



KLIPTOWN YOUTH PROGRAM



Future focused

ANNUAL REPORT 2021

Our purpose is to develop and empower young people to be the next generation of leaders



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Focus

Our theme for this year's annual report is 'Focus' as we return to a sense of normality – albeit the pandemic's waning presence in our midst. It highlights our commitment to delivering our 2025 strategy in line with our purpose in a challenging socio-economic context.

Our commitment towards a sustainable and just future

Our purpose as a non-profit organisation (NPO) aligns with the United Nations (UN) Sustainable Development Goals (SDGs). These SDGs expressly indicate what a better future means for the world and help us map our role in contributing to end poverty and create prosperity for everyone in line with our purpose in a challenging socio-economic context.

These are the SDGs that we believe best align with our purpose as an organisation and strategy.



About this report

How to navigate this report

The following icons are used in parts of the report for connectivity of information and ease of reference:

Material stakeholders:



KYP Staff



Tutors



KYP Members



Society



Supporters

KYP capitals:



Natural



Intellectual



Human



Manufactured



Financial



Social

See page 28 for definitions of our capitals

KYP programs:



Tutoring



Vocational Development



Food



Psychosocial Development



Information Technology and Creative Arts

Feedback

We welcome your feedback on the report on <https://www.kliptownyouthprogram.org.za/> or email nwalaza@kliptownyouthprogram.org.za

The Annual Report is Kliptown Youth Program's (KYP) primary communication to all stakeholders and aims to enable them to make an informed assessment of our activities as a non-profit organisation, our growth ambitions and the difference we strive to make on a daily basis.

Our annual report essentially provides an overview of our activities during the period 1 January to 31 December 2021. It is a sincere and fervent attempt at providing a balanced and accurate reflection of our strategy, operational model and state of the organisation with outlook for the foreseeable future. It aims to improve on previous years' disclosures with the plan of transitioning to a fully-fledged integrated report that is compliant with the relevant regulatory and reporting frameworks in the medium to long term.

All financial information has been extracted from our audited financial statements which were audited by Addfin Auditors Inc. The preparation and compilation of the report was carried out by the management team led by the Executive Director with provision of oversight coming from the Board.

Directors' approval

The Board is ultimately responsible for ensuring the integrity of Kliptown Youth Program's annual reporting. As such, the Board takes overall responsibility and accountability for the 2021 annual report. The Board reviewed the report and confirmed the integrity and accuracy of the content. Moreover, the Board believes that the report is a balanced and appropriate representation of the organisation's operational, financial and non-financial performance of the Kliptown Youth Program.

Jenny Leclezio
Board Chairperson

Thulani Madondo
Executive Director

Ingrid Chadwick

Gillian Ilsley

Aviona Mabaso

Rio Matlhaku

Peter Johannssen

Bhavisha Patel

Board approval date: 31 May 2022

Who we are

Kliptown Youth Program (KYP) is a registered non-profit organisation founded in 2007 by a small group of young individuals who wanted to make a difference in their local community.

Our purpose

is to develop and empower young people to be the next generation of leaders

Our intent

is to provide opportunities that will enable young people to rise out of poverty

Our values



Hope



Community



Integrity



Professionalism



Shared leadership

Daily life for the residents of Kliptown is a struggle due to the socio-economic conditions, highlighted in our operating context on page 3. However, despite facing these overwhelming challenges, the community has a strong spirit, a deep-seated culture and hope for the future.

The founders of KYP grew up in Kliptown and they have lived the challenges, understand the needs and are passionate about helping Kliptown's children rise above adversity.

KYP is a safe place for children to learn, have fun, work together and prepare themselves to be successful. We are empowering the next generation and have created a positive cycle where alumni give back to help children lift themselves out of poverty.

KYP has a staff of 22 young adults, the vast majority of whom grew up in Kliptown and faced the challenges that our members live with. We pride ourselves in having a passionate and motivated staff who see their work not only as a job, but also as a way to contribute to and effect positive change in their community.

KYP in numbers

We are

Headquartered in **Kliptown, Soweto**, with **seven programs** that are run by a **skilled staff complement of 22** supported by a network of **75 tutors**, who assist our pupils with their primary and high school academics. We serve a total of **902 children** in our footprint.

In 2021

We expanded our operations to three neighbouring communities, namely **Pimville, Dhlamini and Klipspruit**

