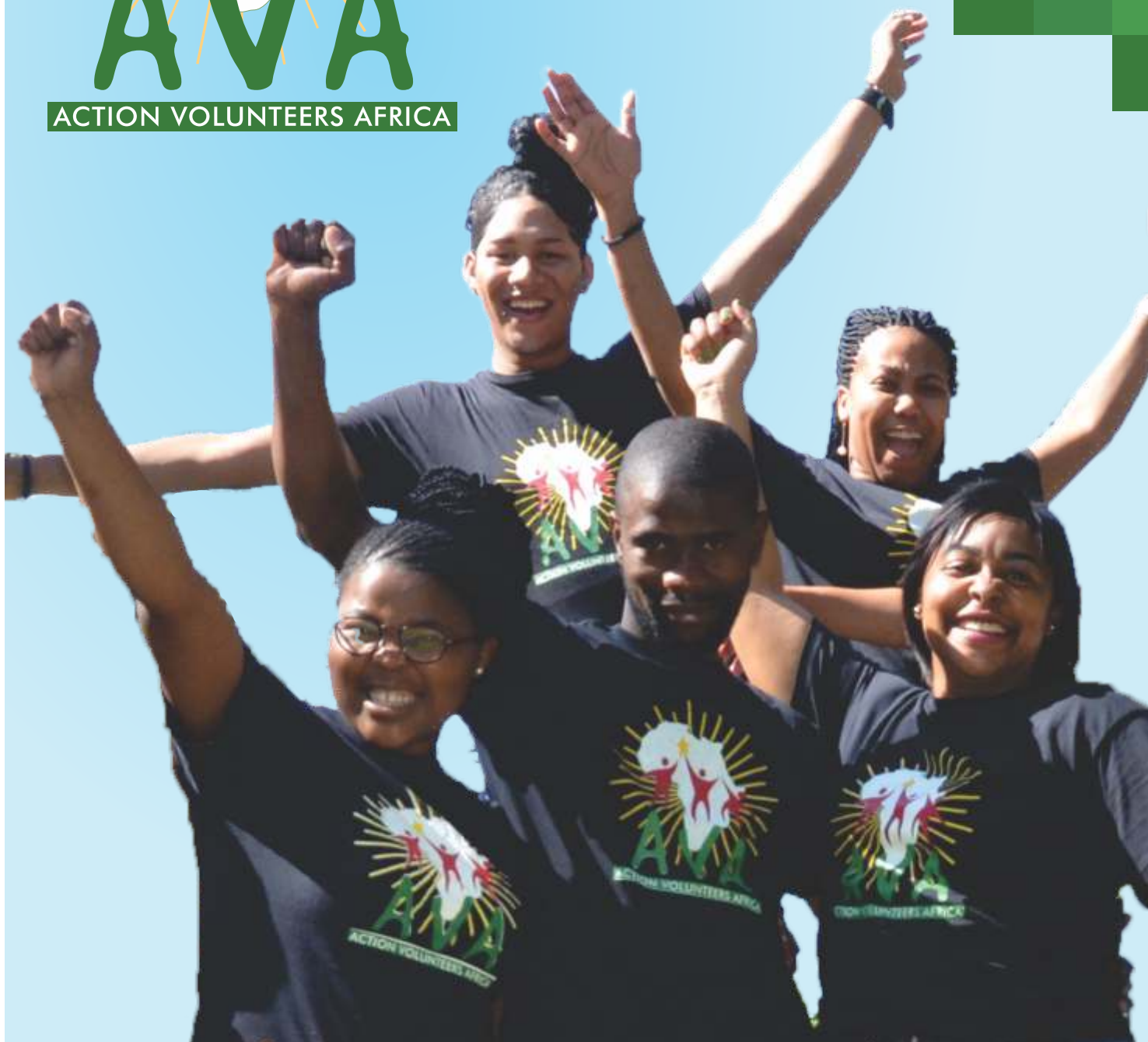




ACTION VOLUNTEERS AFRICA



ANNUAL REPORT

March 2018 – February 2019

OUR VISION

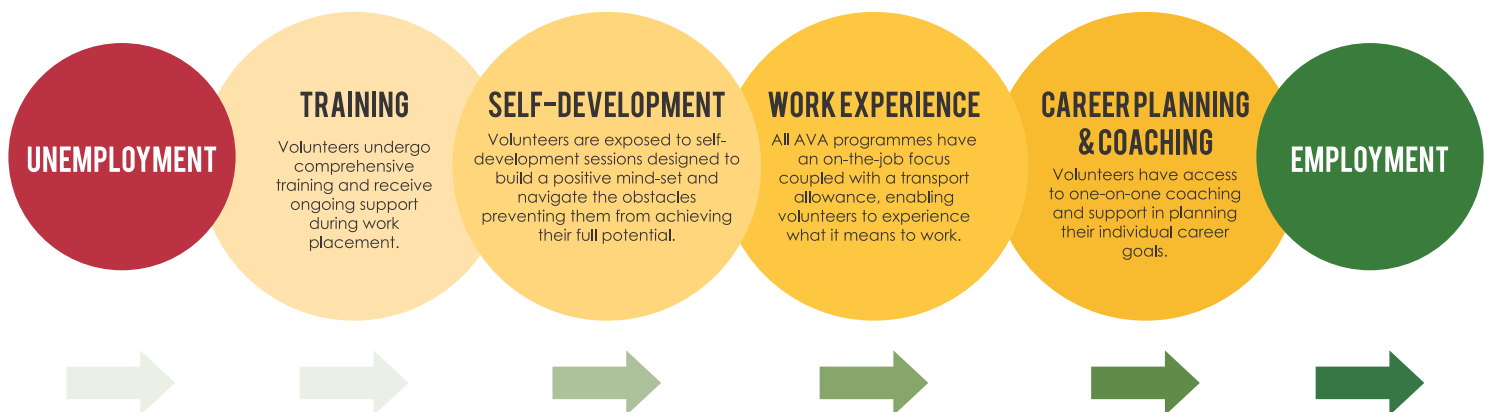
Contributing to a society where every unemployed young person is empowered to build a sustainable future.



OUR MISSION

AVA embraces volunteering as a tool to unlock the potential of unemployed youth (18-25 years) by training and placing them in full-time volunteering positions in a variety of contexts. Through these sustained volunteering opportunities, enriched by a unique personal development programme, the volunteers gain experience and are empowered to become economically independent and socially responsible citizens.

OUR MODEL





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STAFF

Ms Janine Hansen	Ms Sanelisiwe Gomomo
Ms Charnré Taylor	Ms Robyn Humphreys
Ms Simone Shall	Ms Okuhle Benzi
Mr Asemahle Dyaphu	Ms Babalwa Mlokoti
Ms Anelani Mvubu	Mr Thembani Dyule
Ms Babalwa Bobo	Mr Lance Swartz
Ms Charnelle Kotze	Mrs Katharine Brooks
Ms Yolanda Bomvana	Ms Mendy Hans
Mr Mbuyiselo Yanta	Ms Tiffany Jane Schouw
Ms Sethu Ngqiva	Ms Unathi Ngwane
Ms Sesethu Momoza	Mr Siphamandla Papani
	Ms Aqeefah Matroos

BOARD MEMBERS

Vuyiswa Doo (Chairperson)
Moira Jones (Treasurer)
Dugan Fraser (Resigned September 2018)
Mandla Sifumba





CHAIRPERSON'S REPORT 2018

CHAIRPERSON
Vuyiswa Doo

In 2017, it was clear that 2018 would pose challenges, as all transitional periods do. This proved to be the case. Circumstances had not allowed for a planned handover from the Founding Director to Action Volunteers Africa's (AVA's) current Executive Director Janine Hansen. This situation, resulted in a poorly executed change process, unclear expectations which placed a strain on the AVA team. I believe that it was the team's and the board's commitment to AVA's mandate that anchored us.

AVA's mandate remains relevant, as articulated in both the Director's report and that from Director of Programmes. Effective Youth development is a critical success factor for the achievement of our countries long term developmental goals, social and political stability.

