

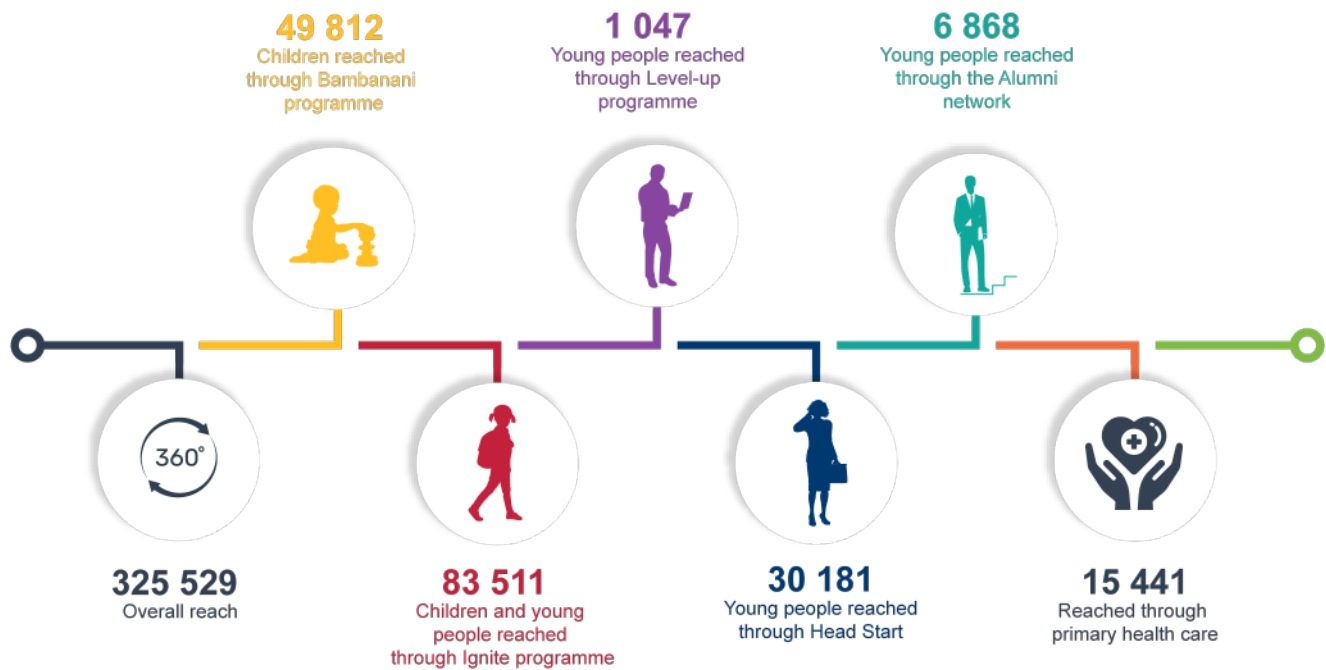
30
YEARS & BEYOND


AfrikaTikkun
Developing Young People
from Cradle to Career



ANNUAL REVIEW **2023**

REACH OVER THE LAST 30 YEARS



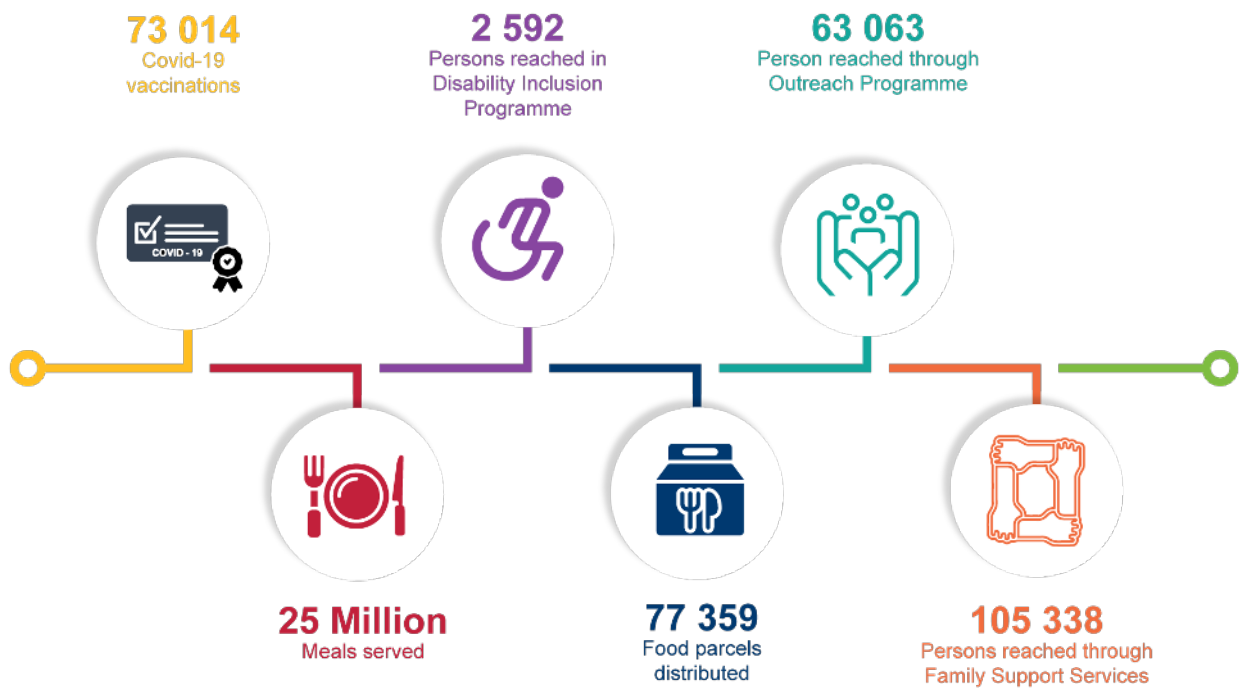




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MESSAGE FROM OUR EXECUTIVE DEPUTY CHAIRMAN



MARC LUBNER
Executive Deputy Chairman

2023 was marked by both internal and external challenges. Despite this, we ended the year with a stronger, more integrated structure, coupled with a team poised to deliver on our overarching Cradle-to-Career 360° model outcomes.

2023 was marked by both internal and external challenges. Despite this, we ended the year with a stronger, more integrated structure, coupled with a team poised to deliver on our overarching Cradle-to-Career 360° model outcomes. The challenging economic climate, marked by growing unemployment, has impacted our community deeply.

