



2018 ANNUAL REPORT



164-855 NPO

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930053981 PBO



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FORWARD



Established in 2014, Phakamani Young Minds Academy (PYMA) is a registered Non-Profit Organisation (NPO) with the Department of Social Development (NPO 164-855) and a registered Public Benefit Organisation (PBO 930053981) with the South African Revenue Service (SARS) providing academic assistance to learners throughout their schooling career - from their foundation phase up to their final years of secondary schooling.

We focus on after school tutoring that enhances content knowledge through reinforcing work done by educators in classrooms, by providing extra lessons, homework supervision, exam preparations, and extra mural activities. We also provide them with little basic support since they are exposed to different backgrounds and also ensure that they learn in a safe environment. PYMA ensures that like any other students all our beneficiaries submit completed homework at school. We also provide access to post-school opportunities (access to tertiary education, learnerships and employment) to matriculants who require it, as well as encourage them to return and help others do the same.

Key areas addressed by Phakamani Young Minds Academy:

- ❖ The Encouragement and Improvement of Mental and Personal development of a child holistically
- ❖ Parental Empowerment
- ❖ Academic Improvement and Reduction of drop-out rates
- ❖ The Exposure of beneficiaries to better learning opportunities
- ❖ Enabling easy access to tertiary education

OUR MISSION

Our mission is providing an educational program to learners in the basic educational system. Placing great consideration on their unique scholastic and personal needs, we aim to aid their academic, mental and personal development.

FIRST PRINCIPLE STATEMENT

To assist learners, mainly from disadvantaged backgrounds improve their academic performance, offer career-choice guidance and sufficient aid in accessing relevant tertiary institutions.

OUR VISION

Our vision is to help disadvantaged young people in the Freedom Park area of Soweto, to become responsible, independent and prominent members of society through access to high quality supplementary education and personal development programmes, provided within positive and inspiring learning spaces.

OUR VALUES

1. Quality Services
2. Excellence
3. Innovation
4. Integrity
5. Respect
6. Communication
7. Self-Development



Tutor training

"Phakamani Young Minds Academy developed me to be a better student at University, it natures my teaching experiences and I believe I will make a great teacher after obtaining my degree in 2020" Lerato Makema

REPORT OF THE BOARD CHAIR



THE BOARD PURPOSE (Charter extract)

The members of the board of directors are the custodians of Phakamani Young Minds Academy values. In addition, the board provides strategic direction to the organisation by adopting strategic plans; determining policy and processes; ensuring the integrity of the organisation's risk management and internal controls; monitoring operational performance and management; as well as director selection, orientation and evaluation.

THE 2018 YEAR

The overall performance of our board has improved and the meeting attendance has been very good for the year 2018. This report summarises the strategic direction intent that the board has engaged in as well as the governance, risk and compliance matters.

Strategic direction setting

On the 10th November 2018, a strategic planning session was held to review the existing strategic plan and enhance it where necessary. The strategic plan is themed around the key developmental areas of the learners being academic, parent partnerships, physical (sports and related activities) and infrastructural provisioning. The board has committed itself that in 2019, progressive steps will be taken to improve the state of PYMA's facilities. Also, emphasis will be placed on increasing the learners' physical activities through the initiated Friday sports days.

Governance

The evaluation was conducted by the board and the respondents were the PYMA staff, the parent's representatives, including the board members as well. The overall performance of the board is outstanding except for their punctual manner in meeting. Meeting attendance from the board members is poor and as such cautionary measures need to be implemented.

The meetings attended were as follows:

Office	Name	Date and nature of change	Meetings attended during 2018	
			Possible	Attended
Chairperson	Sibusiso Zungu	Appointed 24 March 2018	4	4
Deputy Chairperson	Tumi Ngubeni	-	4	1
Treasurer	Mathapelo Mosia	-	4	2
Board Member	Thando Maumela	-	4	4
Board Member	Lungile Mthimkhulu	-	4	2
Board Member	Puseletso Lkena	Resigned	4	0
Executive Director	Bokang Mokoena	-	3	3
Acting Executive Director	Themba Motaung	Term ended	1	1
Parents Committee	Nonkululeko Zulu	Term ended	3	3
Parents Committee	Johannes Mahlaba	Term ended	3	3

To ensure relevance of each meeting the board has ensured that each meeting is properly scheduled and it has a specific purpose among other matters. The following schedule of meetings ensures this component.

