When I grow up, I’m going to build

THE LITTER TRACTOR

IT WORKS UNDERGROUND TO SUCK IN LITTER
AND PUT IT IN THE RUBBISH BIN
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In all of the work we do, we bring best *value*, best *performance* and strict *discipline*. 

We embody the principle of *Ubuntu*: Not living just for oneself but living for one another and putting the needs of the *community* first.

We keep the *future* in mind in whatever we do. 

We will always strive to empower staff, children and youth with the *tools and knowledge* to be independent and stand free from the chains of poverty.
CRADLE TO CAREER™ 360°

Our Cradle to Career model is our commitment to supporting children, from infancy into adulthood and employment, to ensure that they become the next generation of productive citizens. The model works from the context of family to provide services to children from birth, through school-going age, into the world of work. Through cross-referrals between programmes, we ensure the holistic development of young people by providing them with what they need to emerge as adults who can access the economy. Our model also focuses on training community-recruited employees and creating opportunities to deploy their skills.

The model is implemented through the core and support programmes as graphically presented below:
CHAIRMAN’S REPORT

Notwithstanding the initial sense of loss and disruption caused by his passing, the executive team, led by our enthusiastic CEO, Marc Lubner, continued to pursue the organisation’s goals, ensuring that Afrika Tikkun experienced a year of continued growth. Our Board played a valuable role in providing guidance to the management team during this period. I extend my gratitude to them, and to Herby Rosenberg who served as acting Chairman until I assumed my responsibilities on 1 July 2017.

Management remained focused on its game plan, achieving highly commendable results for the year. Revenue targets were exceeded in an economy where corporate earnings were under pressure, reducing the amount available for CSI spend. International contributions, in particular extraordinary contributions from the Belron Group, were materially responsible for this result. In addition, South African fundraising, including some valuable donations in kind, exceeded expectation. 85% of all corporate donors, who had previously supported Afrika Tikkun, did so again - a sign of confidence in the organisation. By choosing to associate themselves with the Afrika Tikkun brand, these corporates endorse our standing in the field of community upliftment. Our marketing efforts, led by Onyi Nwaneri, have resulted in improved brand recognition, adding value to our overall objectives.

Our increasing role in the field of social philanthropy was further confirmed by Afrika Tikkun being awarded the top position in both corporate and NGO polls conducted by Trialogue, which monitors spend and impact in South Africa’s non-profit sector.
Operationally, the organisation performed well, with expenses being contained while meeting our impact goals. Significant improvement in Early Childhood Development content and teacher competencies resulted in improvements in key performance matrices. Our Youth programmes are marketed by ‘Community Champs’ operating at each site for the benefit of specific communities, and our statistics reflect improved attendance. School results, particularly matric results, indicate improving confidence amongst the youth attending our after-school programmes.

Our Care and Growth programmes, led by COO Leonie van Tonder, address the creation of a corporate culture built around enlightened leadership. These have helped to reduce Afrika Tikkun’s staff turnover and resulted in more competent leadership by centre managers.

In 2016, Afrika Tikkun implemented a plan to control beneficiary numbers, in order to offer focused direction and support. The launch of our after-school ‘Ready to Work’ programme ensured that more graduates were developed for job opportunities.

Afrika Tikkun Services (Pty) Ltd prepares the Tikkun Youth for learnerships and job opportunities, which adds increasing value to the achievement of Afrika Tikkun’s objectives.

Budgets for 2017 are optimistic but achievable, based on careful assessments of donors and an understanding of necessary programme activity to achieve outcomes. Management has the support of the Board to implement the action programmes. Arnold Forman’s role in assessing and guiding our financial performance was again clear during 2016, and in preparation of the 2017 budget and future forecasts.

Dr Bongani Khumalo retired from the Board, after 10 years of valuable service, and we thank him for his wise counsel. Russell Loubser, who has contributed much to our strategic development, has moved from the Board of Afrika Tikkun to the Board of Trustees of Afrika Tikkun Investment Trust, in which capacity he continues to play a valuable role.

I thank the Board and management for their continued support and look forward to supporting them to take Afrika Tikkun from strength to strength.

Arnold Basserabie
Chairman: Afrika Tikkun
Afrika Tikkun performed well throughout 2016, achieving a surplus of R4.2 million to be utilised to support the next year’s growing operating activities. In today’s challenging environment, the Board’s directive is to have sufficient working capital to cover six months of operating costs. At the end of the financial year, our surplus enabled a situation whereby we now have 5.2 months of working capital on hand, and will attempt to achieve the 6-month cover target in 2017.

Importantly, this result was achieved against a backdrop of ever-improving impact results and solid performance at operational site level.

Donor contributions grew as a result of Afrika Tikkun’s focus on ever-improving qualitative and quantitative report backs, aligned to predetermined donor requirements. Attendance at our Centres reflected a significant improvement, showing growing community acceptance and recognition of the value of services offered. More matric students graduated than ever before, and there were significant increases in the number of university pass rates.

Upgrading of the monitoring and evaluation processes of our Early Childhood Programme enabled new benchmarks to be achieved in basic development goals for approximately 1 100 pre-school children attending our classes. Increased parental engagement, broader community liaison, as well as joint programming with surrounding schools, all reflected an organisation which is increasing its positive presence and influence within the communities in which we operate. Staff turnover reduction reflects staff commitment and independent research reflects a passionate staff morale and loyalty. Full credit must go to our COO, Leonie Van Tonder, for achieving a solid performance from all core operations.

The year was also a challenging one marked by the passing of my father, Bertie, the Founder and Chairman and indeed ‘holder’ of the very ethos of our organisation. Despite my father having to cope with failing health, he was constantly updated, aware and involved in the strategic activities of the organisation. His passing immediately created an emotional void that will never be filled.

Management responded to the challenge maturely, and the goals for the year were not only met, but exceeded. Herby Rosenberg temporarily filled the important role of Acting Chairman, until
Arnold Basserabie was appointed Chairman. Arnold has spent many years on the Afrika Tikkun Board, which ensured the continuity of the governance standards for which my father was renowned. Arnold continues to ensure that the strategic direction continues unabated.