Achieved an outstanding **90% matric pass rate**

Assisted **24 young people** with driver's licences

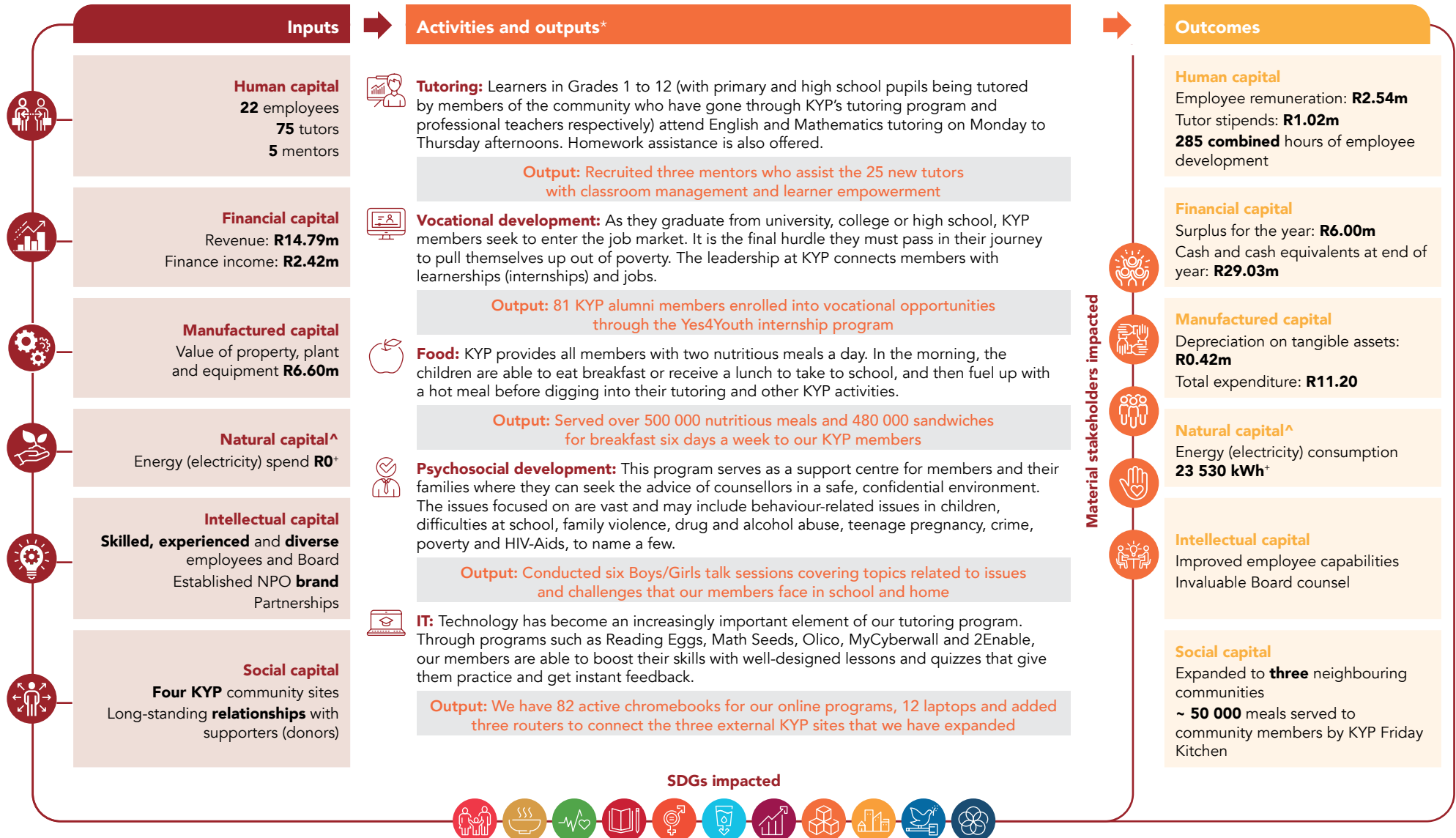
Served **198 440 meals** with ~ **50 000** provided by KYP Friday Kitchen

Empowered **80 young people** with complimentary six consecutive weeks of computer classes and we proudly enrolled **30 school leavers** at tertiary institutions.



Our operating model

Simply put, our operating model is dependent on the benevolence and aid of our supporters – a material stakeholder group for KYP – who provide the financial capital to propel and drive the activities of the organisation to effectively make a lasting impact in communities which we serve. Our programs impact a lot of children who come from disadvantaged backgrounds seeking a better future.



* See pages 5 to 7 for comprehensive successes/outputs for the programs
[^] Water spend and consumption detail unavailable from the municipality
⁺ KYP utilises solar power

2021 program successes

Tutoring program

1. We recruited 25 new tutors to work in our new KYP external sites. We also added three mentors (experienced and/or practising professional teachers) in all our KYP sites to assist our tutors with practical classroom management and learner empowerment skill sets through continuous teacher training and hands-on tutoring interventions.
2. Tutors were trained to create lesson plans and presentations in English and Mathematics by our mentors. With these skills, our tutors' communications skills improved and they have become more effective in the classroom.
3. Our tutors were trained on how to work effectively with students with special needs by our psychosocial team. As the tutor/learner ratio is 1:10, this enabled our tutors to give specialised attention to learners who show signs of learning difficulty and to better equip them in their areas of learning.
4. Our Grade 1 to 6 children were all successfully registered into our English (Reading Eggs) and Olico online learning programs. Through these programs we ensure that our children receive high quality and engaging learning literacy skills.
5. We placed three of our Grade 8 children into good schools where they will receive high quality education.
6. We introduced our children to the Stem Formula 1 project that focuses on teaching our learners how to design and build up Formula 1 race cars on a small scale. Our children used material that they received from the Formula 1 team, which included board paper, axle bush, small wheels etc. This was both a learning and fun experience as our children worked in teams which improved their interpersonal skills and they competed against each other in mini races.



Vocational development program

1. Through our KYP tertiary students project, we linked 34 of our 2020 alumni members into Further Education and Training (FET) institutions so that they can further their education to develop their professional capabilities.
2. Our Wall of Hope project is looking good with an additional 81 KYP alumni members that we enrolled into vocational opportunities through the Yes4Youth internship program. This opportunity provided them with first-hand experience in the world of work and enabled them to establish critical networking connections.
3. We developed individual vocational plans for our matriculants to assist them in setting goals and provide services and future plans, which resulted in 26 applications to tertiary institutions and six intern and employment applications.
4. One of our own, Lihle – a Grade 7 learner – was accepted into the Make a Difference (MAD) scholarship program for the first time in KYP history. The MAD scholarship will sponsor her educational needs through good quality schools and tertiary education.
5. The entrepreneurship awareness workshop/training was a success with 10 of our members' parents graduating from their handicraft training. They are now equipped with innovative hand skills that they can use to create employment for themselves.
6. Through the Driven@KYP project, 22 of our members successfully received their driver's licence and six members received their learner's licence. Not only are they legally permitted to drive vehicles, but they are also able to use it to access more job opportunities.
7. We successfully hosted 14 Motivational Wednesday workshops for our high school members with guest speakers from different career backgrounds giving career advice to our young and motivated members.



2021 program successes continued

Food program

As we expanded to three external communities, the number of children we serve our meals to also increased. We served over 500 000 nutritious lunch meals and 480 000 sandwiches for breakfast six days a week to our KYP members. Our kitchen team continued to dish up meals on Fridays to anyone in our community needing a meal on that day.



