



ANNUAL REPORT

10 Years of Impact



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ABOUT US

Established in 2014 in Freedom Park, Johannesburg, Phakamani Young Minds Academy (PYMA) is a youth-led non-profit organisation dedicated to bridging educational gaps for disadvantaged learners. We provide afterschool academic support, mentorship and life skills development for learners from Grade 1 through Grade 12.

Beyond academics, we assist young people in accessing post-school opportunities such as tertiary education, learnerships, and employment. Our programmes are designed to empower young individuals to become responsible, independent and active contributors to society.

Vision:

To empower a generation of young people with the knowledge, skills and opportunities to thrive, become responsible citizens and contribute meaningfully to society.

Mission:

To deliver holistic, evidence-informed programmes that support youth development, academic performance and community transformation.

Values:

- Safety
- Self-Worth
- Excellence
- Empowerment
- Stewardship



OUR APPROACH

Community Outreach & Learner Recruitment

Target disadvantaged learners and families in Freedom Park.



Holistic Afterschool Programme

Academic tutoring, feeding scheme, life skills and mentorship for Grades 1-12.



Early Childhood Development (ECD) Support

Training caregivers/educators and providing early learning resources.



Parental & Community Engagement

Workshops, family support and campaigns to empower parents and the community



Youth Readiness & Career Preparation for NEET

Work readiness training, bursary support, internships and job placement.



IMPACT

Youth equipped to succeed academically and socially, empowered families and stronger communities.



EXECUTIVE DIRECTOR'S NOTE



BOKANG MOKOENA
Executive Director | PYMA

2024 marked a defining moment for Phakamani Young Minds Academy - our 10th anniversary. More than a milestone, it was a moment of reflection, renewal and repositioning.

What began in a single backroom with a handful of determined youth has grown into a trusted anchor for over **1200 children and young people**. We've become more than an afterschool programme - we are a launchpad for potential and increasingly, a pathway to economic participation in a country where youth unemployment and inequality remain urgent challenges.

This past year, we provided over 3200 hours of academic support, launched our first in-house kitchen and expanded our post-school transition model to better support young people into tertiary education, skills training and work readiness. These are not small wins-they are deliberate, strategic steps toward systemic change at a community level.

My return in an executive capacity in October 2024 came at a time when the organisation needed to move from momentum to maturity. This was not a return to the familiar - it was a step into the future, with a renewed mandate: to lead with greater intention, to scale what works and to deepen our relevance in the national youth development ecosystem.

In 2024, we didn't just celebrate the past - we did the hard work of building for what comes next. We streamlined operations, strengthened governance, sharpened our data systems.

Our results speak volumes. 85% of our matric learners passed in 2024 and 100% of them have transitioned into post-school opportunities.

But we know the road ahead demands more than academic results. It demands a generation prepared to lead, build and innovate.

That is the next evolution of PYMA. Not just service delivery but systems thinking. Not just support - but strategy.

To our current partners, your investment is not just charitable, it's catalytic. It fuels a youth-led model rooted in community, resilience and excellence. The next decade demands boldness. And we're ready.

With vision and commitment,

Bokang

BOARD CHAIR'S LETTER



DANIEL KATANDA

Chairperson | Board of Directors

Partners and Friends of PYMA,

As Chairperson of Phakamani Young Minds Academy, it is both a privilege and a responsibility to reflect on ten years of impact, growth and commitment to our children and youth.

This organisation was built from the ground up with courage, vision and deep community roots. And over the last decade, that foundation has held firm- even in the face of challenges. Through it all, what has remained constant is our believe in the potential of young people and our shared determination to create pathways that honour their worth, resilience and right to thrive.

2024 was a pivotal year, one of consolidation, reflection and strengthening our governance for the road ahead. As a Board, we focused on the fundamentals:

- Advancing compliance through the finalisation of outstanding DSD reporting
- Initiating the process of securing land for the Academy's future growth
- Updating our governance frameworks and key organisational documents
- Supporting executive leadership in driving our strategic next phase

These are not just operational steps - they are deliberate moves to ensure that PYMA's impact is sustainable, scalable and systemically embedded in the communities we serve.

In celebrating this 10-year milestone, we honour the many hands that have shaped the journey, our staff who work tirelessly behind the scenes, donors who believe in our vision, volunteers who give of themselves selflessly and most importantly, our learners, who inspire us with their tenacity and remind us daily why this work matters.