Date	Purpose
23 March 2019	Annual General Meeting
25 May 2019	Trimester reporting (Feedback on the annual progress and financials)
14 September 2019	Strategic Meeting and 2020 planning
07 December 2019	Planning for financial year end and 2020 Budget Approval

Risks & Compliance

The Board has identified pain points for resolutions and will be engaging in implementing a risk management framework so as to manage risks closely. In identifying the pain points, matters of legislative compliance, including the Department of Education, Social Services and related departments, were adopted and these will be part of the board focus areas for the year 2019.

Financial Report

The board and management team have exercised prudence and good stewardship in the control of the organisation's financial resources. The organisation is in a relatively stable financial situation. However, the 2019 financial year will require major support for the drive to have our own facilities. Capital Expenditure is not part of the current budget, however, a multiyear capex budget will be concluded when we have been allocated a site for construction.

Conclusion

Phakamani Young Minds Academy is on an upwards trajectory and will remain as such in the foreseeable future because it is an energy drive organisation that is filled with the desire to do more of the communities that it serves.

EXECUTIVE DIRECTOR REPORT



For the past 12 months in 2018, We have seen Phakamani Young Minds Academy's growth at a very high level. From the board members being actively involved and to be supported by highly qualified individuals who had an ultimate goal of seeing PYMA's success and reaching greater heights.

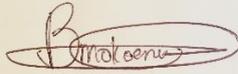
We have experienced growth and expansion of our services and this growth has been met through our staff dedication and commitment from partnering with Boekenhout Primary School and Silver Oaks Secondary to making it through with the SAB Pro-Bono Marathon. This year proved an increase in our Stakeholders and their interest in the affairs of the organisation and the interaction between staff, parents and tutors have seen a vital increase and this is as a result of an eager interest amongst parents.

Our tutor recruitment drive received 39 applications and the interviews were conducted at the councillor's boardroom in Eldorado Park. Out of the 39 applications 23 candidates were present for the interviews and they all met the selection criteria.

Every year, in the first week of January when the Grade 12 results are released, we find out whether all the many hours of tutoring, winter schools, mentoring and workshops were enough to enable our current Grade 12 learners to jump over their first big academic obstacle which is passing matric. We are thrilled to be able to report that an incredible 75% passed and 67% are eligible for tertiary studies! This is a particularly impressive achievement because this year we had a record number of (8 Grade 12 learners) as our first class of matric.

In the midst of so much change and growth my gratitude goes to the remarkable commitment of our board members, staff, community, partners, volunteers and funders. Without their steadfast support we would not be celebrating all of these remarkable achievements as an organisation.

Bokang Mokoena
Executive Director



OUR TEAM

BOARD OF DIRECTORS

PYMA would like to thank all our board members and its committee representatives for their ongoing support. Thank you for continuing to facilitate important conversations, build the PYMA brand, and provide strategic guidance for the growth of the organisation.



Sibusiso Zungu- Chair Person
Diocesan Executive Officer for the
Anglican Diocese of Johannesburg



Tumi Ngubeni-Vice Chair Person
Deputy Principal at Birch Acres
Primary School



Mathapelo Mosia - Treasurer
Compliance Officer at ABSA



Lungile Mbatha- Board Member
In house legal Advisor and
Quality Assurance Manager
at FoodMakers



Thando Maumela- Board Member
Managing Director at Vhurena
Consulting



Puseletso Lekena- Board Member

Somatologist Lecture at
Enzi Institute

Resigned December 2018

FINANCE COMMITTEE REPRESENTATIVE



Daniel Katanda
Passed SAICA initial Test of competence(ITC)
Honours Graduate in Bcom Accounting (CA)(CTA)-University of Johannesburg
Currently SAICA Chattered Accounting Articles in an Audit Assurance Firm