Information technology program



1. Due to the relocation of our organisation in July 2021 and the COVID-19 restrictions, we made a few changes to how we operate our lessons, which included minimising the number of learners we trained. We continued to provide free computer lessons that were attended by people from Soweto, as well as some who travelled from Orange Farm and Tembisa. In all, 60 of our learners successfully completed and graduated from our computer literacy lessons. Their certificates are a stepping stone in their journey to getting employed.
2. We maintained the same amount of computer devices that we had in 2020. These are all functioning and are put to good use. We have 82 active chromebooks for our online programs and 12 laptops that are used by the community.
3. We continue to encourage our community to use our laptops for job searching, updating résumés and checking their emails.
4. We added three routers, which are used to connect to the three external KYP sites that we expanded to. Our tutoring team working in those external sites are well connected and able to work effectively in serving our children.
5. Our Vodacom internet and solar panels were reinstalled at our temporary work site post relocation. With the fast internet connectivity and energy, our organisation continued to run productively and efficiently.
6. Successfully assisted 500 community members with applications for the government's COVID-19 relief grant.
7. Assisted 376 parents with their learners Grade 1 and Grade 7 school admission registrations and provided them with internet access to ensure their children's registrations are successful.



2021 program successes continued

Psychosocial development program

1. A workshop was conducted to train our tutors on how to identify learners experiencing academic difficulties and they were trained how to work with them effectively.
2. The Department of Education facilitated a workshop/training on LGBTQIA+ to develop our staff's knowledge and awareness of the community, with the objective of creating a more inclusive and safe work environment for all.
3. A Learner with Special Needs presentation session was held with parents who have children experiencing severe academic challenges. This led to parents having a better understanding of what special needs means and they agreed to have their children assessed by an educational psychologist.
4. We conducted six Boys/Girls talk sessions, covering topics related to issues and challenges that our members face in school and home.
5. Kudos to four of our KYP children for making it to the National Junior chess level, where they will be competing against contestants from various provinces.
6. We assisted nine of our KYP members and one KYP stakeholder in applying for identity documentation, which they successfully obtained. This document will permit them to have access to public/private services.
7. Our psychosocial team hosted a social development Q&A session for KYP stakeholders and surrounding communities regarding foster-care application process and procedures. This session was a success as we were able to empower the community with information on this and assigned social workers to assist on any queries they had regarding the process.

Other successes

902 school uniforms given out

Our uniform giving ceremony was held on 8 January 2022 at the Walter Sisulu Square. We gave out 902 school uniforms to children who came from 30 different schools. This was a very moving and humbling experience to witness. We had teamwork from our staff, tutors and parents with assembling and handing out the uniforms. Our children looked very neat and presentable in their new uniforms and were excited to wear them on their first day of school.

We are so grateful to Tailored for Education for making it possible for us to provide uniforms to all the children we work with, to Hundertprozent and others who assisted. A big thank you to all the individuals and families who sponsor different children's educational needs. It is heartwarming to see our children smile and to know that they will look presentable at school while they work hard to reach their full potential.

KYP free computer classes continue to make a positive impact on people's lives

Today we live in the world of technology where computers are a fundamental part of work and our personal interests. Even though we are currently living in the fourth industrial era, it is unfortunate that many people around Soweto are not computer literate, whereas such competency is of paramount importance in a shrinking and competitive job market. At KYP we recognise the impact that digital inequality has in our community, which is why we decided to bridge the gap between technology and the disadvantaged people in our society.

We provide free computer literacy training to people in our community and all around Soweto. The lessons are facilitated by our esteemed IT team and each training takes six weeks to complete. The students are trained to use the Microsoft suite of products, which include Word, Excel and PowerPoint, valuable skills to have while job seeking. For the past 14 years, we have had over 1 700 graduates who successfully completed their training and are now employed. Through this initiative, we empowered our students to be more independent and bring positive change into their lives and our society.

These are our computer literacy alumni and their success stories

Nkosana Simango graduated in 2014 with an End-User Computing Certificate. He was unemployed when he first enrolled in the course and he is now employed by Cell C as a call centre quality analyst.

Mpho Tshabalala completed her computer course in 2019 with a certificate of End-User Computing Certificate. She is currently working as a contact agent at Merchants Data Dimension in the Vodacom business unit.

Our 2025 strategic goals

KYP’s growth ambition is anchored in the 2025 strategy, which aims to create and sustain value for material stakeholders. In line with improving the connectivity of information in the report, we linked strategic pillars with the relevant material stakeholders and capitals that are impacted by each pillar.

Institutional strengthening of KYP

Capitals impacted:    



Improve KYP systems, procedures and operational efficiency. Strengthen the skills capacity of our staff members and formalise organisational and administrative processes.

Objectives of this goal

- Employment best practices implemented
- Five-year fundraising plan and budget
- Streamlined IT systems and digital documentation
- Staff empowered with exceptional shared leadership skills




Key SDGs



Key stakeholders



Holistic education support program

Capitals impacted:   



Our key indicator is to help improve the academic support of primary school learners. Our vision is to see the performance of KYP primary school learners improve in Mathematics and English compared to non-KYP primary school learners. We want to reach this goal by improving the skills and capacity of the primary school tutors and offer them training that will enable them to succeed in the work they do with our children.

Objectives of this goal

- The right number of tutors recruited and retained
- The correct academic resources integrated
- Positive attitude program built and implemented
- Education program integrated with IT, vocational development and psychosocial program.




Key SDGs



Key stakeholders



Psychosocial well-being

Capitals impacted:   



Our focus here is the improvement in psychosocial (life skills) development and support for KYP members. We hope to see our staff and members provided psychosocial support and well-being within the organisation. We want to increase the capacity of staff members to provide support to KYP members to cope with stress, trauma and life situations as we have seen a big need for this in previous years.