Janine joined AVA in March 2018. The strong relationship developed between her and Director of Programmes, Charnre Taylor has benefitted the organisation, transferring institutional knowledge, whilst ensuring continuity and the formation of a strong management team. Their efforts have contributed to the maintenance and development of strategic relationships and collaborative partnerships, important especially in the NGO's current context.

We cannot ignore major shifts in funding patterns within the Non - Governmental Organisation (NGO) sector, resulting in NGO's closing down and reducing the scale of activities. *"NPOs need to be nimble – Without sufficient income, their much needed services cannot be delivered. In focus group discussion among NPOs, and in general discourse, we have seen confirmation of decreased international funding and more competition for limited funds. While some NPOs are nimble and innovative in addressing funding challenges, many more organisations are under resourced and highly dependent on single sources of funding support."* Sangonet February 2019

Organisational sustainability was and continues to be a key focus area. AVA has seen reduced funding impacting on our ability to implement our mandate in the manner we wish to. It has also become apparent that a number of current and prospective funders will only fund AVA if the organisation extends its foot print to other provinces. The board gave in principle agreement for AVA to explore establishing expansion into the Eastern Cape. Both in terms of outright fundraising and the potential Eastern Cape expansion, this is work in progress.

2018 was also meant to be a year of consolidation of programmes and the implementation of systems to ensure that AVA operates in a more formalised, structured environment. Some of this was achieved, most particularly with the approval of a financial policy framework and focus on effective management of organisational resources. More remains to be done, including reviewing, standardising and documenting AVA's self - development programme and core outcomes. Human Resource policies exist in draft form, these need to be workshopped and approved, hopefully providing an opportunity to reinforce the organisation's emerging culture.

Governance

During this year, one of our founding trustees, Dugan Fraser resigned. We miss his insightful questioning and input. We wish him well. The Board is seeking relatively youthful trustees who can relate to our beneficiaries and others who have the range of skills required to complement existing board skills.

The following paraphrased quote provides an insightful focus for 2019 and beyond *'The results also showed that there is a need to develop strong governance structures that enable the organisation to recruit resourceful board members that can provide an oversight – on organisational strategy and control. Participate in their fundraising efforts, and enable the organisation to invest in ideas for income generation by increasing the risk appetite of the organisation.'* Mini Dissertation: Mmabatho Maboya 2016 (University of Pretoria)

I wish to thank the trustees for their enduring commitment reflected in their attendance of additional meetings during this transitional period.

Conclusion

2018 can be characterised as a year of change! AVA would not have got through this year without its team. On behalf of the board, I would like to thank every member of our 2018 team for their commitment and contribution to delivering AVA's mission, Enkosi.

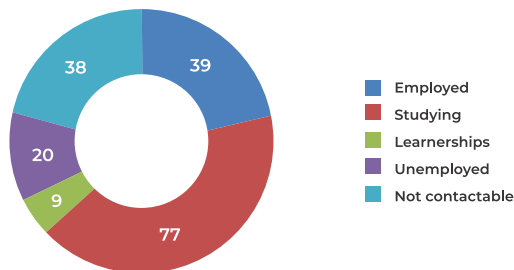


Youth unemployment is a national crisis and “a shame on our country’s conscience”, according to the president of South Africa (SA), Cyril Ramaphosa. How bad is it really? According to eNCA, 3.3 million of the 10.3 million people between the ages of 15 and 24 years in SA, are not in employment, education or training (NEETS). This percentage increases dramatically to 57% for those between the ages of 18-25 years; making SA the capital of youth unemployment in the world! This annual report will reflect why Action Volunteers Africa (AVA) is so needed and relevant in addressing this crisis.