MANAGEMENT TEAM

Bokang Mokoena
Executive Director



Reshoketsoe Devenish
Financial Officer -
Resigned 2018 March



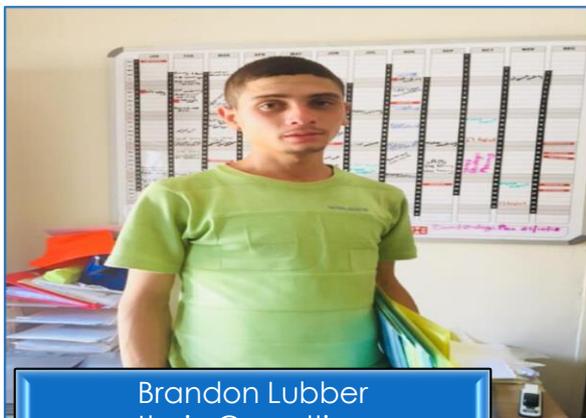
Thozama Ndlovu
Programmes Administrator



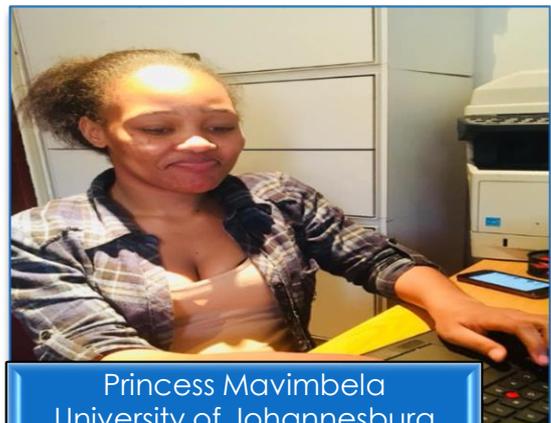
Mothusimang Massive
Programmes Coordinator



2018 OFFICE INTERNS



Brandon Lubber
Itrain Consulting
Matric 2014



Princess Mavimbela
University of Johannesburg
3rd year Bcom Accounting



Kelebogile Mahlangu Grade 2 being awarded for English and Mathematics

PROGRAMMES REFLECTION



Tutoring (Homework Supervision, Extra lesson and Examination Preparation)

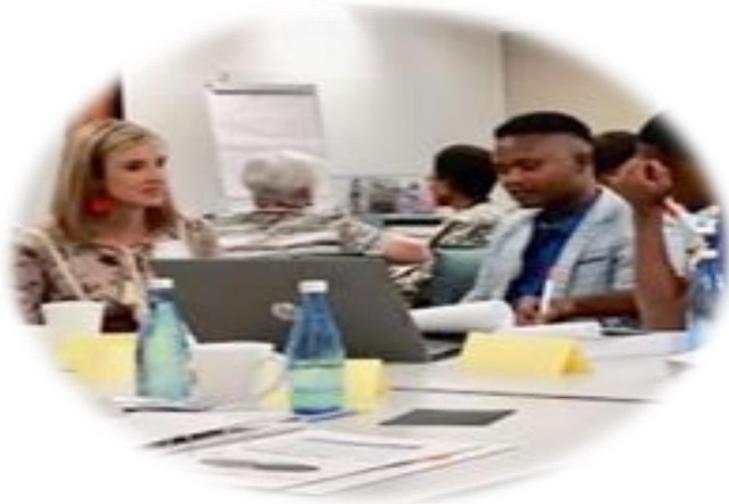
Career Expo

Over 51 learners between Grade10-12 attended our Annual Career Guidance in March, with our partnership with the Faculty of Best Advisory from the University of Witswatersrand, we were able to motivate all our learners and provide career guidance and also inform them of all available post matric opportunities. We had powerful speakers like Mr Siphon Mokwana who returned to the University of Witswatersrand after 3 years and currently in his third year of study towards a B.Sc. degree.

Matric Application day

One mandate is to help our learners to have easy access to tertiary applications and this year we managed to help 21 learners in Grade 11 and 12 with University and College applications. We were able to create email accounts for them and ensured that each learner has applied to at least 2 university institutions.

