



Action Volunteers Africa

Annual Report

March 2016 – February 2017

Contents:

1. Director's report	1
2. The AVA mission and vision	7
3. The AVA model	7
4. Our team	8
5. Our theory of change	8
6. Our volunteering programmes:	
• YearBeyond	11
• LiteraSEA	13
• Work4Progress	14
7. Self-development	15
8. Looking towards 2017	18
9. 2016/17 Financials	19
10. Donors and funders	21



1. Director's Report

This has been my 5th year of running AVA. Conceived from a vision in early 2012 and manifested at an impossible speed, the past five years have been a whirlwind of trial and error and crazy action. It was never my intention to find myself running a rapidly expanding NGO, it was an idea that I hoped to try out and hand over to someone else. While I plan to be doing that in next year or so I would like to thank everyone who has joined me this far on the journey and has shared and bought into growing this vision into something real that has already impacted on the lives of almost 500 young South Africans.

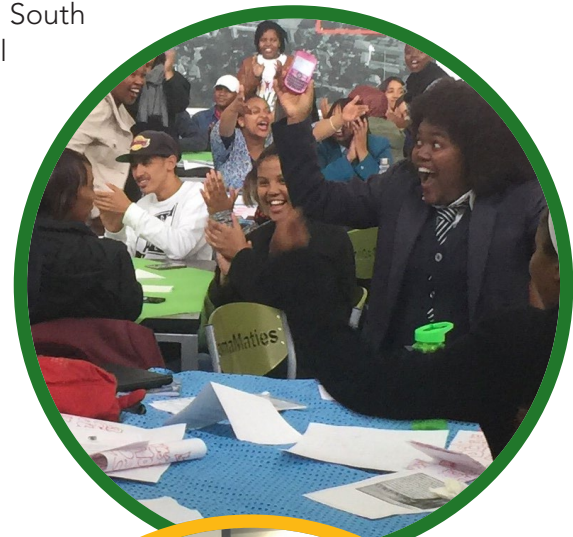
Particular thanks to the AVA Board for going the distance and providing AVA with the strength and stability it needed to find its place on the youth development map.

2016–2017: A year of continuing Youth Action in South Africa

2016/17 has been an exciting time to be working with youth in South Africa. The past year has seen youth continuing to take control of their futures with the Fees Must Fall movement gaining more momentum and traction. At this time in the history of our country when apartheid-era inequalities have not been addressed, never mind removed by our 20+ year democracy, inequality continues to deepen with the gap between rich and poor continually expanding. For a myriad of reasons this gap has been highlighted within the tertiary education system and it is the students who have been the first to say that they have had enough. They have flexed their muscles, organised and shown their strength, bringing issues such as economic injustice, white privilege and decolonization firmly onto the national agenda.

For the first time since the turbulent 1970 – 1980s, the strength and resilience of youth has been felt again in South Africa. In a country where 66% of the population can be defined as youth in the broad definition (under 35), this can be both exciting and frightening. For now most of the action has been taken by youth in tertiary institutions, but what about the 40% NEETs? How can they flex their muscles, find purpose and demand opportunity?

It is these youth that AVA seeks to support.



Why AVA still exists?

In Man's search for Meaning, by Viktor E. Frankl, the classic tribute to hope from the Holocaust, he quotes Nietzsche: "He who has a Why to live for can bear almost any How." Frankl published a study in 1933 where he was working with youth suffering from "unemployment neurosis". By persuading them to volunteer in "youth organisations, adult education, public libraries and the like... they could fill their free time with some sort of unpaid but meaningful opportunity – their depression disappeared although their economic situation had not changed."

We would go on to say that not only does the depression and "unemployment neurosis" lift in youth volunteers, but they get the opportunity to discover their true potential and start to value themselves and envision a hopeful future in which their economic future will change.

Five years since inception, AVA continues to use youth volunteering as a way of addressing one of our country's most serious issues, our growing youth unemployment. According to a 2016 study by the Centre for Development Enterprise, "the scale of youth unemployment in the country must shape a bold, new agenda for action... South Africa needs millions of new jobs for the workforce we actually have, not the workforce we wish we had. " At least 40% of young South Africans between the ages of 18-24 are 'NEETs' (not in employment, education or training), posing an enormous challenge to our country. Our inadequate schooling system is unlikely to produce more matriculants eligible for higher education in the near future. Studies show that for every 100 pupils who started school in 2005, only 56 made it to matric in 2016, 37 passed and 14 qualified to go to university. Few institutional avenues exist to bridge the gap between school and work. Global studies

have shown that more than 50% of youth get their first job from their existing networks, so youth without networks are seriously disadvantaged in securing that all-important first opportunity. Creative initiatives are needed to support youth to build sustainable futures. AVA is one such initiative.



