



2020 Annual Report



Phakamani Young Minds Academy.



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Letter from Board Chairman



Sibusiso Zungu

The first week of 2020 was a very strange one worldwide, almost as if it were signalling the advent of something even bigger. We had the Australian wildfires that wreaked havoc there, the Iran-US conflict that had everyone convinced that we are approaching another global war and the sporting world was mourning the loss of Kobe Bryant. While this was settling, news of a strange virus surfaced in ASIA. Little did we know that this would mean the whole world was about to change, forever.

On the 27th March 2020, the Country went into a National Lockdown as the confirmed cases of COVID 19 were already 1170 with 2 people losing their lives. The changes that happened affected us all including PYMA. The board and management had to comprehend the digital divide that the country was facing, especially around Freedom Park. Meetings had to move to the virtual space which had its own challenges, however, this was eventually resolved. Some of our parents suffered job-loss or a reduction in income due to the lockdown and this could have not been easy on our young minds as they also needed to navigate through this situation.

Amid all the chaos, our funders came through for us during the year and made sure that we could continue growing as a learning institution, cover costs and continue with the programmes. As PYMA was landing the interventions to continue with the programme and all seemed to be working well, the former Executive Director who also founded PYMA resigned to join another NPO. This brought about uncertainty and anxiety within the stakeholder community. However, this was swiftly dealt with by the Board through the appointment of Mr Mthandazo Khumalo, who has been part of PYMA and has brought with him a wealth of Academic knowledge. Mr Khumalo is also a PhD candidate at the University of South Africa.

The community, the board, the staff, the tutors, and the learners are ever so grateful for the visionary young mind that we have in Bokang Mokoena. This has led the board to retain Mr Bokang Mokoena as a board member to ensure that the foundational essence of the academy continues. The journey continued with more programmes introduced, increased connectivity provisioning and more access to funding from major donors through the current Executive Directors leadership. The administrative team has been very instrumental in enabling the delivery of programmes as they became the interface between the community, in particular the parents, and the academy, to enable communication. Our key and strategic team of tutors have gone beyond the call of duty in certain instances through their intervention to enable the success that the learners enjoy.

The board's participation cannot go unnoticed as they tirelessly spent a total of over 40 hours drafting the 2021 – 2025 Strategy. The refreshed purpose is: **"we seek to develop the potential young minds to enable their movement towards self-sustainable individuals"**. This purpose, together with the values of self-worth, empowerment, safety, excellence, and stewardship will chart an exciting way forward for the academy as we are bridging the skills development gap. As our young minds navigate through life, may they be supported, loved, and cared for by us all. They are part of the hope that Africa has, to change the narrative from being a consumer to a producer in the world.



Letter from Executive Director



In the year 2020, the world halted but we did not. 2020 resembled a different year of growth for PYMA despite the COVID-19 milieu. The organization moved towards a different trajectory in both its operations and how it implements its programmes. PYMA also experienced a change in its management team.

In the month of June 2020, PYMA, I assumed the role of Executive Director following the resignation of Mr. Bokang Mokoena who had been leading and growing PYMA to an unprecedented level since 2014. The PYMA Management Team was also joined by Mr Khotso Ramushu who assumed the position of Programmes Coordinator. As soon as I assumed the role of Executive Director, my role has mainly focused on spearheading donor management, fundraising and financial sustainability, compliance and staff development. As the Executive Director, I look forward to seeing PYMA growing at an unparalleled level through following the 2021- 2025 strategy.

As we navigated through the lockdown restrictions and COVID-19 pandemic, I and the PYMA Team had to ensure that we adapt, become innovative and tech savvy to cope with the new normal. We also quickly galvanized, adapted and hence ensured that we were able to serve all the beneficiaries in the under resourced communities where we work in. We also introduced a virtual school to encourage beneficiaries to learn online as well as youth webinars and dialogues to encourage youth to connect digitally and learn on topics related to Entrepreneurship, Financial Literacy, Human Resources Management and mental wellbeing. Also, over the past ten years of working with the Non-Profit sector, I have learnt a vast plethora of skills that I have continued to apply in my daily work at PYMA. This includes my advanced transferrable skills and knowledge in fundraising, donor management, programme development, staff development and monitoring and evaluation.

What is also very important is that at PYMA, we also continue to celebrate our 3 new programmes that include the Mentorship Programme, Youth Work Readiness Programme and the Early Childhood Development Programmes. I continue to send my warm gratitude and words of thanks to all the Donors, Partners and Sponsors who aided us a great deal in garnering the increased impact, despite the uncertainty that was hovering around the world. We were also relentless in achieving more. I also applaud the highly professional staff members who are always motivated to be part of PYMA and continue to believe and contribute to the accomplishment of the mission and vision of the organization. I am excited and intrigued about the future of PYMA and I look forward to ensuring that the organization model is transformative, scalable, inclusive as well as youth-led.

On behalf of the Board of Directors, PYMA management, staff, friends of PYMA, beneficiaries and the youth of PYMA,

I would like to salute our resilience, strength, dedication and being innovative such that we can achieve great impact and outcomes.

Khumalo Mthandazo

I applaud all the Board Members, Staff members, Tutors, Donors and Partners for the commendable work of aiding PYMA to accomplish this great impact thus far.



Our Purpose, Mission and Vision



PURPOSE

We seek to develop the potential of young minds to enable their movement towards being self sustained individuals.



MISSION

We bridge the skills development gap between those young minds who are willing but have no means, and those who have means and are willing to provide educational support.



VISION

We empower young minds to become responsible, independent and active members of society.

Our Organisational Values

Safety

Self-Worth

Stewardship

Excellence

Empowerment

Our Team



Khumalo Mthandazo; Executive Director

Ensuring ongoing organizational excellence, programmes evaluations and consistent quality of finance, Fundraising, donor management and retention, staff development and human resources, communication and systems development, governance

Recommend timelines and resources needed to achieve the organizations strategic goals



Dladla Xolisile: Programmes Manager

Managing, monitoring and evaluating the youth work readiness programme, mentorship programme ECDs support programme and other priority based programmes, fundraising and resource mobilisation, Donors and stakeholders management, social media and marketing, training and logistics, programmes site visitations and recruitment of OSYs



Ramushu Khotso: Programmes Coordinator

Management, implementation and coordination of the Afterschool Core Programme and Outreach Programme

Stakeholders/partners management

Recruitment, training and management of Volunteers

Administration of the Afterschool Programme



Ntantiso Luthando: Programmes Assistant Intern

Managing and coordinating the Outreach Afterschool Programme

Stakeholders and partners management

Administration of the Afterschool Programme

Providing learners and tutors support

Our Programmes

Afterschool Programme

- Supplementary Tutoring
- Extra Lessons
- Homework Supervision
- Reading Clubs and Maths Clubs
- Exam Preparations
- Holiday Interventions



Support Programmes

- Mentorship Programme
- Parents Forum
- Youth Work readiness Programme
- ECDs Support Programme
- Life Skills Programme



Extra Mural Activities

- Performing arts (Music & Drama)
- Public speaking and leadership
- Sports (Soccer, Cricket, Netball, Volley Ball etc)



Our Organisational Footprint

Freedom Park

- ECDs Support Programme
- Afterschool Programme
- Life skills Programme
- Extra murals
- Youthwork Readiness Programme
- Mentorship Programme

