IY has made me to do just that. IY has inspired an academic career within me especially in higher education where there's a shortage of people of colour.*

*In the past four years that I've been tutoring at IY I have been outside the country three times. Firstly, I went to Singapore with IY team to raise funds for the organisation. Secondly, I went to the United States of America (USA). To go in US I was awarded a Mellon Mays Undergraduate Fellowship (MMUF). In US I was doing a research on two topics in organic chemistry. Lastly I went to the United Kingdom (UK). This was through an internship I got with GlaxoSmithKline, a pharmaceutical company. I like to believe that all that is happening in my life has an influence from IY. I say this because for me the turning point in my life was when I joined IY in 2004. I thank God for IY. IY has thought me to be a man of character and integrity. Not only that but to be an agent of change and "be the change I want see in life", Ghandi.*



## Special issue: IkamvaYouth-in-a-Box

IkamvaYouth-in-a-Box open-sources IkamvaYouth's model and will enable us to scale our reach and impact. With support from the Brad Foundation and Starbucks, an idea ikamvanites have had for years is finally being implemented. IkamvaYouth-in-a-Box was selected as a finalist in the Champions of Quality Education in Africa competition. This tool will enable anyone who wants to be a part of the learning revolution to implement IkamvaYouth at their local library, school or community centre. IkamvaYouth-in-a-Box is a set of guide-books, templates, and data collection and analysis tools which are also hosted on a web-based platform that will become a living resource for all Ikamvanites. While a web platform allows new ways of knowledge sharing and collaboration, and reduces the cost of disseminating our materials, print remains a necessary medium as Internet access is limited in the majority of communities in which IkamvaYouth operates. The „Box“ will contain electronic and hardcopy how-to guides and templates, as well as tools for monitoring and tracking, to guide the implementation of IkamvaYouth's programs and processes.

But guidebooks and templates are not enough. An Ikamvanite Boot Camp provides opportunities for leaders of new chapters to learn the tools, build their skills and better understand the principles by which IkamvaYouth operates. A core national team provides on-going training and support to the chapters as they develop towards their self-sustainability.

The tool-kit will be:

- Open and Free. In print or electronic, all content published as part of the Ikamva-in-a-Box kit will be available under a creative commons share-alike licence.
- User Friendly. It is important to ensure that the toolkit is engaging, inspiring and useful. The design of the kit will reflect this principle
- Dynamic. The online platform is a content management system that allows users to edit and publish content, comment and engage. Sharing of information and experiences amongst the IkamvaYouth community will be a key feature built into and encouraged on the platform and will be key to its success. Participatory. IkamvaYouth's unique organizational culture and approach is founded on values of equality, transparency and paying forward. To ensure the model's flexibility in different contexts, it's imperative that all Ikamvanites have a say in its development and delivery.

In 2009, the first phase of IkamvaYouth-in-a-Box was implemented. Thanks to Tau Tavengwa we now have a fresh, urban look and our new website has been designed.

## Special issue: Ikamva Flying Colours

'Ikamva Flying Colours' is a short documentary made by UK film maker Anna Telford (Butterfly Films Production). The film follows Akhona, a young learner working towards her final school exams, and Siyabulela, a former learner and current volunteer tutor, who, thanks to IkamvaYouth, is now at University. Whilst the stories of the IkamvaYouth learners highlight the huge challenges that face learners from disadvantaged backgrounds they also inspire future generations of township learners to follow their example by taking their future into their own hands and striving for the best education that they can get.

The film, sponsored by the Delta Trust, has been extremely well received and inspires people to volunteer and donate to IkamvaYouth. IkamvaYouth is extremely happy to have this resource, and thanks all the sponsors, the filmmaker, and of course all the ikamvanites who shared their stories, thoughts and dreams in the film.