Objectives of this goal

- Improved social, emotional and physical well-being of members
- Shared responsibility of psychosocial well-being by all staff members
- Fully functioning volunteer system in the psychosocial support
- Documentation for all

Key SDGs



Key stakeholders



Successful vocational training



We want to ensure that all our members do something after they graduate from KYP. Hence, we are increasing the number of KYP youth who manage to access opportunities for vocational development, be it through the implementation of learnerships, seeking job opportunities, trade, tertiary education or business enterprises (post matric). It is all about getting people enrolled/employed in tertiary education, learnerships and entry-level jobs.

Capitals impacted:  

Objectives of this goal

- Well-developed candidates for the world of work, tertiary education and small businesses
- Career development of all our members tracked and implemented
- "CAN DO" attitude from all of our members
- Alumni progress tracked

Key SDGs



Key stakeholders



Campus development



To develop and rebuild KYP into a beautiful campus that will meet all our needs in terms of proper resources, proper space for staff to work in, a lovely and spacious library, proper teaching classes and a friendly and safe space where children can play and learn.

Capitals impacted:     

Objectives of this goal

- A well-articulated and complete design brief
- Successful continuation of operations before, during and after building
- Successful implementation of the agreed campus development plan
- Ongoing and inclusive stakeholder engagement

Key SDGs



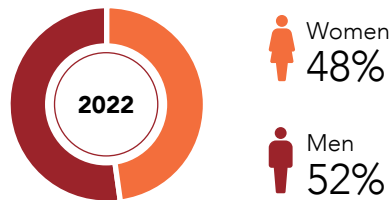
Key stakeholders



Our team

- 1. Thulani Madondo**
Executive Director
- 2. Christina Scott**
Financial Manager
- 3. Thando Bezana**
Operations Manager
- 4. Nelisiwe Walaza ~**
Marketing and Communications Manager
- 5. Thapelo Siasia**
Vocational Development Program Manager
- 6. Tsakani Ngobeni**
Coordinator: Food Program
- 7. Andile Mazala**
Assistant Coordinator: Food Program
- 8. Xolile Dube**
Receptionist
- 9. Sipho Dladla**
Site Coordinator: Pimville
- 10. Siphwe Mhlaba**
Coordinator: Facilities and Sports
- 11. Basetsana Lokwane**
Assistant: Financial Manager

Diversity by gender



Diversity by age

25-30	30-35	>35
2	12	10

~ Nelisiwe is also an assistant to the Executive Director
 Statistics reflect the team at 31 March 2022

KYP's core team comprises 22 individuals led by an experienced management team that facilitates the effective control and day-to-day operations in terms of its delegated authority approved by the Board. Management meets at least monthly, and more often as required.

- 12. Aphiwe Sineke**
Social Worker
- 13. Thulisiwe Simango**
Site Coordinator: Kliptown
- 14. Lerato Thamae**
Site Coordinator: Klipspruit
- 15. Keketso Baloyi**
Coordinator: High School Tutoring
- 16. Monwabisi Baleni**
Coordinator: Logistics, Pen Pal and Visitors Program
- 17. Collen Tshazi**
Coordinator: IT
- 18. Jane Moepi**
Site Coordinator: Dhlamini
- 19. Tshepo Tabohane**
Assistant Coordinator: IT
- 20. Siyabonga Bukhwele**
Site Coordinator: Kliptown Site
- 21. Lizzy Makutu**
Assistant: Marketing and Communications Officer
- 22. Wtiness Ngobeni**
Social Worker



Chairperson's message



DEAR KYP FRIENDS,

2021 has been a very good year for KYP, in spite of the ongoing pandemic-related challenges.

There have been numerous landmark events that are worthy of mentioning, such as extending our much-needed services to three satellite sites, which increased the number of children we serve to 902. We also grew our staff complement to 22 people and were able to provide additional benefits of a provident fund, thanks to our very generous donors. The leadership provided by our management team continues to improve, with each staff member having a detailed job description and three performance evaluations per year.



Our proudest moment of 2021 was the event of the ground-breaking ceremony, held on 24 September 2021, to commence with the building of our brand new KYP Campus, which is planned to be completed by July 2022.

Our matric results are the best we have ever had, both in terms of the number of young people that passed (28) and the number of distinctions that were achieved (12). This is a testament to the difference we made with our program. By the end of 2021, of the total of 250 alumni (young people who attended the program while at school) 45 are studying, 60 are permanently employed, 39 were on a learnership program and three started their own business. This is significant against the all-time-high youth unemployment rate of 64%.



Our proudest moment of 2021 was the event of the groundbreaking ceremony, held on 24 September 2021, to commence with the building of our brand new KYP Campus, which is planned to be completed by July

2022. The KYP operations moved to temporary premises to accommodate this. The team on the ground did an exceptional job of managing this complex project, and insisted that the community benefit from working opportunities wherever possible.

In conclusion, as always, I would like to extend heartfelt thanks to all our generous donors, without them none of this would be possible. I would also like to thank the KYP staff for their ongoing commitment to the children that we serve, and to my fellow Board members for their tireless contribution.

Jenny Leclizio
Chairperson



Executive Director's report



DEAR KYP STAKEHOLDER,

I am pleased to deliver this report of a solid year in which KYP made great strides operationally as we push to realise our 2025 strategy.

We started the year 2021 on a high note by expanding our services to three neighbouring communities. The need and request from a number of school principals requesting to send their children to KYP to receive the academic support we provide, and the huge difference we make to children who are KYP members, was an opportunity that KYP grabbed with both hands, given the growth and leadership opportunities it would provide for staff. Having three new sites came with a number of responsibilities, such as placing people in different roles to coordinate our sites and ensure everything operates efficiently. We appreciate all our staff who came in confidence to take on these roles and add to their professional development.