Orange Farm

- ECDs Support Programme
- Afterschool Programme
- Life skills Programme

Kliptown

- ECDs Support Programme
- Afterschool Programme
- Life skills Programme

Eldorado Park

- Afterschool Programme

Our Organisational Footprint Success

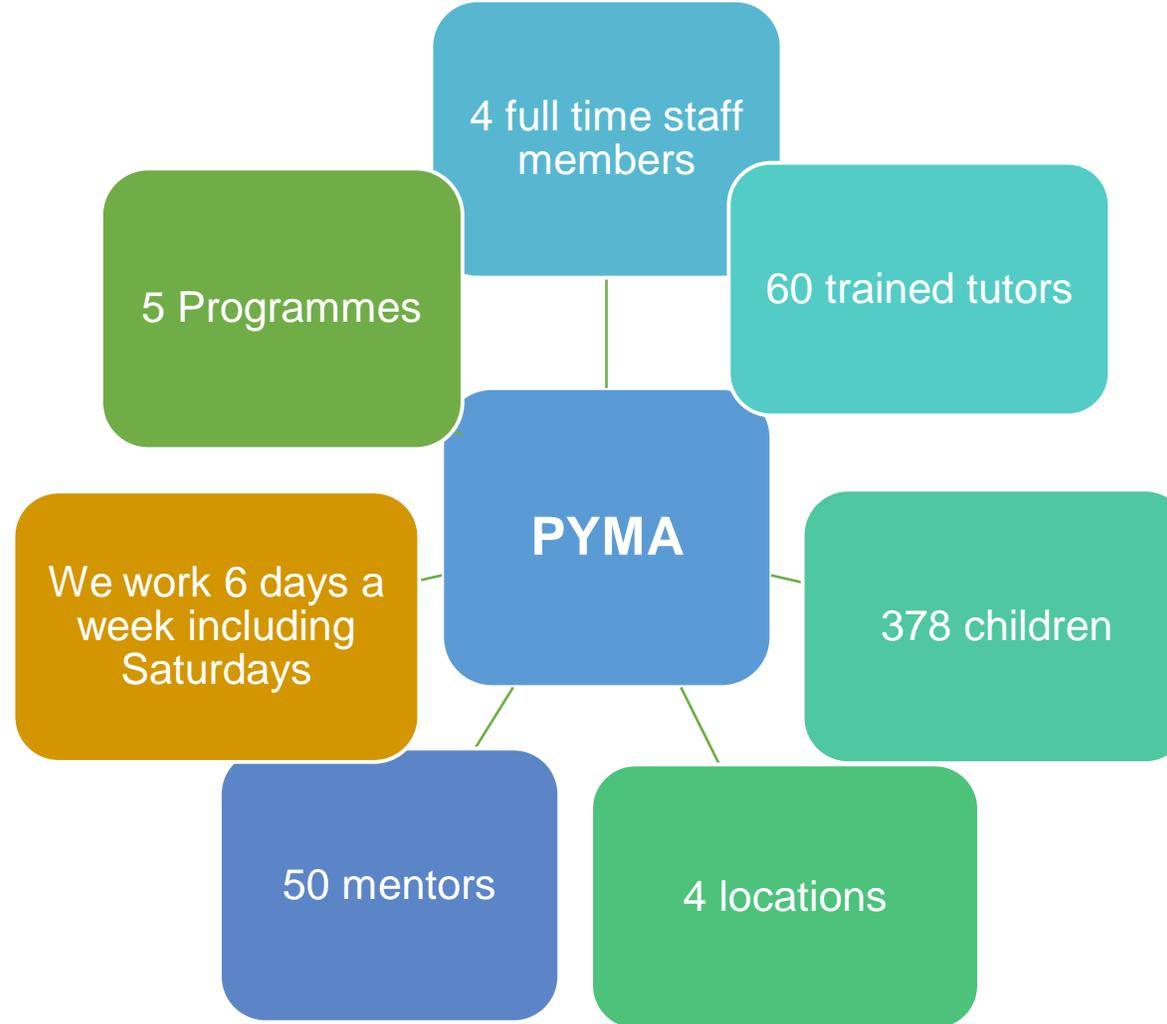
Through the support of our funders and partners, PYMA ensured that it continues to increase its footprint and replicate all programmes models in various communities. PYMA also managed to strengthen its partnerships with different organisations in order to reach its organisational objectives and impact.



In 2020, PYMA was able to implement a vast plethora of programmes in communities with the support of organisations and schools that include:

- Flowers in the Garden
- Thato Ke Matla and The Learner Advancement Group
- Boekenhout Primary School
- Ntsako Early Day Care Centre
- Isiqhingi Senjabulo

Overview

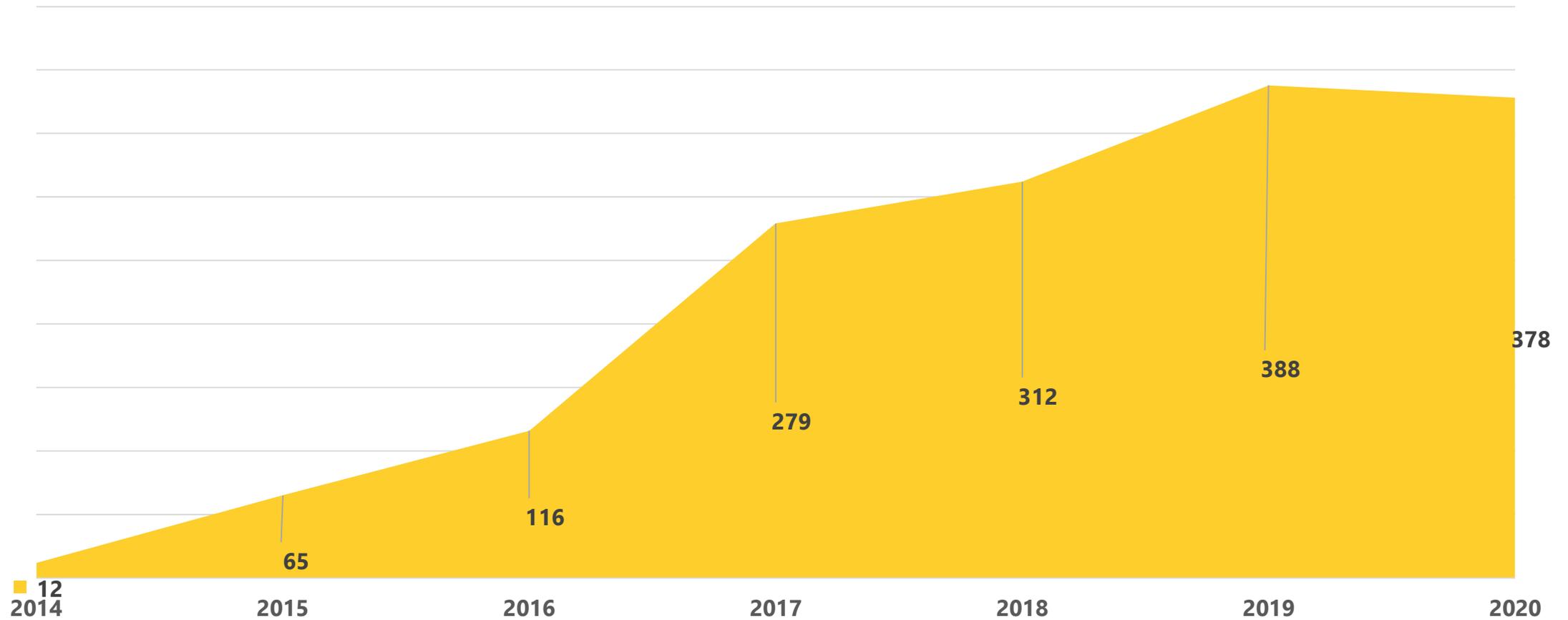




Our Impact Highlights



Our Afterschool Beneficiary Reach



A drop in our beneficiary reach in 2020 is a result of the debilitating impacts of COVID-19.



Impact Highlights from 2017-2020



71 learners

completed Grade 12 with PYMA's Support



87,3%

of learners passed Grade 12



74%

of learners accessed tertiary (University or College)



70%

of job placements (Internships and employment)



Our Impact Stories



Interview with Grade 9 (2020) Phindile Nkosi at Silver Oaks Secondary School



Why are you inspired to attend the PYMA Afterschool Programme?

There are many reasons that motivate me to attend the PYMA Afterschool Programme. Firstly, it is because I would like to accomplish my set career goals and secondly, to improve and excel well in my academic marks. Also, as I excel well at school, joining PYMA motivated me to also work hard with other learners whilst supporting each other.

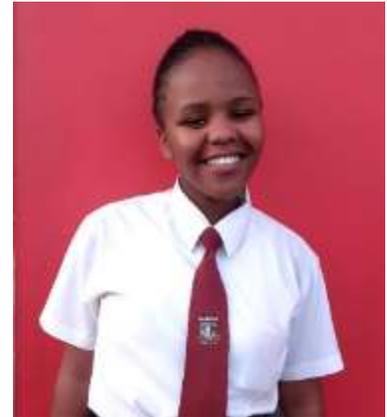
Describe your journey with PYMA thus far?

I joined PYMA in 2014 when the organization was established. I can say my journey with PYMA has been exciting, fulfilling and intriguing at the same time. PYMA contributed a lot to my academic success, and I continue to excel at school. What is also interesting is that my previous Tutor, Mr. Bokang Mokoena also helped me pass with flying colours and for that I am grateful. The journey with PYMA also made me grow as a learner and gain knowledge in the careers that I would want to pursue when I finish school. At school, I also used to receive awards in different subjects and PYMA contributed a lot to my academic success. In 2017, I was selected to participate in the SSP scholarship programme entrance exams and this was through the support of PYMA, who helped me to apply.

Which Awards have you received at school and at PYMA thus far?

As a learner at PYMA, I have to attest that, I've received an innumerable number of awards, including being a Top Achiever. Also, during my Primary years, I also received Top Overall Learner Awards.

Interview with Serufe Monare Grade 11 (2020) at Silver Oaks Secondary School



What do you think about the role of PYMA in the community?

I am inspired by the work that PYMA does in the community, and this takes into consideration, the learners that are attending the PYMA Programme. PYMA has played a very important role in the community, we understand that not all learners have the opportunity of getting home and doing their homework and assignments. PYMA helps learners by tutoring and providing facilities for learners to come and do their schoolwork as well as research.

How has been your experience with PYMA thus far and how has the latter helped you to achieve your academic goals?

My journey with PYMA has been good and empowering because since I started in 2020, during the COVID-19 pandemic, my marks have improved and the dedication from the PYMA team is very good with the tutors coming in and delivering content that is in line with the curriculum at school. I was also paired with a Mentor from Vodacom Foundation and the experience has been very exciting. Also, I am grateful for the PYMA tutors who are always available to assist me perform well in all my school subjects. I also applaud the PYMA Office staff who always check up on us and do follow-ups and motivate us and all learners to attend the Afterschool Programme.

What are your plans when you complete Grade 12?

I have a lot of plans that I would like to accomplish when I finish Grade 12. My most outstanding plan is to see myself excelling in my academics and then enrolling for a degree in Medicine or Software Engineering at a local University.