**Showcasing Ex-Learners:****Funeka Kalawe**

*My name is Funeka Kalawe, I joined IkamvaYouth in 2004 when I was doing grade 11 at Harry Gwala high school. I used to love going to the library after school and one day I saw a post at the library about Saturday tutoring sessions that were being offered there for free. I always wanted to join Saturday classes as I needed help with my subjects, but most of those that I knew, you had to apply a certain amount in order to join, which I didn't have and so when I saw the post advertised I was very happy, I could not believe my eyes. Since 2004 to my metric year 2005 I was a very dedicated IkamvaYouth learner, as the support that we were getting there was very much helpful. I even told many learners that were in my class about the organisation and what they do. There were not many programmes at IkamvaYouth then compared to now, we used to come for Saturday classes and when there were exhibitions anywhere we would be taken so that we could be clear about what we really wanted to do when we passed metric. We also had computer classes once a week, using computers that belonged to the library as we didn't have our own lab. We were taught Microsoft programmes as there was no internet on those computers. After passing my metric with very good marks, I decided to come back and give back to my community as I was good in maths.*

*Starting in 2006 I became a tutor and it was very challenging as it was my first year at varsity but I told myself that through dedication, I would manage. After Ikamva was sponsored 20 computers by the Mark Shuttle Worth foundation, we had our own lab where I started teaching computers to our learners. I was also selected as head of admin but later that year when we went to strategic planning weekend in 2006 I was selected as head of Operation Fikelela. To this day I am still the head of Operation Fikelela in the management committee of IkamvaYouth. The organisation has taught me a lot, I learnt about leadership and I met many inspiring individuals through. Joining the organization was the best decision I ever made as I'm now where I am because the people I met there. My tutors made me see life in a different way as I use to think that it's only people who come from rich families who can afford tertiary education but now I am graduating this year April for a National Diploma in Information Technology. Currently I'm working in an IT company as an intern and next year I'm planning to continue with my studies at UCT doing a post graduate diploma in Information Systems.*





## Events

### IkamvaYouth Auction

On the 14th of December 2009 we organized an event that consisted of a premier of 'Ikamva Flying Colours' and an auction to raise money to support its learners through the upcoming year. The auction consisted of two components a silent auction and a live auction, as over 30 incredible auction prizes were donated. The prizes included the opportunity for guests to sponsor a range of IkamvaYouth related services such as learner's participation in all IkamvaYouth programs for 2010 and a learners' registration or application fees to tertiary institutions. Guests were also able to bid for a range of donated items, these included bespoke jewelry, a paragliding trip, a helicopter ride and a photograph taken by Guy Tillim. The night was very successful and raised over R35, 000, money which will enable IkamvaYouth to continue providing its wonderful services over the upcoming year.

The main funders of the event, for whose support we are extremely grateful, are listed further in the 'Donor and Partners' section of the report.

### IkamvaYouth Jivela

Jivela is an annual celebration of the volunteers that have contributed to Ikamva Youth in the last year. This years Jivela was held in Albert Hall, Woodstock. Transport was arranged to get the volunteers to and from the venue. The night started with a screening of the Ikamva Documentary 'Ikamva-Flying Colours', after which the celebration fully kicked in with performances by Snarks (a former Ikamva Learner and current Ikamva tutor). The entertainers for the night included . In addition to raising awareness of IkamvaYouth and raising some funds, the event also served to celebrate and thank our core volunteers, who had free entry to the event and a really great time. The volunteers and supporters of IkamvaYouth thoroughly enjoyed the night which was a great success.

### Strategic Planning Weekend, Kleinmond

During the weekend of the 30th of January, Ikamvanites from Gauteng and KZN joined the Western Cape Branch Committee for a weekend of planning, decision-making, and fun. We were generously hosted by the beautiful Grail Centre and deliciously fed by LBE Catering. The event was run by Luyanda Kota and was very productive. It was a great way to start what was a brilliant year.

**PARTY FOR THE FUTURE** get down and uplift the youth!

**JIVELA IKAMVA**

music by: **SNARKS** & **SOLID ROCK**, **m.o.p**

DJ's: **TOBY2SHOTS**, **FLETCHER**, **PHORA** (guest Kwaito DJ)

Screening of *Ikamva - Flying Colours*, a short film about IkamvaYouth by UK filmmaker Anna Telford

18 December 2009 | 9:30pm  
Albert Hall, Woodstock

Tickets: R40 (proceeds go to IkamvaYouth)

[www.ikamvayouth.org](http://www.ikamvayouth.org)





## Special issue: Defining Our Future



Our current stage of development has prompted a big question: How do we expand our democratic decision-making model which operates through our branch management committee (branchcom) for an organisation that is now operating nationally? There are inevitably decisions that need to be made which will affect everyone. Who makes these decisions and how do we make sure that we maintain the integrity, ownership and buy-in of our all-inclusive operational structure, but still operate efficiently and ensure flexibility to meet the different needs in different contexts?