While there is so much talk of our unemployed youth being a ticking time bomb, a lost generation and the country's greatest problem, in AVA's experience of working with young people we have not found this to be the case. We have found instead that young people from impoverished communities have many of the qualities needed to step into a much brighter future. They are resilient, tenacious, strong and courageous and very willing to take up an opportunity to gain experience and realise their potential. They do not want to sit at home. They do require resources to access and retain an opportunity as well

as support to navigate the obstacles of a first-time working experience, and this is what AVA provides.

AVA continues to use youth volunteering as a way of addressing one of our country's most serious issues, our growing youth unemployment.

The need for self-development



This has probably been AVA's greatest area of growth and development over the past year. Mentioned in a recent DG Murray Trust publication on youth volunteering, AVA is one of the "very small number of organisations using the time young people spend volunteering as an opportunity to prepare them for the working world". This year has been an opportunity to drill deeper into what that really means. How can we best prepare youth for this "working world" through volunteering?



AVA has proved that sustained volunteering does instill some obvious and essential skills such as learning to be on time, showing up every day, communicating absence or delays, expected conduct in the work place, ability to work in a team, the soft skills that employers claim our youth do not have. Volunteers also get to improve their computer literacy, report writing, public speaking etc. We have also found (and this is well documented in global studies on youth unemployment as well as in Frankl's aforementioned study) that volunteering has the potential to bring about real change in critical areas such as self-esteem, self-awareness and emotional and social intelligence.

While AVA has organically developed a unique self-development curriculum over the years to prepare and orientate volunteers for the opportunity ahead and allow them to harvest as much benefit as possible from their experience, this has become an increasingly essential component of the AVA experience, allowing for more authentic reflection and active learning. This year saw the development of our signature Breaking Beliefs and My Best Self courses, developed out of desperation in an attempt to shift the negative beliefs and conditioned thought patterns that were proving to be the greatest stumbling blocks to volunteers making the most of their opportunity. The courses use different approaches to challenge conditioned thinking and behaviour and limiting beliefs, encouraging participants to change aspects of their thinking that doesn't serve them. These courses are designed to shift the locus of control from external to internal, allowing young people to discover that they can be the drivers of their destiny and that they are not just victims of their circumstances or prey to others and (most importantly) their own negative opinions about themselves.

We have also found that volunteering has the potential to bring about real change in critical areas such as self-esteem, self-awareness and emotional and social intelligence.

Volunteering in different contexts

While this year has again seen a movement away from AVA's traditional model of placing youth into NGOs due to the enormous effort required to develop the YearBeyond programme with 100 on-site volunteers, we do not see this shift as permanent. One of the many lessons learnt from running the volunteering programme of YearBeyond has been the fact that volunteering can work in a number of different contexts. The LiteraSEA programme has shown how it can work during the school day, with YearBeyond showing the after-school scenario. This year has also brought about the conception of our Work4Progress programme funded by DG Murray Trust, placing youth in carefully selected small enterprises to gain skills and experience. We are excited about the potential of this pilot starting in March 2017.

Working in partnership

Volunteering programmes, by their very nature, involve much collaboration and building of partnerships. While AVA recruits, orientates and trains volunteers as well as supports them on their volunteering journey, they have to volunteer somewhere. The development of strong partnerships with the individuals, organisations, businesses and institutions hosting the AVA volunteers is crucial to the success of our intervention. This year has seen a deepening of our partnerships with a number of provincial government departments, a variety of NGOs and more recently the small businesses who will be hosting our Work4Progress volunteers.

Providing the volunteers to various programmes and initiatives puts AVA fully in the spotlight. How well our volunteers perform and progress both during their time as volunteers and where they go to afterwards reflects on us as an organisation. Are we recruiting and preparing the youth appropriately? Working with youth who have never worked before is a challenging process. AVA's perception of our volunteers is often different to those of our partners who require them to provide a service. While we see our

volunteers as a work in progress we

find that our partners tend to view them as a finished product. Much of our work this year in developing strong partnerships has been through ensuring that our partners expectations of the volunteers are realistic by walking them through the journey with the volunteers.

We are very grateful to all our partners for giving the AVA volunteers the opportunity to make their mark and grow at the same time. Without them we wouldn't be.

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Our footprint

AVA's footprint is definitely deepening. We are still a young organisation and while our model is firmly in place, our structure has not yet settled. Our methods of measuring of success need more focused attention and we spend so much time doing that our capacity for sharing our success stories is still limited. Despite these challenges, which are not unique to an organisation that is not even 5 years old, we are making an impact on the youth development landscape. The youth who go through our programmes love the experience and are glowing in their evaluations.