Despite our best efforts in developmental programmes, disillusioned Tikkun graduates struggle to find work. Job cuts and retrenchments have led to families having less disposable income, affecting their ability to contribute towards fees at Afrika Tikkun (AT). The lack of funds for transportation hampers youth from attending interviews or getting to work, further exacerbating the issue. Productivity has been negatively impacted and higher levels of poverty have sparked greater insecurity and increased crime, causing our youth to lose faith in the system. South Africa's greylisting has affected our credibility, making fundraising, particularly in the USA, challenging. Additionally, Eskom power outages have caused havoc across the country.

We've also weathered internal challenges; the previous CEO and members of his executive team departed before permanent replacements were found. Interim management was provided by myself as Group CEO and Onyi Nwaneri as Acting Deputy CEO. We restructured the top executive team to effect cost-saving measures incurring retrenchment costs of approximately R3 million to achieve a future saving of R5 million at the Head Office. Tightening internal controls in procurement, staffing contracts and reintroducing disciplines at operating sites were necessary. Our international offices underwent major restructuring in the USA and Netherlands, but forecast funds fell short by R2 million. Power outages also affected our computer-based learning and kitchen functionality.

Despite these challenges, there have been notable successes. We developed a better game plan to achieve integration across all divisions of the AT group, leading

to measured outcomes around job placements. Our #OneAfrikaTikkun strategy has fostered a more cohesive team and a clearer understanding of our organisation's uniqueness in the market. The successful launch of our Cradle-to-Career Disability Inclusion Programme, supported by the Lubner Family Foundation, garnered significant attention and government support, aiming to facilitate long-term employment for disabled youth. We met all commitments and saw significant growth, particularly in our Bambanani Early Childhood Development outreach, thanks to support from Belron and the McKenzie Scott grant. Additionally, we were commissioned by Sibanda Stillwater to pilot a multimillion-rand programme, validating our Cradle-to-Career 360° model. Our efforts extended to teaching children to swim in Alexandra township, expanding our football leagues and witnessing growth in beneficiary and staff numbers.

I extend my gratitude to our board of directors, trustees and staff for their unwavering support and extraordinary efforts. Special thanks to Gary Lubner, who retired as Group CEO of Belron, for his immense contribution of over R200 million towards Tikkun's pioneering programmes.

I could not end this message without recognising that we're compiling this 2023 Annual Report in, what turns out to be, our 30th anniversary. I can hardly believe it has been three decades since our late founders: Chief Rabbi of South Africa, Cyril Harris, and my father, Dr. Bertie Lubner, came together with the vision to create an organisation that would address the pressing social challenges facing vulnerable communities. Afrika Tikkun's journey has paralleled the journey of South Africa's democracy, one of the reasons the early support of our Patron-in-Memoriam, Nelson Mandela, was so important.

The highlights of the last 30 years are too numerous to mention. However, our growth from a relatively modest project with a welfare perspective to a much-respected global organisation that functions as an effective and reliable partner to government, corporates and civil society organisations, is truly remarkable. I am deeply grateful to everyone who has believed and supported us along the way.

As we reflect on the challenges and successes of the past 30 years, we remain committed to our mission of creating positive change in the lives of South Africa's youth. Together, we will continue to drive impact and build a brighter future for generations to come.



MESSAGE FROM OUR CHAIRMAN



ARNOLD BASSERABIE
Chairman

In the face of global economic uncertainties and South Africa's declining investment profile, Afrika Tikkun, like many other charitable organisations, found itself navigating turbulent waters in 2023.

In the face of global economic uncertainties and South Africa's declining investment profile, Afrika Tikkun, like many other charitable organisations, found itself navigating turbulent waters in 2023. The intersection of various issues, both globally and locally, significantly impacted Afrika Tikkun's ability to fulfil its charitable offering and underscores the broader challenges faced by social impact

initiatives in times of economic downturn.

South Africa's declining profile as an investment destination cast a shadow on Afrika Tikkun's fundraising efforts. Foreign investors, wary of political instability, economic uncertainty and regulatory challenges, are less inclined to invest in the region. This reluctance trickles down to philanthropic endeavours, impacting Afrika Tikkun's ability to access vital resources.

Moreover, internal economic challenges exacerbate the socio-economic issues faced by the communities Afrika Tikkun serves. By December 2023, the unemployment rate in South Africa was 32.1%. This, coupled with inflation that disproportionately impacts the impoverished, created a volatile environment where the most vulnerable members of society bear the brunt of economic downturns. Government cutbacks due to treasury constraints further strain resources, making it increasingly difficult for organisations like Afrika Tikkun to bridge the gap and provide essential services to those in need.

The economic downturn not only affects Afrika Tikkun but also has broader implications for social impact initiatives across the board. As resources become scarce and demand for services increases, organisations are forced to do more with less. This requires innovative approaches to fundraising, programme delivery and resource allocation to ensure continued impact in the face of adversity. In addition to economic challenges, political distractions divert attention away from pressing social issues in townships.

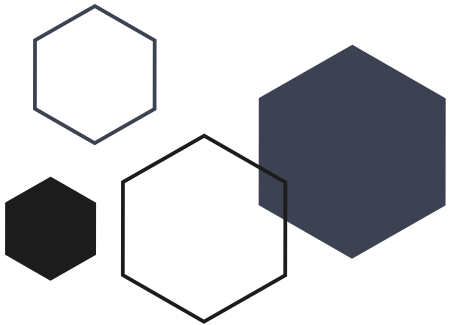
Political upheavals, infighting and governance issues often overshadow the critical needs of marginalised communities, making it challenging for organisations like Afrika Tikkun to advocate for change and garner support for their initiatives.

Despite these challenges, Afrika Tikkun remains resilient and proactive in its response. The management has spent considerable time restructuring to create a unified management structure capable of integrating the Cradle-to-Career 360° activities to effect greater efficiencies and impact. By streamlining operations and leveraging technology, Afrika Tikkun aims to maximise its reach and effectiveness, ensuring that every resource is utilised to its fullest potential.

Afrika Tikkun's growth through its national outreach programmes is a testament to its dedication and impact. By expanding its reach beyond traditional boundaries, Afrika Tikkun is uplifting more impoverished communities and empowering future generations. This dynamic growth trajectory, coupled with strategic partnerships with international partners in the USA, UK and Netherlands, enhances Afrika Tikkun's capacity to effect lasting change and create a brighter future for all.