The Board has been supportive throughout and management has appreciated the guidance, with special tribute being paid to Karuna Mohan for her insightful direction.

**MARKETING**

After years of commentary that ‘Tikkun is the best kept secret,’ management embarked on a cost-effective social media and event strategy rather than a costly, aggressive above-the-line advertising approach. Brand building was aligned to profiling the work of the organisation, both within township communities and, externally, within donor communities. Quarterly breakfast events, sports days and participation by staff at conferences, combined with ‘opinion pieces’ in the daily media to build brand awareness and, wherever feasible, a call to donate were associated with these efforts. These programmes are being refined constantly to ensure optimal return on funds/effort invested.

**FUNDRAISING**

Whilst the local market CSI contributions are in line with forecast, Afrika Tikkun funding entities in particular the UK and Europe excelled with a contribution of R10 533 643, from the Belron Group, a substantial contribution that exceeded expectation, for which we are all so appreciative. Afrika Tikkun USA produced a contribution of R970 500, with this being a year of establishing a solid foundation on which future sizeable revenue streams are anticipated. The Afrika Tikkun USA and UK Boards are to be thanked and complimented for their contribution, financially and intellectually. Both Gary Lubner (Chairman, UK and Europe) and Scott Booth (Chairman, USA) as well as Peter Jacobson (Vice-Chairman, USA) are to be acknowledged for their extraordinary efforts. Locally, Onyi Nwaneri and the team of fundraisers and support staff must receive praise for the extraordinary results in their local fundraising efforts.

**GENERAL**

Afrika Tikkun continues to produce young people capable of entering the job market with confidence. The challenge remains to find careers for the graduates of our structured programmes, in an environment of significant unemployment. Our graduates present the best opportunities for employers, by creating learnerships and jobs for them, productivity gains lead to increased corporate earnings which, in turn, generate more jobs. Our unique Cradle to Career model has proven itself and we will continue to explore employment opportunities with our corporate donors and other potential employers. While 2017 is to be a difficult year economically, Afrika Tikkun will provide a compelling socio-economic rationale motivating CSI, Enterprise Development, as well as equity participation value, to corporate South Africa. We offer individuals the opportunity to participate in real-life tangible empowerment that ensures a uniquely Afrika Tikkun experience. Our budget for 2017 seeks to raise R85,7 million and expend R83,8 million, primarily on community programme activities, and we believe, we will continue to produce some of the finest citizens in the country as a result thereof.

We have the model, the teams and the intellect, combined with the absolute commitment, to make a significant difference to the youth crises facing our country.

Marc Lubner  
Chief Executive Officer
The highlight of 2016 was the opening of the Belron Training Centre. The generous contributions received from the Belron Group made it possible for us to create a world-class training environment in which we can roll out career programmes, with a specific emphasis on IT training. In addition to training, the facility also has an area we can use for functions, workshops and conferences for up to 100 people.

During 2016, we focused on development of both the staff and our beneficiaries, and laid the groundwork for implementing the ‘Theory of Change.’ This will be rolled out to all areas of the organisation during the coming year.

The general managers completed a 4-year journey of coaching and leadership development which culminated in an impressive presentation to the EXCO and other dignitaries.

Two general managers also excelled in outside studies, with Jean Elphick completing her Ph.D. in Development Studies and Sipho Mamize completing his MBA.

In ECD we delivered a 227% increase on school readiness results and the matric results gave us a 98% pass rate with 64 distinctions for 44 matriculants. Two of our matric students got 6 distinctions each!

The year ended with performance well within budget and all proposed programmes having been rolled out.

An ongoing area of concern remains the placement of our youth/post-matric students in jobs. It is imperative that we collaborate with more companies that are prepared to employ our work-ready students in order to complete the Cradle to Career cycle.

In 2017, we will employ a radical change in the CYD/after-school programmes. Using a selection of aspirational programmes, we will introduce learners, from a very early age, to the wider world of ‘opportunity’ and ensure that they are physically and mentally ready to recognise an opportunity and to make use of it.

Leonie van Tonder  
Chief Operating Officer
### Statistics

**Core Programmes**

<table>
<thead>
<tr>
<th>Service</th>
<th>Total</th>
<th>Alexandra</th>
<th>Diepsloot</th>
<th>Uthando</th>
<th>Orange Farm</th>
<th>MFuLEni</th>
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<tbody>
<tr>
<td>Total Registrations</td>
<td>12,292</td>
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<td>2,665</td>
<td>2,061</td>
<td>2,585</td>
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<td>Early Childhood Development</td>
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<td>198</td>
<td>261</td>
<td>222</td>
<td>251</td>
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<tr>
<td>Child and Youth Development</td>
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<td>1,109</td>
<td>849</td>
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<tr>
<td>Youth Skills Development and Placement</td>
<td>1,183</td>
<td>193</td>
<td>234</td>
<td>186</td>
<td>258</td>
<td>312</td>
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<td>Social Support Services</td>
<td>3,004</td>
<td>395</td>
<td>627</td>
<td>436</td>
<td>576</td>
<td>970</td>
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<tr>
<td>Empowerment</td>
<td>1,836</td>
<td>377</td>
<td>434</td>
<td>368</td>
<td>619</td>
<td>38</td>
</tr>
</tbody>
</table>

**Total:** 12,292

**Beneficiaries Serviced in 2016**

- **South African/Foreign Breakdown**
  - South African: 96%
  - Foreign: 4%

- **Male to Female Breakdown**
  - Male: 36%
  - Female: 64%
EARLY CHILDHOOD DEVELOPMENT (ECD)

Each of our centres provides a holistic Early Childhood Development Programme which includes fully-balanced nutrition as well as skills development in the following areas:

- Numeracy: Maths and counting
- Literacy: Reading and language
- Cognition: Learning skills
- Gross Motor Development: e.g. kicking a ball
- Fine Motor Development: e.g. handwriting skills
- Emotional and social skills

