

ANNUAL REPORT

Cyril Ramaphosa
FOUNDATION

19
March 2019 - February 2020
20



CONTENTS

1. About this Report
2. Vision, Purpose and Strategic Objectives
3. Foreword: Chairperson of Cyril Ramaphosa Foundation, President Cyril Ramaphosa
4. Message from the CEO: Mmabatho Maboya
5. Governance
6. Overview of Cyril Ramaphosa Foundation
7. Impact Overview
8. 15 Years of Creating Positive Change
9. Development in Action
 - a. Adopt-a-School Foundation
 - b. KST
 - c. Cyril Ramaphosa Education Trust
 - d. Thari
 - e. Black Umbrellas
10. Our People
11. Fundraising and Partnerships

ABOUT THIS REPORT

This report provides an overview of the work and impact of Cyril Ramaphosa Foundation and its partner entities in 2019/2020. The detailed Annual Reports of the Foundation's partner entities may be accessed via their websites.

The Foundation's partner entities are Adopt-a-School, KST, Cyril Ramaphosa Education Trust and Black Umbrellas.

Cyril Ramaphosa Foundation is an independent Public Benefit Organisation. In 2019, the Foundation celebrated 15 years of programme implementation in education and small business development. This milestone attests to the Foundation's track record, sustainability and commitment to social change in South Africa.

The Foundation has its genesis as Shanduka Foundation, which was launched in 2004 as part of the Shanduka Group. The Foundation changed its name in 2015 following Cyril Ramaphosa's divestment from the Shanduka Group.

At its establishment the Foundation set out its mandate to support initiatives to improve education and grow small Black-owned businesses. It committed to spend R100 million over 10 years. By the close of the 2019/2020 year, Cyril Ramaphosa Foundation had already contributed R402 million and additionally leveraged R1.296 billion through its partner entities to programmes that support the development of education, youth, SMEs and vulnerable children and women. Well over a million learners, students and emergent entrepreneurs have participated in and benefited from the programmes of the Foundation. This was made possible through the commitment and sustained support of the Foundation's partners and stakeholders.

Cyril Ramaphosa Foundation's programmes are implemented through its partner entities: Adopt-a-School, KST, Cyril Ramaphosa Education Trust and Black Umbrellas. As the Chair of the Foundation, President Cyril Ramaphosa, said on the occasion of its 15th anniversary celebratory dinner in November 2019:



THE FOUNDATION'S PROGRAMMES TRAVERSE AN ARC OF LIFE, FROM PRIMARY AND SECONDARY TO TERTIARY EDUCATION, TO EMPLOYMENT AND ENTREPRENEURSHIP.



The Foundation aims to provide strategic and programmatic impact to the arc of life that its programmes span, and to make a significant impact on the lives of its beneficiaries and on South Africa's developmental challenges.

For the Foundation, progress in education and enterprise development are the most direct means to improving the quality of life for South Africa's people and to promote the Foundation's purpose to develop an inclusive and empowered society. This is in line with the National Development Plan, which notes education, skills and work opportunities as key capabilities for decent lives. However, progress in education and improved livelihoods are influenced by a range of social and economic factors of inequality. Thus the models of the Foundation are impelled to being ever more holistic, addressing the multiple factors that impact on development objectives. This annual report provides an account of the meaningful contribution made by the Foundation and its partner entities in 2019/2020 towards fulfilling the purpose of the Foundation. The detailed annual reports of the Foundation's partner entities may be found on their respective websites.



CYRIL RAMAPHOSA FOUNDATION'S PROGRAMMES AND PARTNER ENTITIES





VISION

To be an innovative and effective agent of social and economic change focused on improving lives and creating opportunities in the communities we serve.

PURPOSE

To foster the development of an inclusive society that is empowered.

OBJECTIVES

- 1 Contribute to the developmental needs of education and small business growth.
- 2 Build and promote effective models for development that can be shared and replicated.
- 3 Establish and maintain a positive reputation as a partner of choice in development and a catalyst of change.
- 4 Advance our founder's values on social cohesion and nation-formation.
- 5 Develop and maintain funding models that will ensure the long-term sustainability and optimal impact of our work.

A MESSAGE FROM THE CHAIRPERSON

The last year has been significant year in a number of respects. In 2019, we marked a quarter of a century of freedom and democracy. Much has been achieved in the transformation of our society over the past 25 years.

Cyril Ramaphosa Foundation celebrated its 15th anniversary, testifying to a sustained commitment to improving the lives of our beneficiaries. Black Umbrellas, a partner entity of the Foundation, celebrated its 10th anniversary.

The year provided the Foundation with the timely opportunity to reflect on the long road it has travelled in making a difference in the lives of hundreds of thousands of children, women and men.



President Cyril Ramaphosa

When we established the Adopt-a-School Foundation in 2002, its work focused on improving school infrastructure. We soon recognised that infrastructure alone would not result in quality education. It dawned on us that what was also needed was the development of effective leadership and management systems, of educator skills, curriculum structures, and improved learner well-being and safety. This holistic approach led to the Whole School Development model. Adopt-a-School is evolving the model further with the piloting of the Thari programme, which addresses the impact that violence and vulnerability have on children and their learning outcomes.

KST, the Foundation's partnership with Kagiso Trust and the First Rand Empowerment Foundation, has taken the Whole School Development model forward at a district level. It is driving institutional and systemic change through a district-based approach in the Free State with the support of the Free State Department of Education. KST shows that impactful partnership is possible between government, the private sector and non-governmental organisations.

The Cyril Ramaphosa Education Trust (CRET) has its origins in the mid-1990s, in the support we gave to students to study from money earned from public speaking engagements. Today CRET offers holistic support to students, including comprehensive bursaries, mentorship, work experience and driver training programmes that link higher education access with job prospects.



WE HAVE IT WITHIN US TO OVERCOME OUR CHALLENGES

While education is essential for improving lives, creating economic opportunities is a broader undertaking. The Foundation's other focus area is on the development of small business. Its objective has been to drive economic transformation that is inclusive.

In 2019, Black Umbrellas opened its first township-based incubator, in Soweto. This was a milestone achievement.

The work and impact of Cyril Ramaphosa Foundation attests to the value of partnership. The achievements of the Foundation would not have been possible without the committed support of the Foundation's donor partners, stakeholders and associates. Many go the extra mile and even serve as mentors to the student and entrepreneur beneficiaries of the Foundation. I cannot thank you enough for your committed support.

We are now called upon to enhance this partnership.

Cyril Ramaphosa Foundation's purpose is to foster an inclusive and empowered society, where all citizens are able to enjoy the benefit of our Constitution and Bill of Rights. Its overriding objective has been to contribute to reducing the great inequalities that persist in our society. These inequalities continue to be passed down from generation to generation, sustaining a cycle of poverty. These inequalities have been starkly exposed and worsened by the Covid-19 pandemic.

Poor and marginalised members of our society have been the worst affected by the pandemic. This has a consequence for the whole of society and has demonstrated how interconnected we all are. We therefore share in an inescapable obligation to change these conditions in our country.

Before the pandemic, efforts were being made to address poverty, underdevelopment, unemployment and a weak economy. South Africa's progress will now be set back many years, and its recovery will take a great deal of effort and resources. This is a time to sustain, rather than reduce, levels of corporate social investment. Education, youth development, small business development and job creation are high priorities for economic growth and recovery.

The Covid-19 pandemic offers society an opportunity to redouble its efforts to overcome challenges of inequality and to build an inclusive society.

We are called on to invest in a new consciousness and shared effort for a new society. We need to strengthen our cooperation, collaboration and mutual support as government, businesses, labour, civil society organisations and NGOs. We need to build on the will, unity of purpose, generosity of spirit and collective action that we have demonstrated in response to the virus to overcome our socio-economic challenges. We will have to deepen our collaboration as never before in driving the national recovery effort.

Let us reaffirm our resolve to fundamentally change our society, and to emerge as a better and more equal country. Let us continue to support the work of the Foundation and the contribution it makes to an inclusive and empowered society.

President Cyril Ramaphosa
~ CHAIRPERSON, CYRIL RAMAPHOSA FOUNDATION





MESSAGE FROM THE CEO: MMABATHO MABOYA

2019 marked the 15th anniversary year of Cyril Ramaphosa Foundation. It offered cause to celebrate a solid and sincere track record of programme implementation to better the lives of our beneficiaries.

Some of the work of the Foundation predates its formal establishment. Cyril Ramaphosa's ad-hoc support to students to attend university from speaking fees he earned, from about 1996, led to the formal establishment of the Cyril Ramaphosa Education Trust (CRET) in 2004. The donation of a fax machine to his former school in Soweto, Tshilidzi Primary, in the late 1990s, led to the establishment of Adopt-a-School in 2002.

Today the Foundation implements programmes to support and improve education, grow sustainable small and medium enterprises, promote youth development, and support vulnerable children and women in the schools in which it works. As this report notes, by the end of February 2020, Cyril Ramaphosa Foundation had contributed over R402 million and leveraged R1.3 billion through its partner entities to effect real change in education and enterprise development. Since inception of its programmes, it has worked in close to 500 schools, benefitting more than a million learners; reached over 700 vulnerable children with psychosocial support through its Thari programme; supported more than 250 students to access tertiary study; and incubated some 1 775 small businesses, which have created close to 12 000 jobs and turned over R3.079 billion.