Happy 10-year anniversary. The future is bright and together, we're building it.

Daniel

MEMBERS OF THE BOARD



Daniel Katanda
Chartered Accountant



Nontuthezelo Pakade
MBA Chief of Staff



Mymoena Ismail
Transformation Advisor



Tebogo Nkwane
Chartered Accountant



Mthusi Morebodi
Social Impact Specialist.



10 YEARS OF IMPACT

A DECADE OF EMPOWERING YOUTH, FAMILIES & COMMUNITIES



1 213
Young Minds Reached



350
Tutors & Volunteers



86%
Transitioned to Tertiary



674
Jobs Created



24
ECD Centres Supported



2 100
0-6 Children Reached



950
Parents Engaged



30
NPOs Supported



1
Operational Centre



AFTERSCHOOL PROGRAMME

2024 AT GLANCE



265

Young Minds receiving daily afterschool support



26

Tutors maintaining a 1:10 tutor to learner ratio



3 200

Hours of tutoring



5

Tutor Trainings delivered



20

Partner Schools

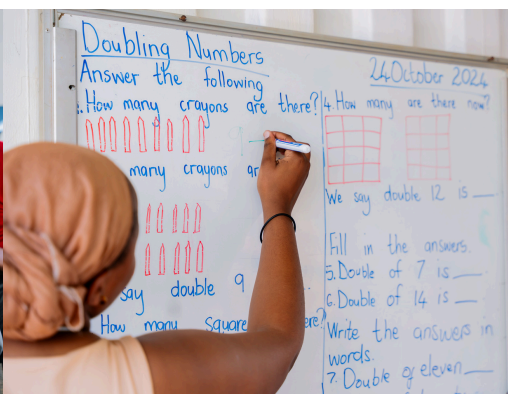


“

In 2024, PYMA's afterschool programme logged over 3 200 tutor hours, directly impacting learners' success and growth. I'm proud of how our team's dedication is turning challenges into achievements. Seeing learners improve and tutors stepping up as leaders shows the real, lasting impact we're making in Freedom Park and beyond.

”

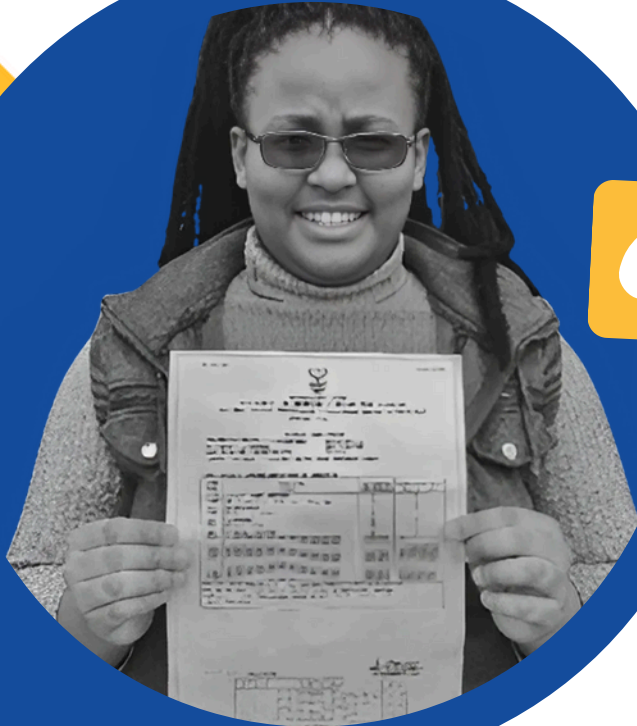
- Khotso R, Programmes Manager



Matric Class of 2024

85% Matric Pass

Reflects the hard work of our learners and the care, consistency and commitment behind PYMA's academic support.



“PYMA didn't just help me pass my exams—it shaped my future. Attending the afterschool programme gave me the support and confidence I needed to believe in myself. I'm grateful for the tutors and the opportunities that helped me grow both academically and personally. Being part of PYMA has opened doors I never thought possible, and I'm proud to be on a path to a better future because of it.”