Our progression rates of 77% this year continues to prove our theory of change. We are proud to be one of the organisations involved in the Western Cape Schools Support Programme that managed to meet (and exceed) the Jobs Fund progression target. As previously mentioned AVA is one of very few organisations actively promoting youth volunteering as a pathway to employment. We are continuously contacted by potential volunteers from other provinces requesting us to set up programmes there. Our YearBeyond programme has attracted several youth from other provinces who have even moved to the Western Cape to join the programme.

Our self-development programme is an attractive aspect of our offering, and we have been approached by other youth organisations to see if we can offer aspects of it in other contexts.

Finally

While working in youth development is hugely challenging, it is also enormously rewarding and essential. We truly believe that AVA offers a creative way of working with youth that has the potential to be upscaled and replicated. The AVA model is flexible and appropriate to a wide variety of contexts working with an equally wide variety of partners. The ingredients to the success of the initiative are simple:

**willing youth + volunteering opportunities
+ travel allowances
+ accelerated self-development
=
*a movement of young people
actively doing work they love***

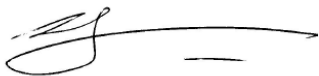
AVA still has challenges facing it in the next few years, an imminent change in director, expansion of our mostly young staff, pressure on our physical space, more focus needed on funding, to name a few. Despite these we firmly believe that we are on the map and that the next few years will be even more interesting than the last few.

AVA continues to advocate for opportunities for the growing numbers of NEETs to gain a chance to prove that instead of being South Africa's greatest problem they are in fact our most valuable resource. While we view our most important task as awakening youth to their own value, we also believe that through our partnerships we have an opportunity to change the way our partners and other stakeholders view the youth.

Greenpeace managed to "achieve a rare paradigm shift in human behaviour towards the conservation of whales and other marine species", even when there was "a sudden and unprecedented acceleration of the human use of natural resources across the globe." They believed that often the most important issue is to change "the way people think". At AVA we believe this too. We believe that the more people are exposed to the potential of our youth through their volunteering efforts, the more likely they are to change their thinking and see them as our greatest untapped resource.

***As Rabindranath Tagore puts it so perfectly,
"Let him only see the thorns who has eyes to see the rose."***

Perhaps if more South Africans are able to see our youth as roses instead of thorns they will gain the courage to step into the limelight and show off their true value. Then there will be no more need to talk about ticking time bombs and lost generations.



Lisa Garson

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2. The AVA mission and vision

Realising a South Africa where every young person gets the opportunity to work on our brighter future

At AVA we believe in the potential, drive, resilience, courage and passion of our youth.

We see youth as our country's greatest untapped resource.

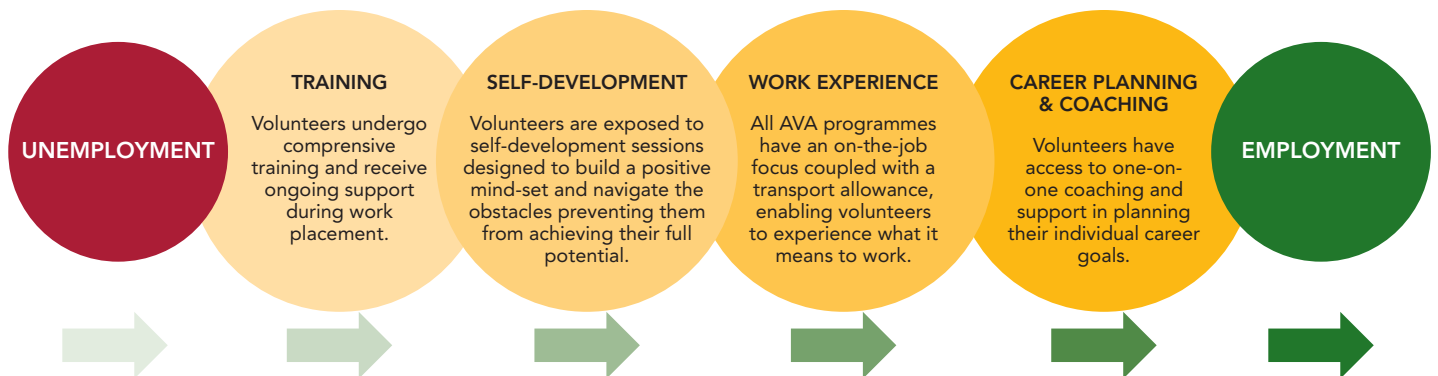
AVA aims to spread the culture of volunteerism through our mission:

Equipping youth with the confidence, skills and networks needed to realise our vision, by offering volunteering opportunities as a key to unlock their future potential



3. The AVA model

The AVA model illustrates volunteering as a key to unlocking the future potential of youth. The AVA experience equips volunteers with the confidence, skills, experience and networks they need to actively engage in building a better South Africa.