Notable in 2019 was the innovation built on the ongoing work of the Foundation. Adopt-a-School piloted "green" building models and energy-saving insulation and lights in its infrastructure development of schools. CRET introduced driver training for final year students to facilitate their employment prospects. And the Foundation, as part of its 15th anniversary commemorations, contributed to the national discussion on inequality, inclusion and cohesion through a public art exhibition.

Other highlights in this report are the impressive leadership accolades attained by CRET-supported students. This affirms the CRET model to support students who show potential as well as its youth development and wrap-around support. To be noted too is CRET's promotion of alternative skills development routes.

Black Umbrellas celebrated its 10th anniversary in 2019, opened the doors to its 9th and first township-based incubator, and was named the recipient of the 2019 International Business Innovation Association (InBIA) awards in the USA. The prestigious InBIA award, awarded now for the second time to Black Umbrellas, ranks Black Umbrellas among the foremost incubation programmes in the world.



CYRIL RAMAPHOSA FOUNDATION IS A PIONEERING ORGANISATION

The Foundation bid farewell to Black Umbrellas' CEO, Seapei Mafoyane, after seven years at the helm. Deep appreciation is expressed to Yvonne Themba, a former chairperson of the Black Umbrellas board, who served as interim CEO before the appointment of Mark Frankel in November 2019.

The impact of the Foundation's work on individuals is plain to see. However, as the Impact Report commissioned as part of the Foundation's 15th anniversary notes, systemic impact is more difficult to evaluate. Going forward, a clear framework with progress markers needs to be developed for measurement of this.

KST, a programme of the Foundation implemented in partnership with Kagiso Trust in the Free State, explicitly aims to effect systemic change in the school education system at a district level. An external mid-term evaluation of the District Whole School Development programme found that the model provides an effective blueprint for relevant development in South African schools. It is the intent of the Foundation to share its development models for replication and greater scale.

2019 also saw the 1st biennial Thari conference in Bloemfontein. The conference was very well attended by fellow practitioners working in the field of child abuse and neglect, including educational sector, NGO and Government representatives. It served to consolidate the programme experience and established a firm collaborative platform going forward. Thari is a good example of the models of the Foundation being impelled toward being ever more holistic, addressing multiple factors that impact on specific development objectives.

The Foundation has helped transform many disadvantaged lives through the continued support and commitment of its stakeholders and partners. For this, sincere gratitude and tribute is due, not least to the corporate sector and Government.

The Foundation hopes to collaborate more with its partners and stakeholders especially in the context of the socio-economic resulting from the Covid-19 pandemic.

I extend my gratitude to the stakeholders, partners, friends and associates of the Foundation, the Trustees of Cyril Ramaphosa Foundation, the boards of its partner entities, the executive team and all members of staff for a most fulfilling and well-accomplished year and, for 15 years of sustained developmental impact in the interests of our beneficiaries.

I look forward to many more years of Cyril Ramaphosa Foundation building on its legacy towards an inclusive and empowered society.

Mmabatho Maboya
~ CEO, CYRIL RAMAPHOSA FOUNDATION



GOVERNANCE: 2019/2020 BOARD OF TRUSTEES



PRESIDENT CYRIL RAMAPHOSA
CHAIRPERSON



MS. MMABATHO MABOYA



MS. PHUTI MAHANYELE-DABENGWA



DR. JAMES MOTLATSI



MR. DAVID NGOBENI



MS. DONNÉ NICOL



MS. YVONNE THEMBA

2019/2020 EXECUTIVE COMMITTEE



MS. NYASHA DZUMBUNU
CHIEF FINANCIAL OFFICER:
BLACK UMBRELLAS



MR. MARK FRANKEL
CHIEF EXECUTIVE OFFICER:
BLACK UMBRELLAS



MR. RAYMOND KEVAN
FINANCE EXECUTIVE:
CYRIL RAMAPHOSA
FOUNDATION



MR. STEVEN LEBERE
EXECUTIVE DIRECTOR:
ADOPT-A-SCHOOL



MS. OLGA MALULEKE
HUMAN RESOURCES EXECUTIVE:
CYRIL RAMAPHOSA FOUNDATION



MR. FEIZEL MAMDOO
COMMUNICATIONS EXECUTIVE:
CYRIL RAMAPHOSA FOUNDATION



MS. BANYANA MOHAJANE
HEAD OF SOCIAL AND SKILLS
DEVELOPMENT: ADOPT-A-SCHOOL



MR. XOLILE NDUMNDUM
CHIEF OPERATIONS OFFICER:
BLACK UMBRELLAS



MS. CHANTELE OOSTHUIZEN
EXECUTIVE DIRECTOR: CYRIL
RAMAPHOSA EDUCATION TRUST



MS. MELANIE SPENCER
CHIEF OPERATING OFFICER:
CYRIL RAMAPHOSA FOUNDATION

STRATEGY 2030

The Foundation embarked on a strategy journey in 2016, commencing with the review and formulation of a vision, purpose, values and objectives to guide the organisation toward 2030.

The strategy was derived from a detailed analysis of trends and opportunities in the national and global development environment of the sectors in which the Foundation operates.

This enabled the Foundation to confirm its mandate in education and entrepreneurship development, as well as adding new focus areas of youth development, support for women and children, and social cohesion and nation formation.

TO REALISE ITS VISION, THE FOUNDATION'S STRATEGIC APPROACH IS TO:

ADVANCE interventions targeting socioeconomic challenges in education, small business development, youth development as well as those affecting women and children.

COLLABORATE and harness the power of partnerships to create and shape solutions for South Africa's developmental challenges.

ADAPT to the changing environment and deliver relevant solutions.

ADVANCE

COLLABORATE

ADAPT

WE HARNESS THE POWER OF PARTNERSHIPS TO CREATE AND SHAPE SOLUTIONS FOR SOUTH AFRICA'S DEVELOPMENTAL CHALLENGES

At its establishment in 2004, Cyril Ramaphosa Foundation set its mandate to improve education and grow small Black businesses.

To make a meaningful contribution to this, the Foundation sought to address the social and economic factors that impact on outcomes in these areas, such as poverty and gender inequality. The Foundation's strategic approach is encapsulated as "Strategy 2030". The requirements to operationalise the strategy formed the substance of the Foundation's transition from a corporate foundation to an independent foundation.



STRATEGIC PILLARS OF DEVELOPMENT

EDUCATION

The South African education system remains plagued by inequality in the quality of schooling, poor access to resources, and limited access to proper early childhood development. Sustainable improvement in the quality of South African schooling requires an integrated and holistic approach that encompasses all elements affecting a child's ability to learn.

Our work in primary and secondary education takes place through Adopt-a-School and KST.

YOUTH DEVELOPMENT

Empowering youth with access to quality higher education, the skills to enter the workplace, build their own enterprises and contribute positively to South African society as active citizens is at the heart of the Foundation's bursary support and youth development programme.

Our work in tertiary education and youth development takes place through Cyril Ramaphosa Education Trust.