– Boipelo

Boipelo's Journey FROM CHALLENGE TO TRIUMPH

Boipelo joined PYMA in search of a structured learning environment. Facing financial challenges at home, she found more than academic help she discovered resilience, time management, and a community that believed in her.

With access to Saturday maths and science classes, computers and mentorship, Boipelo conquered exam pressure and passed Grade 12 with an average of 75%.

Today, she is pursuing her dream of becoming a **Biotechnologist** at the **University of Johannesburg**.

Maths and Science

In 2024, the programme supported 60 Grade 10–12 girls, boosting their STEM skills and academic performance. Delivered through targeted Saturday sessions with qualified teachers, it promotes gender equity in science and technology while linking learning to career opportunities.

100%
PASS

Learner Spotlight: Mpilo Khumalo

Mpilo has shown incredible growth through our Saturday Maths & Science Programme—her Maths mark jumped from 39% to 78% in Term 3!



“ This programme has given me the confidence to pursue my dreams in STEM. I used to doubt myself, but now I feel capable, supported, and unstoppable. ”



Kitchen Programme Launch

No Child Should Learn on an Empty Stomach

In October 2024, we opened our fully operational on-site kitchen and garden, serving over 265 learners their first hot meal. For many, food insecurity is a daily reality, affecting focus, energy, and participation in classroom. Supporting this, our garden project supplies fresh vegetables to the kitchen, enhancing the nutrition and quality of meals provided.



8000
Meals Served



95%+
Improved attendance



2
Professional cooks



Increased participation in afterschool programme activities

“

In Freedom Park, many children face hunger daily, making it hard to focus and learn. Our feeding programme changes that, giving them the energy to attend school, stay focused, and chase their dreams

”

- Winnie M, Programmes Manager

“

Our tutors have seen remarkable progress—learners are more engaged, understand the material better, and participate actively. Attendance is up too, showing their growing commitment to learning.

”

- Khotso R, Programme Coordinator





DEVELOPING LEADERS
THROUGH ACADEMIC
EXCELLENCE

- Palesa, Roedean School (SA)

Scholarship Recipient

In 2023, *Palesa Temane* joined PYMA's After-School Programme as a Grade 6 learner. From day one, her passion for learning and remarkable consistency set her apart

Recognising her potential, PYMA - through our partnership with the Student Sponsorship Programme (SSP), nominated Palesa for a prestigious scholarship opportunity. With full support from our team throughout the rigorous process, she was awarded a fully funded scholarship to Roedean School (SA) - one of the country's leading all-girls' schools.

This achievement reflects the power of after-school programmes, strong partnerships, and a deep believe in young minds potential.



“ Seeing Palesa grow has been one of the proudest moments of my time at PYMA. We are deeply grateful to the SSP for opening such a life-changing opportunity. Partnerships like this remind us that when we invest in young people, incredible things happen.”

- Thembi M, PYMA Administrator

Afterschool Programme Partnership Spotlight

Our partnership with the University of Johannesburg (UJ), established in 2019, continues to be a cornerstone of academic support in our After-School Programme. Each year, UJ places a cohort of university students with PYMA to serve as volunteer tutors, primarily in Mathematics, Physical Science and other STEM-related subjects.

We've seen a **15% average improvement in academic performance every quarter** an outcome that reflects the value of combining institutional strength with grassroots implementation.



“Partnering with Phakamani Young Minds Academy in 2024 has been one of the most enriching experiences for our UJ Community Engagement students. Their Saturday tutoring sessions were not just impactful for the learners — they were transformative for our tutors as well. PYMA's professionalism, respect, and support — including financial recognition and thoughtful gestures like team hikes — created an environment where our students felt valued and motivated. This partnership is a model of what community-university collaboration should look like — mutually respectful, responsive to challenges, and deeply committed to meaningful educational impact.”

**-Tiyani C. University of Johannesburg
Community Engagement Unit**

A Lifelong Impact Through Mentorship



PYMA didn't just help me improve my marks with their tutoring support, they gave me a mentor who continues to walk this journey with me to this day. Having someone believe in me, guide me, and motivate me through varsity has made all the difference. I'll always be grateful that our paths crossed.

Phakamani Young Minds Academy will forever be part of my story.