Tutor Spotlight

I was born in Baragwanath hospital but spent most of my childhood in Robertsham. I attended primary school at Sophia English Medium in Lesotho and completed my matric at Fons Luminis Secondary School in Diepkloof, Soweto. I further enrolled at the University of Johannesburg for a four (4) year degree in B.Ed. Senior and FET (Bachelor of Education) in 2016 and completed in 2018.

I am glad to be a graduate and I promise my former, present and future learners that I will not be just a teacher in their lives who is imparting knowledge but a teacher who is a transformer, I believe in change and living life to the fullest. When one decides to make an informed decision about their career choice, everything else comes secondary and all things are worth the sacrifice. My grandmother's efforts and attempts deserve more credit to my hard earned four (4) year degree in Bachelor of education (B.Ed.).

I am very happy to have joined volunteered at PYMA since 2016. I have also gained lots of skills and experience through interacting with learners. Through their support and also my family's support, I have able to finish my degree. My grandmother carried my struggles and burdens as if they were hers, she knew that we were both counting on my qualification that will alleviate both our lives. She heroically sacrificed her pension money and gracefully reminded me that she only wants me to worry about assignments and my examinations other than funds for my tuition. Her strength and strong faith carried me through tough times and moments which felt like I was in abyss, she was only a phone call away more like therapy.

More so, my life was more occupied with volunteering activities at Phakamani Young Minds Academy (PYMA), had friends, and overwhelming schoolwork that was endless. Above all, I am glad I did go through all of that and was able to achieve all of my desired goals. Lastly, , I believe in change and living life to the fullest hence I encourage other young people to also embrace the same spirit



Lerato Lawrence Makema –

Tutor since 2016 and currently serving as a qualified

Teacher at Somelulwazi Primary School

PYMA Award Recipient and Silver Oaks Student shares her experience with PYMA

When I was 13 years old, I begged my father to enroll me to the Phakamani Young Minds Academy programme, little did I know that my interest would be the steppingstone to my ambitions and courage wrapped in a sandpaper. I have always been an introvert who hid at the corner and never voiced out any of my opinions on how I could possibly change the world, however; I have always known the burning fire in my spirit but never knew how to not let anyone extinguish the passion and drive I possessed inside. My best inspiration came in some pricks, thorns and some nails around it. PYMA is a beacon of hope to the Freedom Park community, it provides endless possibilities and molds our dreams to reach beyond the heights of our parents. I never imagined completing grade 12 and furthering my studies at any tertiary institution, this is not because I was not the smartest or the brightest, but it was mainly because no one has ever done it before in my family and defying the odds seemed preposterous.

The world proclaimed that COVID-19 milieu was a huge hindrance to the class of 2020, as much as I was a victim of the pandemic, I chose to rise because I knew that falling would not gratify the hard work I had endured, and it would dissatisfy me to be one of the statistics in my family. Hard work and consistency always have good results, I obtained two (2) distinctions in History and Tourism. I was over the moon and forever will be thankful for the contribution PYMA has impacted in my life.

It is liberating to know that I have been accepted to study BA at the University of Johannesburg, I know that it would not have been so without PYMA. As a reward, the latter paid for my registration fee, and I could not believe my eyes nor my ears. Thank you to The Learning Trust for supporting and funding the PYMA Afterschool Programme and to Momentum Metropolitan for supporting PYMA with the Lesedi Awards such that they could support students like me. It was as though the heavens were opening to let me in. The reality is due to my financial constraints, this could have led me to take a gab year. PYMA has, is and will always keep playing a huge role in my community. With all the negative energy in this township, PYMA keeps my peers and many others that are younger than me occupied, helping learners stay away from the effects of various socio-economic issues. PYMA is creating our future doctors, lawyers and a lot more greatness that will and already is contributing positively to the economy of South Africa.

I am thankful to the selfless tutors, staff members and the organization for their vigorous efforts to the impact of our academics and our entire being, from the depths of my heart you are all my heroes. "Education is the most powerful weapon which you can use to change the world." -Nelson Mandela.

Once more and forever more, thank you.



PYMA has really contributed a lot to my academic outcomes. The program rendered me tutorials and even offered me data to keep up with my schoolwork during the National Lockdown.

Matric Candelight Ceremony

On 23rd October 2020, Phakamani Young Minds Academy (PYMA) staff members and Tutors organized the 2020 matriculants candlelight at the (PYMA) centre. The Candlelight ceremony was conducted to ensure that learners are motivated in their upcoming final examinations and to bid Farewell. The event was graced and dignified by the Coca-Cola Beverages South Africa(CCBSA) who continue to support PYMA work.

The objective of the candlelight event was to motivate learners to prepare for their upcoming final examinations, to portray a united front of support from both parents and PYMA and to bid farewell to the class of 2020 and pray for the learners.



A pledge was done, and candles were also lit to symbolise the bringing of light to the Class of 2020. All the Parents of the Grade 12 learners were also invited to the ceremony so that they also pray, celebrate and motivate the learners to study and prepare prior to their final examinations.

Mr Bokang Mokoena (PYMA Founding Board Member, Mr Lerato Makema (Tutor) and Mr Mthandazo Khumalo were also speakers of the day. They also motivated the learners to stay committed and dedicated to their studies despite the deleterious impacts of COVID-19 that had affected the Education system of the country.

"I am excited to share Sipho Kubayi's success story with everyone who has attended this celebration. Thank you to PYMA for opening the doors for my child Sipho Kubayi and for assisting him in his academics. Ever since Sipho joined the PYMA programme, I realised improvement in his academic performance. I would also like to thank the organisation for pairing Sipho with a Mentor" (Parent: Mrs Kubayi).





Our Programmes



Afterschool Programme



Supplementary Tutoring

This programme entails providing academic support to learners as well as enhancing and embedding classroom learning through homework supervision. Through this programme, we conduct tutoring sessions for six days a month through following the Department of Education Academic Calendar. The objectives of offering supplementary tutoring sessions to learners is to achieve the following:

- Deliver quality tutoring services
- To maintain constant ratio of 1:10
- To deliver a curriculum aligned to the Department of Education.
- To measure the learners academic performance
- To improve the learners literacy and numeracy levels.



Highlights

- 266 tutoring sessions were implemented in the year 2020
- PYMA partnered with Old Mutual Foundation and was able to implement the The 21 Acts of Goodness project for PYMA Matriculants and Tutoring programme also managed to support
- 30 PYMA grade 12 learners were supported with data every month.
- 378 learners were reached through the tutoring sessions.
- A total of 2787 connections were reached through the 21 Acts of Goodness initiative of supporting matriculants.
- 50 Tutors were also trained and honed with relevant skills and knowledge aimed at ensuring that the latter implement relevant content to learners.

Extra Lessons and Homework supervision

Homework supervision and extra lessons are a part of our Afterschool programme initiative that aid us to provide our learners with academic support. We do this by embedding classroom learning through homework supervision and extra lessons. The main objectives of offering learners this kind of academic support is to:

- Reinforce information taught in classrooms
- Improve the learners understanding of the subject matter
- To development study habits and independent learning among learners.
- To bridge the gap between school, home and PYMA. This helps us to involve parents in this educational journey.



Programme Highlights

- Increased learner attendance
- Improved learner engagement and commitment in the programme
- Increased parental involvement in the learner's education.
- Improved academic performance of learners.

Reading Clubs & Maths Clubs

The aim of the reading and maths clubs is to improve the literacy and numeracy levels of children through implementing weekly reading club sessions (Drop Everything and Read) and maths clubs for all learners who are in the foundation and intermediate phase. We also ensure that literacy and numeracy books/resources are available for reading to learners who are part of the clubs. In addition, parents of learners who are enrolled in our project are supported with printed literacy and numeracy resources that will continue to aid them in encouraging the latter to read for the learners and practise numeracy while at home. We also encourage a culture of literacy and numeracy among learners by celebrating the World Book Day International Literacy Day and Read Aloud Day and this is usually conducted on a yearly basis.

Our Goals

- To improve the literacy and numeracy levels of learners and enhance academic performance by 5% every term.
- To promote a culture of learning, in which it is the responsibility of all our learners to become active participants in their own knowledge construction.
- To consistently maintain a 1:10 tutor: learner ratio at every reading and maths club session.



Highlights

- 115 learners were reached through our sessions
- 80% of learners had improved literacy and numeracy skills.
- 100% of tutors who have with improved skills and knowledge in delivering quality reading and math club sessions to learners.
- 16 reading clubs and maths clubs sessions conducted.
- Improved learner to tutor ratio.

Exam preparations

As PYMA, we understand how much time it takes to prepare for examinations. In preparing for examinations in each and every quarter, PYMA supports learners with online resources packs and printed study packs. In addition, our trained tutors offer beneficiaries with study skills of utilising mind maps, mobile notes and provision of control tests. This is done so as to fully equip learners to achieve best results and to assess or evaluate what learners have learnt based on certain subjects that we offer in our afterschool programme.



Highlights

- In the year 2020, 30 Matriculants were supported with printed resources packs through initiatives being offered by the Learner Advancement Group and Momentum Metropolitan.
- 30 PYMA Grade 12 Learners were proffered with study packs from The Learner Advancement Group (LAG) and Momentum Metropolitan. These initiatives were conducted so as to support the class and 2020 and ensure that they are fully prepare for their upcoming examinations.
- The study packs contained all subjects question papers.
- 30 learners were grouped according to their subject streams. This strategy helped all learners to conduct peer to peer studies/learning.