AVAs PROGRAMME

AVA offers a different, but impactful solution to youth unemployment that actually creates jobs for those who are the most at-risk of not being able to access opportunities and a decent job. AVAs Work4Progress programme saw 44% of the participants, many without matric, being absorbed by the SMMEs where they were placed; and 50% found employment in other companies. Figure 1 presents a summary of the collective impact of AVAs programmes on the progression of the young people from a state of NEET, to productive engagement with a positive future trajectory. A detailed reflection on the programmes implemented by AVA in 2018, is provided in this publication under The Director of

Figure 1. Progression of 183 youth after completing AVAs Programmes in 2018



AVAs PEOPLE

A team of 24 staff members managed the implementation of the different programmes in 2018. Much time and resources were invested in strategic planning on every level and in every department; from the Board to the administration team and this contributed to a revised vision and mission statement to focus on. Staff development and teambuilding was also a key priority as a motivated and engaged team that whole heartedly supports and believes in the mission of AVA, is one of the key factors that will ensure the sustainability of the organisation. The organisational structure has been adapted to support our quest for greater efficiency and sustainability. AVA is more agile, more focused, more responsive and is now even more dynamic, having significant impact and huge potential to grow.

The AVA Board of Directors forms an important part of the organisation that brings skills and expertise needed to foster optimal performance. Due to their commitment to the organisation, they have assisted in areas such as HR management, financial management and overall governance. Our thanks go to the Board, under the leadership of Vuyiswa Doo, for their support and contribution.



EXECUTIVE DIRECTOR'S REPORT

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“AVA offers a different, but impactful solution to youth unemployment that actually creates jobs for those who are the most at-risk of not being able to access opportunities and a decent job.”

EXECUTIVE DIRECTOR
Janine Hansen



EXECUTIVE DIRECTOR'S REPORT

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“All of this will not be finished in the first hundred days. Nor will it be finished in the first 1000 days, nor in the life time of this administration, nor even perhaps in our lifetime on this planet. But let us begin.”

John F. Kennedy

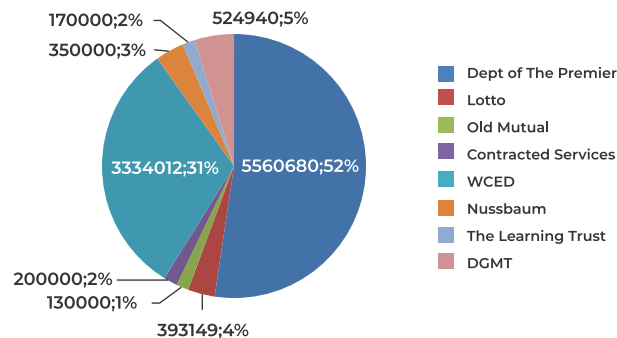
EXECUTIVE DIRECTOR
Janine Hansen

It is impossible to be an expert in all fields and hence we invested in using expert consultants, on a part-time basis as needed, with relevant expertise: Margaret Jenks with strategic planning; CMDS with financial management; and Southern Hemisphere for an independent Evaluation of the Work4Progress programme. Guidance was also provided on a M&E framework for AVA.

AVA's PARTNERSHIPS

AVA relies on partnerships – from funders to implementing partners – who support and work collaboratively with the organisation.

Figure 2. AVA Sources of Income 2018



Funding and expenditure: Figure 2 reflects the sources of income for AVA in 2018. AVA received 19 % less funding than the previous financial year, but still managed to end the year with a small surplus of R169 000. The biggest source of funding is from government (Dept of The Premier's Office) that funded the Year Beyond programme in schools across Cape Town. Funding for stipends was provided by Jobs Fund, via the Dept of Education, until end of August 2018.

The biggest expense is the payment of stipends to volunteers to enable them to travel to and from their place of work. AVA will investigate the option of the 'YES' initiative to secure more resource, in future. Other innovative ways are being explored to generate alternative income.

Partnerships: AVA wants funders and supporters to become active partners and last year many funders assisted in other areas of the organisation. Old Mutual facilitated workshops with the volunteers and alumni on financial literacy and investments. DG Murray Trust is also a great funder who invested additional resources in the development of our staff; individually and for the collective group by sponsoring an Enneagram workshop. The partnership with Shine Literacy is a wonderful example of two NPOs collaborating to address two key social issues: literacy of learners in the foundation phase and youth unemployment.

AVA's POTENTIAL

Based on the successes achieved, AVA has the capacity and experience to expand their reach, in the Western Cape and beyond. Negotiations have started with various entities in the Eastern Cape (Port Elizabeth and Makhanda) to create a platform for collaboration with organisations there.