Staff Development and training



We learned the importance of looking for training gaps as part of our staff development. Our partnership with SAB has helped us to received NGO training from the University of Pretoria. This training had a huge impact for our staff members equipping them with soft skills on how to run a successful organisation. As an organisation we continue to strive for increasing knowledge and skills for all our employees and ensuring that they improve on some weaknesses within their roles.



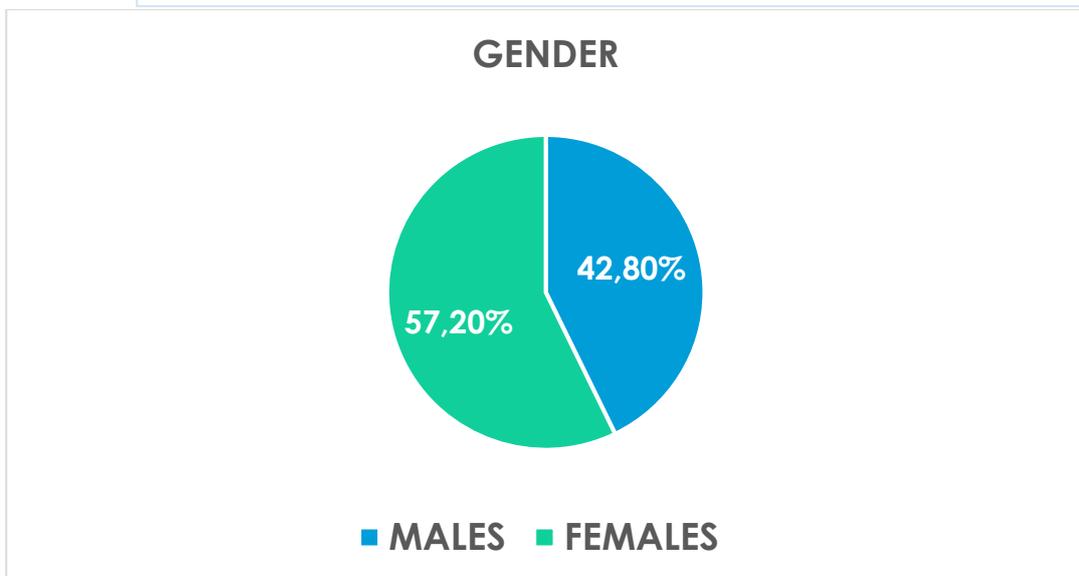
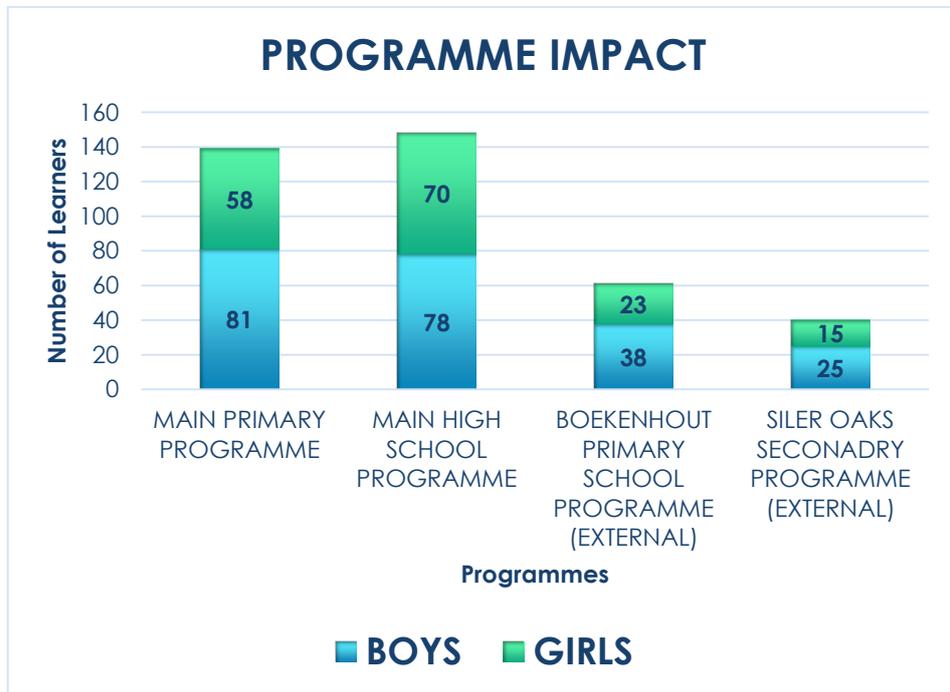
Onyinye Ndubisi awarded Extra-Ordinary learner of the year, supported by her grandmother