Volunteers are exposed to a unique blend of orientation, training, work experience and self-development. All volunteers are supported with mentorship and guidance to assist them in navigating their first working experience. At AVA we believe that working with young people in a supportive way encourages them to realise their innate abilities and potential.

4. Our team

AVA's small senior management team is complimented by a growing number of young staff members from our alumnus body. Completing a whole year as a volunteer, waking up every morning, travelling long distances and putting up with

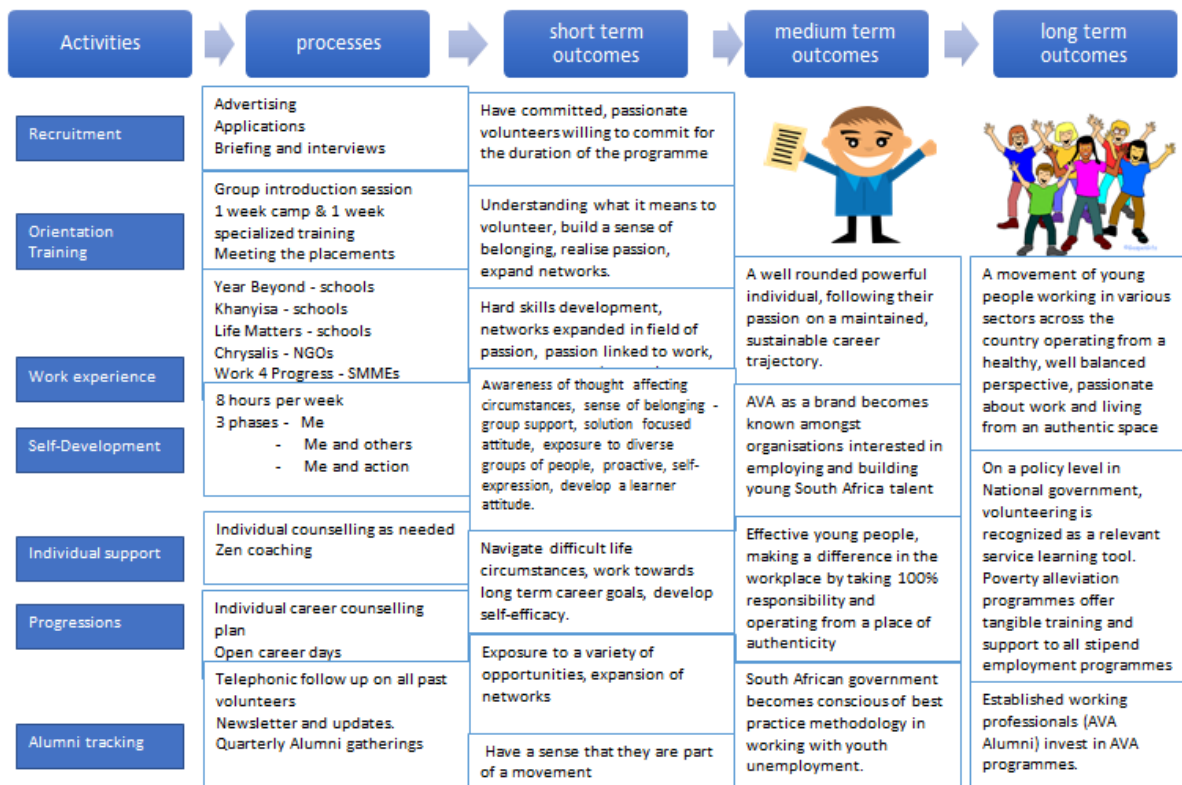
the challenges involved in working in teams, as well as operating in difficult spaces and unfamiliar environments is not for the faint-hearted. We believe that young people who have proved themselves through sustained volunteering make excellent employees with desirable qualities such as perseverance, resilience and passion. AVA alumni also bring the advantage of understanding what being a volunteer entails and can offer excellent support to new volunteers, encouraging them to go the distance and reminding them of the rewards.

Our team is also enhanced by young Dutch social work student volunteers who join us every year to gain work experience and give back at the same time. They provide a valuable addition to our counselling team, helping volunteers to overcome some of their life problems during the year.