AVA is at the edge of an exciting period as it transitions into a new phase of growth. It is crucial to develop our processes and programme even more. We still have work to do on our monitoring and evaluation framework and have learnt much from the independent evaluation done by the W4P programme. We will also explore developing new partnerships and innovative ways to generate income. There is much work to be done to address the growing challenge of youth unemployment and it is exciting to be part of an organisation with programmes that really makes a difference.

I joined AVA in March 2018 and it was an eye opening experience seeing the real need in youth unemployment when thousands of youth, armed with their CVs, queued outside an event in Athlone promising the opportunity of jobs. Working at AVA also showed me the other side of how programmes such as ours can make a difference. This quote by John F. Kennedy put things in perspective for me: "All of this will not be finished in the first hundred days. Nor will it be finished in the first 1000 days, nor in the life time of this administration, nor even perhaps in our lifetime on this planet. But let us begin".



2018 has been a year of change and immense development for Action Volunteers Africa (AVA). On many fronts it has felt like a year of fresh new beginnings as our new Executive Director took the reigns in March 2018. Together with this new wave of leadership AVA embarked on a journey of examining all programmes and asking ourselves the question whether AVA is being relevant and responsive to the growing youth unemployment crisis, or are we merely placing a band aid on the symptoms. This has allowed the exciting opportunity to change some aspects of the programme while strengthening and deepening our approach. This process has provided a strong platform to propel AVA forward in 2019.

In 2018 AVA implemented 3 programmes and impacted the lives of 183 unemployed youth (18-25 years). This number was lower than the previous year to allow AVA the space to focus on growth and consolidation as we changed leadership and re-evaluated our strategic direction. Below is a short description of the impact of each of the 2018 AVA programmes.

•YEAR BEYOND (YeBo)

2018 was the fourth year that AVA has been involved in the implementation of the Year Beyond (YeBo) Programme. YeBo is a partnership between the Western Cape Departments of the Premier, Education, and Cultural Affairs and Sports. AVA was privileged to be part of the pilot of this programme in 2014 with 20 volunteer in four schools, and in 2018, it remained one of the main implementing partners with the programme running across 22 schools with 110 volunteers.

The programme has a dual development focus: educational enrichment for learners, which is run after school hours; and leadership and employability readiness for volunteers. In this way, the model is characterised by a pay-it-forward approach. We give to volunteers and they give to learners.

This year AVA was responsible for recruiting, orientating and facilitating the ongoing self-development training of the 110 volunteers. We also assisted in the coordination of the Leadership Development curriculum through Stellenbosch University and the preparation of volunteers for the exciting Innovation Challenge. For the Innovation Challenge, volunteers are presented with one of many challenges facing our education system. In 2018, volunteers were tasked with research, test and present solutions to the issue of "How do we create a culture of reading". As one of the implementing partners in YeBo, AVA also managed the afterschool programme in 11 schools and we were able to reach 1100 learners in this space.

Progression of youth: Almost a year after completing the programme in 2018, the statistics below reflect what the volunteers are currently doing:

- 9% are employed
- 58% are studying
- 4 % are in learnerships
- 14 % are unemployed
- 15% could not be reached



• KHANYISA

The Khanyisa programme is an innovative partnership between AVA and Shine Literacy where volunteers are placed in primary schools to support Grade 2 teachers as reading assistants in the classroom space. Volunteers spend their time teaching learners to read one-on-one using the Shine methodology as well as engaging in their own personal development process with AVA. Through this partnership we are not only creating a culture of reading in schools, but also creating employment pathways for unemployed youth.

In 2018, AVA recruited, trained and supported 53 unemployed youth in the Khanyisa programme and placed them across 11 primary schools in Khayelitsha, Delft, Gugulethu and Lavendar Hill. It was a challenging year as we had to deal with the unexpected loss of funding from Jobs Fund that ran out of money at the end of August; and at the same time we lost the coordinator of this programme. However, AVA managed to sustain the programme and build even stronger relationships with our partners.



DIRECTOR OF PROGRAMMES REPORT

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"The greatest thing in this world is not so much where we stand as in what direction we are moving."