Key outcomes:
- Quality, accessible and relevant ECD services
- Children in ECD meet the normative developmental milestones
- School readiness

Key Output:

1171 children reached in 2016
CHILD AND YOUTH DEVELOPMENT (CYD)

The Child and Youth Development Programme is an after-school programme for young people from Grade 1 to Grade 12. It provides a series of activities that enable school-going learners to realise their inherent potential. The revised programme pillars to be implemented in the 2017 year are:

- Empowerment (Civic education and agency)
- Innovation (Problem solving and critical thinking skills)
- Care for Yourself (Health and fitness)
- Grow Your Future (Career guidance, career pathing and work skills); and
- Inspired Learning (Learning, homework, and study skills support, computer literacy and Saturday Schools)

Through these programmes, we develop young people into active citizens, the leaders of tomorrow and lifelong learners who, through the pursuit of innovation and creativity, are poised to become leaders in their chosen career paths.

Key outcomes:
- Young people are able to make positive life, learning and career choices, and have the ability to take responsibility for their own lives
- Young people are motivated to improve their academic achievements
- The majority of Afrika Tikkun youth complete matric (or an alternative pathway)
- Young people experience an increase in social capital
- Young people are empowered to be active citizens with leadership skills
- Young people are inspired to learn
- Young people understand their socio-economic pathways

Key Output:
5 099
CHILDREN / YOUTH REACHED
IN 2016

CYD age groups
- 7 - 12 year olds: 54%
- 13 - 15 year olds: 24%
- 16 - 18 year olds: 22%
The Youth Skills Development and Placement Programme provides:
- Career guidance
- Job readiness training
- Job placement
- Bursaries for further learning

The programme is targeted at young adults with a matric or equivalent between the ages of 19 - 35 years (although the primary focus is youth from 19 - 25 years).

Key outcomes:
- Young people are able to navigate the labour market
- Young people are able to successfully access and sustain employment or self-employment
- Young people have access to further learning

Key Output:

1183 young people trained per annum

30% in employment/self-employment in 2016
SUPPORT PROGRAMMES

NUTRITION AND FOOD SECURITY PROGRAMME (NFS)

Many of the children, who participate in Afrika Tikkun’s core programmes, have limited access to food. Hunger and malnutrition are common. We provide these children with daily meals and, where verified by our Social Workers, monthly food parcels, emergency relief and school lunch boxes. Afrika Tikkun Centres have vegetable gardens to enhance the meals prepared in our kitchens, as well as to set an example for community food gardening.

FAMILY SUPPORT SERVICES (FSS)

Our Family Support Services address the child’s needs within the context of their family circumstances. Our family support workers assess each child’s family and create a “Family Development Plan”. Some services provided include assistance with government grants, parenting skills, family preservation, income generation and self-sufficiency projects. Special attention is given to child-headed households.

PRIMARY HEALTH CARE (PHC)

Young people who participate in our programmes have access to our Primary Health Care services which include early identification and treatment of childhood illnesses e.g. immunisation and growth monitoring. Where necessary, health services are also extended to the child’s family members e.g. provision of home-based care for chronically ill parents, who may be suffering from AIDS-related illnesses and/or TB.

THE EMPOWERMENT PROGRAMME

Afrika Tikkun empowers children, youth and their families to actively pursue their human rights across all our core programmes. It facilitates children, youth and their families to work together as agents for change within their homes, community and country. We do this by providing them with tools to support each other, to access resources and opportunities, and to campaign for change wherever services, systems and attitudes exclude them or violate their human rights.
HIGHLIGHTS

ZERO
DIARRHOEA RELATED DEATHS IN MFULENI DUE TO IMCI PROGRAMMES AND HEALTH CAMPAIGNS

12
BENEFICIARIES TRAVELLED TO GERMANY, UK AND USA TO PARTICIPATE IN TRIATHLONS AND CAREER DEVELOPMENT

98% MATRIC PASS RATE

100 Bachelor Passes
58 Diplomas

64 Distinctions
HIGHLIGHTS

- 5 BENEFITTING COMMUNITIES
- 12 292 BENEFICIARIES REACHED
- 1183 UNEMPLOYED YOUNG PEOPLE BECAME EMPLOYABLE; 30% PLACED IN ENTRY-LEVEL OPPORTUNITIES
- 301 GRADE R LEARNERS GRADUATED from ECD Centres and placed in local primary schools
- 800 000 MEALS PROVIDED ACROSS ALL CENTRES
- 3 004 FAMILIES SUPPORTED

Benefitting Communities - Supporting Families - Providing Meals
OUR CENTRES

ZOLILE MALINDI CENTRE:
Mfuleni

WINGS OF LIFE CENTRE:
Diepsloot

PHUTHADITJABA CENTRE:
Alexandra
UTHANDO CENTRE:  
Braamfontein

BELRON TRAINING CENTRE:  
Braamfontein

AREKOPANENG CENTRE:  
Orange Farm
GENERAL MANAGERS

SIPHO MAMIZE
GM Diepsloot Center

MANNY MHLANGA
GM Orange Farm Center

LIZO MADINGA
GM Mfuleni Center
PATRICIA LEDWABA
GM Alexandra Center

NEHWOH BELINDA
GM Uthando Center
Braamfontein

JEAN ELPHICK
GM Empowerment and M&E
FINANCIAL DIRECTOR’S REPORT

TRANSPARENT AND RIGOROUS GOVERNANCE

Bertie Lubner (who together with Chief Rabbi Cyril Harris was a founding father of our organisation as well as being my mentor), lived by a profound question: “What can I do to make a real difference?” He followed that question with a belief that “nobody can make a success of life without the help of others”.

With this guiding principle, he instilled a heart in Afrika Tikkun. He also believed that the organisation required top executives and non-executive directors who not only believed in corporate governance, but who also had the requisite skills, passion, compassion as well as an ability to embrace the vision of the organisation.

Like myself, the non-executives are not remunerated. Rather, we are rewarded in the work that we do and the impact that the organisation makes on the youth of South Africa.