To set about answering this question, ikamvanites engaged in an email dialogue which ran over three weeks, using a group email which was open to whomever would like to subscribe. We discussed some fleshy issues, and shared our views in response to questions including 'Why do we exist?', 'How do new branches get established?', 'What IkamvaYouth models are possible?' and 'How do we become sustainable?'

Substantial and interesting dialogue and debate as well as a number of growth-

related, contentious issues emerged and ikamvanites shared their views on how they believe things ought to work. A document that summarised key issues raised was the foundation for our very first national strategic planning weekend held in August in Hermanus, which gathered together all the branch directors, our South African-based board members and US-based Susan Godlonton. We spent time thinking about how to structure the organisation and its decision-making processes in a way that best reflects our values and is most appropriate for achieving our mission.

Key outcomes from both the email conversation and the national strategic planning weekend was an aligned vision, clarity around our values and beliefs, decisions about how to structure ourselves and make decisions and an agenda for having a positive impact in other places.

IkamvaYouth is a by-youth, for-youth organisation which creates an environment that encourages people to think for themselves.

We value:

- community
- collaboration
- commitment
- democratic principles
- honesty
- equality
- transparency
- diversity
- commitment and hard work
- encouragement
- openness
- sharing
- integrity
- courage and support
- support
- paying-it-forward
- accountability
- volunteerism
- leading through service
- thoughtfulness
- leadership
- commitment
- mutual trust
- learner empowerment
- hard work
- self-reliance
- volunteerism
- social consciousness.

We believe that:

- everyone has the potential to succeed;
- the future is in our hands and, as agents of change, we pay-it-forward.



## Our people

IkamvaYouth is largely a volunteer-run initiative. Although we now employ some members, most activities would not be possible without the volunteer efforts. We have three management structures: the Branch Committee, the National Committee and the Board of Directors. Each BranchComm is comprised of the Branch Directors and those volunteers who put the most significant amount of work into ensuring that the organisation meets its mission. The committee is elected annually at each strategic planning weekend. The BranchComms are responsible for everyday decision-making and strategy and controls implementation of our programmes—meetings are held every two weeks and they are open. Parents, learners, educators, partners and funders are all welcome to join ikamvanites for these meetings. All participants are able to participate in voting on decisions with BranchComm’s member votes counting double. The National Committee (NatComm) comprises each branch director, the executive director and a nominee from each BranchComm. NatComm meets on Skype for an hour every two weeks to make decisions that affect the entire organisation, to share lessons learned, give one another advice, and divide the workload. 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 strategic, high-level decision-making and planning.

### National Committee



**Joy Olivier—  
Co-founder and  
Executive Director**

Joy is one of the co-founders of IkamvaYouth and has been involved in all aspects of the organisation from the outset. Joy has an honours degree in Psychology and is currently completing her Masters degree in Education and Information and Communications Technology at University of Cape Town. In addition to her role as Executive Director of IkamvaYouth, she is the Regional Manager of the Western Cape for TEACH South Africa. Previous work experience includes posts as a researcher at the University of the Western Cape, the Human Sciences Research Council and bridges.org. She has freelanced as a researcher, project manager, open educational resource developer, writer and editor in a range of projects with civil society, government and higher education partners. All her work is focused on redressing inequality and injustice in South Africa through promoting equal access to quality education and opportunities.



**Luyanda Kota—  
Western Cape  
Director**

Luyanda Kota joined IkamvaYouth as a volunteer in 2004. In 2007 he was hired as IkamvaYouth’s first paid employee, in the role of lab manager. At the beginning of 2008 he was promoted to director of the Western Cape branches. Luyanda comes from an information technology and financial backgrounds through working

for government, companies, educational institutions, non-profit organisations, and self employment. He has a National Diploma in Financial Information Systems from Cape Technikon that is now part of the Cape Peninsula University of Technology. In 2009 he retained his position as the Western Cape director with an ever-increasing work load.



**Khona Dlamini—  
KwaZulu Natal  
Director**

Khona Dlamini holds a Bachelor Degree in Art History and Visual Culture as well as Journalism and Media Studies from Rhodes University in the Eastern Cape. She has been involved in youth development since 1999, where she initially interacted with university students through an NGO called Umtapo Centre. Prior to her position as Director of the KwaZulu Natal branch, she worked in the Bat Centre’s Youth Development Programme, where she focused on youth development through arts and media expression.