Holiday Interventions

As a way of ensuring that beneficiaries are supported academically, PYMA provides a winter school programme which takes place every winter of the year. In the year 2020, PYMA took its winter school programme to all virtual platforms due to the lockdown period COVID-19 impacts. This was done with the aim of recovering the time that has been lost due to the debilitating impacts of COVID19 on the education system of South Africa. Because of the diversification of the winter school programme, all the learners were participating wholeheartedly despite the challenges of data, devices and load shedding in Soweto

Its main objectives are mainly focused on the following:

- To provide learners with knowledge and skills in various subjects and to identify learners gaps
- To improve the academic performance of learners and to motivate learners to love learning.
- To ensure that tutors use innovative and creative methodologies in all virtual tutoring sessions.



Highlights

- 206 learners from both the primary and high school programme participated in our winter school programme
- 95 learners were actively participating in the virtual school.
- Challenges related to data were experienced by learners.
- PYMA managed to implement its first virtual school during the lockdown period.



Support Programmes





(ECD) Early Childhood Development Support Programme

What is the ECD Programme

The ECD Programme is aimed at developing the reading skills that help ECD learners to handle the reading process smoothly and effectively with the idea of increasing their reading and understanding abilities.

The programme encourages learners, to appreciate the importance of reading and creates an atmosphere of effective interaction and engagement to further their reading capabilities.

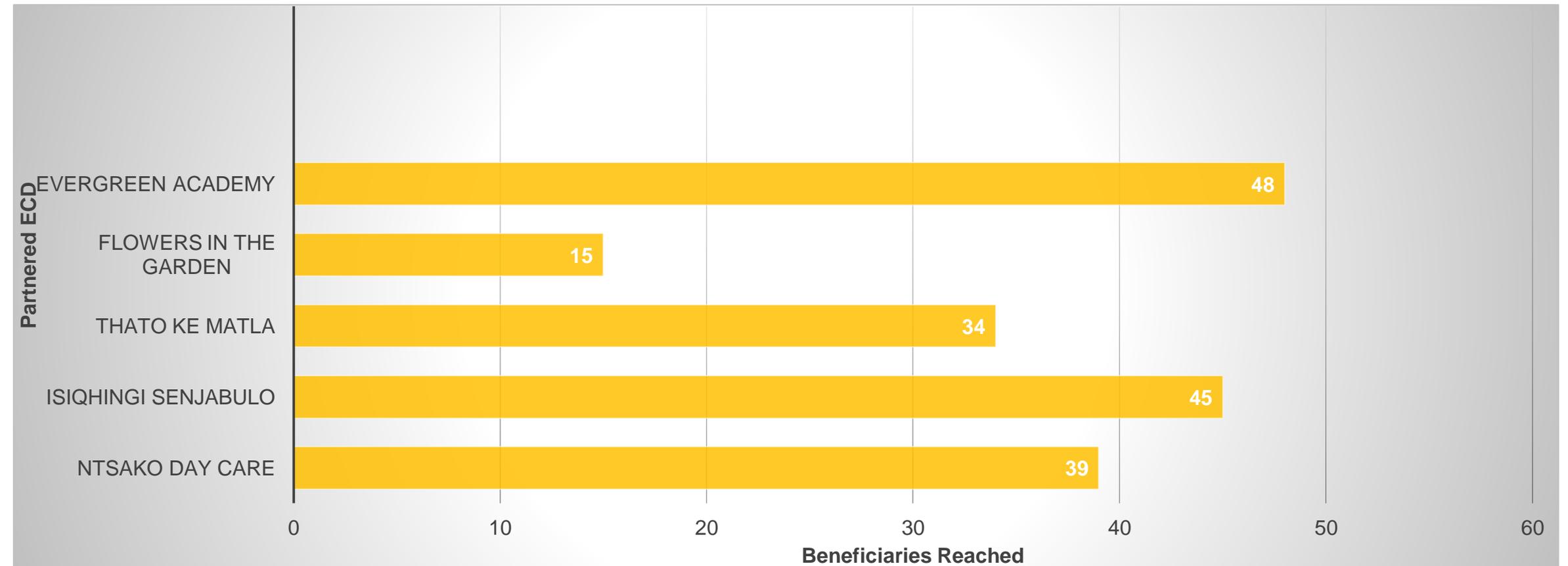
Our Reading Program is designed to help ECD children and practitioners become better equipped for the requirements placed on them by a formal education system through our training manual. Through our recently established ECDs Forum, we also ensure that we support local ECDs through capacitating them with support efforts on Compliance, resource mobilization and ECD caregivers training.



Programme highlights

- Establishment of an ECDs Forum with the support of FNB
- PYMA managed to partner with 5 local ECDs
- 432 non perishable meals distributed to ECDs with the support of FNB and Rise Against Hunger.
- 48 Reading and Maths clubs sessions
- 1 ECDs Caregivers trainings implemented through the support of Seriti Institute
- 4 young people were connected with opportunities of implementing reading and maths clubs in local ECDs.

Our Indirect ECD beneficiary reach in 2020



ECD's Forum Establishment



The development of the ECDs support programme at PYMA, has ensured that the latter also looks into the establishment of an ECDs Forum. An ECD forum was established, and it is through the support of FNB that PYMA has succeeded in this regard. Through this ECDs Forum, PYMA will ensure that it continues to do the following:

- Share best practices related to ECDs development and connecting ECDs to resources
- Conducting ECDs needs assessment
- Use of technology in adapting to the new normal
- ECD programmes implementation and how to improve them , track outcomes and impacts
- Compliance and Fundraising and M and E

Through this forum, PYMA has been able to provide latest information on ECD funding opportunities. The organisation will continue offering support to ECDs that are looking into being fully compliant with relevant bodies within the ECDs sector

Development & Facilitation of ECD Reading & Maths Clubs

As a way of ensuring that we improve the literacy and numeracy levels of children, we had to ensure that we partner with ECDs such that our trained ECDs caregivers can still continue to implement the reading and maths clubs on a quarterly basis. Our trained ECD caregivers ensured that they deliver knowledge to children using the Are Bapaleng handbooks from Seriti Institute.



Through our reading clubs, we have ensured that we aid learners in the following:

Reading Clubs

- Comprehension,
- Mental stimulation
- Vocabulary expansion
- Literacy skills
- Memory improvement
- Analytical thinking skills

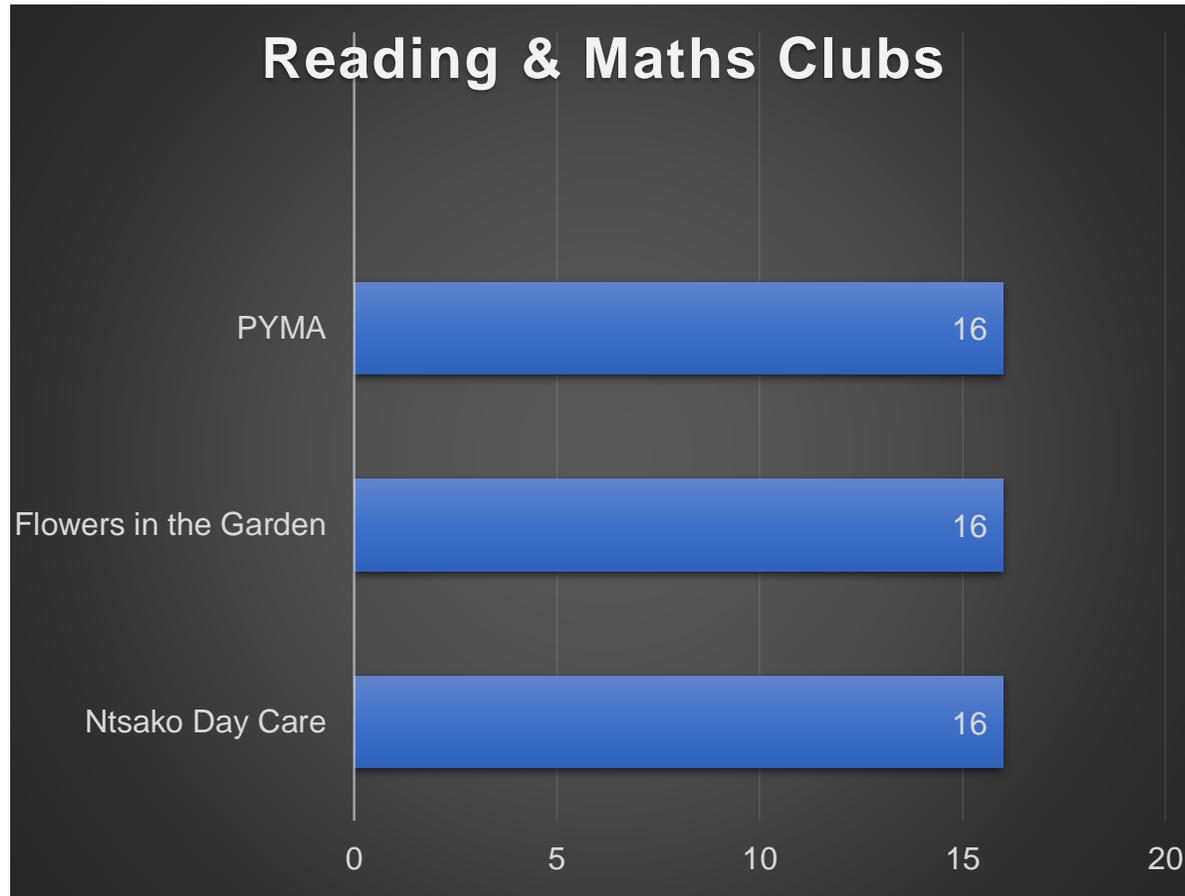


Through our maths clubs, we have ensured that we aid learners in the following:

Maths Clubs

- Creative & Analytical skills
- Improved problem-solving skills
- Real-world applications
- Opportunity to try new things
- Strengthen the cross curricular links with maths and other subjects

Number of Reading & Maths Club Sessions conducted



This graph shows the number of reading and Maths clubs conducted in the year 2020 when the PYMA ECDs Support Programme was implemented.