The Board meets at least four times a year, with our Audit & Risk and Human Resources Committees meeting prior to most board meetings.

We continuously strive to enhance, develop and reassess the needs of, as well as the effect and impact that we are having on, the communities in which we operate. We also monitor our systems of internal controls to ensure that we are both effective and efficient from a delivery as well as financial point of view. We strive always to create a sustainable leading organisation in which our intellectual skills are not considered proprietary, but rather are shared within our fields of operation.

Our Executive Management Team, which includes departmental and programme heads, is made up of a wide range of professionals from diverse backgrounds, including child and youth development, training, legal, human rights and
financial fields. The team as a whole believes in, and lives by, our pursuit of a better South Africa.

South Africa is facing tough economic times, with 2016 showing only a growth rate of 0.3% and inflation at 6.6%. Unfortunately, in these times, the first area of corporate savings is a reduction in Corporate Social Investment (CSI) spend.

We are pleased that our historic donor base continues to support us, new partners embrace us and the communities and their beneficiaries endorse our efforts. With youth unemployment in South Africa, currently estimated at 54.5%, it is imperative that we succeed. Our Cradle to Career model is transportable and we are engaging with other organisations in South Africa to expand this initiative.

In the past, we were considered a charity, whereas today we are truly a service organisation that partners with corporates, society and government to alleviate poverty and improve the lives of South African young people. We endeavour to create a sustainable and everlasting organisation, and welcome fellow South Africans to share in what we do.

Being at the coal face, it is both a privilege and a pleasure to market this organisation as well as our related companies, Afrika Tikkun Services (Pty) Ltd and Afrika Tikkun Investment Trust. As a true partner, we can assist with social investment, enterprise development, skills development, training and placements, learnerships and Broad-Based Black ownership with the end-goal always being to provide a sustainable Cradle to Career path for our disadvantaged youth.

Arnold Forman
Financial Director
## COMPREHENSIVE OPERATING STATEMENT

**Year ended 31 December 2015**

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Alexandra</th>
<th>Diepsloot</th>
<th>Uthando</th>
<th>Orange Farm</th>
<th>Mfuleni</th>
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</thead>
<tbody>
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<td><strong>Net Fundraising</strong></td>
<td>R 42 896 342 R</td>
<td>R 50 620 987 R</td>
<td>R (7 724 645) R</td>
<td>R 1 544 752 R</td>
<td>R 6 487 076 R</td>
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<td><strong>Donations raised</strong></td>
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<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
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<tr>
<td><strong>Marketing and Fundraising costs</strong></td>
<td>R (7 724 645) R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td><strong>Interest received</strong></td>
<td>R 1 544 752 R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
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<tr>
<td><strong>Sundry income</strong></td>
<td>R 6 487 076 R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
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<tr>
<td><strong>Total income received</strong></td>
<td>R 50 928 170 R</td>
<td>R (1 729 094) R</td>
<td>R</td>
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<td><strong>Head Office expenditure</strong></td>
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<td>R</td>
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<tr>
<td><strong>Total project expenditure</strong></td>
<td>R (48 022 227) R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
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<tr>
<td><strong>Cradle to Career Expenditure</strong></td>
<td>R (36 130 889) R</td>
<td>R (6 265 161) R</td>
<td>R (7 569 131) R</td>
<td>R (7 262 126) R</td>
<td>R (8 105 536) R</td>
<td>R (6 928 935) R</td>
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<tr>
<td>Early Childhood Development</td>
<td>R (4 988 534) R</td>
<td>R (823 085) R</td>
<td>R (976 298) R</td>
<td>R (1 066 800) R</td>
<td>R (1 259 127) R</td>
<td>R (863 224) R</td>
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<td>Child and Youth Development Programmes</td>
<td>R (8 942 760) R</td>
<td>R (1 568 225) R</td>
<td>R (1 750 062) R</td>
<td>R (1 461 005) R</td>
<td>R (2 150 774) R</td>
<td>R (2 012 694) R</td>
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<td>Social Support Services</td>
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<td>R (601 838) R</td>
<td>R (1 120 905) R</td>
<td>R (545 843) R</td>
<td>R (532 805) R</td>
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<td>Support Services</td>
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<td>R (3 446 128) R</td>
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<td><strong>Community Outreach Costs</strong></td>
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<td>Designated Community Outreach Obligations</td>
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<td>Donations in kind - designated expenditure</td>
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<td>Youth skills development</td>
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<td>Gender-based violence</td>
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<td>Health Care and Intervention Programmes</td>
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<td>Empowerment programme for children with disabilities</td>
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<td>Early Childhood - community projects</td>
<td>R (5 240) R</td>
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<td>Emergency outreach</td>
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<td>R</td>
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<td>Employment creation - National Development Agency</td>
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<td>R</td>
</tr>
<tr>
<td><strong>Net surplus funds for the year including designated funds</strong></td>
<td>R 1 176 849 R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td><strong>Total project expenditure per centres/centre</strong></td>
<td>R (36 130 889) R</td>
<td>R (6 265 161) R</td>
<td>R (7 569 131) R</td>
<td>R (7 262 126) R</td>
<td>R (8 105 536) R</td>
<td>R (6 928 935) R</td>
</tr>
</tbody>
</table>
## COMPREHENSIVE OPERATING STATEMENT