**Andrew Barrett—  
Gauteng Director**

Andrew Barrett holds a Masters in Philosophy from the University of the Witwatersrand. He was awarded the Wits Postgraduate Merit Award in 2006 and also holds a BA in Psychology. Andrew worked for two years for the Department of Social Services in the United Kingdom and for a variety of NGOs in South Africa, most notably the International Organisation of Migration (IOM) and Project Support Group SA (PSGSA). He is also co-founder and director of the Section 21 company, Siyakhula Education Foundation.



Andrew is passionate about sustainable development and community upliftment from grassroots up. He is unwavering in his contention that education is key to South Africa's future aspirations and he holds strongly to the view that liberation comes through education.



**Nombuyiselo  
Dziba – Nyanga  
Coordinator**

Nombuyiselo Dziba is a new Coordinator at the Nyanga branch and very excited to be working

with IkamvaYouth in putting life back into Nyanga. After completing an undergraduate degree in Psychology and Gender Studies at the University of the Western Cape, she channeled her academic focus into an honours degree in Social Development and put thoughts into action by volunteering with organizations such as Brawam Siswam, where she mentored high school learners. She would love to grow into an influential social agent and help people become aware of their full potential, rights and responsibilities. She is looking forward to seeing IkamvaYouth taking South Africa by storm!



**Susan Alexander  
– Masiphumelele  
Coordinator**

Sue Alexander has a BA and a H Dip Lib from the University of Johannesburg. She worked

in Johannesburg at the Johannesburg Public library specializing in Children's work as well as running a Branch library. She went on to being Audiovisual librarian at Wits Medical school library. From there she became Children's librarian and later Branch

librarian at the Sandton library. In 1995 she moved to Cape Town to take up the position of Deputy Librarian at Fish Hoek library, beginning her involvement with the Masiphumelele community with Jean Williams, then librarian at Oceanview. For the past 15 years she has worked in both Fish Hoek and Masiphumelele. She oversees the Masiphumelele library and coordinates the many Outreach activities. She also runs and participates in some of the programmes, in particular Girls group, Careers Indaba, Ikamvayouth, Thinking skills and Hero books.

**Western Cape BranchComm**

- Zukiswa Gavu – tuXlab and Admin Assistant
- Masibulele Faló – Tutoring
- Pieter Mostert – Tutoring
- Mphumzi Klaas – Career Guidance
- Olga Ganta – Mentoring
- Funeka Kalawe – Operation Fikelela
- Thando Charles – Media Image and Expression
- Lungelo Masiza – HIV/AIDS
- Khanyisa Gwangqa – Learner Representative

**KwaZulu-Natal BranchComm**

- Automan Khumalo - Tutor Coordination
- Zwakele Buthelezi – Career Guidance
- Sthembiseni Phoswa – Financial Management and Bookkeeping
- Lusanda Matee – Westville Campus Tutor Coordinator
- Nombuso Mthiyane
- Thakasile Hlongwane – Grade 11 Learner Representative
- Nkos'khona Mthembu – Grade 10 Representative
- Kwanele Ngema – Grade 10 Learner Representative
- Njabulo Khuzwayo – Grade 10 Learner Representative

**Gauteng BranchComm**

- Jon-Mark Olivier
- Kedibone Kgaphola
- Mabuke Mphahlele
- Simbarashe Makina
- Tshidi Ramogase
- Tebogo Chaobi
- Tebogo Mashao
- Mirah Langer
- Annie Mafunganyika
- Thothela Magasule Dreyfus
- Toto Mubenga

**Interns**

As IkamvaYouth relies so much on volunteerism for implementing our programmes, our interns are integral to the everyday operating and effectiveness of our organisation. We need interns who can take initiative, make good things happen without too much guidance and support, and have the creativity and drive needed to get a lot of work done in often extremely challenging contexts. In 2009 we were extremely blessed to have some amazing interns



**Kerrie Channer**

Kerrie Channer is a passionate young lady from England who has come to South Africa to share the knowledge she has acquired from

her academic background in Psychology. Kerrie has taken over the HIV and AIDS programme and looks forward to empowering the learners to take charge of their own health by knowing the facts about HIV and by being tested. Over the next year Kerrie intends to find new ways of educating the learners about HIV, incorporating various means of self-expression from arts and drama to sport into the HIV education

sessions. Kerrie is particularly interested in the psychological implications of HIV and AIDS and additionally aims to create a support group for learners who are in any way affected by HIV.