Although 2023 presented its challenges, Afrika Tikkun now has 30 years of experience in navigating difficult waters, building on successes and thinking innovatively when it comes to strategic partnerships and financial sustainability. We enter our 30th year with gratitude for all the individuals and organisations that have invested in our vision for an empowered and resilient youth population. Among the many achievements, we have reached over 325,000 children and young people over the last 30 years, 105 338 through our Family Support Services and provided over 25 million meals.

In closing, it's essential to recognise the contributions of the board members, management and international partners who have played a pivotal role in Afrika Tikkun's journey. Their unwavering support and commitment to the organisation's mission are instrumental in driving positive change and building a more equitable society for all. As we continue to navigate these challenging times, let us remain steadfast in our resolve to create a better world for our young people.



MESSAGE FROM OUR CEO



ONYI NWANERI
CEO

This year's Annual Review isn't just a reflection of the calendar year gone by, but an opportunity to kick off Afrika Tikkun's celebration of 30 years of changing lives and creating an impact within local communities across South Africa.

In the last 30 years, we have seen the organization grow its impact from reaching a handful of beneficiaries to reaching over 300,000 beneficiaries to date - and approximately 30,000 beneficiaries on an annual basis.

We have not just created hundreds of jobs (700+ employees) in local communities, we have equally created tens of thousands of jobs for unemployed young people.

The significance of our job creation efforts is that, for every job we create as an organisation and through our programmes, we impact 5-7 additional people per family. What is remarkable is how we have evolved as an organisation over the last 30 years. This evolution has helped us stay relevant and well-positioned to develop programmes that meet the needs of our target beneficiaries and communities. This makes us a listening and learning organisation that is interested in the outcomes and impact we want to achieve.

We evolved from an organisation that participated in ad-hoc projects in a handful of under-resourced communities, to an organisation that made the development of children the centre of its being...evolving this position further to ensure that the children we develop through our programmes become adults capable of employment or self-employment. Thus, responding to the unrelentless and dangerously high youth unemployment rate that our country is facing.

Hence, the crafting of our Cradle-to-Career 360° model and programmes, a model we have become well known for. Our 360° approach is designed to serve children and youth from preschool through to early adulthood. This model is based on the belief that every young person deserves the opportunity to realise their potential.

Our Cradle-to-Career 360° model is therefore a comprehensive approach to child and youth development that considers the needs of each young person across different stages of their lives (preschool - primary school - high school - post matric). To this end, we offer a set of programmes and support services to counter the effects of

poverty and inequality for each young person who comes through our doors. This model has been our true north, enabling us to achieve our vision of sustainable social and economic empowerment of our youth.

We are particularly proud of efforts over the last 5 years to scale elements of our Cradle-to-Career 360° model. Through the Bambanani and Head Start programmes, we have expanded our reach from 5 centres in Gauteng and Western Cape to over 60 cities across all nine provinces. This is an incredible feat that can only be achieved with a passionate and dedicated team. We are grateful for their labours of love to help children and young people become the best they can be.

It is equally important to note that our achievements over the last 30 years would not have been possible without the incredible partnerships we have enjoyed with various stakeholders including, but not limited to, government departments, complementary organisations within civil society, corporations, foundations, high net worth individuals (HNWIs) and ordinary individuals on the streets. We are humbled and grateful for your support. We see ourselves as your hands and feet in spreading responsible kindness across South African societies.

Another set of people to whom we owe a huge debt of gratitude for how far we have come are our founders and those who have come before us, whose vision, tenacity and resilience brought us this far. A special gratitude to our late founders Dr. Bertie Lubner, Chief Rabbi Cyril Harris, Ann Harris, Herby Rosenberg and Arnold Forman, who continue to play an invaluable role. We are also eternally grateful to our Chief Patron in memoriam, the late President Nelson Mandela, who described our work as a “miracle.”

In the next 30 years, our goal remains to strengthen our ability to increase our reach and impact across South Africa and possibly further within the African continent. We will

continue to integrate our operations across the multiple entities we have established to drive impact. This is what we refer to internally and externally as the “One Afrika Tikkun” agenda.

The One Afrika Tikkun agenda is premised on efforts to drive a cohesive, focused and intentional organisation that is well-positioned to drive the change we want to see in all spheres of life and society and across various industry sectors in the economy.

We hope to also continue to contribute significantly to our country and society by becoming a global powerhouse on all matters about our vast area of expertise and the experience accumulated over the last 30 years whilst retaining our stance as a learning organisation.

As we celebrate 30 years - both as an organisation and a country - it is an opportune time to reflect on how far we have come, but equally to determine how the status quo needs to change. We need to focus on driving an economy where everyone who lives in it has the opportunity to be the best they can be. There is so much to celebrate but equally so much to do, to take our country forward. We are riding on the shoulders of giants (our founders and struggle veterans) who gave their lives so that we can have the privileges we enjoy in the country we call home. It is therefore our responsibility to be grateful/thankful for their legacy but also to do whatever we can to build on what they have left for us - thereby perpetuating their legacy whilst building something our children can equally advance. It is indeed a privilege to have achieved this milestone and we can't wait to see what the next 30 years have in store for us, with us firmly in the driving seat.



BOARD OF DIRECTORS



Arnold Ian Basserabie
Chairman
(Non-Executive Director)