ENTREPRENEURSHIP

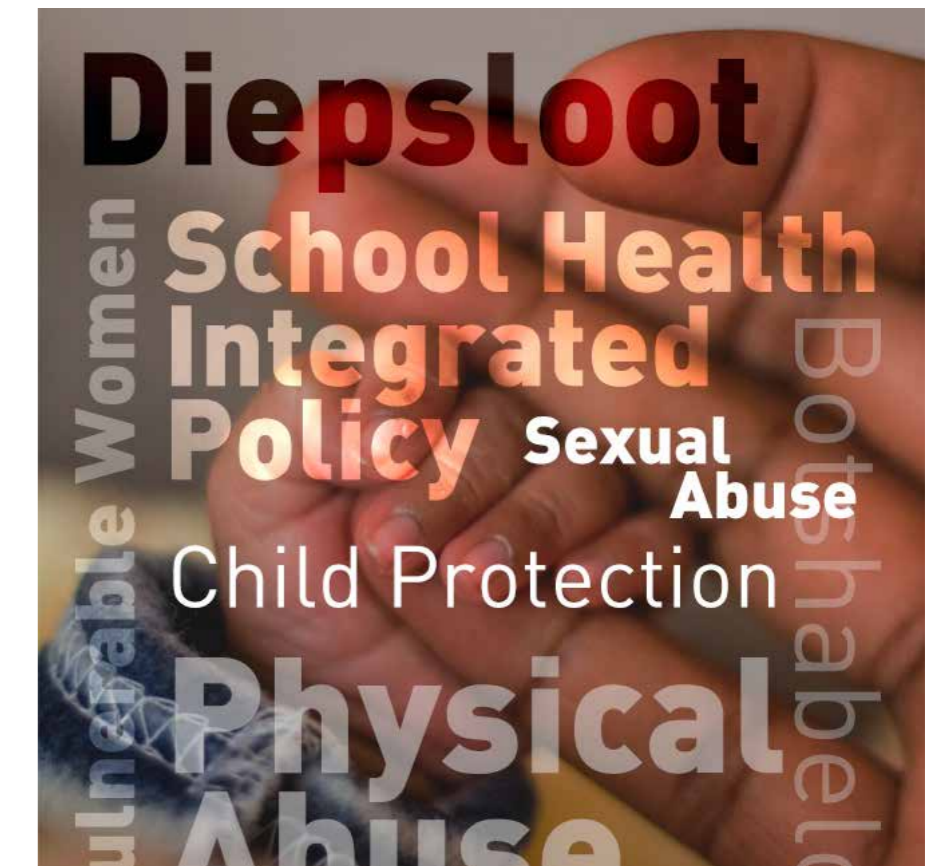
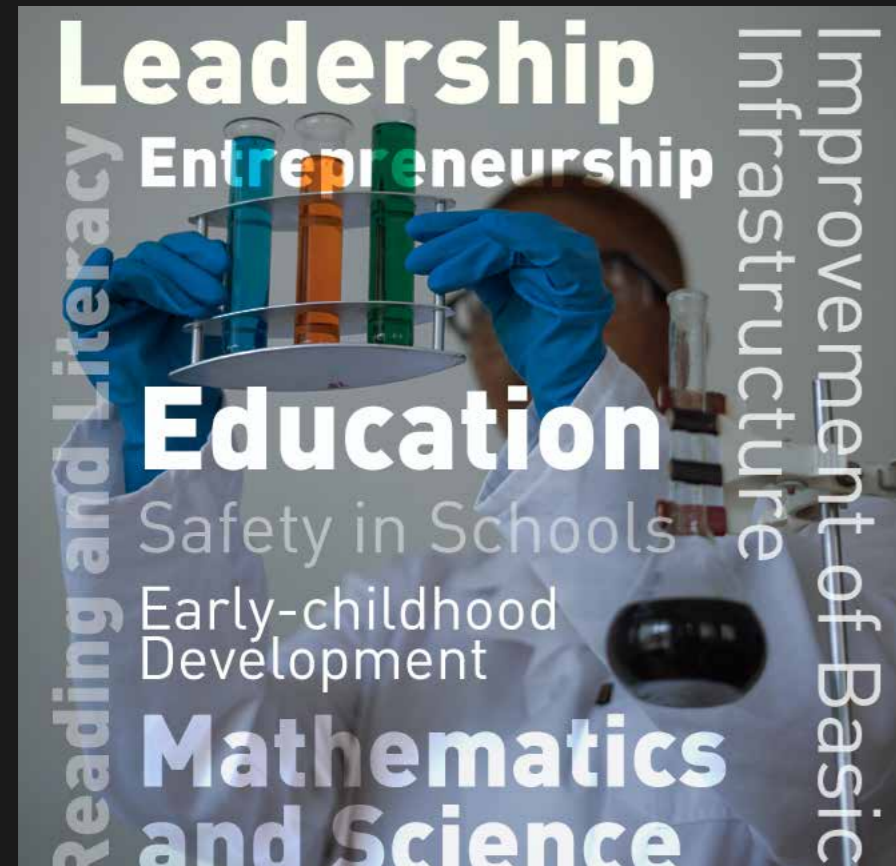
By 2030, the National Development Plan projects 90% of all employment opportunities are to be created by the small business sector. Cyril Ramaphosa Foundation, through Black Umbrellas, works with Black-owned SMEs to enable them as independent and viable businesses

Our work in small business development takes place through Black Umbrellas.

WOMEN AND CHILDREN

Cyril Ramaphosa Foundation addresses issues affecting vulnerable women and children that impact learning outcomes in school communities.

Our work to support vulnerable women and children takes place through Thari.



ANNUAL STRATEGY WORKSHOP

Each year, the management team of the Foundation takes time to reflect and enhance its strategic plans at an annual strategy workshop. The outcomes of the 2019/2020 strategy session were translated into an annual strategic plan with detailed objectives, programmes and outcome measures in the following areas:

- interventions targeting socio-economic challenges in education, small business development, youth development as well as those affecting women and children;
- long term financial sustainability;
- good governance, systems and controls;
- effective communication approaches;
- enabling human capital;
- proactive advocacy;
- reliable research, monitoring and evaluation processes.

The strategic planning process declared 2019/2020 as the year of “One Foundation”, ensuring greater cohesion of the Foundation and all its partner entities.



PILLARS OF DEVELOPMENT

The Foundation develops and implements holistic programmes to improve education and support small business development among South Africa's disadvantaged individuals and communities.

South Africa's National Development Plan (NDP) indicates key capabilities that individuals need to live decent lives. Of these, it notes that education, skills and work opportunities is where progress is most needed. For the Foundation, education and enterprise development are strategic foci.

Education is seen as critical to the development and self-fulfilment of people, including to function in society, earn livelihoods, and contribute to social, economic and psychological well-being. Education is believed to be significant in interrupting the cycle of poverty and reducing inequality of opportunity and income. However, access to quality education does not guarantee employment, because job opportunities in a challenged economy are limited. Many young people are unable to find work. The need to create work opportunities is addressed through the Foundation's development of small- and medium-enterprises (SMEs).

For the Foundation, progress in education and enterprise development would be the most direct means of improving the quality of life for South Africa's people and promote the Foundation's purpose to develop an inclusive and empowered society. This purpose is contributed to more broadly by the Foundation's positioning to contribute to the NDP's goals, including on the economy and empowerment, education, training and innovation, social protection, and transforming society and uniting the country.

The Foundation also acknowledges and strategically contributes to several of the United Nation's Sustainable Development Goals (SDGs). Access to quality education and employment is impacted on by social and economic inequalities. Poorer and marginalised members of society experience greater structural barriers. Factors of inequality like poor health and housing facilities, under-resourced schools, lack of finances, the technological divide, race and gender discrimination and the like, impact on educational and employment access and fulfilment, and need to be addressed.

EDUCATION AND ENTERPRISE DEVELOPMENT IS THE MOST DIRECT MEANS TO AN INCLUSIVE AND EMPOWERED SOCIETY





CYRIL RAMAPHOSA FOUNDATION IMPACT OVERVIEW 2019/2020

R402M
INVESTED

R1.3B
ADDITIONAL FUNDING LEVERAGED
THROUGH PARTNER ENTITIES

1 157 513
EDUCATORS AND LEARNERS DEVELOPED

1 775
BLACK BUSINESSES
INCUBATED

6 087
VULNERABLE WOMEN AND
CHILDREN SUPPORTED

253
STUDENTS SUPPORTED
THROUGH UNIVERSITY



15 YEARS OF IMPROVING LIVES

In 2019, Cyril Ramaphosa Foundation celebrated its 15th anniversary. It was a milestone of sustained commitment and a meaningful record of programme implementation to improve lives.

A rich programme of commemorative activities through the year included engagement with the Foundation's staff, beneficiaries, partners and members of the public. It included the production of commemorative collateral, social media campaigns, staff gifts and events, beneficiary gifts, a public art exhibition, youth empowerment workshops, a celebratory dinner, and development of a 15-year impact review.

PUBLIC ART EXHIBITION:

The exhibition was themed with relevance to the purpose of the Foundation, which is to foster an inclusive society that is empowered. The exhibition featured some 70 works of fine art, posters, photography, video, craft and design that spoke to the themes of inequality, inclusion/exclusion, fragmentation/cohesion, and borders and boundaries.

The Foundation chose to commemorate its 15th anniversary with an art exhibition because art offers stimulating and challenging insights into these national issues. The exhibition made for a thoughtful interrogation of the 'main road' that divides and connects South African society, and that seems to define the aspiration and terms of an inclusive society.

About R50 000 worth of art was sold, with proceeds directly benefitting the contributing artists, including two 14 year girls from the Sitjwetla informal settlement near Alexandra township.



YOUTH WORKSHOPS

The Foundation hosted two highly successful youth empowerment workshops, for 300 youth in Mamelodi and Daveyton respectively. The workshops aimed to capacitate young adults with entrepreneurial skills and information on post schooling opportunities. It included masterclasses on purpose, innovation, group coaching and pitching sessions on innovative social and economic solutions. Participants attended both theory and practical sessions that stimulated self-reflection, purpose-driven thinking, problem-solving and pitching. The workshops were facilitated by Startup Academy, which provides entrepreneurship skills training to young people.

With youth unemployment a key national concern, this initiative may be developed as an ongoing youth development and entrepreneurship programme in complement to the Foundation's core partner entity programmes.



IMPACT REPORT

The Foundation's 15 year anniversary provided a timely moment for reflection on the role and impact of the Foundation. An Impact Report was commissioned from the Studies in Poverty and Inequality Institute. It aimed to understand the impact that the Foundation and its entities have had on beneficiaries, the systemic solutions that can be learned from its development models, and considerations for the future to meet its 2030 strategic objectives. The Impact Report was planned for launch in 2020.