Johann Wolfgang von Goethe,
Writer / Statesman

**DIRECTOR OF
PROGRAMMES**
Charnré Taylor



DIRECTOR OF PROGRAMMES REPORT

“

“The greatest thing in this world is not so much where we stand as in what direction we are moving.”

Johann Wolfgang von Goethe,
Writer / Statesman

**DIRECTOR OF
PROGRAMMES**
Charnré Taylor

Progression of Khanyisa youth: Almost a year after completing the programme in 2018, the statistics below reflect what the volunteers are currently doing:

- 18% are employed
- 24% are studying
- 8% are in learnerships
- 8% are unemployed
- 42% could not be reached



•WORK4PROGRESS (W4P)

Piloted in 2017, W4P is the first AVA programme where we have had the privilege to take our expertise into the business world. Here AVA recruits, trains and supports unemployed youth and places them in uniquely designed volunteer opportunities in various small to medium enterprises (SMMEs). In this programme young people have an opportunity to gain first-hand experience of the work place realities and expectations; and it allows AVA the opportunity to engage the corporate sector in the ongoing growth and development of youth. W4P is the only programme in AVA that currently allows youth of all academic levels to apply and does not require a matric certificate. For this reason, it is a critically important and unique programme that reaches the youth who have dropped out of school and stand very little if any chance in finding a job as they would not have had any other options at their disposal to enter decent employment.

2018 marked the second year of this intervention and gave AVA the opportunity to start looking at what the long term impact of the programme has on our youth and business partners. Southern Hemisphere conducted an independent evaluation of W4P that proved very informative. Here are some key findings:

- Volunteers in the programme showed a substantial increase in taking initiative in the work place and in punctuality and responsible communication.
- This positive increase was also evident for volunteers growth in professionalism, ability to produce a quality standard of work, and ability to problem solve.
- It was noted however that AVA still has room for growth in our communication and marketing of the programme and in strengthening our internal systems.

In 2018, AVA recruited, trained and supported 20 volunteers within W4P. These volunteers were placed in a total of 14 SMMEs, 7 of which also partnered with AVA and the W4P programme in 2017. They chose to continue as they believe in the model and helping to create pathways of employment for these youth.

Of the 20 volunteers in 2018:

- 44% have been absorbed by the SMME they were placed in
- 50% found employment in other companies
- 6% remain unemployed

This is a remarkable success rate and AVA plans to expand this programme in future.

An exciting development was the launch of the AVA Alumni Association in July 2018 and further events held proved the importance of a network for alumni to stay connected to each other and for AVA to assist them with opportunities for further development.

“Joining the program was never part of my life plans. I joined only because I wanted to stay off the streets and earn money. However, the experience I've had with the programme really helped me improve my skills and my purpose in life. I'm now more positive and I know my worth. I now have networks. I now know that opportunities are always there.” Azola Jiya





Aaqilah Wickstrom, (4th from right) with her co-volunteers and AVA site coordinator, Siphamandla Papani (3rd from left).

Aaqilah's Story

Aaqilah Wickstrom lives in Mithell's Plain and joined the Year Beyond (YeBo) programme in January 2018, at the age of 19. Aaqilah matriculated in 2016 and due to medical reasons, she had to take a gap year in 2017 to focus on her health. Aaqilah has a rare eye disorder that required extensive eye surgery and over the course of 2017 she had 5 major eye operations as doctors tried to save her eyesight.

When she applied for YeBo in January 2018, she felt vulnerable, shy and unsure of what she wanted to do with her life. Her visual difficulties left her with a feeling of insecurity about studying or working. She was placed in a high school setting where she was tutoring secondary school learners. Aaqilah flourished in the space, and developed into a confident young woman. Today, Aaqilah is studying international trade and excited about the prospect of traveling the world and exploring new cultures. Aaqilah says that she is still passionate about working with youth and in her spare time she tutors and supports high school learners from her community. Today she lives by the motto "No matter what your circumstances are, you can always achieve your goals if you persevere and put your mind to it".