KYP Expansion

In January 2021, KYP expanded to three communities outside of Kliptown. For the past fourteen years, KYP has been successful in providing structured academic support and youth development to our members to help pull themselves out of poverty. Our efforts made

We started the year 2021 on high note by expanding our services to three neighbouring communities. The need and request from a number of school principals requesting to send their children to KYP to receive the academic support we provide, and the huge difference we make to children who are KYP members, was an opportunity that KYP grabbed with both hands, given the growth and leadership opportunities it would provide for staff.

positive changes and brought a wide range of benefits to our members and their families, such that it has sparked interest in children from other communities. We then decided to redirect our resources and funds to share our skills and expertise with surrounding communities. We expanded to three townships, namely Dlamini, Pimville and Klipspruit. Three local schools in those communities, Bethany, Lilydale and Wisani primary schools, agreed to let us use their premises to run the afterschool programs.



Watch: <https://www.youtube.com/watch?v=Z1uE-CzFLZw>



Through the expansion, we recruited an additional 256 children and we employed 25 tutors who reside in those communities. In the external sites, our tutoring mainly focuses on scholars who are in Grades 1 to 5. The programs and services we provide are inclusive to all our newly admitted learners. The new sites have been operating smoothly and parents are pleased with the work that we do for their children. With a great team of tutors and the involvement of our children's parents, we are confident that this new venture will be successful in making a positive difference in the lives of many young minds.

Executive Director's report continued



Campus development

2021 will never be forgotten as it is the year we had the privilege of receiving an extraordinary gift of building KYP's very first campus. This is a very precious gift that we received from one of our donors and long-time friends. We are grateful because this new campus will enable us to strengthen our work and serve more children. Seeing our centre being demolished brought a lot of mixed emotions to us, as we saw buildings going down that we spent 14 years of our lives working on, but we were also excited that part of our history was going to be retained within the community. The 24 September 2021 was the highlight of origination since this is the day that the groundbreaking of the new KYP campus took place.



An amazing 90% pass rate from our 2021 matriculants

Congratulations to our 2021 Grade 12 learners for giving us an amazing 90% pass rate for their grade final results. These are some of the best quality results we have received in a long time. We are so motivated and proud to see that the education we instil in our children gives such positive results. We have 12 distinctions achieved in total by nine of our learners. In addition, 17 learners obtained admission to a Bachelor's degree, 11 learners obtained admission to the National Diploma course and three learners qualified for a supplementary. We are beyond amazed and excited to see them venture into the next chapter of their lives. We hope that these outstanding results will catapult their lives to greater heights.



Empowering young people

KYP empowered 24 small, medium and micro enterprises (SMMEs) made up of young and dedicated individuals who are also from Kliptown. These businesses formed a joint venture and were appointed to demolish our old KYP campus. The work they did was amazing and we are proud of how professional and efficient they were in handling the job. The KYP demolition contract was the first big project they received since they started their businesses. We hope that this experience will open doors that will enable them to get exposure from potential clients and to grow and strengthen their companies.



Donating to community members

Many people from our community benefited from our campus development project. Parts of our history will remain in our community as there will be many homes that will be built using parts of our old KYP. With the guidance of our community leaders, we donated some material from the demolition to all our community members. They received materials such as doors, windows, burglar bars and bricks, to name just a few. We visited one of the community members, Phumeza Mabhedla, at her home in Kliptown, where she showed us the door that she received from the demolition. She was very happy and expressed her gratitude to KYP for the door as she did not have the means to buy one.



Giving back to local schools

KYP has partnered with various external organisations to boost our organisation’s efficiency and increase our effectiveness in the work that we do. We donated to some organisations that we collaborate with, one of them being the Lily Dale primary school located in Dlamini, Soweto. We donated our office tables and chairs to this school, and they have been put to good use. The teachers expressed how thankful they are to KYP for donating the office furniture as their offices now look even more professional and comfortable to work in.

The ‘voting of the brick’

Since the announcement of the campus development, we have been transparent and inclusive about the project to our community members. As KYP belongs to the community we serve, we felt it was rather appropriate to seek the community’s involvement and buy-in on the brick type to be used for construction of the campus. We used the voting method and it was open for voting to KYP staff, our children and the whole community. Two mini brick walls were built from two different sample bricks to give everyone a clear vision of how each brick would look on our building.



This process made it easier and fair for everyone to decide which brick they preferred. In the end, the best brick won and we are so very happy to now start the construction. We are thankful to the community for voting and for showing us support during this exciting time.



COVID-19 and outlook

With the pandemic weakening and the lockdown regulations heavily relaxed, this bodes well for the progress of the organisation going forward as it means that our operations can fully function without being hamstrung by the government’s COVID-19 regulations. Our members can benefit from using our premises and the programs prepared for them. I am also pleased to report that 98% of our core staff is fully vaccinated.

Looking ahead, 2022 promises to be a great year for the KYP team with lots of opportunities. We remain steadfast in executing our 2025 strategy, notwithstanding the socio-economic challenges of our operating context.

Yours in community development

Thulani Madondo
Executive Director

Our material stakeholders

Our existence is as a community-based NPO, interest in our work is relatively wide but still limited. While our stakeholder base is important for the purposes of focused reporting, we identified five stakeholder groups that have a material impact on KYP’s operations and ability to deliver on the organisation’s intent and fulfilment of our purpose.



KYP Staff

Provide the requisite skills and know-how to run KYP effectively to deliver on the organisation’s intent and purpose.

Needs and expectations:

- Fair remuneration, effective performance management and recognition
- Career growth and opportunities
- A safe and healthy work environment
- An empowering and enabling workplace

Quality of relationship:



KYP Members

Participate in KYP’s programs and utilise the opportunities provided to rise out of poverty.

Needs and expectations:

- A conducive and safe learning environment
- Nutritious food
- Life skills development

Quality of relationship:



Supporters

Consist of donors/financers who provide resources, financial and non-financial, which fuel the engine of KYP’s laudable work.

Needs and expectations:

- Positive impact in the community
- Effective use of organisational resources
- Proper compliance as an NPO
- KYP’s annual report

Quality of relationship:



Tutors

Contribute to the organisation’s excellence with the tutoring program.

Needs and expectations:

- Adequate support from the organisation
- Remuneration in the form of stipends
- Recommendation/referee for future employment

Quality of relationship:



Society

Provides the basis from which KYP’s programs are run, workforce skills are acquired and where the organisation derives its legitimacy. Consists of parents, communities and the government.