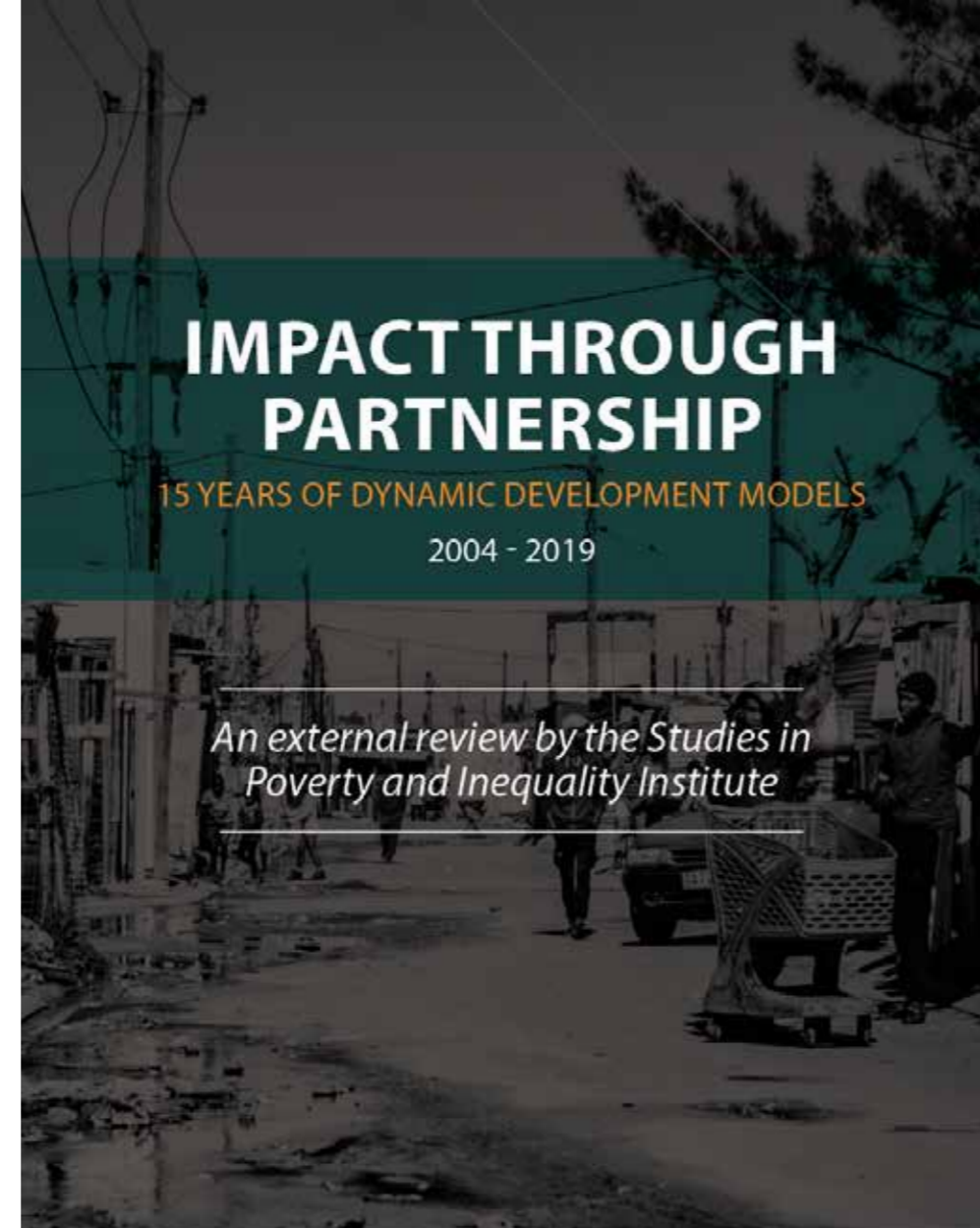
KEY HIGHLIGHTS:

The impact of Cyril Ramaphosa Foundation has been overwhelmingly positive. There is a strong "ripple- effect" as the Foundation is successful in its objective to be a catalyst for change.

A consistency of vision in the fields of education and entrepreneurial development for disadvantaged people.

A firm sense of ownership of the work of the Foundation by its governance structures and staff.

The Foundation seeks to catalyse learning and change. From the reflections of learnings, change always follows.



A true embodiment of young black female leadership.

A commitment to contribute to broader transformation in South Africa.

A uniquely successful and consistent approach to meaningful collaboration with the private sector.

KEY CHALLENGES:

Managing the need for expansion without diluting the core values that have driven the success of the Foundation to date.

Notwithstanding the efforts to grow the resilience and sustainability among schools and their broader communities, there is a need for enduring support.

Effective and appropriate evaluation that accurately evidences the bottom-up approach to change.



ADOPT-A-SCHOOL FOUNDATION

Adopt-a-School implements a Whole School Development model that improves the governance, academic, infrastructural, social and security environment in schools.



WHOLE SCHOOL DEVELOPMENT IMPACT FIGURES *SINCE INCEPTION

508 NEW STRUCTURES BUILT	5 479 EDUCATORS DEVELOPED
22 SCIENCE LABORATORIES BUILT	29 458 EYESIGHT TESTS CONDUCTED
44 ABLUTION FACILITIES BUILT	5 479 LEARNERS PROVIDED WITH SPECTACLES
97 SCHOOLS RENOVATED	1 635 HEARING TESTS CONDUCTED
7 863 JOBS CREATED	29 LEARNERS PROVIDED WITH HEARING AIDS
1 494 SMALL BUSINESSES SUPPORTED	



WHOLE SCHOOL DEVELOPMENT IMPACT FIGURES

*MARCH 2019 - FEBRUARY 2020

5 ABLUTION FACILITIES BUILT

595 EDUCATORS DEVELOPED

8 FACILITIES RENOVATED

1 119 EYESIGHT TESTS CONDUCTED

835 JOBS CREATED

89 SPECTACLES DONATED

149 SMALL BUSINESSES SUPPORTED



2019 MATRIC CERTIFICATE RESULTS

SIYABONGA CELE

Top learner in Quintile 1 with 8 distinctions
Bizimali Secondary School
Nkandla, KwaZulu-Natal



It took discipline and prayer to make it as one of the country's top matric achievers. My dream is to study actuarial science at Wits.



GERTRUDE JOALANE PHIRIMANA

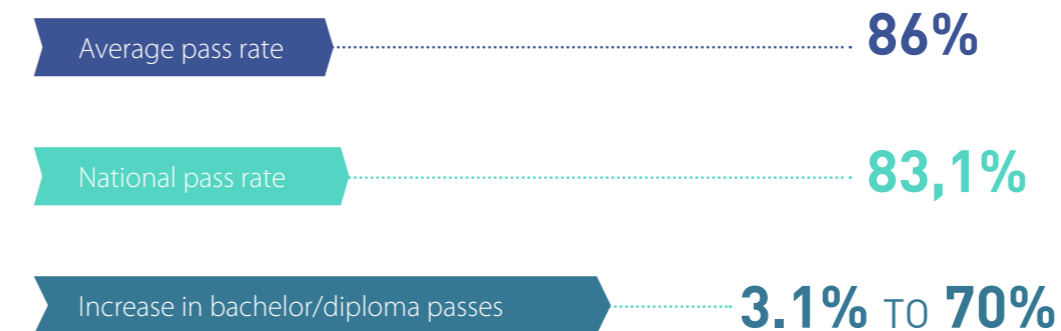
Mathematics Educator
3rd place in the award for Excellence in Mathematics in GET
Zamokhuhle Junior Secondary School
Lusikisiki, Eastern Cape

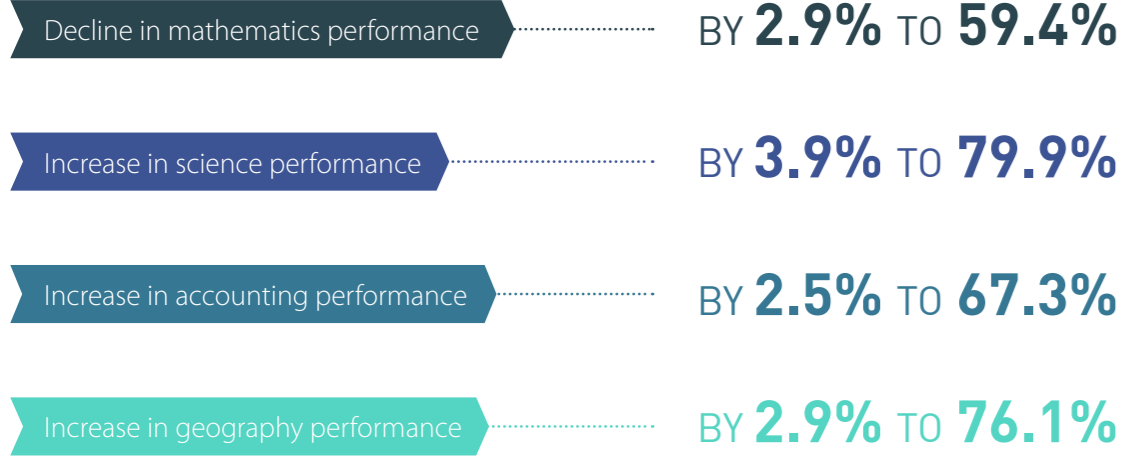


I enjoy seeing learners display independent thinking skills, especially when they think out of the box when investigating mathematical rules and formulas.



MATRIC PERFORMANCE





UNDER PERFORMING CATEGORY (0-50%)	FUNCTIONAL CATEGORY (51% - 79%)	EXCEPTIONAL CATEGORY (80% - 100%)
0 schools	19% of adopted schools	81% of adopted schools



CELEBRATING OUR TEACHERS

Adopt-a-School honoured the best performing, most sustainable and most improved schools under its adoption programme.

Best performing schools: Thandokhulu High School and Lehlasedi High School

Most sustainable school: Lodirile Secondary School. This school has consistently achieved a pass rate of between 90% and 100%

Best Physical Science Educator: Ms Patricia Kamusoko, physical science educator at Eketsang Secondary School. Her 2018 matric class achieved a 100% pass rate, with over 60 percent of learners achieving bachelor passes.

We are very proud of the dedication that they have shown to their learners and the pride they have taken in their work. It is important for educators to not only have the talent of teaching, but the passion for the profession.



GREEN BUILDING MODELS

Using innovative environmental design and cost-effective models, Adopt-a-School is piloting green building models.



WATER-SAVING

Welebasha Secondary School in KwaZulu-Natal and Siwali Secondary School in the Eastern Cape both experience severe sanitation issues due to lack of access to clean water. This pilot project involved the installation of low-flush toilets which use significantly less water than normal toilets.