Year ended 31 December 2016

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Alexandra</th>
<th>Diepsloot</th>
<th>Uthando</th>
<th>Orange Farm</th>
<th>Mfuleni</th>
<th>Belron Training Centre</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Fundraising</strong></td>
<td>57 173 086</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Donations raised</td>
<td>67 946 421</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Marketing and Fundraising costs</td>
<td>(10 773 335)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Interest Received</td>
<td>2 419 652</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Sundry income</td>
<td>12 664 584</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td><strong>Total income received</strong></td>
<td>72 257 322</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Head office expenditure</td>
<td>(2 352 860)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td><strong>Total project expenditure</strong></td>
<td>(65 698 086)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td><strong>Cradle to Career Expenditure</strong></td>
<td>(49 719 341)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Early Childhood Development</td>
<td>(6 880 579)</td>
<td>(1 155 236)</td>
<td>(1 562 206)</td>
<td>(1 410 473)</td>
<td>(1 492 760)</td>
<td>(1 259 903)</td>
<td>-</td>
</tr>
<tr>
<td>Child and Youth Development Programmes</td>
<td>(11 813 669)</td>
<td>(2 145 426)</td>
<td>(2 187 979)</td>
<td>(1 946 544)</td>
<td>(3 076 065)</td>
<td>(2 457 654)</td>
<td>-</td>
</tr>
<tr>
<td>Skills Development</td>
<td>(2 082 623)</td>
<td>(587 508)</td>
<td>(196 340)</td>
<td>(273 786)</td>
<td>(794 037)</td>
<td>(230 952)</td>
<td>-</td>
</tr>
<tr>
<td>Social Support Services</td>
<td>(5 064 628)</td>
<td>(783 695)</td>
<td>(1 502 613)</td>
<td>(741 830)</td>
<td>(850 058)</td>
<td>(1 186 432)</td>
<td>-</td>
</tr>
<tr>
<td>Support Services</td>
<td>(19 949 247)</td>
<td>(3 008 473)</td>
<td>(3 559 805)</td>
<td>(3 749 117)</td>
<td>(3 670 964)</td>
<td>(2 976 677)</td>
<td>(2 984 211)</td>
</tr>
<tr>
<td>Empowerment and training</td>
<td>(3 928 597)</td>
<td>(271 368)</td>
<td>(1 340 504)</td>
<td>(1 608 801)</td>
<td>(574 899)</td>
<td>(133 025)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Community Outreach Costs</strong></td>
<td>(15 978 745)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Designated Community Outreach Obligations</td>
<td>(648 930)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Donations in kind - designated expenditure</td>
<td>(8 490 289)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Health Care &amp; Intervention Programmes</td>
<td>(5 594 730)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Microsoft</td>
<td>(539 363)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>MMI CPT - Live the Future Peer Education</td>
<td>(422 325)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Employment creation - National Development Agency</td>
<td>(117 935)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Family support - Department of Social Development</td>
<td>(165 173)</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td><strong>Net surplus for the year including designated funds</strong></td>
<td>4 206 376</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td><strong>Total project expenditure per centres/centre</strong></td>
<td>(49 719 341)</td>
<td>(7 951 707)</td>
<td>(10 349 447)</td>
<td>(9 730 550)</td>
<td>(10 458 784)</td>
<td>(8 244 643)</td>
<td>(2 984 211)</td>
</tr>
</tbody>
</table>
OUR PARTNERS

CORPORATES

• ABSA Wealth
• Absolute Computer/Challenge It Cc
• Acceleration South Africa
• Acceleration UK
• African Resonance Business Solutions
• Afrox (Pty) Ltd
• AJ’s In The Park
• Alchemy Properties
• Aon South Africa (Pty) Ltd
• Assign Services (Pty) Ltd
• Autoglass Ireland
• Autoglass UK
• Autorestore
• Avi Limited
• Azuraworx (Pty) Ltd
• Bain & Company South Africa
• Barclays Africa Group
• Barloworld Limited
• Batsumi Airport Ventures (Pty) Ltd
• Becton Dickinson South Africa
• Belron Canada
• Belron International
• Blue Label Telecoms (Pty) Ltd
• Blue Moon
• Bmw Autobahn
• Brian Heineberg & Associates
• Burgan Cape Terminals (Pty) Ltd
• Cape Classics
• Carglass Austria
• Carglass Belgium
• Carglass Brazil
• Carglass Denmark
• Carglass Estonia
• Carglass France
• Carglass Germany
• Carglass Greece
• Carglass Hungary
• Carglass Italy
• Carglass Norway
• Carglass Portugal
• Carglass Russia
• Carglass Slovenia
• Carglass Spain
• Carglass Suisse
• Carglass Sweden
• Carglass Turkey
• CBA Netbank
• Consol Glass (Pty) Ltd
• Constantia Insurance Group
• Contagious Communications
• Cottonfield 17(Pty) Ltd - T/A Goldenmarc
• Data World
• Datatec Limited
• Delta Air Lines
• DEM Equipment
• D’ieteren Treasury SA
• Drum Café USA
• EDCON Limited
• ENCA
• EOH Mthombo (Pty) Ltd
• Etv (Pvt) Ltd
• Famous Brands
• First National Bank
• Fluxmans Attorneys
• Full Stop Café
• Futuregrowth Asset Management
• Gammatec NDT Supplies (Pty) Ltd
• Geospatial Data Services (Pty) Ltd
• Gideon’s Flowers & Functions
• Google
• Great Park Synagogue
• Group Five Pipe
• Groupon -Twangoo South Africa (Pty) Ltd
• GT247.COM
• Handcrafted Imports
• Hott 3 Dimensional Marketing
• HSBC Africa
• Hudaco Group
• Imbeleko-Yesizwe
• Indwe Risk Services
• Instershu
• Intergrity Software
• Internet Solutions
• Interpublic Group (McCann Worldwide)
• Investec Bank
• Invicta Holdings
• Johnson Matthey Property Limited
• JSE Limited
• K.R.E.A.T.E
• Kathisa Promotional Gifts
• Kazak (Stan Boiskin)
• Kia South Africa
• Kinetic Events
• Knead Bakery
• KPMG South Africa
• Kriter’s Wholesalers
• KSR Architect
• Legal and Tax
• Lewis Group
• Lodge Security Events
• Lubman Group
• Maccabi South Africa
• Macquarie Group
• Maersk SA (Pty) Ltd
• Mail & Guardian
• Mango Airlines
• Masterskill
• Melbro Holdings (Pty) Ltd
• Mint Management Technologies
• Moneyweb
• Mpact Recycling (Pty) Ltd
• Msizi Africa
• Natalie Knight Production Cc
• Nedbank
• Nedbank (South African Charity Golf Day)
• Netcare 911
• Netcare Hospitals (Pty) Ltd
• Netsurit Technology Rentals (Pty) Ltd
• Newmark Hotels
• Next Group
• Norcros SA (Pty) Ltd
• Nu Nosh
• O’brien Glass Industries Ltd
• On The Mark Graphics
• Osiris Trading
• P Cubed
• Pandacom Distribution (Pty) Ltd
• Pareto Limited
• PG Group
• Pilkington Automotive
• Plant Research (Nz) Limited
• Platinum Life
• PPC Cement
• Premier Verification (Pty) Ltd
• Protea Hotel
• Purple Group Limited
• RAM Hand to Hand Couriers
• RGA Reinsurance Company Of South Africa Ltd
• Rockwell Automation
• Royal Bafokeng Holdings
• Safelite
• Sage Pastel
• Sage Ltd
• Santam
• Sasfin Bank Limited
• Seattle Co.
• Shatterpruffe
• Silvasale
• Silversoft South Africa
• Singita Game Reserve
• Six Degrees PR
• Sky Blue Entertainment
• Smith And Smith
• Spark Atm Systems
• Spoor And Fisher
• St Regis New York
• Stallion Security
• Synthesis Software Technologies
• Taylored Productions
• Terebinth Capital (Pty) Ltd
• Terra Firma Solutions (Pty) Ltd
• The High Road Fine Wines
• The New Age Newspaper
• Thetha Fm
• Tiger Consumer Brands Ltd
• Total SA
• Tourvest Holdings (Pty) Ltd
• Trade Routes Travel Management