**James Krolikowski**

James Krolikowski is currently pursuing a B.A Degree in Philosophy at Princeton University, N.J, and interning at

Goodman Gallery in Cape Town. After joining IkamvaYouth in November, he's been involved primarily with day-to-day administrative work and tutoring. His theoretical interest in 'the Ikamva experience' is primarily anthropological and follows his volunteer work at a mental asylum in Wroclaw, Poland, and at a housing centre for refugees with pending political asylum applications in Forde, Norway. He is thrilled to be making a difference, one South African learner at a time, and, in 2010, he's looking forward to intensifying his tutoring experience, wrapping up the work on our Annual Report and developing the Media, Image and Expression programme. The future is in our hands!



**Nicola Commeignes**

Nicola Commeignes is an IkamvaYouth volunteer from France who holds diplomas relating to both 'Organisation

Management' and the 'Management of Holiday Activities for Children'. Furthermore, between 2000-2002 Nicola attended the International School of Trade and Development, specialising in Africa

and Economy of Development. Nicola has vast international experience in working with young people, from 2004-2007 he was a youth centre manager Scouts and Guides with teenagers in Romania and France, from 1999-2002 he co-ordinated a project with the Grasi orphanage in Latvia and in 2001 he conducted an impact study for Handicap International in Lyon.



**Isabel Quinter**

"From my experience, as an intern in Ikamva, the most impressive activity was the two-week Winter Holiday Programme held in June and

July for 140 learners from Nyanga and Khayelitsha. Different activities were done to inspire young people: morning tutoring sessions, afternoon workshops in interesting topics like photography, computer literacy, leadership, teamwork, and more. People from different places around the world offer their time and help to encourage these youth. In return, there is nothing material like compensation, only the feeling of helping someone else, the atmosphere of cooperation, the sensation of working together for a better world. It is amazing. I have to confess that at the beginning I did not believe it to be a potent way to aid people in their self-betterment. At the end, however, I ceased to think it was a waste of time and acquired a new point of view. I could understand the real potential that activities like this can create; I saw hope in our learners' eyes and a deep will to make the difference in their lives and their communities; I listened to their schemes about going to university, about helping other people the way they were being helped, about their dreams becoming reality. Big changes start from small steps. Thanks IkamvaYouth, learners and volunteers, to allow me to believe in

change, especially when it seems to be so tricky and hard to engender."



**Jonathan Kola**

Jon is originally from Kenya. He is currently an undergraduate at Harvard University, where he is majoring in engineering, but is also studying

isiZulu. He was a great help to Khona in coordinating IkamvaYouth KZN's first winter school at DUT, where he also tutored Maths and Physics.

**Board of Directors**

**Leigh Meinert, Chairperson**

Since the first democratic elections when Leigh was fifteen years old, she has committed herself to participating in the transformation of South Africa by working with emerging leaders. So earnest was her passion for working with her peers across diverse back-grounds that she left school halfway through Standard 9 to start an NGO called Youth With Vision, taught herself the last eighteen months of her schooling in four and enrolled at Stellenbosch University at the age of sixteen to study a programme in holistic leadership. Whilst studying she ran her own Accelerated Learning Centre teaching learning and life skills and since then she has convened young people from around the world at the Parliament of the World's Religions, worked as a strategic project facilitator in the corporate environment, facilitated the Brightest Young Minds conference for four years, coached local and international leaders and started her own career services company to help young people transition into the working world. In 2002 Leigh pursued her passion to Johannesburg where she coordinated strategic projects for CIDA City Campus, South Africa's first virtually free university.



Together with three colleagues, she co-founded the Tertiary School in Business Administration (TSiBA) a private, not-for-profit higher education institution in 2004. She was appointed as managing director in September 2006. Leigh holds a BA degree in Value and Policy Studies from the University of Stellenbosch, a postgraduate diploma in coaching from Middlesex University in the UK and is currently pursuing a Masters in Higher Education Studies at UCT. Her work has been recognised by the President's Inter-national Marketing Council who invited her to author the chapter on 'Future Leaders' for the book 'South Africa: More Good News' and the Mail and Guardian newspaper who nominated her as one of the country's Top 100 Young People in 2006 and 2007.