Needs and expectations:

- A positive socio-economic impact in the communities which we operate
- Prioritise learners in our footprint
- Safe haven for members and proper compliance as an NPO

Quality of relationship:



Quality of relationship key



Needs improvement



Performing



Excelling

Our partnerships in 2021

Transcend

We came across a great opportunity for our members with Transcend through the Yes4Youth Presidential program. With our economy changing so rapidly, the job market has become more competitive and daunting for unskilled youth. In light of this, our vocational development program works tirelessly to help bridge the gap between skills and jobs by networking and connecting our members with various companies. Through our vocational development program,



KYP has partnered with Transcend in enrolling our alumni members into the 12 months' YES4Youth internships.



The interns are remunerated a monthly stipend by the companies that selected them. They also receive smartphones with a pre-loaded Yes 4Youth app that contains work readiness modules and tasks for them to complete.

This initiative has been very instrumental in helping our members to gain direct experience in a work environment. Our members benefited immensely from this opportunity as some of them have either been absorbed where they worked as interns or by eventually starting their own business.

We are thankful to Transcend for bringing this amazing opportunity to our members. This initiative has allowed us to fulfil our mission of providing opportunities that enable our children to pull themselves out of poverty.



Crafting ladies

With the unemployment rate still sitting at 70% in Kliptown, having any kind of income generating skill is essential to help one put food on the table. Lynette Johnson, founder of House of Basadi, approached KYP with an amazing opportunity to empower women in our community with handicraft skills. We were so pleased with this initiative and decided to have this opportunity open to our members' mothers and other interested women in the community.



The main objective of this initiative was to help women in our community to get into entrepreneurship as a way to minimise their problems related to financial matters. By equipping them with innovative handicraft skills, they will be able to create employment for themselves and improve the quality of their lives. The handicraft training took place at our KYP centre and was conducted by Lynette. During this time, the ladies created beautiful and unique crafts such as bookmarkers, bracelets and Christmas cards, to name a few. A lot of their crafted handwork was sold to tourists who visited our centre and also at marketplaces.



Stories of new team members

Meet Lizzy Makutu



Lizzy grew up in Meadowlands where she lived with both her mother and grandparents. She lost her father when she was young and because her mother worked long hours, she was cared for by her grandmother. She is currently completing her final year at UNISA in Public Relations Management. Her colleagues describe her as a highly driven, hard-working vibrant woman, who is determined to use her skills to make a difference in society.

Lizzy began working with us as a volunteer in our organisation in June 2019. Due to her passion for public relations (PR) and marketing, we awarded her a 12-month internship in August 2021 to work as our marketing and communications assistant intern. During this time, Lizzy learnt a great deal from working with us and possessed a great number of strengths to offer any employer in the marketing/PR field.

She was helpful in providing general support to our marketing department by completing tasks such as marketing collateral, managing our social media pages, creating/documenting online video content, drafting communication and volunteer policies and other administrative tasks. Her writing skills and her ability to work well under pressure to meet deadlines showed us

her commitment and love for the work we do at KYP and that is why we absorbed her as our Assistant Marketing and Communications Officer.

During her time with us, she has grown and shown capabilities of great leadership by taking charge of other roles within KYP activities. She has been instrumental in helping us shape and protect our organisation's image in ways that promote KYP's values and mission. It goes without saying that she has an eye for not only seeking out opportunities to assist the less privileged, but has energy and enthusiasm for new challenges.

It has been a great pleasure having Lizzy on our team as she demonstrates a high level of respect, good teamwork ethic and interpersonal skills. We are so pleased with our choice of observing her and we believe that she will enhance her unique energy, optimism, passion and tireless creativity for our organisation.

About Witness Ngobeni



Witness Vumbhoni Ngobeni is a UNISA graduate with a Bachelor of Social Work and is registered with the South African Council for Social Services Professions. She is serving our organisation as a social worker, specialising in integrated services under children, youth and families. She is known for her soft-spoken, humble temperament coupled with her dedication.

Witness lost her father when she was young and her mother moved to Johannesburg to find work. She lived in Rotterdam, Limpopo, with her grandparents who were her caregivers. Being raised by her grandparents under poor conditions came with many challenges and through the help of a professional social worker, she overcame them. This experience is what inspired her choice to pursue a career as a social worker. She wants to use her profession to make a difference in the lives of marginalised and underprivileged members of society.

She first joined our organisation as a volunteer in our psychosocial program in 2021. During that time, she demonstrated a deep desire to learn and help people. She had strong interpersonal skills, she was dependable, approachable and was an effective listener and communicator. She handled all her clients' cases with sensitivity and always strived to enhance their well-being by meeting their basic needs. Witness displayed genuine care for the welfare of KYP members and the community at large. This made it an easy choice for the team.

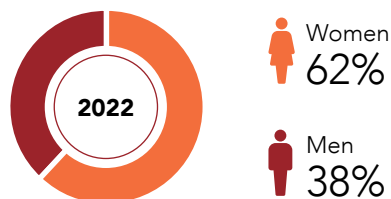
Her role in the organisation involves working alongside our tutors and children to assess their behaviour, address any learning disabilities and provide counselling. She also advocates for our children's families and the community on complex cases such as assisting with obtaining proper documentation and foster care-related issues, among others. Witness is instrumental in acting as an advocate for our children and community by raising awareness for their needs and connecting them to appropriate public services.

We specifically wanted a female social worker to balance the gender in our psychosocial program and to add a feminine perspective to the work. Choosing Witness to join our team was an easy decision as she does not only possess the right qualification for the job but she is also very passionate about her work. We are so happy to have her as part of our team and we look forward to seeing her grow in this field.