***-Rakgolo Phaka, PYMA Alumnus,
Vaal University of Technology, Diploma in Logistics***



When Wandile joined the PYMA After-School Programme in Grade 10, he was struggling with Physical Science and Mathematics. With ongoing academic support and mentorship, he gained the confidence and skills to turn things around. By Grade 12, he achieved a Bachelor's pass in matric.

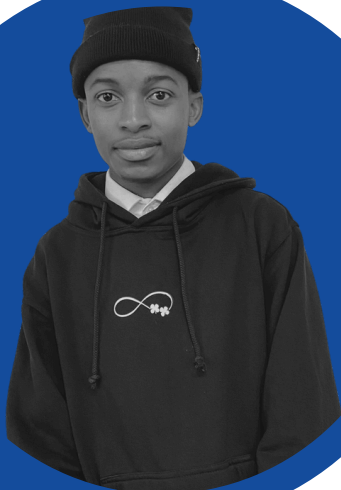
Today, Wandile is proudly studying towards a Bachelor of Education at Wits University taking the first steps toward becoming the kind of teacher who uplifts others, just as PYMA did for him.

***-Wandile Twala, PYMA Alumnus,
Bachelor of Education at Wits University***

Bursary Programme

2024 marks the third year of our impactful partnership with Coca-Cola Beverages South Africa through the **bursary programme supporting 65 TVET college students**. This initiative, facilitated by PYMA, covers both tuition fees and transport costs, easing the financial burden for deserving students and enabling their continued academic progress. In 2024, we proudly supported 20 students enrolled across various TVET colleges.

Thato Takalo's Pathway to a Financial Career



Thato Takalo, is a Financial Management student at Central Johannesburg College and graduate of our afterschool programme, is on track to complete his N6 course by June 2025. With aspirations to build a successful career in finance, Thato plans to gain practical experience through in-service training to earn his Diploma in Financial Management.

He credits the CCBSA bursary for easing his financial burden



“The support from Coca-Cola and PYMA has allowed me to focus on my studies without worrying about fees. It has opened doors for me to pursue my goals freely.”

-In partnership with Coca-Cola Beverages South Africa (CCBSA)



Message from Our Partner



Georgett Naidoo
Regional CSI Specialist

Our CCBSA bursary programme is one of our key youth empowerment initiatives.

As CCBSA, we are passionate about creating shared value through supporting education initiatives particularly in the host communities.

The Coca-Cola Beverages South Africa (CCBSA) initiative focused on empowering young people, particularly from CCBSA's host communities, through education and skills development.

The program offers academic support, career guidance, mentorship, and essential skills training to prepare students for success in both academics and the workplace.

By addressing the needs of youth in under-resourced communities, CCBSA aims to create sustainable opportunities that contribute to individual growth and broader community upliftment.

“Our collaboration amongst all Stakeholders & NPO’s by supporting Learners, we ensure that they are properly prepared to tackle the years ahead and set them up to enhance their chances to secure university acceptance and study assistance.”

CCBSA, Gauteng Region has supported PYMA on bursary funding to 65 students from 2021 to 2025 enrolled at TVET colleges. CCBSA's objective of the bursary programme is to support academically deserving students to realise their dreams.

Investment in education plays a critical role in improving future educational and employability prospects for youth while ensuring sustainable economic growth for our country, South Africa.

Georgett

**Coca-Cola Beverages South Africa
(CCBSA)**

Early Childhood Development 2024 AT GLANCE

In partnership with The Learning Trust, we proudly participated in the Catch-Up Coalition's Social Employment Fund (SEF) Programme, a key component of the Presidential Employment Stimulus (PES) funded and managed by the Industrial Development Corporation (IDC).

Through the SEF programme, PYMA placed youth in ECD centres and afterschool programmes, strengthening their capacity and helping improve foundational education and learner support in our community.

128

Youth Jobs Created



24

Host ECDs



1800

Children Impacted

Vuyelwa Soga's Journey Through the SEF Programme



Joining the SEF programme was an exciting and rewarding journey. The skills I gained were not only practical and insightful but also enjoyable to learn.

Through the programme, I was able to enroll at Thandolwazi Learning Institute, where I completed courses in ECD Fundamentals and Introduction to Autism. I'm deeply grateful to PYMA for introducing me to this opportunity.

Building on this foundation, Vuyelwa has joined PYMA full-time as an ECD Programme Intern. She is gaining work experience while contributing to our programmes, showing how capacity building can open pathways for youth employment and community development.