For the 2016 programmes AVA employed 15 AVA alumni as volunteer facilitators and by the beginning of 2017 our staff number has increased to 33, with 27 of these being AVA alumni! We are very proud of our young growing staff and our vision is that AVA will one day be staffed almost exclusively by alumni.



5. Our theory of change



At AVA we believe in the potential and willingness of youth. Our theory of change is based on the simple formula shown in the director's report:

$$\begin{array}{c} \text{willing youth + volunteering opportunities} \\ + \text{ travel allowances} \\ + \text{ accelerated self-development} \\ = \\ \text{a movement of young people} \\ \text{actively doing work they love} \end{array}$$

Willing youth: While the AVA recruitment strategy relies mainly on word of mouth, this is one of the most important elements of the AVA theory. In order for young people to have a successful integration into the world of work, they need to have the main ingredient – willingness. At AVA we believe that we can work with and groom anyone as long as they are willing to grow and expand their horizons. Volunteers go through a stringent selection process, where they fill in a written application, attend a group briefing session and have a one on one interview. We do not work with the “cream of the crop”, but believe that any young person who has had doors closed on them and not given up on accessing an opportunity still has the potential to shine.

Opportunities: Volunteers are offered a variety of opportunities. AVA placements generally vary from tutoring in the after school space, helping young learners to read, working in various placements in either NGOs or SMMEs. We believe that in order to sustain a volunteering experience, young people need to be linked to something that ignites their passion.

Many of our volunteers thrive in this environment through their love for the children and the environments that they work in, leading to a very successful integration and a worthwhile experience for both the placement and the volunteers.

AVA strives to ensure that all our business and school partners understand the importance of grooming and supporting the youth of South Africa to succeed. For this reason, we assist organisations by facilitating interventions and meetings where we mentor not only the volunteer but the host partner to ensure that both parties can make the best of the volunteer experience.

We find that in this way, doors open up and many of our volunteers are absorbed as full time employees into their placements.

Travel allowances: The reality in South Africa is that many people do not have access to systems and resources that enable them to proactively enhance their life circumstances. This means that many young people feel stuck and lost, sitting at home without the means to seek employment, further studies or even attend interviews. At AVA we believe a transport allowance is not a hand-out but a hand-up. Coupled with intense mentorship, support and training it is key to a young person's ability to progress in life.



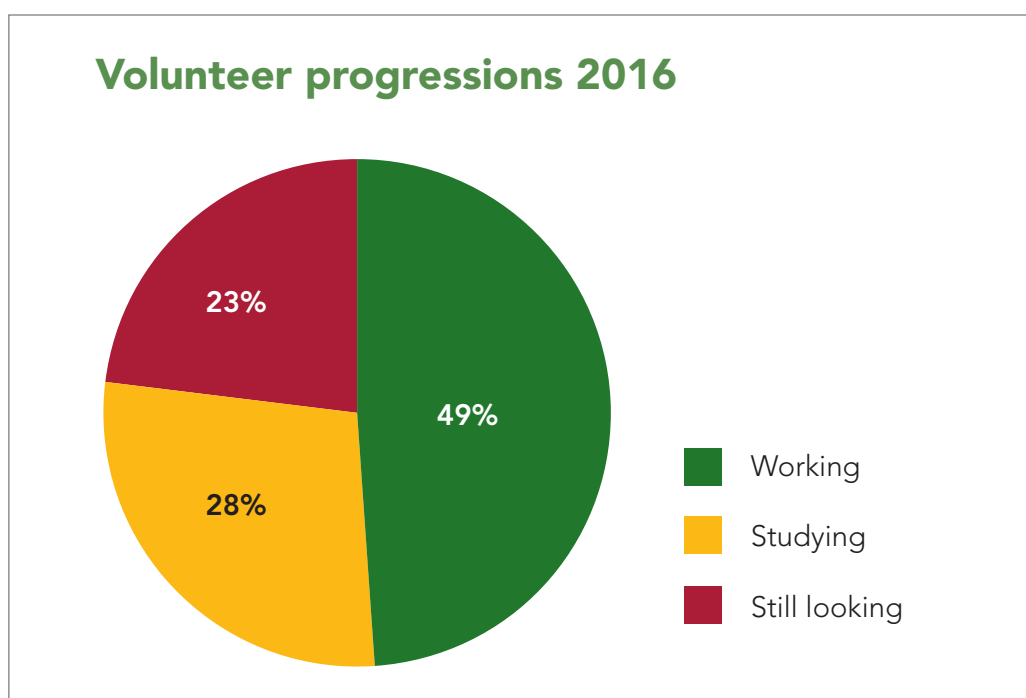
Accelerated self-development: Volunteers are exposed to 8 hours of self-development and training per week, going through an intensive process where they have the opportunity to explore their lives, their circumstances and how their minds work. They are also able to reflect on the contribution they are making in an area that they feel is important to bring about a better world. This reflective space not only provides a safe environment, but creates a movement of young people who are not afraid to talk about their feelings, are able to bravely be authentic, know how to take 100% responsibility and ultimately can shift the future of this country. We can measure some of this change in them through psychometric testing, looking at the shift in their locus of control.