Our Board of Directors

1. **Jenny Leclezio** ⁽⁵⁵⁾
Chairperson
2. **Ingrid Chadwick** ⁽⁶¹⁾
3. **Gillian Ilsley** ⁽⁵⁷⁾
4. **Peter Johannssen** ⁽⁵¹⁾
5. **Aviona Mabaso** ⁽³³⁾
6. **Rio Matlhaku** ⁽⁵⁹⁾
7. **Bhavisha Patel** ⁽³⁷⁾
8. **Thulani Madondo** ⁽³⁹⁾
Executive Director

Diversity by gender



Tenure

0-3 years	4-7 years	>8
3	2	3

Independence

7 Independent non-executives
1 Executive

Diversity by race:

4 African
4 White

Statistics reflect the Board at 31 March 2022

KYP's Board comprises eight individuals who together take an active role in ensuring that the organisation's purpose and intent are preserved and the strategy executed. Our Board members go beyond the roles typical for their position; they use their skills and relationships to help the staff and the programs develop and grow to their full potential.

The Board meets quarterly to consider and discuss material issues impacting KYP and provide counsel and assistance to the management team where required.

Campus development



As we come back to a normalised way of life, and hopefully leave the effects of the COVID-19 pandemic behind, KYP is also able to leave the old, dark ramshackle buildings behind that had been scrambled together over the last 15 years by many volunteers and donors.



A NEW BUILDING AND RENEWED HOPE

A new beginning with modern light clean lines was envisioned. With better physical infrastructure, dignity can be established in a community that is ravaged by poverty and misfortune. Providing a better platform in terms of buildings and sports facilities will give the children a sense of pride and the ability to perform with greater potential.

A list of suitably experienced contractors was compiled and these were invited to tender. The construction company was appointed on the following criteria:

- Quality of workmanship, experience and expertise
- BBBEE credentials, black ownership and representation on the project Local Community promotion
- Involvement of the local Kliptown community on the project and participation of SMMEs
- Tender price
- Environmentally friendly
- Previous experience in the educational field and any experience working in the Kliptown area.

It was important to involve the community and the design process needed to reflect the entire community needs, engaging with the students, the parents, the educators,

the staff and a variety of other community members.

The surrounding neighbourhood will enjoy increased security and heightened community pride. In an area of extreme poverty crime can be an issue. However, as the community benefits, so they participate in crime prevention.

It was also important that both academic and non-academic achievements were given a space, so that sports and the performing arts were provided for.

Research has shown that factors such as lighting, a clean environment, physical comfort and the feeling of a safe and secure environment play a big role in the process of learning.

The ability for KYP to use the latest technology will help too. The building will run on solar power and up-to-date internet connections and digital connectivity, as well as laptops and chrome books, and will enable online learning. A new and modern kitchen will provide meals to children, as well as the community. The hall will also be used by the community. Parent meetings, community meetings, performances, etc, will provide a shelter from

the elements, where previous meetings were held outside.

It is with huge gratitude that KYP has received so much more than a pretty building. It will be a beacon of hope in the community, showing that there is a way out of poverty. By investing in better facilities and equipment, the children have been given dignity and a better and functioning society in the future.

Ingrid Chadwick

KYP Board member

Campus development committee



Independent auditor's report

TO THE MEMBERS OF KLIPTOWN YOUTH PROGRAM

Opinion

We have audited the financial statements of Kliptown Youth Program set out on pages 6 to 16, which comprise the statement of financial position as at 31 December 2021, and the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Kliptown Youth Program as at 31 December 2021, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organisation in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The members are responsible for the other information. The other information comprises the information included in the document titled "Kliptown Youth Program Annual Financial Statements for the year ended 31 December 2021", which includes the Members' Report, and the supplementary information set out on pages 17 to 18. The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Members for the Financial Statements

The members are responsible for the preparation and fair presentation of the financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities, and for such internal control as the members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the members are responsible for assessing the organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members either intend to liquidate the organisation or to cease operations, or have no realistic alternative but to do so.

Independent auditor's report continued

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organisation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members.
- Conclude on the appropriateness of the members' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organisation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We communicate with the members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Addfin Auditors Inc.

Registered Auditor

Per: JE Pretorius

Director

Pretoria

23 February 2022

Statement of financial position

for the year ended 31 December 2021

Figures in R	Notes	2021	2020
Assets			
Non-current assets			
Property, plant and equipment	3	6 601 261	2 377 661
Current assets			
Trading investments	4	23 667 642	16 378 761
Cash and cash equivalents	5	29 037 514	5 855 300
		52 705 156	22 234 061
Total assets		59 306 417	24 611 722
Reserves and liabilities			
Reserves			
New Campus Development Fund	6	23 172 803	
Retained earnings		36 019 954	24 527 467
		59 192 757	24 527 467
Current liabilities			
Trade and other payables	7	90 021	60 616
Skills Development Program	8	23 639	23 639
		113 660	84 255
Total reserves and liabilities		59 306 417	24 611 722

Statement of comprehensive income

for the year ended 31 December 2021

Figures in R

Revenue

Operating costs

Operating surplus

Finance income

Surplus for the year

Notes	2021	2020
9	14 788 898	12 220 956
	(11 200 800)	(8 408 637)
	3 588 098	3 812 319
10	2 420 077	1 448 162
	6 008 175	5 260 481

Notes to the annual financial statements

for the year ended 31 December 2021

Figures in R

8. Skills Development Program

Skills Development Program

Due to its short-term nature, skills development program approximates its fair value

2021

2020

23 639

23 639

Notes to the annual financial statements

for the year ended 31 December 2021

Figures in R

9. Revenue

An analysis of revenue is as follows:

	2021	2020
AVI Community Trust	1 000 000	927 644
CAF American		155 282
SADF	1 129 821	1 856 272
Elma Foundation	625 000	900 000
Hundert Prozent	515 219	1 130 444
IMI Mobile	135 000	150 000
Kathleen Hustie Trust		70 000
KFC Social Trust	96 000	
Mark Day School	19 596	
KLA		68 000
Pureau Fresh Water		50 000
Other income	371 355	407 601
COVID-19 Relief Donations		388 077
Sun Slots		100 000
Giltedge	7 390	86 900
Local Corporate	575 306	
Lego Foundation	100 000	
One World	9 515 860	5 155 736
Oppenheimer Memorial Trust	500 000	500 000
MDIO/ Autocharlist		100 000
Studiosus		175 000
Tailored for Education	198 351	
	14 788 898	12 220 956
10. Finance income		
Interest income		
Interest received from ASSA account	231 196	254 328
	231 196	254 328
Dividend income		
Investment income	2 188 881	1 193 834
	2 188 881	1 193 834
	2 420 077	1 448 162

11. Approval of annual financial statements

These financial statements were approved by the members committee and authorised for issue on 23 February 2022.