Solutions Cc
• Trafcc
• Transnet SOC Limited
• Trencom Services
• Trialpha Investment Management
• Tricolt Property Development Cc
• Tsogo Sun
• Uber Nutrition
• UBS South Africa
• United Parcel Service Oasis Supply
• Vantage Capital Fund Managers
• Vestacor Ltd
• Vox Datapro (Pty) Ltd
• Vox United & Charity Ball
• VT1 SA
• Vukile Property Fund
• Webber Wentzel
• Wedgewood Nougat Cc
• Werksmans Attorneys
• Who Own Whom (Pty) Ltd
• Woolworths (Pty) Ltd
• Workonline Communications
• World Sports Betting
• WSP Group Africa (Pty) Ltd
• Xylem Water Solutions South Africa

TRUSTS/ FOUNDATIONS/ EMBASSIES

• ABE & Lily Swerky Charitable Trust
• ABSA Bank Foundation
• Ackerman Family Foundation
• Actionaid South Africa / YUW SA
• Anglo American Chairmans Fund
• Apexhi Property - Foundation
• Arthur, David And Percy Karbet Trust
• Belron World Conference Foundation
• Bizet Family
• CB & HH Taylor Charitable Trust
• Charities Trust
• Chief Rabbi Harris Memorial Foundation
• Cohen Charitable Trust
• Comair Charitable Trust
• David Graaff Foundation
• Dischem Foundation
• Discovery Trust
• Ellerines Brothers Trust Fund
• Eric And Sheila Samson Foundation
• Ginger Hilda Spiegel Trust
• Goldschmidt Foundation
• Graham And Rhona Beck Foundation
• Harold & Beatrice Kramer Foundation
• Harry & Bertha Tuch Charitable Trust
• Heneck Family Foundation
• Hosker Family
• Human Dignity Foundation
• IDSA
• Issroff Family Foundation (David and Lisa Issroff)
• Jack & Ethel Goldin Foundation
• JEDS Foundation (Steve & Laurie Katznelson)
• June & Eliot Tatelman Family Foundation
• K. E. & M Maisel Trust
• KFC Social Trust
• Kirsch Philanthropy, Southern Africa
• Kurt & Joey Strauss Foundation
• Leonardo & Patricia Fine Foundation
• Leon & Sybil Wilder Charitable Foundation
• Lm Miller Charitable Foundation
• MMI Foundation
• Nelson Mandela Childrens Fund
• Oppenheimer Memorial Trust
• Pathfinder International (Mahua Heath)
• Paypal Giving Fund
• Rachel & Jimmy Palmetto Trust
• Rubi & Ann Chaitman Foundation
• Ruth & Anita Wise Trust
• Saad Mered Family
• Sage Foundation
• SG Menell Trust
• Stanley & Zea Lewis Foundation
• Stonehage Fleming Family And Partners
• Stop Hunger Now – Southern Africa
• Susman Charitable Foundation
• The Holder Family Foundation
• The Mauerberger Foundation Fund
• The Moritz Family Foundation
• The Reed Foundation
• UJA Federation Of New York (Barbara Baumstein)
• United Way Of Columbus Ohio
• Viking Social & Upliftment Trust
• Zimmerman Family

GOVERNMENT

• City Of Cape Town
• City Of Johannesburg
• Department Of Health - Western Cape
• Department Of Social Development - Gauteng
• Department Of Social Development - Western Cape
• Gauteng Department Of Education
• Health & Welfare Seta
• SA Social Security Agency