#### **Denham Trollip**

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 re-search methodology and statistics during ten years as a part time re-search consultant and statistician in the social sciences and humanities. Qualifications: MBA – UCT Graduate School of Business, BSc (Computer Science; Psychology) – UCT.

#### **Susan Godlonton**

Susan 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. 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 research in developing countries on health related, unemployment and education issues. Susie was a lecturer at the University of Cape Town in the Economics department.

#### **Julia de Kadt**

Julia de Kadt founded the KwaZulu Natal branch of IkamvaYouth in 2007. She has a BS from Massachusetts Institute of Technology, and an MA in political science and international affairs from Princeton University. She is currently working on a PhD thesis on inequalities within the South African secondary schooling system. Julia is also currently a PhD Intern at the HSRC, where she works in the Child, Youth, Family and Social Development Unit

#### **Colin Beck**

Colin has over 18 years experience of with volunteer organisations and has gained considerable experience and knowledge in leading and working within this context. In his professional capacity, he has extensive project management and implementation experience working for the Standard Bank of South Africa Limited, where he currently

holds the title of Manager, Special Projects in their Credit Card division. He was intimately involved in the original project to develop and establish what is now Standard Bank's successful Corporate Electronic Banking Platform (Business Online), the launch of bluebean.com (where he also played a role on the executive management team for the initial two years of the business), the development and launch of the Barclaycard credit card, the launch of the MTN Credit Card, the current Standard Bank Smart Card roll-out (CHIP and PIN) and many others. Colin holds two Masters Degrees, an M. Sc in Computer Science from the University of Pretoria, and an M. Phil in Applied Ethics from St Augustine College. He also holds a B. Sc degree in Physics with Electronics from Rhodes University in Grahamstown. He has a keen interest in the establishment and growth of new initiatives and the development of people, especially those from impoverished backgrounds. He believes that education, both hard and soft skills, is key to the future development of the human family.



## Financial Statements

Provisional Income Statement  
(Dec 1st 2008 – Nov 30th 2009)

### Revenues and other support:

Donations < R15,000	R	119,829.49
Grants	R	789,147.06
Self-generated income	R	102,498.59

---

Total Revenues	R	1,011,475.14
----------------	---	--------------

### Expenses:

Operations and Admin	R	575,684.44
Fundraising events	R	28,750.00
Human resources	R	237,620.00

---

Total Expenditure	R	842,054.44
-------------------	---	------------

**Change in Net Assets R 169,420.70**

Net		Assets
Beginning of the year	R	134,954.44
End of the year	R	304,375.14





## Donors and Partners

We would like to thank all individuals and institutions that have played their role in aiding the success of IkamvaYouth! We would also like to extend our appreciation to our volunteers for countless hours they spent tutoring, mentoring and helping out with administrative issues—we couldn't make it without you!

We are grateful for the generous financial support from the following donors:

- Empower
- Dietschweiler Stiftung
- Raimondo Trust
- AME Africa Technologies
- Brad Foundation
- Hatch
- The Transnet Foundation
- Durban University of Technology
- AES
- Rotary Club
- Solms-Delta
- Jane Skinner
- Elizabeth de Kadit
- Project People Foundation
- Crossroads
- Sudborough Fund
- Eskom
- Zonke Monitoring Systems
- Riverside Church donation
- Siyakhula Fund
- Grail Centre
- Cameraland
- Lead By Example Catering
- Dale Forssman
- Leigh Meinert
- Blackbean Design
- Protea Hotel
- Frostedberry Design
- Claremart Group
- Vuyiseka Bixa
- Rafaella Delledonne
- Crain Soudien
- Dawn
- Adin Van Ryneveld
- Atlantic Beach Golf Club
- Craig Charnock
- Manu's Paragliding
- Lucca Leadership
- Sharklady Adventures
- Michael de Klerk
- Guy Tillim
- Tau Tavengwa
- Bridget
- Janet Botes
- Meinert Farm
- Deborah
- Sweet Rocket Jewelry
- Julia Merrett
- Barry Radolf
- Steffi Roehrs
- Peter Wächtler
- Philipp Schmidt
- Chris
- Anna Telford
- Richard Gorvett
- Zolani Mahola
- Victoria Varshavskaya
- Dawie Maritz
- Goerg Fodor
- Jonnathan Donner
- Leigh Meinert
- Patrick Schofield
- Mhairi Robson
- Ellen
- Landon Myer
- Wits University
- Calvary Methodist Church
- Access
- COMMACT
- Connect-123
- Inkululeko
- The Lucca Leadership Trust
- Love Life
- Cell Life
- Oil
- Fishhoek Library
- Aims
- Frostedberry Design
- Brighter Future
- Equal Education
- Youth Development Nertwork
- Cato Manor ABM
- World Teach Volunteers USA
- Magnatech