ENERGY-SAVING

Ditsepu Secondary School, Limpopo and Fortune Kunene Primary School, Gauteng, had thermainsulation and sensor lights installed as energy saving measures.



FROM MUD HUTS TO SMARTBOARDS

On 17 April 2019, President Cyril Ramaphosa officiated the handover of three new primary schools in Dannhauser, Utrecht and Vryheid in the Amajuba and Zululand District municipalities, KwaZulu-Natal. The schools, Enhlanhleni, Lembe and Ingweni Phaphama, were built under the Department of Basic Education's Accelerated School Infrastructure Delivery Initiative (ASIDI) in partnership with Adopt-A-School. The programme aims to eradicate schools that do not have water, sanitation and electricity and which were constructed with inappropriate material.



BACK TO SCHOOL PARTY

On 15 October 2019, Adopt-a-School hosted its 13th annual Back to School Party at the Wanderers Club in Johannesburg, which was attended by over 700 industry leaders. The event was sponsored by Channel VAS, a leading global Fintech enterprise in mobile technology.

Adopt-a-School raised R6.3 million through pledges, exciting auction prizes and table sales. The funds raised were used to support Whole School Development programmes in disadvantaged adopted schools. For the first time, the event incorporated school awards, aimed at recognising schools that have improved and sustained good results. These schools produce at least 50% or more learners who are eligible for university entrance. Among the winners was physical science educator Ms Patricia Kamusoko from Eketsang Secondary School who achieved a 100% pass rate in 2018, with over 60% of learners achieving bachelor passes.

13TH ANNUAL BACK TO SCHOOL PARTY

700 + GUESTS

R6.3M RAISED THROUGH PLEDGES



THARI

For the support of vulnerable women and children

Adopt-a-School implements the Foundation's Thari programme. Thari is a pilot programme that addresses the impact of social issues such as violence and abuse on learners and their learning outcomes. The programme provides psychosocial support for vulnerable women and children and facilitates multisectoral networks of local organisations and services to address social challenges. It is being piloted in Botshabelo in the Free State and Diepsloot in Gauteng.



THARI'S DEVELOPMENT PILLARS



PSYCHOSOCIAL SUPPORT SERVICES FOR VULNERABLE WOMEN AND CHILDREN



SAFE AND THERAPEUTIC PARKS FOR VULNERABLE CHILDREN



MULTISECTORAL APPROACH

IMPACT FIGURES

746 Children registered with Thari since January 2019

746 Support services initiated through the psychosocial services at the Safe Park

PSYCHOSOCIAL SUPPORT SERVICES

Thari's psychosocial support services through the Botshabelo Safe Park, have reached over 700 vulnerable children. These children required protection from a multitude of social ills such as sexual abuse, clinical depression and attempted suicides, child offender cases, drug trafficking, drug abuse and gang-related violence. Thari's psychosocial support services work with the children and their families to deal with these challenges.



SAFE PARK ACTIVITIES

Life skills is a key part of what makes up the activities at the Safe Park. Chess is one of the activities that has become a critical part of personal development, self-healing and education at the Safe Park.



DIEPSLOOT CAREER EXPO

The Thari programme facilitates an annual Career Expo in Diepsloot to expose learners to post-school employment and tertiary study options. The Expo was motivated by the local multisectoral forum to address the large numbers of young people in the locality not in education, employment or training. Thari's 3rd annual Career Expo hosted almost 500 learners from various schools in Diepsloot.



CHILD PROTECTION WEEK SPORTS TOURNAMENT

The Thari programme and its partners commemorated Child Protection Week through a sports programme



BRIDGING THE GAP, THARI'S BIENNIAL CONFERENCE

In September 2019, Thari hosted its Inaugural Biennial Conference, themed Bridging the Gap. The conference was very well attended by fellow practitioners working in the field of child abuse and neglect, including educational sector, NGO and Government representatives. It served to consolidate the programme experience and established a firm collaborative platform going forward. Attendees expressed a strong need to work together in addressing social challenges affecting learners in schools and demonstrated the need for a multisectoral approach in protecting women and children against violence in school communities.

KEY OUTCOMES

STAKEHOLDER COLLABORATION IS FUNDAMENTAL IN EFFECTIVELY ADDRESSING VIOLENCE AGAINST CHILDREN

AFTER-SCHOOL CARE PROGRAMMES PLAY A PIVOTAL ROLE IN CHILD SAFETY

THERE IS A NEED TO FOCUS ON ENGAGEMENT AND PROTECTION OF THE BOY CHILD



TSHEPANG KHAKE

Tshepang is a Thari Child and Youth Care Worker who dropped out of his course in Electrical Engineering at the University of Technology in the Free State due to a lack of funding. Thari, in partnership with the Cyril Ramaphosa Education Trust (CRET), assisted Tshepang to access NSFAS funding for 2020. CRET has provided a stipend to fund his transport and food.

KST

KST is a collaboration between Cyril Ramaphosa Foundation and Kagiso Trust that leverages the best practices of each organisation's Whole School Development programmes. KST implements the District Whole School Development Programme in partnership with the FirstRand Empowerment Foundation and the Free State Department of Education.

KST is also an implementation partner with Anglo-American South Africa and JET Education Services to implement its model in 110 schools in Mpumalanga, Limpopo and the Northern Cape.



FREE STATE PRIMARY SCHOOL LEARNERS CAN SEE CLEARLY NOW

More than 400 learners from 12 primary schools in Villiers, Sasolburg, Vredefort, Tweeling and Steynsrus in the Fezile Dabi district in the Free State received spectacles through KST following the testing of their eyes. The project took place during Eye Care Awareness month from 21 September to 18 October 2019.

IMPACT FIGURES

*SINCE INCEPTION

6 301 
LEARNERS RECEIVED SPECTACLES

515 222 
LEARNERS REACHED

278 
EMPOWERMENT AND TRANSFORMATION WORKSHOPS HELD

264 
SCHOOLS IN THE DWSO PROGRAMME

163 009 
EYESIGHT TESTS CONDUCTED

26 248 
EDUCATORS DEVELOPED



MORE THAN BRICKS AND MORTAR

Infrastructure impact results in 2019/2020.

Thaba Nchu, Motheo District

8 Schools 4 208 Learners 151 Educators R8 Mil Investment

3 Kitchens 2 Dining areas 3 Ablution blocks 4 Classrooms 2 Science laboratories

Schools include: Ereskuld Primary, Kobue Primary, Moroka High, Tawana Primary, St Pauls Primary, Namanyane Primary, Gorohyane Secondary and Christian Liphoko Secondary.

Parys and Koppies, Fezile Dabi district

4 Schools R2 Mil Investment 3 274 Learners 118 Educators

RENOVATION OF LIBRARIES, SCIENCE LABORATORIES AND COMPUTER LABORATORIES

Schools include: Rebatla Thuto, Kwakwatsi, Barnard Molokoane and Phehellang.



MATRIC PERFORMANCE

88.4%
PASS RATE

Free State reclaimed its position as the top performing province in the South African National Senior Certificate exams with an 88.4% pass rate.

FEZILE DABI
90.3%
PASS RATE

Fezile Dabi obtained a 90.3% pass rate – one of the top five performing districts in the province.

2019 MATRIC PASS RATE PER DISTRICT

Motheo's matric pass rate increased by 2.7% with two schools obtaining 100% pass rates and seven schools achieving between 90% and 99%.

41%
Motheo

39.1%
Fezile Dabi

39.1%
Bachelor
Passes



ANGLO AMERICAN SCHOOL ADVANCEMENT PROGRAMME

110

Schools that attended Empowerment and Transformation Workshops

72 113

Learners reached

2 609

Educators developed



KST PROJECT EVALUATION

An external mid-term evaluation of the District Whole School Development Model was conducted by JET Education Services.

KEY FINDINGS

District Whole School Development provides an effective blueprint for relevant development in South African schools.

Successful partnerships at provincial, district and community levels.

Collaborative strategic planning and alignment to government interventions.

Innovative and cost-effective building model that can be replicated.

Empowerment and Transformation Workshops provide a successful space for change, specifically around relationships and conflict and developing a culture of collective accountability.

KEY CHALLENGES:

A need for advocacy with teacher unions to enable a more collaborative approach.

A deeper focus required on educator capacity building vs focused individual support for learners.

An overarching 'conceptual framework' for curriculum programmes must be developed to ensure consistency and quality.

For the detailed 2019/2020 annual report of KST www.kst.org.za

CYRIL RAMAPHOSA EDUCATION TRUST

CRET implements a holistic bursary support and youth development model

Cyril Ramaphosa Education Trust (CRET) provides bursaries for tertiary study and holistic wrap-around support for students, including work experience opportunities. CRET encourages the ethos of “giving back” and develops committed civic-minded students.

Cyril Ramaphosa
EDUCATION TRUST

IMPACT NUMBERS

114 Graduates - since inception

116 Students currently enrolled in South African institutions

30 Students graduated in 2020

Twelve graduates have so-far secured full time employment, **ten** are pursuing post-graduate study, **three** are studying and working, and **five** are actively seeking employment.



BASANI MABASA

The first CRET Alumni Trust-supported student to complete her degree. Basani was elected into the International Honorary Golden Key society and was the top performing CRET student, achieving 78% in her first year of BSc Biological Sciences at the University of the Witwatersrand.