INDIVIDUALS

• Adam Victor
• Adrian Gore
• Arnold Forman
• Barry Swartzberg
• Basil Hersov
• Bernhard Speyer
• Bertie Lubner
• Bev Glass
• Brenda Eisenberg
• Brian Susskin
• Caron Schnaid
• Cecil Wulfsohn
• Chris Grundberg
• Claire & Gavin Brandenburger
• Clifford Amoils
• Daniel Bradlow
• Daniel Ginsburg
• Dave Meller
• David Unterhalter
• Deloitte Staff
• DI Jacobs
• Dominik Lein
• Dr F Spiro
• Errol Gregor
• Estate Late Hilda Nixon
• Felicia Mabuza-Suttle
• Gary Lubner
• Gary Milner
• Gerald Rubenstein
• Graham Edwards
• Grant Glenn Gelink
• H Donde
• Hagai Segal
• Hayden Sheffield
• Hazel Grasslin
• Herby Rosenberg
• Hilda Paqui
• Ian Cunningham
• Ian Weetman
• Jacques Van Niekerk
• James Newsland
• Jay Vixana
• Jean-Pierre Bizet
• Jeff Boekstein
• Jennifer Janson
• Joan Norton
• Johan Mortier
• John Chalsty
• John Considine
• Jonathan Brodie
• Joseph Goodman
• Karen Blumenstein
• Kavan Seggie
• Kevin Amoils
• Lance Katz
• Leon Liebenberg
• Leslie Bergman & Dee Lehane
• Lorien Alix Gimpel
• M & L Sternberg
• Marc De Souter
• Marc Lubner
• Martin & Judy Moritz
• Martine Fleischman
• Michael Poulard
• Mickie & Andrew Jacobs
• Morris & Ettie Mizrahi
• Nd Fynn
• Neil Ginsburg
• Neil Smith
• Nicole Cramer
• Nigel Dogget
• Nitzan Olshe
• Pamela Garner
• Penelope Jill Gerber
• Peter Jacobson
• Peter Nash
• Richard Lubner
• Robert Newman
• Roni & Arnie Witkin
• Russel Berman
• Russell Davidson
• S E Lazarus
• Scott Booth
• Sean Melnick
• Stacey Driver
• Stephan Pretorius
• Steve & Toni Collins
• Steven & Jackie Fish
• Stuart Stone
• Tanya Ginsburg
• Tassilo Baueuerle
• Tim Wooton
• Timothy Spira
• Trevor J Muller
• VM Treherne
• Wesley Huupponen

SCHOOLS AND UNIVERSITIES

• American University Of Paris
• AT USA Junior Board
• Boston City Campus & Business College
• Fourways High School
• Herzlia Constantia Primary
• Johannesburg Junior And Mini Council
• King David High School Linksfield
• Reddam House
• Wits University
• Yeshiva College Of South Africa
AFRIKA TIKKUN STRATEGIC PARTNERS

“No-one stands as tall as he who stoops to help a child.”
Abraham Lincoln

To all our donors and partners, we would like to express our heartfelt thanks for your support. Your ongoing contribution certainly assists us to continue offering the Cradle to Career programmes at our various Centres of Excellence, giving many young people the opportunity to lead self-sustaining and productive lives. You have truly enabled us to be the best we can in our quest to ensure that every young person is given the opportunity to be the best they can be. We appreciate your partnership and would like you to know that our achievements would not have been possible without you. We are determined to continue to find ways to create shared value with you and to ensure you continue finding our partnership mutually beneficial. Thank you again from all of us.

We particularly wish to acknowledge the role played by our funding partners Afrika Tikkun UK and Europe, Afrika Tikkun USA and Afrika Tikkun Australia. These Independent entities marketed and fundraised on behalf of Afrika Tikkun South Africa (SA). We wish to record that all costs associated with these international operations are funded by international board members of the different entities and from funds raised by those entities“.

AFRIKA TIKKUN UNITED KINGDOM AND EUROPE

In 2016, Afrika Tikkun UK and Europe celebrated 15 years of partnership with Belron – our largest donor. Events that were held globally received their highest levels of participation and fundraising since the partnership began. Belron also funded the redevelopment and start-up costs for the Belron Training Centre in central Johannesburg – our flagship Youth Skills Development Centre. Thank you to Belron for 15 years of partnership – we look forward to many more!

We further acknowledge the dedication of our Board and donor base, without whom we could not achieve such significant levels of support for the work done by Afrika Tikkun in South Africa.

Herby Rosenberg
Executive Deputy Chairman

Onyi Nwaneri
HOD Development and Marketing

AFRIKA TIKKUN UNITED KINGDOM AND EUROPE

Gary Lubner - Chairman
AFRIKA TIKKUN UNITED STATES OF AMERICA

The USA operations undertook a legacy gala dinner honouring long term Afrika Tikkun Partners, John Chalsty and June Tatleman for their leadership and community impact respectively. This was conducted at a function supported by major American organisations such as Delta Airlines, Ernst & Young, Lead Edge Capital, McCann World Group, McGraw Hill Financial, Overcoming Obstacles, Pathfinder International and Safelite Autoglass. The efforts of Afrika Tikkun USA resulted in Afrika Tikkun South Africa becoming a partner with Facebook and became one of the eight organisation’s worldwide to participate in Facebook’s October International Day of the Girl’ Campaign. This materially expanded the profile of Afrika Tikkun activities. We acknowledge the remarkable contribution of June and Eliot Tatleman who participated both in person and financially in the running of youth camps held in South Africa during the 2016 year.

AFRIKA TIKKUN AUSTRALIA

We acknowledge the ongoing and loyal commitment of our supporters. We particularly thank the Vaughan and Jacqui Blank and Buckingham Families as well as O’Brien Glass Company for their purposeful involvement and support of Afrika Tikkun’s SA operations.
AFRIKA TIKKUN 360° OFFERING

INVESTMENT

• Broad-based, black beneficiary, community trust
• Ownership partner for BBBEE

CONSULTING AND PLACEMENT

• Skills development and placement
• Consulting
• Project management
• Enterprise development partner
• 4 Years in SA townships
• Focus on youth (18 yrs and older)

DEVELOPMENT

• Socio-economic development partner
• Black beneficiaries (+95%)
• Focus on young people (2-35 yrs)
• 23 Years in SA townships
AFRIKA TIKKUN SERVICES (PTY) LTD REPORT

Statistics SA confirms that the youth unemployment rate remains staggeringly high at about 50% of the economically active population. When viewed against our 0.3% GDP annualised growth projections, a worrying picture is painted. Finding a solution requires us to break tradition by being holistic in our approach and inclusive in our outcomes.

At Afrika Tikkun Services (ATS), this means considering how we prepare youth for the skills that businesses will need in the future. If we shift our thinking to consider the fact that Africa’s youth population is growing faster than any other continent, this becomes a silver lining! The question we tackle as ATS is what talents will industries need in the future, and how do we get them to invest in developing these talents today?