ECDs Stories of Success



The ECDs support programme conducted by Phakamani Young Minds Academy (PYMA) has been a remarkable journey ever since its development in 2020.

This youth-led organization has impacted different ECDs that include local ECDs Isiqhingi Senjabulo in more positive ways. All of this has inspired all the caregivers and everyone who is actively involved in the daily activities of the programme to be more innovative and futuristic in implementing reading and maths clubs sessions and playing with the children.

As a Principal of Isiqhingi Senjabulo, I am glad to explicate that through the support of PYMA, our ECD was also able to attend Are Bapaleng trainings that enabled all our caregivers to be more advanced and informative in various ways and to make learning more fun. Also, I would like to thank PYMA for the resource-mobilization initiative that also aided us to refurbish our old offices, with the furniture gathered from FNB. It is through PYMA that all this is made possible.

Moreover, as PYMA continued to grow in the year 2020, the organisation ensured that they also support our ECD with the provision of PYMA youth interns to aid our caregivers with more endowment and moral support through their reading and maths clubs. All of this increased attendance numbers and children's engagement.



During the peak of the pandemic, we thought that our ECD Centre would not survive, with the reduced number of children attending and the lack of personal protection equipment (PPE) and nutritious foods the numbers became even lower. PYMA came to the rescue with the assistance of FNB by providing the Rise Against Hunger (RAH) food packs that are distributed quarterly and are aimed at alleviating food insecurity and malnutrition in ECDs

We are eternally grateful for the enormous support that is proffered by PYMA to our ECD. Their support strengthens our programmes and improve how we do our daily activities.



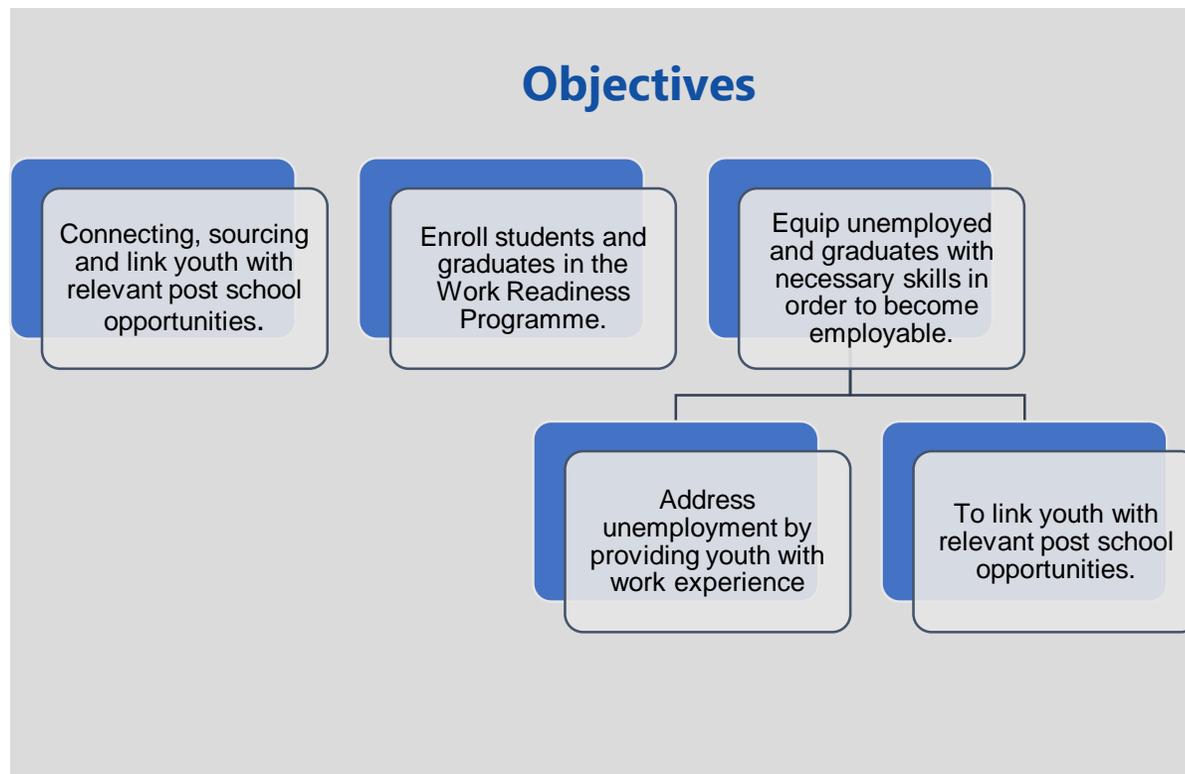
Youth Work Readiness Support Programme



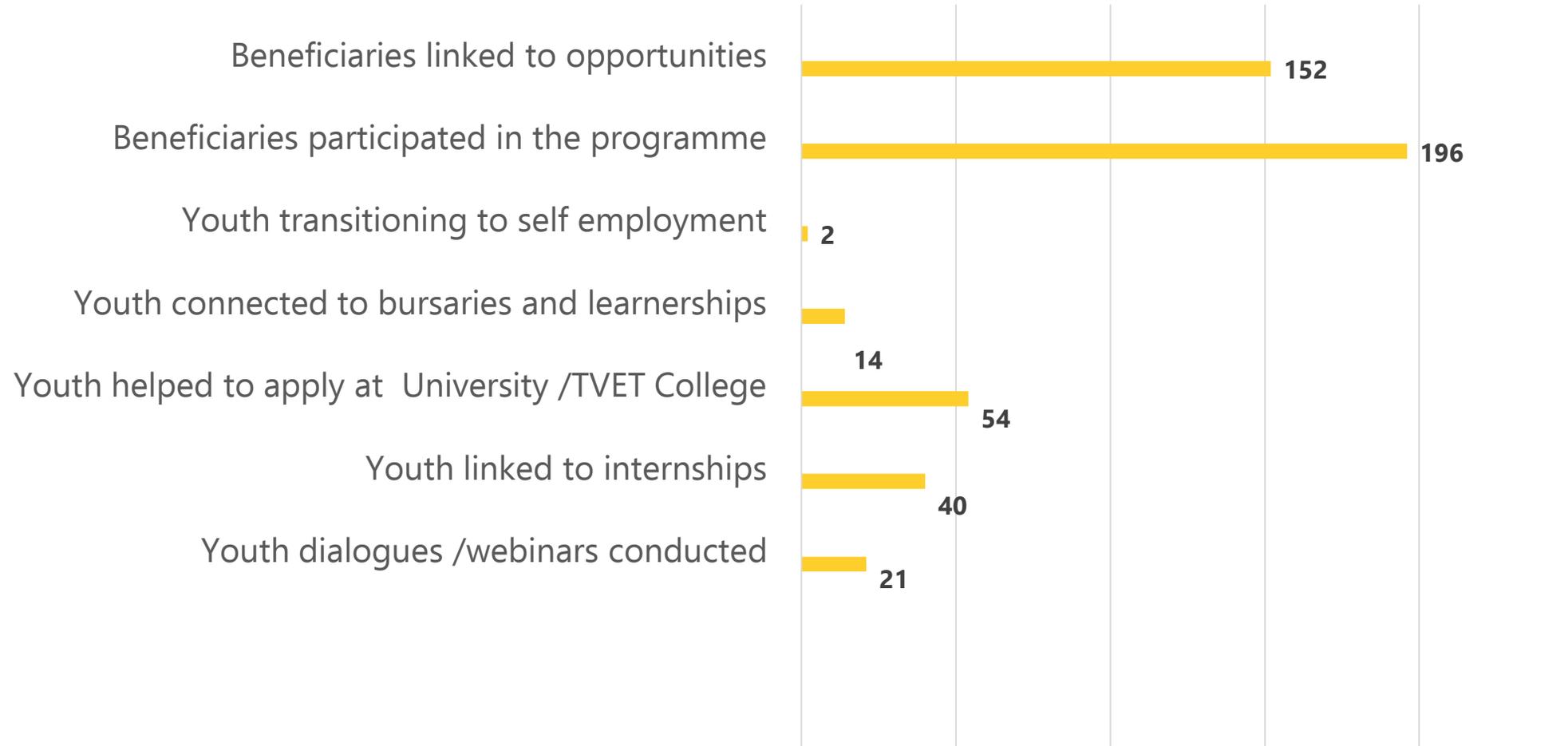
About the Youth Readiness programme

This programme aims at capacitating young people with support efforts aimed at improving their employability so as to address the triple challenges of poverty, inequality and unemployment afflicting our nation. Although young people have academic as well as technical skills, they often lack basic soft skills that could prepare them for the world of work. It is through this project that we aim to equip young people in disadvantaged communities with the relevant skills and knowledge prior to seeking employment.