FORTUNATE KGAUHELO RAMPOTA

BSc Mathematical Sciences student at University of Johannesburg and semi-finalist in the 2019 Empress SA (Beauty with Brains and Purpose) competition. Fortunate is also a co-founder of Akganang Foundation, a non-profit organisation that aims to improve the lives of Sowetans and help youth to aspire to rise above their circumstances.



LEBOHANG MASHABA

Recipient of CRET's Nelson Mandela Award for Leadership, Excellence and Achievement. Lebohlang was recognised for her ability to be successful in all aspects of the programme, showcasing community service, academic ability and overall leadership qualities.



CRET opened its doors for me to gain work experience and that is something I will forever be grateful for, I have learned many soft and hard skills that I will apply as I climb the corporate ladder. CRET is not just a bursary but it is home to me. They have contributed significantly not only to my academic pursuits but in my personal development as well. One of the most valuable lessons I have learnt is the art of serving others and I now strongly believe in the saying "the best way to find yourself is to lose yourself in the service of others."



NTSUNDENI NDOU

CRET graduate and current Master's student. Ntsundeni won third place in the National IOM Young Persons Lecture Competition for young scientists and engineers in the disciplines of materials, minerals, mining, packaging, clay technology and wood science.



The journey of academic excellence is tough. But it's not only a test of intelligence, it's a test of character. As a CRET student, you are lucky to be within an organisation that builds character and values collaboration and connection. To leave university with a degree, a set of leadership skills and great networks is truly awesome.



KUTLWANO SEREKO

A 3rd year BSc Information Systems student at the University of the Witwatersrand. Kutlwano was selected for the Huawei Seeds for the Future Programme and visited China for two weeks on a cultural study tour.



I've been able to engage with other CRET students on social matters in South Africa and exchange ideas of how we could create a better world. I've helped fellow CRET students with their academic work and also received assistance where I needed it. I've learned that sometimes when I'm not doing well, all I need is to share what's going on and relief would follow.

All of us are want to become something and have a general direction of where we want to go. This road is never an easy one irrespective of your background, and the only way to become what you what to be is to persevere through the difficult times. And always remember to make good use of resources around you.



ATHENKOSI FANI

One of News24's Top 1—Young Mandela's of the Future. CRET student Athenkosi is an LGBTQI activist and motivational speaker. She was crowned Miss Gay East London 2018, and represented South Africa at the 2017 International Youth Conference in New York, USA.

CAREERS IN TOURISM AND AVIATION

CRET piloted a partnership with the Academy of Aviation through which 11 select candidates will undertake a five-month SAQA-accredited curriculum in tourism and aviation careers. Modules include emotional intelligence, basic computer literacy, Amadeus global distribution system, leadership, basic customer service, basic flight attendant training, interview and job-hunting skills, entrepreneurship and job shadowing in industry-related careers.

DRIVER TRAINING FOR STUDENTS

CRET implemented what is probably a first by a bursary support programme in South Africa in 2019. Twenty-five students received training towards attaining drivers licenses by the time they complete their studies. This innovative inclusion to the wrap-around support for students has the potential to improve employment prospects for CRET graduates. The project has been implemented in partnership with Drivio.



CRET ALUMNI ADVISORY BOARD

CRET hosted its first alumni Advisory Board meeting on 7 December 2019 in Johannesburg. The advisory board was established to represent and support CRET in various impact areas. These include education, health, finance, strategy and social.

MENTORSHIP IN HOLISTIC STUDENT SUPPORT

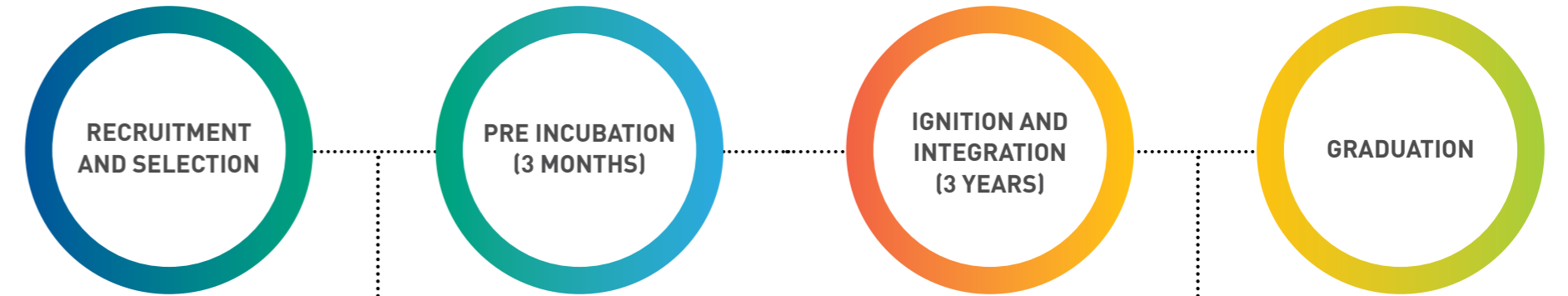
“Mentorship is about building a relationship that will take the mentor and the student on a journey that will benefit them both. It plays an important role in the holistic support CRET provides to each student, and serves the ethos of paying it forward, which CRET instils in its students. Many CRET students go on to become mentors themselves, providing the kind of support that they received, to others. Mentoring relationships have numerous benefits for academic performance.” - Chantelle Oosthuizen, CRET Executive Director



BLACK UMBRELLAS

EMPOWERMENT FOR GROWTH

Black Umbrellas supports emerging black businesses through incubation programmes, enabling them to emerge as independent, viable businesses. The model is a tiered approach, in which incubation clients transition and bolster their business through successive levels of activation.



APPLICANT VIABILITY ABILITY

FULL COMPLIANCE SUSTAINABLE BUSINESS GROWTH

- Orientation.
- Pre-feasibility.
- Determine fit.
- Lean start-up hybrid.
- Business plan.
- Basic compliance.
- Selection panel.
- Developing technical and business skills.
- Procurement finance and market ready.
- Implementing business plan.
- Increasing participation in supply chain.
- Increasing jobs, net profit, net asset value.

BUSINESS SELECTION, MATCHING AND ASSESSMENT

BUSINESS DEVELOPMENT AND GROWTH

IMPACT NUMBERS

1 775

Businesses incubated since 2006

228

Businesses currently in incubation

9

Incubators

11 965

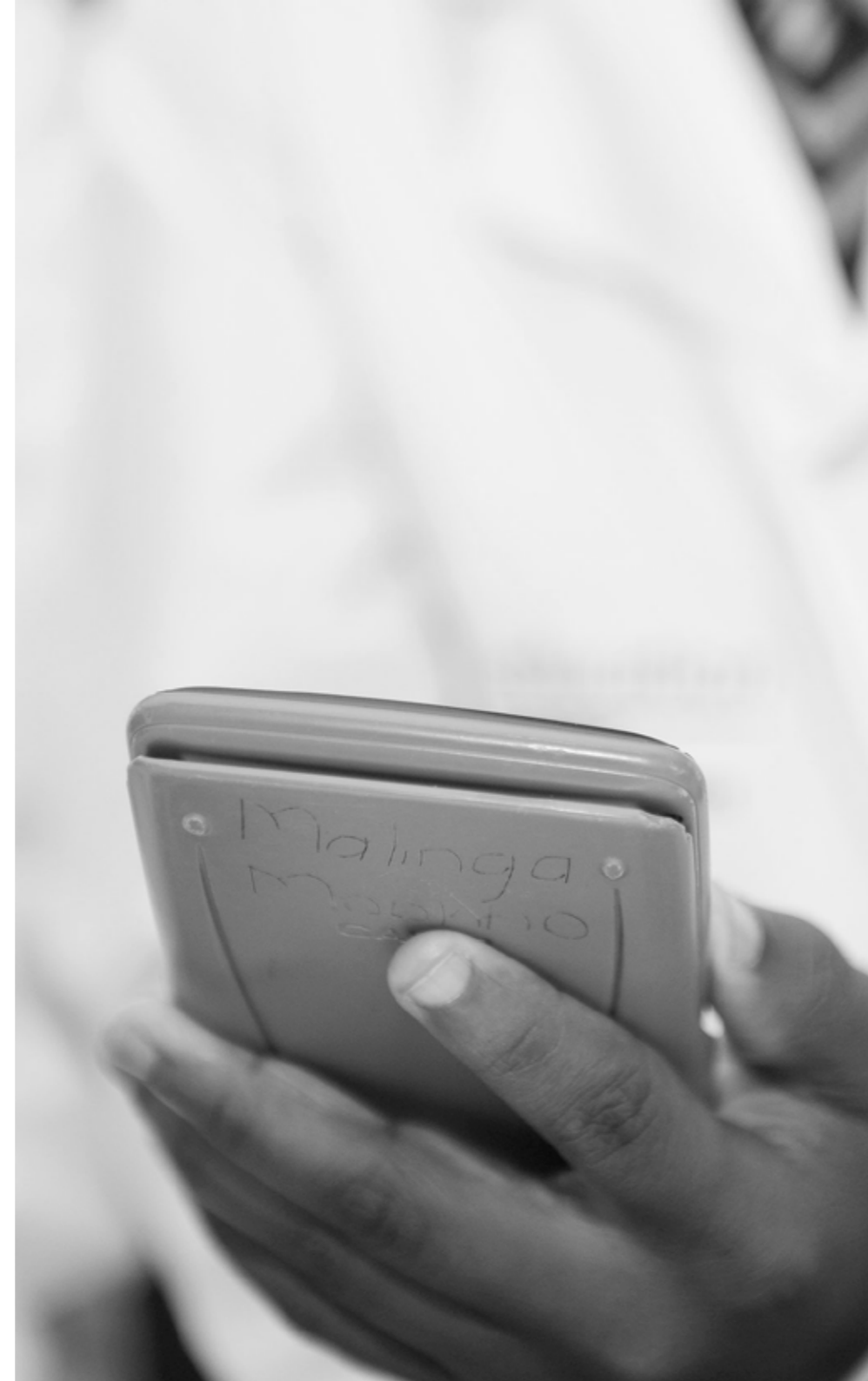
Jobs created and preserved since inception

R3.079B

Turnover generated by incubation clients since inception

R247M

Tax contributions by incubation clients since inception



MARK FRANKEL NEW CEO OF BLACK UMBRELLAS

Mark Frankel was appointed the new CEO of Black Umbrellas with effect from 1 November 2019. Mark is Black Umbrellas co-founder and served as its CEO previously, from April 2010 to June 2015. Mark has a proven track record in developing purpose-led initiatives and driving innovation. Prior to reassuming the role of CEO, Mark served as an Executive Director at Combi Group, Chief Financial Officer at Kombo King, and Finance Director at Master Currency. The Foundation bid farewell to Seapei Mafoyane who served as CEO for seven years and wished her success in her new endeavours.