-In partnership with





The training made a meaningful difference at our centre, especially for the four caregivers who benefited directly. It provided critical professional development, improving their ability to manage classrooms and deliver quality early learning experiences. Most importantly, it helped us move closer to our goal of creating a nurturing, well-resourced environment where every child can thrive.

- Lucia Mnyakeni, ECD Principal

Supporting Early Learning



In 2024, PYMA supported 24 ECD centres in Freedom Park by providing training and resources to improve early learning outcomes. We trained 110 ECD practitioners on reading club facilitation and how to create learning materials using everyday items, which helped increase literacy and classroom engagement.

Each centre received a tailored educational resource kit to aid age-appropriate cognitive and emotional development. Additionally, a three-day workshop was held for ECD principals covering leadership, centre management, and curriculum support.

This approach is helping create better-equipped ECD centres, strengthening school readiness and learning success.

Training Partner: Greater Soweto Association for Early Childhood Development

“We’ve always wanted to do more for our children, but didn’t know how. Now, we’ve learned new ways to teach—and the toys we’re getting from PYMA will help our kids learn and have fun.”

“PYMA’s training and resources helped four caregivers create engaging, play-based classrooms. With new skills and materials, literacy, numeracy, and engagement improved for all 110 children in our care.”



Strategic Collaboration

Practical support, shared skills, stronger organisations

The Learning Trust Partnership



Over the past five years, The Learning Trust has provided both financial support and strategic guidance to strengthen our afterschool programme. This partnership has improved our ability to deliver consistent, high-quality services to our learners.

In 2024, we expanded this collaboration by launching NPO Clinics - a sector-strengthening initiative informed by the skills, systems and knowledge gained through our work with The Learning Trust.

The Clinics offered targeted training and resources to emerging afterschool organisations. Topics include fundraising, programme design and parental engagement. Support was delivered through practical workshops, mentorship and access to tools that help these organisations grow and operate sustainably.

12
Afterschool
programmes supported

5
Organisations received
tailored mentorship

90
Individuals equipped
with tools & resources



THE JOURNEYS OF OUR ALUMNI

WHERE ARE THEY NOW?

A Life That Testifies Possibility

Sithakaso Nomvelo Shangase, raised in Freedom Park by a single mother, is a testament to the impact of opportunity and support. After matriculating in 2019, she returned to PYMA as a tutor, mentoring younger learners while pursuing her own studies.

In 2024, Sithakaso graduated from the University of Johannesburg with a Bachelor of Education and now works as a qualified Foundation Phase teacher. Her journey exemplifies resilience, peer leadership and the lasting power of youth empowerment.