Detailed income statement

for the year ended 31 December 2021

Figures in R

Gross revenue

AVI Community Trust

CAFAmerica

Elma Foundation

Hundert Prozent

IMI Mobile

KLA

Pureau Fresh Water

Other income

COVID-19 Relief Donations

Sun Slots

Giltedge

Local Corporate

Lego Foundation

Kathleen Hustie Trust

KFC Social Trust

Mark Day School

MDIO/ Autocharlist

One World

Oppenheimer Memorial Trust

SADF

Studiosus

Tailored for Education

Finance Income

Interest received from Absa Account

Investment income

	2021	2020
Gross revenue		
AVI Community Trust	1 000 000	927 644
CAFAmerica		155 282
Elma Foundation	625 000	900 000
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SADF	1 129 821	1 856 272
Studiosus		175 000
Tailored for Education	198 351	
	14 788 898	12 220 956
Finance Income		
Interest received from Absa Account	231 196	254 328
Investment income	2 188 881	1 193 834
	2 420 077	1 448 162
	17 208 975	13 669 118

Detailed income statement

for the year ended 31 December 2021

Figures in R

Expenditure

	2021	2020
Accounting fees	40 988	34 380
Advertising	70 085	28 361
Auditors' remuneration	38 300	30 000
Bank charges	85 950	69 643
Cleaning	45 017	53 852
Computer expenses	173 539	102 518
Depreciation - Tangible assets	422 843	403 384
Education: School fees	793 268	700 367
Food program	903 775	385 969
General expenses	147 816	(216 674)
Vocational	627 694	406 079
Loss on sale of fixed assets	888 860	1 667
Motor vehicle expense	166 639	229 960
COVID-19 food distribution and PPE	26 077	1 807 276
Drivers Licences	142 857	28 224
Campus development	228 509	88 517
Boarding fees	143 829	377 190
Remote sites	994 674	
Performing arts	2 800	9 300
Petrol and oil	61 196	23 179
Printing and stationery	44 745	32 485
Psychosocial expenses	194 840	1 070
Repairs and maintenance	64 545	75 200
Remuneration: Human capital	2 541 765	2 194 133
School transport	136 942	145 340
School uniforms	749 447	158 034
Security	82 350	76 900
Sports programme	84 247	14 702
Stationery	73 744	3 400
Tutor stipends	1 029 863	859 008
Xtended projects	193 596	285 173
	11 200 800	8 408 637
Surplus for the year	6 008 175	5 260 481

Our supporters

KYP is a proud and grateful beneficiary of many corporations and NGOs. We aspire to sustain long-lasting relationships with existing and new partnerships to help KYP achieve its future goals.

Our donors

We would like to take this opportunity to thank individuals, families, corporates and foundations who supported our efforts during the level 5 COVID-19 lockdown. Your contributions and generosity greatly helped not only the children of KYP, but the community as a whole. With your support, we were able to touch so many lives during this difficult time, and we cannot express enough how grateful we are. Thank you so much.

Some of our past and current donors include:

- AVI Limited, Oppenheimer Memorial Trust, One World Children's Fund, Elma Philanthropists, Hundertprozent,
- South African Development Fund.
- Good Travel, Umsizi Fund, Tailored for Education, CAFAmerica, The Butterfly Foundation.
- Bidvest Prestige, Autochartist, Kathleen Hastie Trust, Comazo, Themba Consulting, KFC Add Hope, Click Foundation, Studiosus Foundation, KitKat.
- Hot Slots, Bidvest Pureau, KLA, Ripples of Hope, Services SETA, Richfield Graduate Institute of Technology, KYP alumni, KYP monthly debit order donors, Home of Living Brands and One People Fund.

Individual and family donors

We take this opportunity and give our deepest gratitude to our individual and family donors, who contribute almost 50% to our yearly budget. You have continuously supported and believed in the work we are doing since the beginning. Thank you for all your generous donations. We are beyond grateful.



Definitions and administration

Definitions

Financial capital

The financial support we receive from sponsors, donors and individuals.

Human capital

The core people in our employ plus tutors and mentors.

Intellectual capital

The skills, know-how and diversity of our staff and Board.

Manufactured capital

The tangible assets we own and incur depreciation from.

Natural capital

Energy we utilise and land we operate in.

Social capital

The trusted relationships we have with various stakeholders.

Administration

KLIPTOWN YOUTH PROGRAM

Registration information:

- NPO registration number: 059 907
- PBO registration number: 9300 34122

Physical address:

49 Station Road, Kliptown,
Soweto, Gauteng, South Africa

Executive Director:

Thulani Madondo

Telephone:

+27 (0)11 528 8670

Fax:

+27 (0)86 698 9802

Website

www.kliptownyouthprogram.org.za

Email:


info@kliptownyouthprogram.org.za



How you can lend a helping hand

Donor relations

Every donor can be confident that KYP will provide the following upon request:

-  An ongoing report of fund expenditure, project status and impact
-  A site visit at any time
-  End-of-year audited financial statements
-  NPO Certificate, Public Benefit Organisation Certificate and Section 18A Certificate from the South African Revenue Service (SARS)
-  A BEE certificate

Connect with us



Kliptown Youth Program (KYP)



@KliptownYouthProgram



Kliptown Youth Program



@KliptownYouthPr







KLIPTOWN YOUTH PROGRAM