OUR IMPACT

PYMA is committed to measuring how much our learners are achieving and how effectively our programmes are implemented.

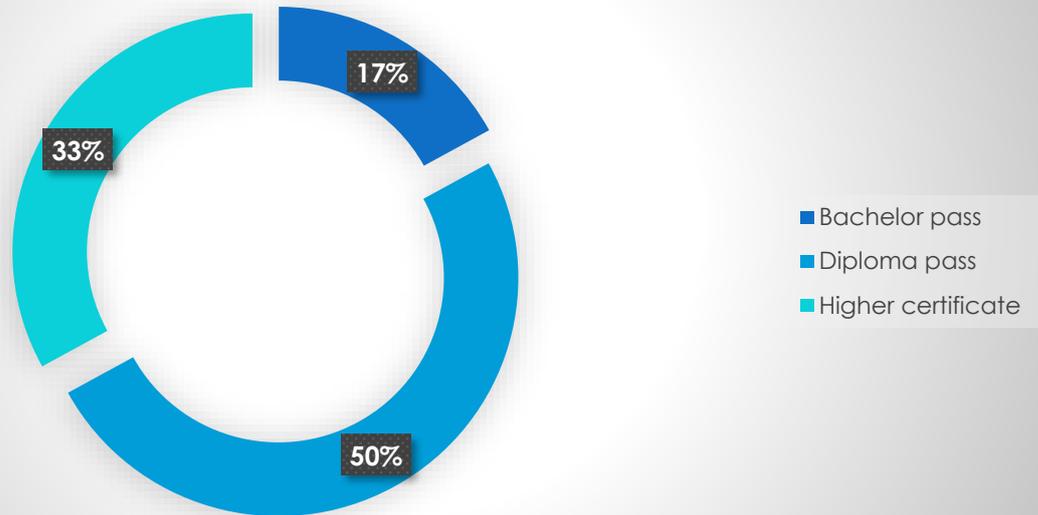
Our dimension efforts are aimed at demonstrating our impact to stakeholders and finding ways to improve our services. We collect information on learners' demographics, attendance, and participation, as well as their overall programme each year.

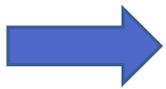
388
LEARNERS
REACHED IN
2018



75%
PASSED
GRADE 12

2017 GRADE 12 PASS RATE





100% of our learners academic results improve



92% of our learners between grade 1-11 progressed to the next grade



100% of our alumni sureyed said that PYMA helped them reach their goals



75% of our learners said that PYMA helped them pass Grade 12



25% of our learners returned back as Tutors



PYMA tutor since 2016 and currently a 2018 LLB graduate- University of Witwatersrand

“Before one even considers joining Phakamani Young Minds Academy and the impact that they will have, it is very important for one to know what their sole mission in life is as well as the impact it will have to the society at large.

I found that I am a mere product of my society and can therefore help reproduce people of similar if not better quality than myself. PYMA gave me that platform to help the young African child. A duty and a vow I have taken myself that is the impact I had and quality I have seen among many of my fellow tutors who assist and work for PYMA.

In essence, to be of an impact one needs to know their purpose and create their own ethos, Only then will they be and have an impact on the society and the organization having substance. “

Mr. NB Shange

Candidate Attorney at Stupel and Berman Inc

SUCCESS STORIES



Lerato Likotsi
2001-02-16
Freedom
Secondary School

Favourite quote:
'I will persist till I
succeed'

" I joined PYMA in 2017 when I was struggling with my grades; when I was in grade 11. I remember I would attend every afternoon class so that I can improve my results and it really helped with subjects like Mathematics, Physical Sciences and Geography because I was struggling in them. The academy was so helpful because it made my grades improve from how they were before I joined it.