It is through this programme that we also expose young people to relevant networks that could aid them to easily access information on job opportunities. We are steadfastly committed to engaging in support efforts that improve the employability of young people in disadvantaged and marginalized communities. We seek to explore opportunities to innovate and enhance our project as a way of creating opportunities on job creation and entrepreneurship



Impact Highlights: Youth Work Readiness Programme



Impact Story

1. What is your story? Describe your background.

My name is Luthando Lucky Ntantiso. I come from a family of 2 and I have an older brother, however, he does not stay with us. I stay with my mother and my two nieces. I matriculated in 2015 and studied a diploma in Journalism from Rosebank College. I have a colossal passion for classical dance and theater and would love to pursue a full-time career in one of the two. I grew up in a caring and loving family. Growing up was not that hectic if I may say, I grew up in the best way that my parents could have managed to raise me and I can never complain.

2. What are you currently busy with / what is the opportunity?

I am currently serving as an Assistant Programmes Coordinator and also a Tutor at PYMA. I assumed both roles through the Gold Youth Harambee Presidential Youth Service Initiative in 2020. I started volunteering at PYMA through 3 years ago although this was not on a full time basis. I am also a CJC Student and a PYMA/CCBSA Bursary Recipient. I am currently studying towards being a Human Resources Practitioner. I am also very grateful for the opportunities that I was proffered by PYMA. This has allowed me to grow in my role and in my career.

3. What is the job you are doing at PYMA and what are you learning in the work-place?

My role at PYMA includes managing and coordinating of the Afterschool Programmes in Eldorado Park and Freedom Park. I also provide learner support, volunteers management, monitoring and evaluation and also conducting lots of administration work. Time management has been the most important skills that I have embraced and learnt and also working in a team setting. I have also learnt how to conduct administration work while also working with learners as tutors. I have also learnt a lot through the PYMA/ FNB Youth webinars that I have been attending and these include Financial Literacy, Social Media Etiquette, Learning and Development as well as Entrepreneurship. I have also learnt about Human Resources Policies and Procedures which is part of staff capacity support.

4. What is the one thing that kept you going in your search for an opportunity and what is your message to the other youth seeking employment?

What I would like to say is that I kept searching for opportunities because of the need to always learn while working, but more so to help back home. There is no way of doing this life thing right, there is no manual on how we are supposed to live. Let us continue to take things easy but not relax while at it. Any job will do while you search for the dream job. I am also very grateful to PYMA for always empowering me as a young person so that I can gain advanced transferrable skills, knowledge and experience as well as encouraging me to reach my full potential. Also, thank you to the donors and sponsors who support our programmes for increased impact and sustainability as well as betterment of societies.



Luthando Lawrence Ntantiso–

Tutor since 2019 and currently serving as an Assistant Programmes Coordinator in the Freedom Park Afterschool Programme and Eldorado Park Afterschool Programme. Also a PYMA and CCBSA Bursary Recipient

Alumni Spotlight

“From Cradle to Career”

Nhlakanipho has been with PYMA since 2014 when it was first established with only 12 beneficiaries until he graduated from the programme in 2019 with a Bachelor certificate and became one of the PYMA Alumni. His life has been a roller coaster ride faced with a barrage of challenges.

Growing up in a house full of illiterates has been the worst nightmare he could imagine, moreover being the role model of his siblings has positioned him in a dire circumstance in which he had to be responsible and become a good exemplary at home. “I have always wished upon a star or a guardian angel to rescue me, until I realized that I am my own hero.”

Little did he know that his own hero came through the PYMA programme in which at first, he thought that he would not fit in. He would always sit by his little corner, look through the window and dream of a day full of possibilities. “I despite homeworks because I knew very well that nobody at home would be able to assist me.” At times he would even be reluctant to ask his parents for homework supervisions as that made them feel discouraged and mortified. He has always felt like he had a cross to bear, and it was more than he could possibly bear.



Nhlakanipho Mhlanga:

**University of Johannesburg Student,
University of Johannesburg Community
Engagement Member and PYMA Afrika
Tikkun Volunteer**

In 2019, PYMA introduced a parental workshop for literacy skills in which his parents were part of the group of parents that attend such sessions, his parents obtained reading and writing skills, and this has played a huge impact in their interest towards his schoolwork and his personal well-being. When he graduated in 2019, he thought life would be magical and fruitful as a freshman; however, life took an unforeseen turn. He had to take an unprepared gap year due to his financial constraints. He approached PYMA to assist him in re-applying at the University of South Africa (UJ) and raising funds for him to be assisted with his registration fee. When he was accepted at UJ for a bachelor’s degree in accountancy he could not stop crying because he knew that all his resilience and persistence has paid off.

PYMA has ignited the spirit of volunteerism in Nhlakanipho as he has chosen to make a difference through the UJ Community of engagement, and he has chosen to work with PYMA. “PYMA is my home, and I have made memories of a lifetime with my brothers and sisters.” He recalls when they used to go for camps and visiting historical centers and he is grateful for all the exposure to various cultures and people.

He lives by the quote “If one is free at heart, no man-made chains can bind one to servitude _Steve Biko.” He hopes to transform the lives of others in his community by not.



Mentorship Programme



What is the Mentorship Programme

The Mentorship Programme aims helping in school youth to devise proper high school exit strategies.

Through the Mentorship Programme, Mentors can support young people to make their first steps into careers goals and this is done by PYMA staff who carefully select Mentees who are committed to making the best use of the support that they will receive through the Mentoring Programme.

Mentees are usually young people in Grade 8-12 and who immensely benefit from the guidance of more experienced professionals to make their first step into university, college and the job market in South Africa.

Since the launch of our mentorship programme, we have ensured that we pair learners with mentors from cooperates and universities and these include Sasol, Deloitte, Vodacom Foundation, FNB, African Bank and SAB, Discovery, KPMG, Standard Bank and the University of Johannesburg.



Yogesh Yanserpad from Deloitte South Africa with his mentee Thato Leboa (Grade 12)

Our Mentors Speak

Making Students realise their dreams

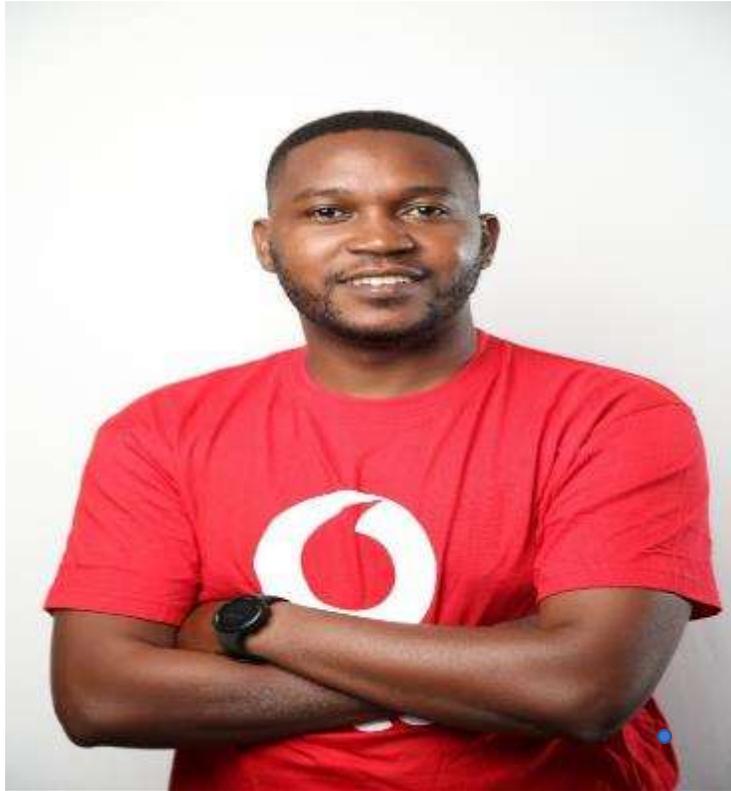
I believe in aiding learners to choose the right career paths

Fostering career development for students

Life coaching is very important in a learners success to realising his goals and dreams



Mentors Spotlight



Richard Shai from Vodacom mentoring Anathi Ngcobo (Grade 8)

Never have I imagined that mentoring a female child would swing my dimension to a height that changes my perspective on how the society portrays girls, I am not insinuating that I might know what goes on in the female cerebrum, but I have picked up a thing or two during my mentorship journey with Anathi Ngcobo (Grade 9) in 2020, that it takes a village to raise a child and I have always thought that being a mentor is always about me giving but it's not one-sided, I have enjoyed finding friendship.

Anathi reminded me a lot of my younger self. She is a brilliant girl who does not have any issue in making good grades. So, at first glance, people think this young person does not need a mentor, but that could be more wrong. Anathi often struggles with the motivation to continue doing school in the traditional ways that bore her to tears. She sees the many possibilities in the world to be great and explore and does not want to invest her whole self in the monotony that sometimes in her experience in school. Her feelings are totally valid.

While she does not need me to hold her hand through any part of life, what she does need and enjoy is having me around to be a sounding board for her decision-making process. Anathi kept me on my toes because I must always be ready to synthesize her wildest dream into present experiences that can set her up for a future of living them.