Marc Lubner
Executive Deputy Chairman



Nontokoze Nene
Non-Executive Director



Arnold Forman
Non-Executive Director



Keke Fumba
Non-Executive Director



Wendy Lucas-Bull
Non-Executive Director



**Ntombenhle Arlene
Radebe**
Non-Executive Director

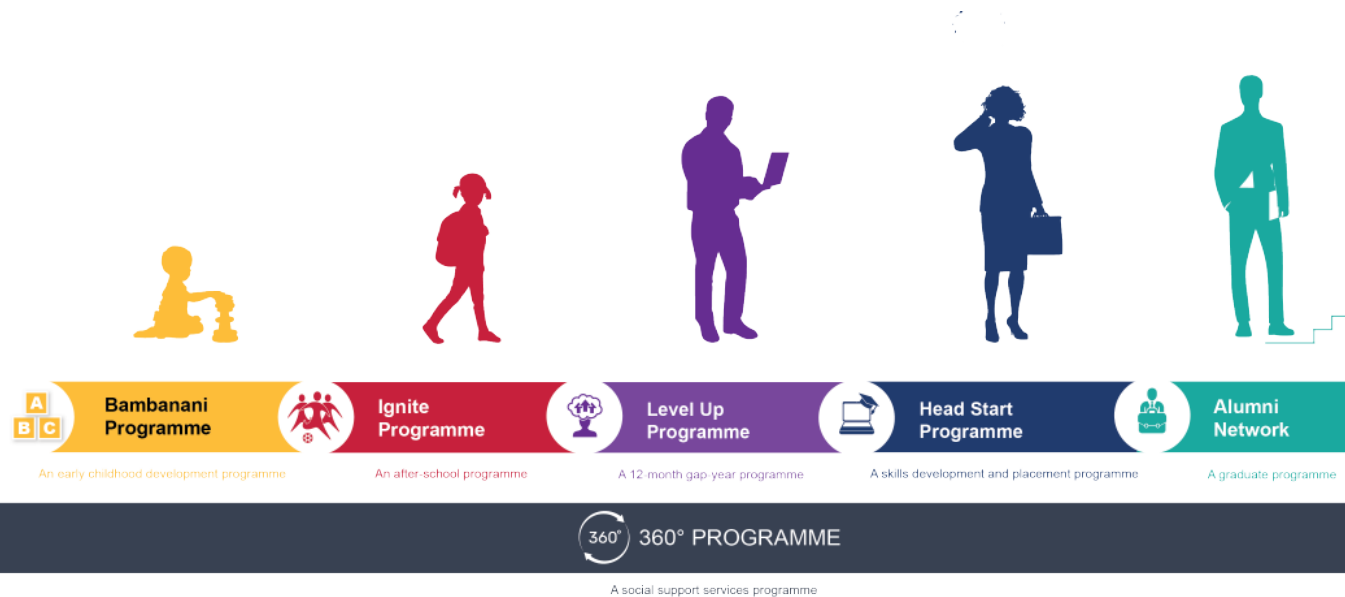


Louis Maepa
Non-Executive Director

REACH AND IMPACT OF OUR PROGRAMMES

Our Cradle-to-Career 360° model is a comprehensive approach to child and youth development. It considers the needs of each young person across different stages of their lives (preschool › primary school › high-school › post matric) and offers a set of programmes to counter the effects of poverty and inequality. In this way, we are actively working towards the reduction of youth unemployment in a sustainable manner.

The model is implemented through **five core programmes** and complemented by **three 360° programmes**. Over and above our impact over the last 30 years, it is necessary to highlight our reach and impact in the 2023 year in the pages that follow.





BAMBANANI PROGRAMME

An **early childhood development programme** targeted at children aged 1-6 years. This programme focuses on the achievement of age-appropriate developmental and school readiness milestones to set a foundation for learning throughout the school career.



15 205

Our reach in 2023

1 295

Children reached in the 5 Afrika Tikkun Centres

80%

Average Attendance

99%

Grade R children assessed school-ready

13 910

Children reached in Outreach ECD Centres

227

ECD Centres in 16 communities and 8 provinces

736

ECD practitioners and principals upskilled



IGNITE PROGRAMME

This **after-school** child and youth development programme for children aged 7-18 years provides a series of activities for education, leadership, career and personal development throughout their formative years while in the schooling system.



4 692

Our reach in 2023

3 694

Reached in the 5 Afrika Tikkun Centres

998

Reached in 4 Outreach Centres in 2 Provinces

57%

Average Attendance

208

Feeder schools

200

Distinctions in 2023 Matric Results

94%

Matric pass rate

60%

Bachelors degree passes.



LEVEL-UP PROGRAMME

A 12-month **gap-year** programme for the 3 most vulnerable groups of young people aged between 18 – 28 years. These are 1st-year university students, post-matriculants unsure of their next steps and unemployed youth unable to access tertiary education or further opportunities. The programme equips young people with soft skills and basic technical skills that assist them to successfully complete 1st-year studies and/or transition into further training and educational opportunities.



525

Our reach in 2023

92%	Average attendance
55%	Graduates felt that the programme equipped them to navigate their careers
36%	Programme graduates transitioned into further education and training opportunities
22%	Programme graduates secured employment
2%	Programme graduates transitioned to Entrepreneurship
38%	Programme graduates remained unproductive post the programme



HEAD START PROGRAMME

A **skills development and placement job programme** that provides career guidance, bursaries for further learning, job readiness training, industry specific specialised training (Agriculture, Retail, Hospitality, Call Centre, ICT, Vocational and Green Economy sectors) job placement (entry-level jobs, learnerships, internships and YES work experience opportunities) and enterprise development. These interventions enable young people aged 19-35 to access economic opportunities.



8 820

Our reach in 2023

5 940	Trained in work readiness
3 393	Trained in sector specific specialised skills
5 885	Placed in economic opportunities
394	Entrepreneurs incubated and/or supported
41	Bursaries provided
6 868	Alumni network members



360° SOCIAL SUPPORT SERVICES

- 1) **Social Support:** *This programme is designed to create a conducive space that supports and improves the well-being of children and young people in Afrika Tikkun programmes. This is done through ensuring that they are food secure; receiving psychosocial support and primary health care services in the context of family; and advocating for their rights and protection.*
- 2) **Disability Inclusion** - *In this programme children and youth with disabilities and their families are given the appropriate tools and support needed to improve their quality of life.*
- 3) **Wellness and Fitness** - *This programme is crafted to safeguard the physical well-being of all individuals including children, young people, families and staff members within the Afrika Tikkun ecosystem.*



23 015

Our reach in 2023

4 490 Screened

1 434

Food parcels

1 974 047

Meals provided

1 473 Declared as at-risk and/or vulnerable

1 093

Individuals counselled by AT Social Workers

334 Children and young people with disabilities supported

2 863

Received primary health care services

2023 IGNITE PROGRAMME EVALUATION

We are committed to continuous learning and determining the extent to which our programmes are having the desired impact, specifically, to help young people successfully transition into either education, training, or employment. To this end, we evaluated the Ignite programme in November 2023. Out of 373 semi-structured phone interviews conducted with young people who graduated from the Ignite programme in 2022, 63% were found to be involved in productive activities. This is defined as being involved in some form of employment, education, training, or entrepreneurship. Of these, 38% were found to be pursuing higher education. By contrast, 37% of Ignite graduates were found to be unproductive at the time of the evaluation.