-Sithakaso Shangase
University of Johannesburg, Bachelor of Education

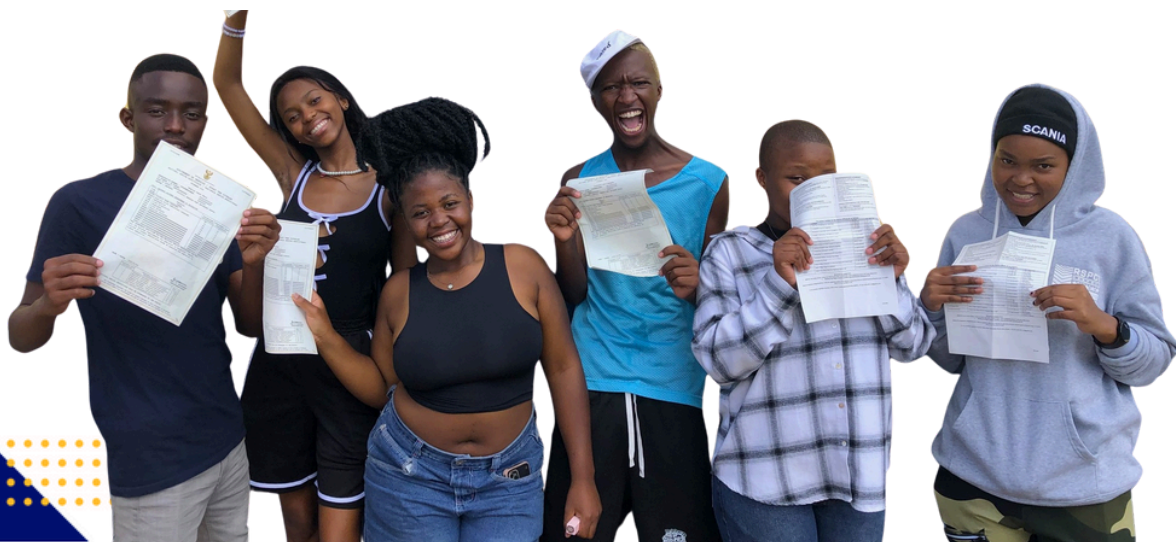


Simphiwe is the first person in her family to graduate.

She joined PYMA's Afterschool Programme in 2017 seeking growth and challenges. After completing matric, she returned in 2021 as a tutor, demonstrating the programme's impact cycle.

In 2024, Simphiwe graduated from the University of Johannesburg with a National Diploma in Accounting, becoming the first in her family to earn a post-secondary qualification. This achievement marks an important milestone, representing a shift in opportunities for her family and inspiring future generations to pursue higher education and career success.

-Simphiwe Dlamini
University of Johannesburg, National Diploma in Accounting



TRACKING THE JOURNEYS OF PYMA ALUMNI

Jeju's Journey from Freedom Park to the USA

Nkosinamandla Jeju joined PYMA's afterschool programme in 2019, shifting his path from survival to ambition.

He is now studying Economics at the University of North Carolina Asheville while holding four school and conference athletic records. Jeju balances his studies with two campus jobs and remains committed to giving back to his community. His achievements demonstrate the impact of support and mentorship in unlocking potential beyond academics and athletics.

**-Nkosinamandla Jeju,
University of North Carolina Asheville, Economics**

“ I didn't even take Economics in high school. Now I'm studying it in the USA. But sport taught me the discipline and focus I need every day. PYMA showed me how to manage time, how to think strategically and how to lead - and that's what's carrying me through now ”



Thembi joined PYMA five years ago uncertain about her future. The programme helped her understand university requirements and build confidence. She graduated Cum Laude with a Graduate Diploma in Legal Assistance from Vaal University of Technology, the first in her family to do so.

Today, Thembi is PYMA's Programmes Administrator, managing programme operations and ensuring smooth delivery. Her role is key in driving impact for all learners in the organisation.

“ I came back to PYMA because I wanted to help others experience the same opportunities and support that changed my life. Being part of this community showed me what's possible when you have guidance and encouragement. Now, I'm committed to giving back by helping others find their own path, overcome challenges, and achieve their goals. ”

**-Thembinkosi Mahlangu, Vaal University of Technology,
Diploma in Legal Assistance Cum Laude**

Message from Our Donor



Zilla Stekhoven
Sawabona Africa, Germany

When we first visited PYMA four years ago, the organisation operated from a single classroom. Tutoring sessions happened side by side in that shared space. But what struck us most wasn't the setting it was the focus and determination of the learners. Their eagerness to grow, despite limited resources, left a lasting impression. We knew, then, that we wanted to be part of PYMA's journey.

That first visit inspired us to begin fundraising in Germany to support the construction of a second classroom. It became a turning point. With the new space, enrolment grew and PYMA began to establish itself as a vibrant centre of learning and support for Freedom Park and beyond.

Since then, through the collective efforts of our network, we've helped secure donations for four classrooms and a kitchen. But our partnership has grown far beyond infrastructure. Today, we proudly support tutor salaries, maths and science interventions, sexual health workshops, the daily feeding programme, a vegetable garden, and early childhood development training that strengthens literacy and school readiness across the community.

Each new classroom means more children can access the academic and emotional support they deserve. Yet the need continues to grow. The waiting list at PYMA is long and we hold onto a vision where every child who wants to learn has a seat at the table.

PYMA is central to Sawabona Africa's mission to support the education of children living in crisis in South Africa. What sets PYMA apart is that everything it offers comes from within the community. The programmes are deeply rooted in lived experience, guided by local wisdom, and driven by a real commitment to uplift each child.

Our work with PYMA isn't just about buildings it's about long-term investment in futures. Programmes addressing issues like sexual health, bullying, STEM learning, and nutrition are central to that vision. By supporting PYMA, we believe we are helping shape a more just and hopeful future- one child at a time.