10TH ANNIVERSARY

Black Umbrellas celebrated its 10th anniversary in 2019. Initiated by social entrepreneurs Charles Maisel and Mark Frankel, partnered with the Foundation in 2009 to scale up the project countrywide with a R5.2 million investment in the set up and operations of a Johannesburg office.

Over the 10 years, Black Umbrellas incubated businesses have made a meaningful contribution to job creation and revenue generation in South Africa. President Cyril Ramaphosa, Chairperson of the Foundation, congratulated Black Umbrellas on its 10th anniversary. "The innovation and aptitude, drive, determination and consequent success of Black Umbrellas' entrepreneurs is inspiring. I know that it will enjoy further success in the years to come and continue to make its commendable contribution to overcoming the challenges of unemployment, inequality and poverty in South Africa," he said.



2019 INBIA AWARD WINNER

Black Umbrellas was named the recipient of the 2019 International Business Innovation Association (InBIA) awards in the USA. The prestigious InBIA award, awarded now for the second time to Black Umbrellas, ranks Black Umbrellas among the foremost incubation programmes in the world.

FIRST TOWNSHIP-BASED INCUBATOR

Black Umbrellas opened its first township-based incubator in partnership with Rand Mutual Assurance. The incubator, at Bara Mall in Diepkloof, Soweto, is Black Umbrellas 9th incubator. It was opened on 25 November 2019. Black Umbrellas CEO Mark Frankel, together with Rand Mutual Assurance CFO, Bilal Adam, unveiled the plaque and cut the ribbon to the doors.

The incubator has proudly welcomed NTCS Engineering and Bokaru Group as the first Soweto SME clients on the programme.



GIVEN SEOLWANA, VHG HR and Payroll Consulting.

Given is the founder and managing director of VHG HR and Payroll Consulting. Her entrepreneurial journey began when she registered VHG HR and Payroll Consulting in 2017 to fulfil her passion for human resource management and running her own enterprise. In the same year, she joined the Black Umbrellas programme as a pure start-up. Since joining the programme, VHG HR and Payroll Consulting has grown from one employee to a team of three dedicated professionals with an annual turnover of R498 000.



When I registered my business with Black Umbrellas, I had no idea how I was going to get it off the ground. Black Umbrellas has given me a variety of opportunities to stand in front of potential clients and sell my service. It is always good to have a 'big brother' to guide you especially where there are pitfalls. I am also grateful to have an opportunity to have a mentor and Enterprise Development Manager coaching me. Their feedback has been highly appreciated and resulted in the growth of my business.



EVELYN MAPHOTO, Setumishi Building Construction

Evelyn joined Black Umbrellas in 2014 as the owner of Setumishi Building Construction. It currently employs over 30 permanent staff and contract workers. The company generates an annual turnover of over R10 Million, five times its value prior to joining the Black Umbrellas incubator. Driven by the needs of her community, Evelyn is exploring agriculture in the form of animal and crop production. Her plans are to set up a plant and equipment hire division in the mining sector.

FUNDRAISING AND PARTNERSHIPS

This section speaks only to the relationships that the Foundation has at a central level, and not the multitude of partnerships enjoyed by its entities. Details of these partnerships may be found in the annual reports of the Foundation's entities.

YOUTH MANAGEMENT FOUNDATION

Cyril Ramaphosa Foundation was a sponsor partner of the Youth Management Foundation. The YMF is a youth-led organisation that implements leadership and mentorship programmes in schools across the country.

PRESIDENTIAL GOLF CHALLENGE

The Presidential Golf Challenge (PGC) is hosted by the Department of Public Service and Administration and is a joint initiative with the private sector to raise funds in support of social development projects designated by the sitting President. It is held each year following the State of the Nation address. Cyril Ramaphosa Foundation was the designated beneficiary of the 2019 PGC held on 8 February. The R5.6 million raised was allocated to much needed school sanitation projects to be implemented by the Foundation's partner entity, Adopt-a-School.

In 2018, the Foundation applied funds raised by the Presidential Golf Challenge of that year to the construction of three new classrooms at Ditsepu Secondary School in Polokwane, Limpopo; the construction of a feeding scheme kitchen at Motshegofadiwa Primary School in Hammanskraal, Gauteng; and the construction of an ablution facility at Rode Secondary School in Mount Frere, Eastern Cape.



Funds raised were applied to the construction of new ablution facilities at Mandleni Junior Secondary School, Ixopo Junior Secondary School and Rode Senior Secondary School in the Eastern Cape, and Madikoti Putsoa Primary School in Limpopo.

BEFORE



AFTER



BCX SUPERSPORT SHOOTOUT

Cyril Ramaphosa Foundation was a beneficiary of R500 000 from Multichoice, facilitated by the Celebrity Golf Shootout at the BCX SuperSport Shootout in May 2019.

READING DYNAMIX

Cyril Ramaphosa Foundation has supported Reading Dynamix since 2007. Teachers were trained in delivering the reading development programme, with over 22 000 learners reached at different schools in Alexandra Township and Ivory Park. The workbooks used are compliant with the national curriculum for English as a First Additional Language. Reading Dynamix reported continued success by teachers and district officials. In October 2018, the Foundation notified Reading Dynamix of the discontinuation of funding at the end of 2019. The beneficiary schools expressed gratitude for the long-term support and indicated continued use of the skills and learning materials gained.



CITY YEAR SOUTH AFRICA

City Year South Africa is a national youth service programme that recruits, trains and supports highly motivated groups of young volunteers between 18-25 years to serve in primary schools, high schools and ECD centres in Gauteng. The Foundation has partnered with City Year South Africa to implement the programme at Tshilidzi Primary School in Soweto. Called Whole School Whole Child, the programme aims to equip young learners with the tools to be active, responsible young people who know their value and have the skills to contribute positively to society. Eight young people have been trained as tutors and mentors and were immersed at Tshilidzi Primary School in April 2019.

Whole School, Whole Child worked in four key areas:

- 1 Additional human resources to support the school with their daily administration
- 2 English literacy and reading skills

- 3 After-school activities and homework support.
- 4 Advocacy through awareness campaigns and projects

City Year South Africa's service leaders contribute a year of their lives to investing and positively influencing school children. They are themselves undergoing personal development and career guidance and using the opportunity to transition positively into the world of work. Seven service leaders graduated from the Tshilidzi programme in 2019 and a further nine talented and vibrant individuals continue and build upon the highly successful programme.



174 learners joined the CYSA's after school programme called City Year Children's Club.

The partnership resulted in successful projects such as a child protection campaign, environmental awareness project, a spelling BEE, a legacy project, Women's Day appreciation campaign and a learner appreciation and graduation ceremony.



MR THINAWANGA TAKALANI

Mr Takalani, the principal of Tshilidzi Primary School, tragically passed away in early 2020. Cyril Ramaphosa Foundation and Adopt-a-School were deeply saddened to hear of his passing. Mr Takalani played an integral role in Adopt-a-School campaigns and was a committed and impactful leader. The school, community and education sector at large will sorely miss him. Mr Takalani's legacy is one of deep ethical leadership and love and compassion for his learners.

| OPERATIONS

Digital transformation

A significant development was the commencement of the digital transformation project, which is in line with the goal to work smarter. A project steering committee was established and strategy inputs sourced to enhance operations under the banner “**New Ways of Working**”. Data integrity is a key aspect of success in the sector in which the Foundation works and digital integration and automation will drive the Foundation’s character as a leader in development model building.





THE PEOPLE OF CYRIL RAMAPHOSA FOUNDATION

The staff of the Foundation are at the centre of delivery of its mandate. The Foundation has a dynamic human resources approach, policies and programmes that ensures well-motivated staff that live the Foundation's values and are committed to its mission, vision and goals.