The evaluation also found that the majority (83%) of programme graduates enrolled at university rely on bursaries as their primary source of income. In addition, 15% of Ignite programme graduates were found to have dropped out of tertiary education due to financial constraints or psychosocial challenges related to adjusting to tertiary-level learning. Although this is disappointing, this is not unique to Afrika Tikkun; the national dropout rate at the tertiary level is much higher, at approximately 58%. It must also be noted that from January 2024, Afrika Tikkun's Level-Up Programme will be extended to offer support to young people in their first year of university to mitigate this challenge.

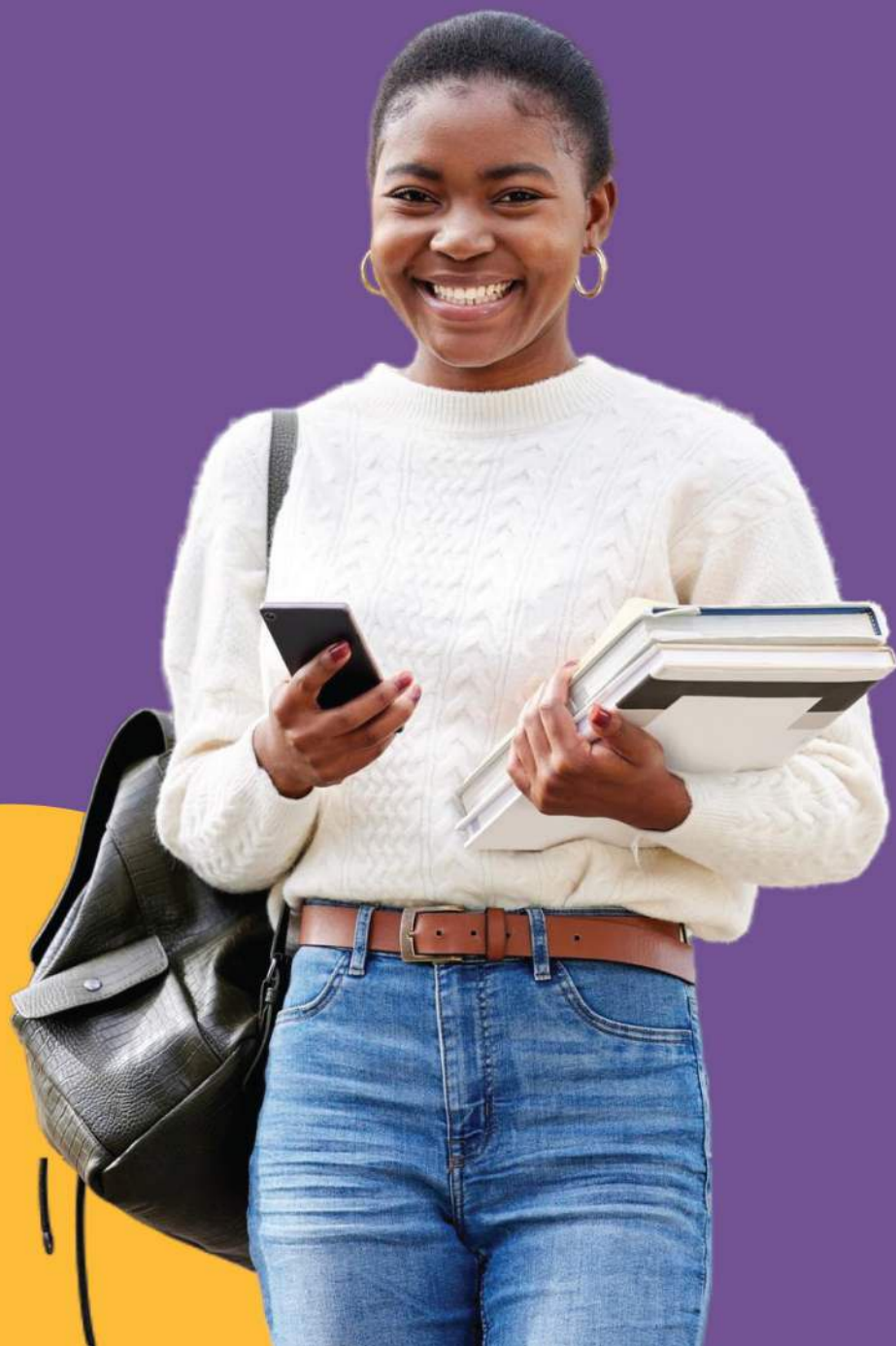
PERCENTAGE OF IGNITE GRADUATES IN TRAINING

The study demonstrated that the majority of our Ignite programme graduates do transition into tertiary education.

The proportion of graduates who were in tertiary education was higher than the South African national average by 14%.

8% of learners were found to be in training and 18% in employment. Although these learners did not transition into tertiary education, their ability to access the economy is an indicator of the programme's successful impact on young people in underprivileged communities.

It was recommended that the Ignite programme streamline its career guidance and support to better advise young people on the selection of subjects that align with their interests, aptitudes, capabilities and South Africa's critical skills requirements.



2023 HIGHLIGHTS



Inga Mhlauti, top achiever with 7 distinctions. He was a student at Manzomthombo Secondary School and was part of the Ignite Programme at our Zolile Malindi Centre in Mfuleni, Cape Town.

2023 Matric Performance

We are thrilled to have achieved a matric pass rate of 94%, a notably favoured result, particularly when compared to the national pass rate of 82,9%. The matric pass rate of Ignite-enrolled learners has, since 2017, been consistently higher than the national average. Our Bachelor pass rate, which refers to the percentage of learners who qualified for admission to undergraduate studies, is 60%. This is significantly higher than the national Bachelor pass rate of 40,9%.

Our centres in Alexandra and Diepsloot achieved 100% pass rate, while Orange Farm, Mfuleni and Braamfontein centres achieved 98%, 92% and 85% respectively. Our 10 top achievers attained between four and seven distinctions. Given that many of our learners face significant socio-economic challenges, this demonstrates a combination of intellectual capacity, grit and commitment to push through towards excellence. We salute the families who lent their unwavering support, as well as the Ignite programme staff who worked hard to help realise the potential of our learners.





Maths Olympiad

Our Annual Maths Olympiad took place on 09 July 2023. It was, as always, a thrilling event that challenged our young people to think and calculate quickly and accurately. The gamified approach, facilitated by 1on1Math, was successful in making the experience fun and interesting, while sharpening important problem-solving skills. In keeping with South Africa's aim to increase focus, interest and performance in Maths and Science, the Maths Olympiad went a long way to improving competence and stimulating an interest in the subject. The preparation for and experience of the event will undoubtedly enrich aspects of the school curriculum.