My plans for this year is to enrol at South West TVET College to study Electrical engineering, but currently I have not commenced with my studies because I applied this year in January. When I got my confirmation letter from the institution early in February it said I would be studying in the second trimester, which will start on the 4th of April 2019. I am so excited to be starting my career path and all of my appreciation goes to PYMA for helping me with the process.

What led me to succeed in my matric year is that I always had support from my family and most of all PYMA because it would enforce pressure on me that I must study very hard if I want to achieve my goals and it also implemented extra lessons for me and other learners. This gave us enough time to study and understand what we were being taught at school.

For that, I would love to extend my gratitude to PYMA for always being my pillar of strength in the 2 years I spent being within the programme.



Phindile Nkosi
Grade 7
Eldridge Primary School
TOP LEARNER 2018
12 Mert Certificates
4 Trophies

"My name is Phindile Nkosi in grade 7 I have been with Phakamani Young Minds Academy for 4 years. My experience with PYMA is that our tutors help us with everything that is school related and motivate us to be the best at all times. I enjoyed all extra mural activities, my role model is Mr. Mokoena the Executive Director of the organization because he has helped me a lot in terms of scholarship applications available in different private schools, he always encourages us to do the best and excel in our school work. I value being part of PYMA!"



Fulufhelo Malise
Matric 2018

Silver Oaks Secondary School

Favourite quote : 'pain is temporary it may last for a minute, hour, day, week or a year but, eventually it will subside if however you give up it may last forever'

UNIVERSITY OF VENDA-BA DEVELOPMENT STUDIES

" I joined Phakamani Young Minds Academy when I was in grade 11 in 2017, because I was struggling academically and I was obtaining low marks. At the end of 2017, I made a huge improvement as my grade average increased from 50% to 65% and I was awarded best learner in Mathematics literacy and Life Sciences. That is when I realised that working hard will make you achieve your goals. I kept having that kind of mind-set until grade 12. In January 4th 2019 when the results were released I received an email from the University of Venda that I have been admitted to study a Bachelor of Arts in Development studies. My favourite quote is 'pain is temporary it may last for a minute, hour, day, week or a year but, eventually it will subside if however, you give up it may last forever"

STORIES FROM OUR PRIMARY LEARNERS



"PYMA is a great place for us to learn and be safe, I love our tutors because they always motivate us that nothing is impossible"



"At PYMA I leran more on what is love, our tutors are a true defination of what a caring adult is"



"Today i achieve an average of 85% and above because of PYMA, my teachers at school are proud of me. When i grow up i want to be a Doctor and nothing is going to stop me'

PARTNERS

For the past 12 months we were able to learn the power of collaborations when partnering with other organizations, this enabled us to see the improvement within our programmes, as we managed to recognise how other organisations do things and learn from them. Collaboration allows us to learn, implement what we have learned and reflect. We are grateful for the following partners:



PARTNER SCHOOLS



Miss Mosia, our Board treasurer awarding our learners for their hard work throughout the year

DONORS

Support from those who make generous financial contributions to Phakamani Young Minds Academy is the essence of our work. We would like to extend our gratitude to all of our contributors as we have managed to transform from a fairly small organisation with limited reach to a growing organisation with increased capacity for scale.

As our donors you help us take on the most important challenges of our time—and stick with them until we win. As an organisation we work in communities where poor services and low-levels of achievement are the norm but in these places, we can have an enduring impact.

A special thanks also to all parents who have committed themselves to contribute financially towards the organisation.

When one considers the change we have made so far and only in our 4th year in existence we realize that this involves commitment and a long-term vision. We are grateful that many of our donors are prepared to walk this journey with us.

We cannot express our gratitude enough to all the parents of PYMA who have supported us for many years.



A proud part of the
ABInBev family