We believe all youth have the potential and right to engage with meaningful opportunities that not only ignite passion but enable the growth and development that is their birth right as young citizens of South Africa.

Progression: While there are many elements of our programme that lead to our success as an intervention, the number of volunteers who progress to better opportunities is the most obvious. Other factors such as a shift in the locus of control from external to internal is another factor to consider, since this shift in an individual shows that they are moving from believing that they have no control over what happens to them in the future to discovering that they can become the drivers of their destiny.

The figure below shows the progression rates for the volunteers from 2016. This is the figure calculated at the beginning of the year, when some volunteers were still waiting to hear if they had been accepted at tertiary institutions. Due to the Fees must Fall activities at the end of 2016, universities and technikons started later than usual, so this number will change during the year.



6. Our volunteering programmes

This year AVA ran two major programmes, YearBeyond and LiteraSEA. Both of these involved recruiting, training and supporting volunteers working with learners in a school environment. We also conceived and set up a new initiative, Work4Progress, which will be placing youth as volunteers in specifically selected SMMEs.

a. YearBeyond

- This was the second year that AVA took on the responsibility of recruiting, training and mentoring volunteers on the YearBeyond programme. A flagship programme of the Western Cape Department of the Premier, YearBeyond provides volunteers with a gap year experience, training them to offer after-school academic enrichment to learners in low percentile primary and high-schools across Cape Town. As co-creator of this programme, together with the WCED and DCAS, AVA was responsible for running a pilot programme in 2014, placing 20 volunteers in 4 schools. YearBeyond upscaled in 2015 with AVA placing 80 volunteers in 16 schools. This year AVA was responsible for recruiting 110 volunteers for 22 schools and managing 90 of these in 18 of the schools.
- AVA plays a two-fold role in this programme. As the volunteer management partner we are responsible for recruiting, orientating and facilitating the academic training of all the volunteers. We also co-ordinate the Leadership Development Programme delivered by the Frederick van Zyl Slabbert unit at Stellenbosch University, facilitate AVA's unique self-development programme and prepare the volunteers for their participation in the prestigious Innovation Challenge. For the Innovation Challenge volunteers are posed with one of the many challenges facing our education system and invited to come up with, test and present, innovative solutions to this problem. This year the problem identified was how to create a culture of learning in low resourced schools.
- As one of the implementing partners of YearBeyond, AVA also managed the after-school YearBeyond programme in 18 schools in 2016 and will be working in 12 schools in 2017. Working in fewer schools allows us to focus on our key role which is the development of the volunteers.
- Volunteers participate in the various components of their development programme in morning sessions, spending the



afternoons at their schools. 5 volunteers are assigned to each school and are managed by a Site Coordinator or Facilitator. Volunteers run different online and offline academic programmes best suited for the learner context. Continued training and curriculum development take place throughout the year to ensure a high level of academic roll out of these programmes.

- In the after-school programme learners have the opportunity to improve their numeracy and literacy skills. The volunteers tutor the learners and serve as educational role models as they have all achieved good Maths and English marks for matriculation. The volunteers also run Club days on Friday afternoons which involves the learners in a variety of sporting and cultural activities such as soccer, art, dance and debating. This assists in creating a better-rounded individual. With improved academic results learners have a greater chance of accessing tertiary education and/or employment opportunities. Additionally, in the school space, the volunteers connect with parents through meetings, day to day contact and telephonic interventions. This involves the parent body in the development of their children.

Here is what some of our YearBeyond volunteers have to say about the programme:

Sanele Maketsi: Before joining YearBeyond Sanele was studying political science at the University of the Western Cape. He completed 2 years, when he saw YearBeyond advertised. He decided that it would be worthwhile for his future in politics to align him with a programme of this nature and gain experience in education. He aims to continue his studies in the future.

Sanele is a very passionate and driven individual who has volunteered in the past, an activist at heart he has started his own youth organisation.

He feels that this programme has taught him the value of listening to people. He says now he is less stubborn. He has learnt the importance of having an attitude of a learner and asking questions.

Shameera is originally from Klerksdorp in the North-West province. She moved around a lot during her childhood and says that she always felt out of place.