International Literacy Day

Afrika Tikkun commemorated International Literacy Day 2023 on 08 September with various activities at our centres. These included building English words, storytelling sessions and learning Sign Language. The Theme for 2023 was Promoting Literacy for a World in Transition: Building the Foundation for Sustainable and Peaceful Societies.

The percentage of South African Grade 4 pupils who cannot read properly has increased from 78% to 81% in the past seven years. Whilst Afrika Tikkun has a sustained literacy improvement programme, International Literacy Day helps stimulate a love for reading among our young people. It also provides opportunities and platforms to raise awareness of the challenges and impact of poor literacy in South Africa.

JSE Investment Challenge: Most Engaged Award

The JSE Investment Challenge is a simulated virtual trading programme where teams are given an imaginary sum of R1 million to invest in JSE-listed companies. The award ceremony for the 2023 Challenge was held in Johannesburg on 6 October, where one of Afrika Tikkun's teams, Blitzers from Mfuleni in Cape Town, was recognised with the “Most Engaged Award”. The Blitzers, alongside all other teams at Afrika Tikkun's five centres, took part in this popular challenge where their performance was monitored and assessed against other participating teams. At Afrika Tikkun, we work hard to expose our young people to as many opportunities as possible and hold up to them, the many social and economic components that make up our society. Participation in the JSE Investment Challenge is designed to encourage young people to deepen their interest in the stock market. Through this experience, they gain invaluable financial education that equips them with the tools to attain financial success and participate meaningfully in South Africa's economy.



Quiz and Debate

Our Annual Quiz and Debate was held at all our five centres on 6 October. We've found that our kids look forward to this battle of wits and facts as an opportunity to prove their intellectual prowess and demonstrate their awareness about the world around them. It's wonderful to see them, under the constraints of time and pressure, critically reflecting on a political issue or some aspect of popular culture. We watch with pride, their articulation of knowledge on diverse subjects, delivered in an engaging and empowering manner. We teach them, through Quiz and Debate, that collaboration is a skill, how the camaraderie and pooling together of ideas and perspectives can produce a rich, layered and eventually winning outcome. We feel energised to be actively developing kids who are aware about their country and the world at large, and who are able to engage, at a moment's notice, on a range of issues and topics.



Spelling Bee

The Annual Spelling Bee was held at the Houghton Hotel on 28 October 2023. As always, it was a mixture of excitement, nerves, concentration and eventual triumph. In so many ways, we try to impress upon learners that words are power - doorways to better academic performance and careers that spell real change. Our Spelling Bee tests the learners' language foundation rather than simply their ability to memorise spelling, instilling a curiosity for learning and championing the essential act of reading. We watched our young people of all ages develop confidence on a public stage, and whether faltering or excelling, there was a palpable sense that they knew they were all winners. To those that made it through to the final rounds, sounding out each word in the mind and making it to the end, one letter and a time, we salute you!



Alumni Entrepreneur Network Business Summit

Our 5th Annual Alumni Entrepreneur Network (AEN) Business Summit in 11 November 2023, was a great platform for young entrepreneurs to pitch their innovative business ideas, or present their existing businesses to a panel of esteemed judges. Several exciting prizes were up for grabs. Former ATS Class of 2019 Alumnus, Mr. Mongezi Masombuko, delivered a powerful and inspirational testimonial where he shared his story from being a two-time University drop-out to becoming the Founder and Director of IT company, Clowdy.

The competition was fierce but in the end clear winners emerged:

Existing business category:

- Winner: Purposeful Beauty - a mobile hair and beauty bar.
- First runner-up: Dance with Sannie - dynamic and inclusive dance space
- Second runner-up: Clear Trolley - a world-class e-commerce platform integrated with an e-hailing service.

New business category:

- Winner: Creative Empire - exclusive and personalised crocheted fashion wear
- First runner up: Ink Frames - offering premier bespoke henna designs and tattoos
- Second runner up: KKT Babysitting - a convenient babysitting service

We look forward to watching and supporting the growth of these burgeoning businesses and are extremely proud of the time and attention all the presenters invested to deliver such excellent pitches.





IMPACT STORIES



Anelisa Nyaba

Anelisa Nyaba's story with Afrika Tikkun, one she describes as fun and empowering, began when she was 10 years old. She fondly remembers being exposed to many different opportunities and adventures, such as visiting Robben Island and Table Mountain. One unforgettable visit was to the Digital Dome, which piqued her interest in astronomy. When Anelisa enrolled at The Cape Academy of Maths Science and Technology, the career possibilities within the STEM community became apparent. Anelisa is currently studying Civil Engineering while simultaneously serving her internship with the City of Cape Town. She is also an active member of Afrika Tikkun's Young Urban Women programme which advocates for young women and their agency. "Afrika Tikkun is a home away from home, a place that took us away from the strongholds of society and township culture and placed us in an environment of love," says Anelisa. "This is where we got to learn to grow and express ourselves. A place that taught me love, kindness and care for others. Today I am a self-aware and empowered young woman with ambition and a passion for change and organisational work."



Grace Mahumapelo

For Grace Mahumapelo, completing her Bachelor of Arts degree at Wits University, marked a significant milestone in her academic journey. The bursary she received from the Head Start programme played a crucial role in this achievement, empowering her to realise her long-held dream of graduating from Wits University. Grace is the first in her family to do so. Throughout the challenges of tests and exams, she had the privilege of utilising the facilities provided by the Wits Disability Rights Unit (DRU) test and exams centre. The university ensured that reasonable accommodations were made, allowing her to compete on an equal footing. With the support she received from Wits DRU and the Head Start programme, she approached examinations with confidence in her ability to succeed. Her hope is to empower fellow students to - as she did - pursue their dreams and aspirations despite their disabilities.

Masego Madiga



15-year-old Masego Madiga enrolled in Afrika Tikkun's Bambanani programme when she was 3 years old. She is now part of the Ignite programme at our Phuthaditjhaba Centre, Alexandra.

In 2020, Masego was chosen to be a part of the junior social researchers. The following year, she received an award for being the most helpful learner at the centre. In 2022, she was chosen to participate in the Duke of Edinburgh Presidential Awards. In the next five years, Masego dreams of completing a degree in Politics at the University of Cape Town and plans to start her own political party. She feels our country is ready to have a female president. We agree! You can count on our vote, Masego!