In response, ATS has been designed to help organisations to evaluate their transformation mandate holistically, alongside both revenue targets, as well as their medium- to long-term socio-economic impact objectives. Learnerships remain central to our offering, as a vital element in our skills development toolkit, for companies to achieve their transformation agenda.

We leverage the field of B-BBEE compliance to help our clients stay a step ahead of the game, in a fast-paced environment. This requires our understanding of the challenges and opportunities from both a macro- and micro-perspective. Our work creates a clear line-of-sight between skills, enterprise, supplier, social development and ownership. ATS supports businesses with full integration of youth employability solutions, utilising end-to-end project management services.

To further combat South Africa’s legacy of poverty and inequality, our approach addresses the psycho-social needs of our candidates to nurture the development of their core human potential. ATS strives to develop a holistic facilitation for an entry- to mid-level workforce that empowers young job seekers, while aligning them to long-term career pathways.
Over the past two years, we have introduced 361 youth to work opportunities, with almost 50% of these being youth living with disabilities. Most of our able-bodied candidates are recruited from our Afrika Tikkun centres. We have an active database of 2 800 candidates and we recruit daily in advance of need.

ATS has had stable growth over the past two years, showing small profits and making financial contributions to the NPC’s shared services function. We have several key clients where annuity business relationships have been developed. Enterprise development support from organisations such as RAM, MacSteel and Webber Wentzel have contributed greatly to our operational stability.

It is evident that the learnership market, which constitutes almost 65% of our revenue, has become highly competitive, with several big players claiming market share. Strategically, ATS has realised that it is important, for our future role and long term sustainability, to align with these key role-players. Such a relationship will allow ATS to expand its offering to marginalised communities and to accelerate its business stability. We are in the process of securing such a partnership.

ATS has also been fortifying its relationship with local and national government, through the Departments of Economic Development, Tourism and the Department of Social Development’s Youth Programme. This bridges the work we do with policy, positioning ATS and its partners with advocacy opportunities.

We look forward to a new financial year where ATS can enhance its influence over the transformational agenda of organisations. This means strengthening our commitment to connect marginalised youth with skills development and/or career opportunities, and serving the current and future needs of the industries in which we work. We believe that through a strategic alliance, with service providers in the youth skills development value chain, we can create scalable, sustainable, inclusive growth!

**Errol Pillay**
Chief Executive Officer
The Afrika Tikkun Investment Trust (ATIT) was formed with the objective of providing equity ownership to clients looking for a broad-based black economic empowerment partner.

ATIT considers itself a long-term investor, offering a partnership that brings sustainable transformation solutions to companies. We believe that, by utilising and working with Afrika Tikkun Services (Pty) Ltd and Afrika Tikkun NPC (the other pillars of the tripartite structure), we add tangible value to companies and ensure that the benefit of our shareholding relationship creates a multiplier effect on the work we do, as Afrika Tikkun.

Recently, ATIT has been taking a more proactive approach to B-BBEE ownership. We have been developing our internal commercial capabilities, and have partnered with a number of skilled professionals to develop and evolve AT in line with our objective to be a genuinely broad-based black economic empowerment partner.

ATIT has recently concluded an equity participation deal with Rockwell Automation, South Africa and we are busy working on a number of other exciting opportunities.

ATIT believes that the new BEE codes, government’s transformation agenda, as well as Afrika Tikkun’s unique position in the development, upliftment and education of youth, make us the ideal B-BBEE partner of choice.

Shaun Newman
Executive, Afrika Tikkun Investment Trust
AFRIKA TIKKUN
SOUTH AFRICA

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Tel: +27 212760424

Public Benefit Organisation No. 18/11/13/2470
Non Profit Company No. 021892 NPO
Association Incorporated under Section 21 No 1998/015527/08
Afrika Tikkun NPC
Vat No.4910185539
www.afrikatikkun.org

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AND EUROPE

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AFRIKA TIKKUN
UNITED STATES OF
AMERICA

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Tel: +1 7322083304
A NOTE FROM THE PUBLICATION SPONSOR

Shared Growth - Our partnership with Afrika Tikkun

At Barclays Africa, we believe in ‘Shared Growth’. We understand that we must use our expertise and resources to find sustainable, commercially viable solutions to the challenges of inequality, poverty and unemployment. In line with this, we form strategic social partnerships with organisations that share our values. One such partnership, now in its 4th year, is with Afrika Tikkun. Together, we deliver on our three core ‘Shared Growth Pillars’ of Education and Skills, Enterprise Development and Financial Inclusion.

We have chosen these three pillars because they address the critical social challenges we face on our continent. Africa requires us to create an enabling environment where our people can flourish and be developed to enter the active economy. Young people need skills that will secure their future; entrepreneurs need access to opportunity, skills training and capital in order to grow their businesses, create employment and grow the economy. Our people need to have access to reliable and affordable financial services and products. When we partner with both our private and public sector partners we fulfil our principle of stewardship – leaving the communities where we operate better than when we found them.

Through our partnership with Afrika Tikkun, we have successfully rolled out our ‘ReadytoWork’ programme that provides young people with free education and training programmes, both online and in face-to-face workshops. This prepares them for the world of work, enabling them to become active participants in the South African economy and to improve their social conditions. To date, the programme has been rolled out to nine countries and has helped to equip 205 366 young people with work, money management and entrepreneurial skills.

We look forward to our continued partnership with Afrika Tikkun as we empower young people across communities and help to change their destiny in shaping the future of Africa.

David Hodnett
Deputy CE | SA Operations
Barclays Africa Group
Go from learning to earning

ReadytoWork is a free, online, interactive initiative aimed at giving you the essential skills you need to make the critical transition from education into the world of work.

It’s been designed to help you prepare for the workplace, manage your money, develop your people skills and even start your own business.

absa.co.za/readytowork

Ready. Set. Go. Prosper.
Afrika Tikkun
Developing Young People from Cradle to Career

Afrika Tikkun Investment Trust
Partnering In Our Future

Afrika Tikkun Services
Connecting Youth To The Economy

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