Before joining year beyond she spent 2015 redoing her matric and volunteering in a school in Fairmont, helping any teachers who needed assistance with their classes.

Shameera wants to study IT and she has already enrolled with an organisation called Code X for next year. She says this link was made through being part of Year Beyond.

She feels that being part of the programme has helped her self-confidence and kept her out of trouble.



Sethu started her career working in a call center and realised very soon that she was unhappy. One day when she was talking to a client she had the revelation that she had to leave, she knew that she wanted to give back more to the world and do more with her life.

Sethu says that through being in the YearBeyond programme she has developed more self-confidence, and learnt to be present and engaged with every situation that she comes across.

She is more aware of the world around her, and has realized her passion for working with youth, a career path that she would like to pursue.



b. LiteraSEA

Action Volunteers Africa (AVA), Edupeg and the Shine Trust (Shine), partnered to pilot the 'LiteraSEA Project' (Shine, Edupeg, AVA) in the second half of 2015. The purpose of this project was to improve the literacy levels and reading skills of 272 Grade 2 learners in three Edupeg supported primary schools in Gugulethu: Xolani, Intshinga and Mseki Primary School. The LiteraSEA Project was a pilot project which ran over five months until the end of 2015.

This project was implemented by 20 carefully selected volunteers. They were unemployed youth from the surrounding communities of Gugulethu, some of whom were past pupils of the schools they volunteered in. These volunteers were trained to implement Shine's methodology of paired and shared reading with Grade 2 learners in these schools. The books utilized for this project were carefully selected to complement Grade 2 reading age, housed in a portable Shine book cabinet. The 20 volunteers were integrated and welcomed into all schools and made to feel part of the staff.

The schools we worked in all supported this pilot project and this year the programme expanded into 8 schools in Gugulethu and Khayelitsha. 58 volunteers were recruited, trained and prepared to deliver the paired and shared reading to 780 learners who received 6 months one-on-one reading practice. The volunteers came to AVA offices twice a week for reflections and self-development.

In 2017 the project is set to expand further, deploying 103 volunteers in 24 schools including new schools in Retreat, Lavender Hill, Delft, Philippi and Strand. It has also had a name change and will now be called the Khanyisa project, with Shine and AVA as the project partners.



Here is what some of our LiteraSEA volunteers have to say about the programme:

Okuhle Benzi: "Being part of Action Volunteers Africa and the LiteraSEA Programme working as a volunteer with grade 2 learners and improving their lives through reading was my best love for being in the programme. I loved seeing grade 2 learner that was "shy" and called by the teacher a 'slow learner', improving and confidently able to read in front of a class. Having kids queuing up to have a reading session, when it's break time, this was an amazing experience and has motivated me to pursue Education as my career."



Blanche Petersen: AVA helped me find myself and ignited a love for education and youth development. Now as a facilitator in the programme for 2017 I will get to use my experience and nature and mentor the volunteers that I work with and support them to be best at what they do and hopefully they too will find direction in life"

c. Work4Progress

Work4Progress is a pilot programme which was launched in January 2017. The aim of the programme is to provide young people between the ages of 18 and 25 with work experience by placing them in small businesses. They volunteer full time from Monday to Friday where they have defined roles for a ten month period, but spend every Wednesday at AVA, reflecting on their progress and participating in a self-development session. The volunteers are provided with a travel stipend each month to get to and from their placement. The programme started on the 27th of February 2017 with 20 volunteers who will be placed in a variety of SMMEs and will end on the 4th of December 2017.



7. Self-development

The AVA self-development programme has grown from strength to strength. This year marked the first year that AVA has run 2 of our own uniquely designed self-development streams. Designed through the experience and expertise of a diverse team, and learnings from the years of working in youth development, AVA has developed a signature course, Breaking Beliefs and a follow up training, My Best Self.

AVA has become renowned in the training and development field and these courses have become so popular that this year AVA supported the Bookery in running training and self-development for their library assistant programme.

This year AVA has taken 183 young people through self-development training (LiteraSEA, YearBeyond and the Bookery).

AVA unique self-development curriculum has 3 main themes which are reflected in most of the courses we offer:

Stage 1: Who am I, and what do I bring to the world?

Stage 2: How do I interact with the world around me?

Stage 3: How can I make an impact and change the world?

AVA believes that when we come into the world we are conditioned and influenced through our interactions with the world around us. Our learned behaviours, together with our experiences, impact on how we see and value ourselves and how we interact with the world of work. Through the safe environment that AVA provides, together with our reflective and developmental approach, we create a space that allows young people to question these behaviours and negative beliefs and become aware of healthier and more positive ways to interact and contribute with the world.