Letlhogonolo Lekoma



Although 27-year-old Letlhogonolo Lekoma dropped out of college in the first-year, that did not suppress his tenacious spirit for long. While pursuing a Sound Engineering qualification at the South West TVET College in Soweto, Letlhogonolo, who is from Orange Farm, was diagnosed with Substance-Induced Psychotic Disorder (SIPD). Subsequently, he moved to Afrika Tikkun's Arekopaneng Centre in 2022, where he and his mother became part of a self-help group. In 2023, from January to July, he joined the Social Employment Fund (SEF) and proved to be a very helpful and hands-on candidate. Following this, he enrolled in the Head Start programme where he trained in Personal Mastery and Computers. His mastery of technical skills was exceptional. This, coupled with Letlhogonolo's determination, saw him break through barriers and stumbling blocks to become an ICT graduate.



INTERNATIONAL FUNDRAISING PARTNERS

United Kingdom Fundraising Partner

2023 proved to be another exciting year for Afrika Tikkun UK and we would like to extend our heartfelt gratitude and thanks to our wonderful community of partners and supporters who have been relentless in their support throughout the year. As we anticipate Afrika Tikkun's 30th Anniversary in 2024, we remain committed to investing in the potential of children and youth in South Africa.

The year saw Afrika Tikkun UK supporting various programmes and projects, contributing ZAR66.3 million. The programmes and projects supported in 2023 include:

- **Our Cradle-to-Career core programmes** (funded by the Belron Group, Belron Ronnie Lubner Charitable Foundation, Bloom Foundation, Together for Short Lives and Aeonian Foundation).
- **Sustainable Solutions Programme** (funded by the Belron Ronnie Lubner Charitable Foundation)



- **Technology Transforms Lives Programme** (funded by Belron International's Technology and Transformation team)

- **The Duke of Edinburgh's International Foundation Award** (funded by Stonehage Fleming, This Day and the Holder Family)

- **Learning Libraries** – Digital Commons Project (funded by the Holder Family)

- **Belron Llummar Training Programme** (funded by Belron Canada and PG Glass)

- **Agripreneurship Programme** (funded by Terres des Hommes)

In addition, we were honoured to have received a legacy donation from the Wotton Family on the behalf of Tim Wotton. His contribution went towards additional facilities at our Arekopaneng Centre in Orange Farm. A special thank you goes to Tim and his family for their support.

As always, our partnership with the Belron Group continues to be the backbone of Afrika Tikkun UK. The highlight of the year was the Spirit of Belron Challenge (SOBC), where the Belron community rallied behind Afrika Tikkun for the 22nd year. An incredible 10,500 participants worldwide joined virtually, with another 2,000 taking part in the in-person triathlon Day at Dorney. SOBC 2023 saw participants swim, cycle, run, walk or travel by wheelchair, to collect a combined total of over 385,000 kms! Our Afrika Tikkun centres in South Africa also clocked in an impressive 74,000 kms!

We extend our utmost gratitude to the entire Belron community for their commitment to the Afrika Tikkun community and to the thousands of young people they continue to impact every year.

2023 was also the year of various successful fundraising campaigns, including:

- **Technology Transforms Lives: Running for Impact** – Thanks to Felix, Anthony and Guy from Belron International who raised ZAR162,746 towards the Technology Transforms Lives Programme.

- **Technology Transforms Lives: Scaling the Abergavenny 3 Peaks** – Thanks to Karen, Guy and Paul from Belron International, alongside Belron's data partner Snowflake, who raised ZAR131,314 towards the Technology Transforms Lives Programme.

- **Notable individual campaigns** – We thank Hamish Sinclair from Stonehage Fleming who personally raised ZAR71,161 for SOBC 2023.

- **The Big Give Christmas Challenge** – Thanks to a huge community of supporters, we successfully raised ZAR1,363,182 to enable us to offer the Duke of Edinburgh's International Award to even more young people.

Finally, the Afrika Tikkun UK Board of Trustees, Carole Day and Rachel Kallon would like to express their deepest and most sincere appreciation and gratitude to Gary Lubner who stepped down as Chairman of Afrika Tikkun UK. Gary's extraordinary commitment, dedication and leadership over the past 20 plus years have been an inspiration to us all and have resulted in thousands of young people at Afrika Tikkun having a far brighter future ahead of them. We are grateful to have Gary's continued involvement as a Trustee.

We are delighted to announce that Hamish Sinclair will succeed Gary as the new Chairman of Afrika Tikkun UK. Hamish's passion and commitment to Afrika Tikkun is long known, and we look forward to expanding our reach and building upon our significant impact under his leadership.

The United States Fundraising Partner

2023 was a deeply reflective year, one where we took the proverbial step back to enable a thorough and honest review of our fundraising and partnership progress in the US. Our potential here is quite exciting, as evidenced by the substantial McKenzie Scott grant that continues to be utilised to support Afrika Tikkun's Cradle to Career offerings. But while the potential is exciting, it remains untapped. In 2023 we committed to turn the corner in a demonstrably obvious way. From the US perspective, there is considerable interest in South Africa and programmes like those from Afrika Tikkun that work at a community level to effect real and sustainable change. We intend to tap into and harness this interest to increase our subscriber base and sustain meaningful engagement in the many ways we support young people and their families in South Africa.

Our new Executive Director, Debbie Banda, spent two months in South Africa in December 2023. This was a great opportunity to become acquainted, in a much more intimate way, on the programmes being implemented. Debbie was able to witness first-hand, the impact our programmes are making on the lives of families in our communities.

For the US office, establishing a new leadership structure and board was the first step to developing and implementing a viable new strategy in 2024. Ensuring our governance and compliance measures are in order is critical to building and strengthening trust with new and existing supporters. The US is currently in the throes of complicated political dynamics and navigating this space requires strategic visioning and keen insight. Our new board members provide this and more, along with fresh perspectives on supporting the South Africa office in 2024.

New strategies developed in 2023 include a Fundraising Strategy and a Communication Strategy. These will identify corporate opportunities that could support our programmes. We also intend to pursue a robust individual giving programme where supporters will feel intimately engaged as a player in South Africa's renewal and development. We also hope to establish a network of influential people eager to support the work of the organisation.

Any decision to make financial as well as non-monetary donations to Afrika Tikkun can only result from awareness and belief in the important work we do. Therefore, our plans to hold fundraising salons, informal get togethers with like-minded persons who can serve as friends of the organisation, will be designed to spread the word. Such events will encourage discussion on the issues at community level in South Africa and Afrika Tikkun's efforts in that space, including reflections on our 30-year anniversary. We are reaching out to new and past supporters, including former anti-apartheid activists to make this happen. We also believe in the power of volunteerism, particularly among young people. Several passionate young people have already indicated their desire to give of their time and talents, prompting us to recognise the benefit of establishing a young board in the near future.