Zilla



Why Partnering with PYMA Delivers Real Impact

Why was it important for FNB to partner with an organisation like PYMA, and what stood out about our model or impact?

Partnering with PYMA allowed FNB to strengthen ties with the community. Staff connected deeply with young people and educators, reinforcing our commitment to uplifting those around us. It wasn't only about giving back—many employees found personal fulfillment and growth in being part of work that directly impacted young lives. Volunteering together built team cohesion, collaboration, empathy, and morale. Staff also shared professional skills while gaining mentoring and leadership experience. Most importantly, seeing learners qualify for tertiary education made the impact tangible, giving all involved a sense of legacy and purpose.

In reflecting on your employee volunteering experiences with PYMA, what do you believe has been the most meaningful outcome for FNB and your staff?

PYMA's work has a strong ripple effect. Partnering with 28 schools and 24 ECD centers, and training over 200 practitioners, they've advanced quality early education. They've created pathways from school to higher education and employment, reducing inequality and opening doors for mobility. For FNB staff, being part of this journey means contributing to lasting change.

How would you describe PYMA's impact on young people and the community, from FNB's perspective?

PYMA empowers young leaders—92% of Grade 12 learners qualify for tertiary education through tutoring and mentoring. Programmes prepare youth for the workforce, with many securing jobs or bursaries. Through mentorship and alumni engagement, they build confident, community-minded leaders. They expand access for underserved youth, strengthen early learning, and drive long-term change.

Why does PYMA's work matter to FNB?

PYMA is a strategic ally in building resilient, empowered communities. Their impact is human, with real transformation stories that resonate with our staff. Volunteering with PYMA brings our values of care, collaboration, and upliftment to life.



Zibu Nqala
FNB Points of Presence CEO



Our Partners & Donors

Thank you for all the support we receive from our donors and partners

Corporates

- TIH Auto-General Australia
- Momentum Group Foundation
- First National Bank
- Coca-Cola Beverages South Africa
- Old Mutual Insure
- Standard Bank
- Trust Law Foundation
- Bowmans
- Social Employment Fund
- FirstRand
- Santam
- EOS

Partners

- Harambee Youth Employment Accelerator
- Phambano Technology Development Centre
- Seriti Institute
- Nascee
- Camp Sizanani Life Skills
- University of Johannesburg
- Central Johannesburg College
- Freedom Primary School
- Freedom Secondary School
- Silver Oaks Secondary School

Foundations and Trusts

- The Learning Trust
- Donald Gordon Murray Trust
- Sawabona Africa e.V.
- Hotslots
- Old Mutual Foundation



Financial Overview

Phakamani Young Minds Academy
(Registration Number 164-855 NPO)
Financial Statements for the year ended 31 December 2024

Statement of Financial Position		
Figures in R	2024	2023
Assets		
Non-current assets		
Property, plant and equipment	1,031,588	790,548
Trade and other receivables	-	15,000
Total non-current assets	1,031,588	805,548
Current assets		
Trade and other receivables	41,653	-
Cash and cash equivalents	1,662,620	759,512
Total current assets	1,704,273	759,512
Total assets	2,735,861	1,565,060
Equity and liabilities		
Equity		
Accumulated surplus	1,728,033	1,565,060
Liabilities		
Current liabilities		
Trade and other payables	31,918	-
Deferred income	975,910	-
Total current liabilities	1,007,828	-
Total equity and liabilities	2,735,861	1,565,060

Financial Overview

Phakamani Young Minds Academy
(Registration Number 164-855 NPO)
Financial Statements for the year ended 31 December 2024

Statement of Comprehensive Income Figures in R	2024	2023
Revenue	2,198,211	1,168,443
Other income	-	192,624
Administrative expenses	(83,098)	(63,283)
Other expenses	(2,069,775)	(928,106)
Surplus from operating activities	45,338	369,678
Finance income	122,135	30,332
Finance costs	(4,501)	-
Surplus for the year	162,972	400,010

Despite a challenging financial year, PYMA managed to sustain its operations and close the year with a surplus. This was made possible through strong donor support and increased revenue generation, even as programme and operational expenses grew. While the year presented financial pressures, we are encouraged that our resources allowed us to continue delivering impact and remain financially stable.

Annual Financial Statements compiled by



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