Below is a thank you letter she wrote AVA at the end of 2018: "I would like to thank you and the Year Beyond team for giving me the opportunity to be part of this programme. This programme means so much to me as it has made me realize where my passion lies. It has also made me a much more confident person and self-aware. I cannot thank you enough for the things I have gained as a tutor working with Year Beyond. I am visually impaired and had to have another eye operation this month and checkups to go to. My facilitator (Siphamandla) and my team was very supportive and I pushed through those dark days. Thank you so much from the bottom of my heart."

Justina Kuhungu, had the following reflection after completing the programme:

"Work 4 Progress granted me the opportunity to gain work experience while studying part-time, something that other people can only wish and hope for. The programme also made me realize never to give up and to do things step by step and that everything and anything that happens in life has a purpose. Not forgetting the facilitators, they were the most amazing people to work with the youth. Thank you to AVA and the Work 4 Progress programme, I am a stronger, independent and happier person. #VolunteeringIsFun."





FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT
28 FEBRUARY 2019

STATEMENT OF FINANCIAL POSITION AS AT
28 FEBRUARY 2019

NON-CURRENT ASSEST		REVENUE	R 9 120 365
Property, plant and equipment	R 67 021	Grants and donations	R 8 898 192
		Fees received	R 222 173
CURRENT ASSETS		EXPENSES	R 9 008 055
Trade and other receivables	R 27 706	Operating expenses	R 9 008 047
Cash and cash equivalents	R 2 238 911	Finance Costs	R 8
TOTAL ASSETS	R 2 333 638	OPERATING SURPLUS FOR THE YEAR	R 112 318
		Interest Income	R 55 027
TRUST FUNDS			
Accumulated funds	R 1 768 594		
CURRENT LIABILITIES		NET SURPLUS FOR THE YEAR	R 167 337
Trade and other payables	R 110 848		
Deferred income	R 454 196		
TOTAL FUNDS AND LIABILITIES	R 2 333 638		

Bazolele Piyose was born and raised in a remote village in the Eastern Cape and when he heard about AVA and the Work4Progress programme, he decided to move to Cape Town in order to access this opportunity. When Bazolele joined the W4P programme, he was incredibly shy and hardly spoke. Bazolele owned one pair of pants, which was torn with holes, and every time he had to do a presentation in the group, he froze and almost burst into tears.

This young man, not only showed determination and perseverance, and each day he practiced and prepared his homework for the next day during training. After attending interviews with 3 companies, all 3 wanted Bazolele on their team, and he opted to join Abang travel and tourism as it is his dream to have the ability to travel the country and escorting groups of people on adventures. AVA purchased a set of clothing for Bazolele to attend his interviews. His new clothing and new found sense of self-esteem, and all the skills he has learnt thus far, helped him score above 90% on all his tests and he is well on his way to achieving his dream.

AVA also sent the W4P group on a 5-day adventure-based learning experience with EDUCO to enhance their leadership skills and entrench the learnings of the programme. The adventure-based programme proved very impactful as reflected in a comment from a participant: "The teambuilding activities were my highlight and I learned a lot about myself and the importance of good communication and leadership skills".





THANK YOU

TO OUR SUPPORTERS AND PARTNERS



Western Cape
Government

BETTER TOGETHER.

South Africa. Siyasebenza



OLDMUTUAL



AVA NPO Registration Number: 117-712

Banking Details: Action Volunteers Africa • Nedbank Limited • Acc No.: 1098702085 • Branch Code: 198765



YOUNG & UNEMPLOYED?

JOIN AVA!

GAIN REAL WORK EXPERIENCE, MAKE A DIFFERENCE
AND EXPAND YOUR OPPORTUNITIES

WHAT AVA'S VOLUNTEERING OPPORTUNITIES OFFER:

- A full-time 10 month programme
- Work experience in schools and small businesses
- Training and skills development
- Personal Growth
- An allowance

Interested ?

***Visit our website to fill in an application form: www.avafrica.org.za
For more information contact us at info@avafrica.org.za or 021 761 3578***

UNLOCKING THE POTENTIAL OF YOUNG PEOPLE THROUGH VOLUNTEERING.