HEAD OFFICE

80% FEMALE



20% MALE



OVERALL

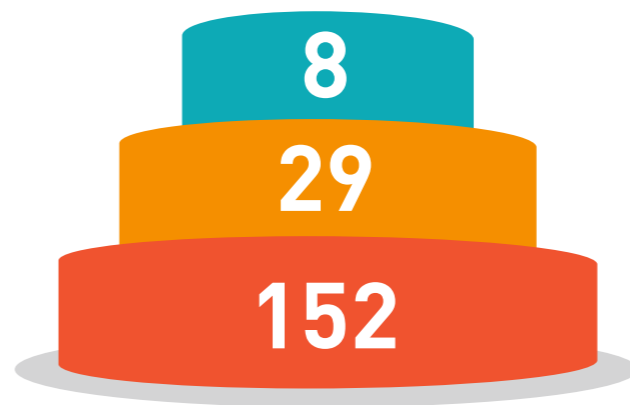
75% FEMALE



25% MALE



CYRIL RAMAPHOSA FOUNDATION EMPLOYEES



- Interns
- Core Foundation employees
- Total employees across all partner entities

THE LEADERSHIP OF YOUNG BLACK WOMEN THROUGHOUT THE FOUNDATION AND ITS PARTNER ENTITIES IS PARTICULARLY STRIKING.

LEARNING AND DEVELOPMENT

from March 2019 - February 2020

R280 000 + Investment in employee development

R750 000 + Invested in employee development across the entities

R62 000 + Worth of free employee training, donated by Executrain

Women lead CYRIL RAMAPHOSA FOUNDATION

Cyril Ramaphosa Foundation, established 15 years ago, has been headed up by women CEOs since its inception and has several women employed at executive level, writes Mmabatho Maboya, CEO

Cyril Ramaphosa Foundation formally marks its 15th anniversary this year. It was established as the Shanduka Foundation in 2004, the corporate social investment arm of the Shanduka Group. The foundation changed its name in 2015 following Cyril Ramaphosa's divestment from the Shanduka Group.

The foundation implements programmes to improve education and grow small and medium black enterprises for an inclusive and empowered society. It does so through its partner entities Adopt-a-School, KST, Cyril Ramaphosa Education Trust (CRET) and Black Umbrellas.

When it was established in 2004, the foundation committed to spending R100-million on social investment programmes over 10 years. By March 2019, Cyril Ramaphosa Foundation had contributed over R359-million and leveraged an additional R1.043-million through its partner entities for programmes to develop education, youth, small and medium enterprises, and vulnerable children and women. As at March 2019, Adopt-a-School and KST together work in over 450 schools and have benefitted almost a million learners. CRET has supported more than 200 students to access tertiary study, and Black Umbrellas has incubated over 1 300 small businesses, which have created close to 12 000 jobs and turned over more than R1.12-billion.



Mmabatho Maboya

Beyond the statistics, are the moving and inspiring stories of individual lives that have been touched and transformed. Women have been central to the role and impact of the foundation.



High representation of women

Women CEOs have led the foundation since its inception and of its 11-person executive, seven are women.

The employee profile of the foundation and its partner entities is also highly representative of women. Of a staff cohort of 133, 77 per cent are women. This is not the result of deliberate affirmative policy, but of merit selection that speaks to the talents, skills and qualifications of women despite the social and structural barriers that they experience.

Among the efficacies of a predominantly women-staffed and led organisation has been its gender sensitivity and integration of women's needs in its programmes. The foundation's Thari programme, for example, addresses women and child abuse as a factor in educational performance. Under pilot at schools in Botshabelo in the Free State and Diepsloot in Gauteng, the programme provides psycho-social support services for women and children, empowers them against abuse and exploitation, and facilitates dialogues with men and boys to address issues of masculinity, violence and gender sensitivity, among other things. Thari is a Tswana term for the blanket used to cover and carry a child, and also refers to the lining that protects a baby while it is in its mother's womb.

Cyril Ramaphosa Foundation's gender profile makes for a developmental, equitable and supportive work environment, and an integrated and cohesive organisation richly in touch with its employees, the sectors in which it works, and society. ■

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INNOVATION AWARDS

Cyril Ramaphosa Foundation has implemented an annual innovation award which rewards initiatives that improve capabilities and/or that are new to the organisation, market or sector. The 2019 recipient of the Foundation's Innovation Award was the team that conceptualised and produced the 15th anniversary public art exhibition.

The winner of the 2018 award was Adopt-a-School, for its tailor-made programme to address leadership challenges that affect school performance. The programme was piloted in 2018 at Dr Beyers Naude Secondary School.



THE GAME PLAN

The Game Plan is a specially curated board quiz game about the Foundation that was created to help cohere the organisation across its partner entities in a fun way.



I AM TALENT

The Foundation has implemented a talent retention and management strategy entitled "I am Talent". One of its key components is staff engagement via performance and talent conversations. This aims to ensure that talent is fully performing in current roles and is developed for future roles. In 2019, appreciation was expressed for all the talent of the organisation with an individual gift.

EMPLOYEE WELLNESS PROGRAMME

A staff wellness programme was launched on 4 July 2019. The Foundation recognises that a healthy workforce positively affects organisational performance. To this end, the Foundation strives to create a supportive work environment that encourages and supports employees to adopt healthier lifestyles in order to achieve work/life effectiveness. The Foundation acquired the services of ICAS, an employee wellness service provider, to run the Foundation's wellness programme. ICAS is an international company with footprints in South Africa which offers a holistic wellness programme for employers. ICAS has a multi-disciplinary team that includes occupational therapists, physiotherapists, psychologists, nurses, doctors and medical review panels which are readily available to Foundation staff and members of their households.

ICAS will provide quarterly reports that will monitor uptake of the programme and potentially highlight trends and areas that require management attention in order to improve employee wellness. As part of the wellness programme a Wellness Day was held in partnership with Discovery medical scheme and ICAS on 26 July 2019. Employees were afforded an opportunity to undertake medical assessments that included tests and screenings for HIV, blood pressure, diabetes and cholesterol. The day's programme included retirement planning and stress management presentations by Alexander Forbes and ICAS respectively, and an aerobics class by Virgin Active.



BUA: AN ANTI-CORRUPTION HOTLINE

In the 2019/2020 reporting period, integrity and ethical leadership has been emphasised. Refresher workshops were conducted on the code of ethics, declaration of interest, whistle blower and anti-corruption policies. The implementation of these policies has been strengthened by the launching of "BUA", an anti-corruption hotline across all entities. Employees were all trained on its use.

“**OUR FOCUS HAS BEEN ON ENTRENCHING OUR VALUES OF INTEGRITY AND ETHICAL PERFORMANCE AND PUTTING EMPLOYEES AT THE CENTRE OF DELIVERING ON OUR MANDATE.**” Mmabatho Maboya - CEO



BUA

don't support it, report it



Report unethical conduct anonymously!

0800 333 053

Email address
crf@tip-offs.com

Cyril Ramaphosa
FOUNDATION

SINIKA – WE ARE GIVING

Sinika, which is isiXhosa for “we are giving”, is the Foundation’s employee giving programme. Members of staff of the Foundation and its partner entities each embody the commitment of the Foundation to improve lives and live the values of the Foundation. To demonstrate this, each member of staff contributes a monthly sum to the Sinika programme.

Sinika raised R169 645 in 2019 for the implementation of an entrepreneurial club at Modilati Secondary School in Hammanskraal. Black Umbrella’s Next Gen Academy provided training to the 26 members of the club on traditional marketing and sales and digital marketing. The group started a business selling airtime at school, and the practical components of their training was based on this small business.



| IN CONCLUSION

The Foundation recorded significant progress in 2019, bolstered its impact figures, and introduced a number of innovations. The Covid-19 pandemic beginning at the end of 2019 into the close of the reporting period in February 2020, led to some disruption of the Foundations activities, but it quickly adapted and propelled its work, not least because of its accomplishments in 2019.

The Foundation remained committed to its purpose and as the 2020/2021 year progressed, it geared its programmes in new ways, with increasing resilience, wherewithal and intensity, as is being demonstrated across the country. Productive meetings and gatherings are taking place online, new ways of implementing projects and programmes are being innovated, and work from home regimes are proving effective.

The Foundation is effectively engaged with the turning cogs of our new reality and continues to make a difference to lives through its programmes implemented by its partner entities. KST continues to build classrooms, Black Umbrellas is supporting small businesses through these tough economic times, and the Thari programme hosted a Career Expo in August 2020 for senior students in Diepsloot with all due protective measures.

Young people have been among the worst affected by the pandemic and the measures to contain it, including in terms of the disruption to their studies, their career and livelihood prospects, and their emotional wellbeing. The Foundation hosted a well-attended "Thought Lab Webinar" with its partner entity, Cyril Ramaphosa Education Trust (CRET), on youth development in July. The webinar was inspired by CRET alumnus working in a variety of capacities and sectors on the frontlines of the Covid-19 response. As the webinar reaffirmed, our future in an uncertain world is dependent on the development of youth now. The webinar solidified the partnership between youth development practitioners and the private sector in jointly confronting the challenges to continued youth development support in these challenging economic times. We believe our relationship with our stakeholder partners and donors is based on a shared social commitment that works in the interests of all.

The Foundation is meeting the challenges of 2020 with strength and fortitude and the continued support of its stakeholders, partners, friends and associates and, its Board, Executive, partner entity boards and members of staff.

Cyril Ramaphosa Foundation is thankful to all for a most fulfilling and well-accomplished 2019/2020 year, and sustained support.

A young boy with short dark hair, wearing a blue sweater with a colorful striped cuff, is seen from behind, writing on a green chalkboard. The chalkboard is the background for the Cyril Ramaphosa Foundation logo.

Cyril Ramaphosa
FOUNDATION

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