It was a great experience to mentor Anathi, even though it was only for a year, we have created an inseparable bond and we are still in contact even though it is at minimum. The experience for me has been impactful, the PYMA mentorship is an innovative edge that facilitates the growth of both the mentor and the mentee, all the PYMA beneficiaries who are enrolled in the PYMA mentorship programme are nurtured and supported to become exceptional learners, positive leaders and healthy young individuals with a positive outlook to life. I am grateful for this wonderful opportunity and all that comes with it.

Mentor and Mentee raise funds for Data Class of 2020

When South Africa went into lockdown in March 2020, all schools had to close, and this created a huge setback for PYMA matriculants. Matriculants found it hard to connect to the PYMA virtual school and to access online resources being provided by their respective schools. This also created a huge digital divide. But little did PYMA staff and Matriculants know that Nkosinamandla Jeju (Grade 12) and his mentor from Deloitte (Shyam Ranchod) would stand up and develop a fundraising initiative aimed at aiding matriculants to continue with online learning through increased provision of data until the latter wrote their final examinations.

Nkosinamandla and Shyam started fundraising through the Given Gain platform and also asked the PYMA team to increase visibility of the fundraising campaign through posting on all social media pages. This was not an easy road because, fundraising had to be shared weekly in all platforms so that the set target could be reached. At the end of the campaign the funds raised surpassed the target of R11 000.

Also, through the fundraising initiative, matriculants were provided with data on a monthly basis so that they could continue with online learning. When also being interviewed Nkosinamandla, alluded that “PYMA also helped me a lot to continue with the academic year online while under lockdown and for that I am grateful”.

As PYMA, we applaud Shyam for the commendable work of mentoring Nkosinamandla and providing data for the latter so that he can stay committed to his studies and passes with flying colours. We also give a standing ovation to Nkosinamandla and Shyam for being great leaders and for ensuring that they develop impactful initiatives of aiding PYMA beneficiaries during times of uncertainty. Through this support, PYMA Matriculants were also able to attain a 90% pass rate at the end of the year. More so, Nkosinamandla became one of the PYMA top achievers and was also selected for a scholarship to study overseas in USA.

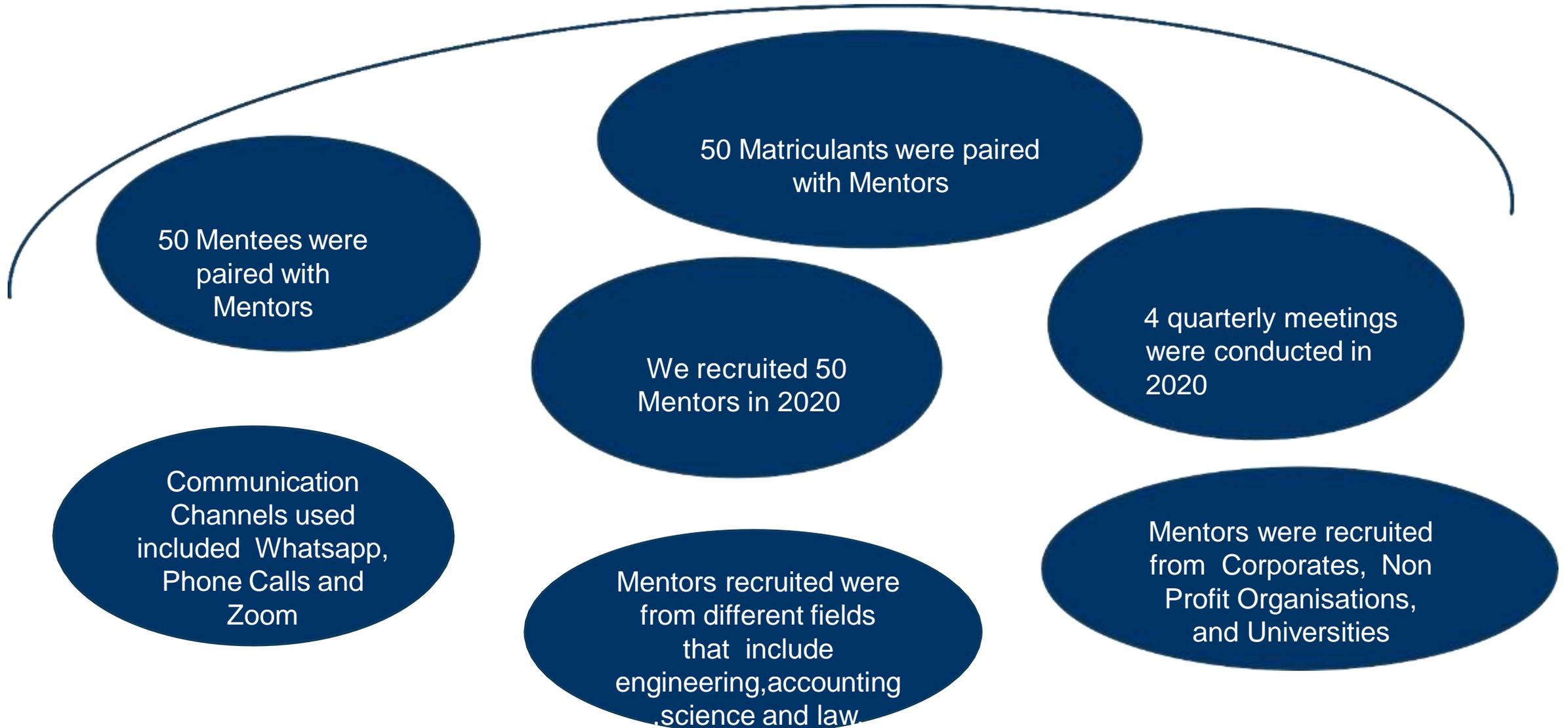


Shyam Ranchod
Mentor from Deloitte South Africa

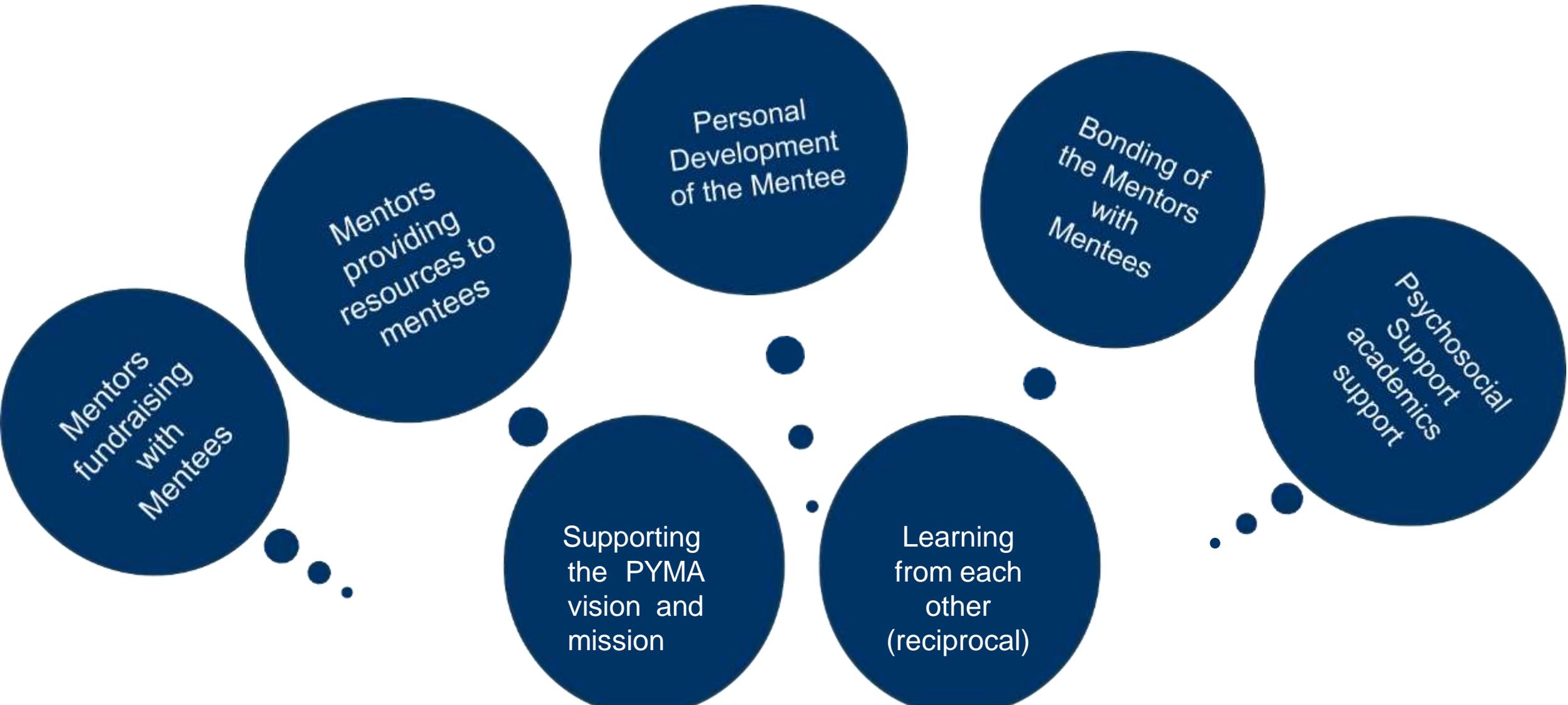


Nkosinamandla Jeju
Mentee (Grade 12) from PYMA

Impact of the Mentorship Programme



Successes of the Mentorship Programme



Life Skills Programme

In 2020, PYMA partnered with Gold Youth. The main aim of partnering with the latter was to ensure that PYMA becomes an implementing partner of the Gold Youth Life skills Programme and to offer opportunities for young people in underresourced communities so that young people can be helped to experience the world of work. Through this programme, PYMA recruited 20 young people to be part of this programme hence the latter become a gold Social Franchise. Gold Social Franchises are non-profit organizations that gold-youth partners with to implement the life skills programme. The objectives of this programme are aimed at the following:

- To give organizations a range of services, including quality assurance, which helps the peer education programme to run successfully in selected high schools and their surrounding communities.
- To provide young people with the skills and knowledge necessary for healthy and fulfilling lives. These life skills include health and hygiene, financial literacy and saving, leadership, teamwork and social responsibility.
- To empower young people so that they can be responsible and accountable leaders that are able to empower other young people in communities.