We would also like to recognize our partner organizations:

- Nazeema Isaacs Library
- Siyakhula Computer School
- Nyanga Library
- Masiphumelele Library
- Faculty of Applied Sciences at Durban University of Technology
- Student Dynamix at the University of KwaZulu Natal's—Howard College and Westville
- TSiBA Education
- New Start
- Greenpeace
- Old Mutual MTN Science Centre
- BHP Billiton Matched Giving Programme
- Datatec
- Resolve Group



## Looking Forward: 2010 and Beyond

2010 holds the promise of being a very busy year for IkamvaYouth. Our NatComm has had an injection of inspiration and capacity in the form of Blou Leask, our new Financial Director. Balancing fundraising with programme delivery has always been extremely challenging, and we welcome Blou's expertise in this area.

A major development for IkamvaYouth is the Western Cape Education Departments (WCED) interest in partnering with us to establish more branches and supports the districts to drastically improve the matric pass rates. This partnership is the beginning of a systemic/sustainable solution to the South African education crisis.

Other highlights in our region include:



### Western Cape:

The Nyanga branch has grown exponentially under the inspired leadership of Nombuyiselo. This year there will be at least three Winter Schools in the Western Cape, and the continued of the project in the province is remarkable.



### KZN:

KZN look forward to moving into their new premises and furnishing their lab space. Their learner intake this year will be larger than in previous years, and will be comprised of learners from different schools within the Cato Manor area and Tholulwazi High School in Molweni, a rural area just outside Durban.



### Gauteng:

We are looking forward to 2010 we are immensely excited that our first group of matrics will be graduating through the system. Already there are signs that Gauteng is replicating some of the incredible results of the other branches with a number of learners jumping two symbols since they joined us

at the beginning of 2009. This year they increased their intake to 100 learners and are confident that the infectious combination of inspiring volunteers and committed learners will make sure that 2010 is remembered for so much more than just the world cup. Now that's Ayoba!

Here's to a taking the future into our hands and helping others to do the same. Stepping confidently into 2010 we are looking forward to raise the bar of serving to another height, welcoming all the assistance that we can get towards this vision.

## Introducing: Blou Leask



*Blou has recently joined the team to serve in a financial and strategic capacity. She is a reformed Chartered Accountant. She holds a Bachelor of Commerce and Post Graduate Diploma in Accounting from UCT. She completed her articles with KPMG, qualified as a CA(SA) and followed her passion for training to their international Head Office in Montvale, NJ. She also did a stint of relief teaching last year at Russell High in Pietermaritzburg so she is well versed in the corporate, educational and financial arenas.*





33

**IKAMVAYOUTH  
ANNUAL REPORT 2009**

## **Contact Details**

**[www.ikamvayouth.org](http://www.ikamvayouth.org)**

NPO Registration Number: 032-082

### **Mailing address**

Ikamva Lisezandleni Zethu  
Nazeema Isaacs Library  
Cnr of Lansdowne and Cekeca Rds  
Makhaza  
Khayelitsha, 7784  
Republic of South Africa

### **South African National Contact**

Joy Olivier  
Executive Director and Co-Founder,  
Tel: +27 83 951 3336  
Email: [joy.olivier@ikamvayouth.org](mailto:joy.olivier@ikamvayouth.org)

### **Gauteng Contact**

Andrew Barrett  
Gauteng Director  
Tel: +27 82 903 5979  
Email: [andrew@ikamvayouth.org](mailto:andrew@ikamvayouth.org)

### **Western Cape Contact**

Luyanda Kota  
Western Cape Director