In 2024, in addition to the planned salons, we will be mirroring Nelson Mandela Day activities and plan to host academic talks and thought leadership seminars. These will serve as platforms for rigorous and insightful discussions on contemporary issues facing South Africa, its communities and its young people.



The Netherlands Fundraising Partner

As the Chairman of the Board of Afrika Tikkun Netherlands, it is my privilege to present a reflection on our activities and performance for the year 2023. This year has been transformative and rewarding as we continued our mission to support and empower underprivileged communities in South Africa through our comprehensive development programmes. Our efforts have been marked by resilience, innovation and collaboration, all of which have significantly contributed to the impact we have made.

In 2023, Afrika Tikkun Netherlands maintained its commitment to support the holistic development of young people in South Africa through the Cradle-to-Career 360° model. This approach which considers the needs of each young person across different stages of their lives (preschool › primary school › high-school › post matric), has shown remarkable outcomes. Apart from our contributions towards the implementation of the Cradle-to-Career 360° programmes we were fortunate enough to provide the Mfuleni centre with water tanks to harvest rainwater. In addition, your support enabled us to provide hundreds of food hampers to Orhaped and Vulnerable Children (OVCs). A diverse team from Carglass Netherlands also spent a week at the Mfuleni Centre in Cape Town where their passion and expertise were channeled into active volunteering exercises.

Our Bambanani (Early Childhood Development) centres have provided critical support to over 2,500 children, ensuring they receive the necessary educational foundation. We have implemented enhanced curricula and teacher training programmes, resulting in a noticeable improvement in literacy and numeracy rates among our young learners. The Ignite (Child and Youth Development) Programme continues to provide a series of activities for education, leadership, career and personal development throughout their formative years while in the schooling system.

Our social support services have been integral to supporting the holistic development of our learners. Through our

primary healthcare services, we have reached over 5,000 individuals, providing essential medical care, nutritional support, and mental health services. Our commitment to mental health, in particular, has provided crucial support in overcoming the challenges posed by socio-economic hardships. The Disability Inclusion programme has shifted public perception within communities around the inclusion of these young people. We continue to grow our empowerment programmes focusing on Gender Based Violence (GBV) from an incredibly young age.

Our community engagement initiatives have fostered a sense of ownership and active participation among the beneficiaries. We have facilitated various community dialogues, workshops and forums that address pressing local issues and encourage collective problem-solving. These efforts have strengthened community bonds and enhanced the sustainability of our programmes.

Afrika Tikkun Netherlands has demonstrated robust financial stewardship in 2023. Our fundraising efforts, bolstered by the support of our generous donors and partners, have enabled us to deepen our impact. We have focused on ensuring the sustainability of our initiatives by leveraging partnerships and adopting cost-effective strategies. This approach has allowed us to maximise our impact while maintaining financial stability.

In conclusion, I am immensely proud of what we have achieved in 2023. As we move into 2024, our commitment to empowering underprivileged youth remains unwavering. The dedication and passion of our staff and Board, the unwavering support of our donors and the resilience of the communities we serve will continue to be the cornerstone of our success. Together, we will continue to work towards a future where every child and youth has the opportunity to realise their full potential.

Thank you for your continued trust and support.





FINANCIAL STABILITY

FINANCIAL STABILITY REPORT

The global economy in 2023 faced headwinds, with growth slowing down compared to 2022. However, there were signs of improvement, such as a slight easing of inflation. While advanced economies saw a more significant slowdown, China's reopening after pandemic lockdowns provided a boost to global economic growth. South Africa's economic performance mirrored these trends. GDP growth slowed to 0.6% in 2023 (down from 1.9% in 2022). Inflation remained a concern, though lower than global averages, at 6% (down from 6.9% in 2022).

Despite a challenging economic climate, Afrika Tikkun managed to effectively balance its financial performance and achieved a small surplus of R210, 346 in 2023. Although total income dropped by 35%, there was a significant increase in deferred income. The decline in income was driven by the closing out of a special project that was established to deal with the negative impact of the pandemic. The 95% increase in deferred income recorded at the end, from a relatively stable donor base year on year, signalled the continued confidence donors have on the Foundation and greatly contributed to the healthy cash balance at the end of the year.

To ensure that the organisation is better positioned to continue delivering on its mandate, Afrika Tikkun implemented departmental reorganisations in 2023. These changes were achieved without significant job losses. Importantly, the groundwork was laid for the #One Afrika Tikkun Strategy, launched in January 2024. This strategy aims to optimise shared resources, particularly at the executive level, for the benefit of all Afrika Tikkun entities.

Our commitment to the Cradle to Career delivery intensified

in 2023. The proportion of expenditure dedicated to this model increased from 59% in 2022 to 78% in 2023. The Finance and Procurement departments enhanced internal controls to streamline procurement, eliminate waste, and ensure transparent reporting. We also bolstered team capacity by adding personnel to accounts payable and procurement.

The Board of Directors maintained its oversight role throughout 2023. The Audit and Risk and Human Capital Committees met regularly before Board meetings to review operational and financial performance, assess risk management strategies, and provide guidance on strategy implementation. Our annual financial statements were audited by BDO incorporated and received an unqualified audit report.

Extracts of the audited annual financial statements are presented in the following tables.

FINANCE AND RISK REPORT

STATEMENT OF SURPLUS OR DEFICIT

Figures in Rand	2023	2022
Revenue	254,518,312	392,084,533
Other income	10,064,756	14,112,441
Surplus on disposal of property, plant and equipment	102,183	132,417
Operating expenses	(266,448,965)	(410,524,744)
Operating deficit	(1,763,714)	(4,195,353)
Investment income	2,231,587	1,386,859
Finance costs	(257,527)	(311,037)
Surplus/(deficit) for the year	210,346	(3,119,531)

DONORS AND STAKEHOLDERS

Individual Donors

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Arjun Agarwal
Badenhorst Household
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 TK Foundation
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 The Fpt Group
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 Torque Exploration Solutions
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 Transit Group
 Viking Pony Africa Pumps T/A Tricom
 Africa
 Vuna Partners
 Westcon Comstor
 Who Own Whom (Pty) Ltd
 Work Experince - Invequity

Wurth SA
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Developing Young People *from Cradle-to-Career*





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YEARS & BEYOND



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