Programme Highlights

- 144 learners participated in the life skills programmes
- 30 sessions in life skills were implemented
- 91 learners stated that they had improved knowledge related to hygiene, social responsibility
- 100% improvement in learner attendance and engagement in the programme.
- 20 young people were recruited to implement the lifeskills programme

Parents Forum

The objective of the Parents Forum is to ensure that we promote the awareness and accountability of parents roles in learners' achievements and to advocate for good quality education. We achieve this by implementing Parental workshops every quarter of the year.

In addition, we also implement surveys with parents of learners who are enrolled in the PYMA programmes. As a way of ensuring that parents are engaged in the programme, the PYMA Team communicates with parents who are also part of the Parents Forum. The latter assists in provision of programme resources and keeping other parents motivated in the programme



Highlights

- Organized and conducted 4 parental workshops & measure outcomes of the meetings.
- Monitored 65% parental participation in the programme.
- Established a new parents forum



Extra Mural Activities



Our Extra Mural Programmes

PYMA uses a holistic approach of providing to learners. The organisation has been offering extramural activities since 2014. The aim of the extra mural activities is to provide our learners with activities other than learning. The physical health of learners is of equal importance, and we believe that it is through such interactions where learners find their mental stimulation to perform in other areas of their life. We have indigenous games where learners participate and compete in.

More so, our sports programme boasts a variety of codes for learners to choose from and these include tennis, cricket, netball and soccer. These, however are only played occasionally as recreational infrastructure remains a serious challenge in our community but it is an element of our program which keeps learners physically fit and active. Learners are also given an opportunity to display their diverse skills set, talents and abilities through the performing arts programme which is hosted quarterly and is also one of our fundraising strategies through which we invite the public to support our youngsters.



Due to the deleterious impacts of COVID-19, PYMA extra-murals activities were not implemented in the year 2020.

In addition, all extra-murals that include physical contact were paused so as to reduce learners risks to COVID-19.



Awards



PYMA Wins the Lesedi Awards



The Lesedi Awards were attended by all the PYMA staff members. Our Founding Board Member, Mr Bokang Mokoena also graced the event by joining us to collect the Lesedi Award.

What is also interesting is that as the Lesedi Awards have grown exponentially, since their launch in 2016, PYMA has been selected twice both in 2019 and 2020. This also portrays the amazing work that PYMA is impacting to uplift communities.



Annual Financial Statements

DATE :31 December 2020



Annual Financial Statements

Phakamani Young Minds Academy

(Registration Number 164-855 NPO)

Financial Statements for the year ended 31 December 2020

Statement of Changes in Equity

Figures in R	Accumulated surplus	Total
Balance at 1 March 2018	162,448	162,448
Changes in equity		
Surplus for the year	243,961	243,961
Total comprehensive income for the year	243,961	243,961
Balance at 31 December 2019	406,409	406,409
Balance at 1 January 2020	406,409	406,409
Changes in equity		
Surplus for the year	529,628	529,628
Total comprehensive income for the year	529,628	529,628
Balance at 31 December 2020	936,037	936,037

Phakamani Young Minds Academy

(Registration Number 164-855 NPO)

Financial Statements for the year ended 31 December 2020

Statement of Comprehensive Income

Figures in R	Notes	2020	2019
Revenue	5	844,277	425,213
Other income	6	488,027	437,247
Administrative expenses	8	(84,095)	(16,802)
Other expenses	9	(718,581)	(601,697)
Surplus from operating activities	10	529,628	243,961
Surplus for the year		529,628	243,961



A special thanks to our donors

We continue to send our warm gratitude to our partner organisations who have aided us a great deal in achieving the milestones despite the COVID-19 milieu.



Interview with Charlene Lackay Group CSI Manager at Momentum Metropolitan Foundation



“I am the Group Corporate Social Investment Manager. With me are a dedicated group of people investing themselves fully in running consumer financial education programmes, employment and entrepreneurship programmes, staff volunteer initiatives and the monitoring and evaluation of all of these”

1 How do you feel about supporting South African youth and their future?

When we changed our strategy to focus exclusively on youth employment in 2017, there were so many critical issues that we could've chosen to focus our support on. There still are an equal number of challenges that our societies are facing. The issue of youth support has emerged as the most critical one for us because of how we see it impacting our country. They are both the older brothers and sisters that are the role models for younger generations and the thinkers, innovators and decision-makers that needs to take our society forward. Supporting youth and their future is supporting the core of our own advancement as society

2 Why does Momentum Metropolitan support PYMA and NPOs that focus on youth?

We have made the choice to enable the goals and life aspirations of young people from all walks in life. We see NPOs as the multipliers of this purpose of ours. The challenge around youth employment is huge and impossible for one organisation to address. There are wonderful non-profits that have engrained themselves into communities and reliable support systems for youth in terms of skills development and social support. We feel that by supporting them we are building success together for the youth.

3 What has been your experience of working with PYMA and its youth?

My experience of PYMA is one that delights and inspires me. I admire their professionalism and the way they deal with sponsors and partners. I feel as if they are themselves providing the role models young people need today. If, as a young person in PYMA, you needed skills for the workplace, you will find it right there in the leadership of PYMA.

4 What advice would you give to potential sponsors who would like to work with PYMA?

Be ready to work with an organisation that is going to inspire you greatly. Whatever ideas you might have had of how the non-profit sector works and all the biases that might (or might not) exist in your mind, you need to put aside. They might be youth-led, but they have years of experience doing this. Also understand that you are partnering with an organisation that works at the coalface who will need more than just your funding. They need your networks and access to whatever platforms you can create for them to expose the work they do and gain even wider support. They need your employees to volunteer as mentors. Decide what kind of partner you want to be before you approach them, or any organisation for that matter.

Our Sustainability Donors

We would like to extend our sincere gratitude to all our donors and partners who invest funds into PYMA and sharing their commitment to a better, brighter future for South African children and youth. Thank you for your continued support and for believing in our mission and vision such that we were able to achieve this great impact.



a world class African city



Partner Organisations



Partner ECDs



- Ntsako Early Day Care Centre
- Evergreen Academy
- Flowers in the Garden
- Isiqhingi Senjabulo
- Thato Ke Matla

Partner Schools



- Freedom Park Secondary School
- Silver Oaks Secondary School
- Eldridge Primary School
- Boekenhout Primary School
- Freedom Park Primary School



Special Appreciation to the following individuals for your continuous support

- Andy Balaram
- Amber Ndlovu
- Arnold Netshambidii
- Ashley Kater
- Bakang Mabalane
- Busi Mhlanga
- Charlene Lackay
- Celeste Grobler
- Claire Klassen
- Conrad Ndlovu
- Chuma Sineke
- Devora Miller
- Desiree Storey
- Dianne Richards
- Ernest Mandlanzi
- Enough Zakhele
- Fikile Kuhlase
- Francisco Mandlate
- Georgette Naidoo
- Gladys Maluleke
- Given Seakatsie
- Inga Hlatswayo
- Kai Crooks Chissano
- Kabelo Mohono
- Kabelo Malefane
- Lebogang Malwela
- Lester Rose
- Lordrich Maswanganyi
- Mrs Mhlongo – Freedom Park Primary School
- Mrs Groenwold- Boekenhout Primary School
- Mrs Abrahams –Boekenhout Primary School
- Mrs Mokoena –Silver Oaks Secondary School
- Mr Bhengu –Freedom Park Secondary School
- Mangaliso Ngwenya
- Mandla Ngcobo
- Nkosinathi Mahlangu
- Neo Molwedi
- Ntongolzi Bembe
- Nomzamo Sello
- Nerissa Steven Kings
- Patronella Sono
- Paris Makaringe
- Philippa Hitchens
- Ronelle Badenhorst
- Richard Shai
- Sam Rametsi
- Shamal Sivasanker
- Shyam Ranchod
- Sinazo Nkwelo
- Sibongile Nong
- Shannon Cotzee
- Sibongile Khumalo
- Shikhara Annamalai
- Solomon Mzinyane
- Simphiwe Mtetwa
- Thami Ntombela
- Tholakele Mashazi
- Thuleleni Mbhansa
- Thandile Ntshwanti
- Tiro Kwamongwe
- Unathi September
- Uresen Naidoo
- Yogesh Yanpersad
- Zinhle Gwija
- Zilla Stekhovan
- Zoe Mann



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