Over the year young people have been exposed to Creative writing, Biodanza, Art, First Aid, Self Defence, Capoeira, Meditation, Drumming and Story-telling and the AVA signature courses Breaking Beliefs and My Best Self.

Through the safe environment that AVA provides, together with our reflective and developmental approach, we create a space that allows young people to question these behaviours and negative beliefs and become aware of healthier and more positive ways to interact and contribute with the world.

Here is what some volunteers have to say about Self-development

"We were exposed to different types of art and although I thought I couldn't draw well I 'wowed' myself and found out how to just be myself."

"I learned how art can relate so much to your whole life"

"I loved expressing my feelings and really getting in touch with them through art and also not being judged"

"Through writing I learnt to be at peace with myself and connect with others. I loved hearing other people's stories"



"I am someone who gets angry easily, but this writing taught me to control my emotions. It gave me a way to express my feelings that did not harm anyone"

"I loved Biodanza. There are no strict rules. You can move and express yourself anyway you want. I got to heal myself through dancing and it made me happy."





"Biodanza got me to know myself at a deeper level"

"I learnt that when you walk you have to walk with confidence. It teaches you not to fear anything because no-one owns this world, we all belong in it."

"The best part of self-development was Breaking Beliefs. I got the chance to deal with my ghosts."



"Breaking Beliefs helped me cope with my past. I was really broken, now I feel I can express myself and I am worthy"

"I learnt a lot from Breaking Beliefs including not taking things personally and allowing my feelings. I enjoyed that part."



"In my best self I realised what was standing in my way.

I found asking myself
"What is the worst that can happen?" really helped me."

"I got to know myself on a deeper level and gain the confidence I've never had."

"I became aware that I am my own saboteur during My Best Self."



8. Looking towards 2017

2016 has been a year of consolidation and growth. In 2017 AVA will be running 5 volunteering programmes and managing approximately 250 volunteers. These include YearBeyond, LiteraSEA (which will now be called Khanyisa), a pilot programme with Life Matters Foundation, a small NGO placement programme with Chrysalis and our Work4Progress pilot.

AVA plans to use 2017 to improve systems and structures, get more firmly on a path to financial sustainability with a view to expanding so that we are able to offer our services to many more youth across South Africa.



9. 2016/17 Financials

BALANCE SHEET

	2017 CURRENT	2016 PRIOR
NON CURRENT ASSETS		
Property and equipment	219 620	226 012
CURRENT ASSETS		
Cash and cash equivalents	1 801 441	930 308
TOTAL ASSETS	2 021 061	1 156 320
EQUITY AND LIABILITIES		
Equity		
Retained income	1 057 847	41 182
Liabilities		
Current Liabilities		
Trade and other payables	60 214	85 321
Deferred income	903 000	1 029 816
TOTAL LIABILITIES	963 214	1 115 137
TOTAL EQUITY AND LIABILITIES	2 021 061	1 156 320

DETAILED INCOME STATEMENT

	2017 CURRENT	2016 PRIOR
REVENUE	11 207 900	10 660 980
Grants AVA	2 194 833	1 314 289
Grants YearBeyond	9 013 067	9 236 830
Other income		109 861
OPERATING EXPENSES	10 191 236	10 997 167
Marketing and advertising	26 335	90 467
Auditors remuneration	23 759	12 500
Bank charges	15 545	12 515
Cleaning	49 138	
Professional fees – Strategies for Change		18 399
Depreciation	100 892	36 867
Employee costs	2 859 242	3 147 613
Refreshments	38 238	19 841
Advisor – YearBeyond		300 960
Volunteer Stipends	2 215 135	3 356 599
Volunteer recruitment and orientation	304 308	58 443
Schools programme	2 889 896	2 830 408
IT and Internet expenses	45 061	148 807
Insurance	38 551	
Rent and utilities	545 910	50 321
Legal expenses	15 891	5130
Reimbursement – YearBeyond		130 007
Volunteer leadership and Self development	804 353	495 429
Host NGOs		204 150
General maintenance	28 019	
Printing and stationery	32 644	25 421
Workshop expenses		26 845
Security	20 519	
Telephone and fax	63 184	8 157
Staff transport	74 616	7 387
Travel expenses		10 900
SURPLUS FOR THE YEAR	1 016 664	(336 186)

10. Donors and funders

Over R1 000 000

Casidra

Western Cape Provincial Sports Council

Over R500 000

DG Murray Trust

Over R100 000

Cape IT Initiative

Nussbaum Foundation

Old Mutual Foundation

SAB

The Learning Trust

Less than R100 000

Action Appointments

HIVOS

Khulisa

Peralex

Pick n Pay Clothing



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