

# ANNUAL REPORT 2016-17

MASICORP



Partners in  
Education and  
Enterprise

~

Masiphumelele



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Photos by Stephen Cruickshank of StephenC Photography and Louise de Waal. Many thanks to both.

# OUR VISION & MISSION

## Our Vision

Everyone in Masiphumelele will have access to quality education, training, advice and support.

## Our Mission

To work with the people of Masiphumelele and key partners, offering opportunities through education and enterprise to help residents progress out of poverty towards a sustainable livelihood.

## Our Values

- Utmost **respect** for those we serve and for each other.
- **Participation** in decision making by all those affected by our actions.
- **Empowering** all involved to take ownership of their own development.
- **Integrity** and **transparency** in all our operations.
- Long-term **sustainability**.



# MESSAGE FROM OUR MD



In January 2016, I took up the position of MD after two years working as Deputy MD, signifying the change from a volunteer led organisation to the first full-time SA MD. The year was spent sharpening our tools – DOING MORE AND BETTER!

The highlight of 2016 was the official opening of Masi Educare in March 2016. An accumulation of four years of dedicated work by a fantastic team. The event was led by Principal Lindi Hanga and joined by parents, teachers, children and distinguished guests. Ukhanyo Primary showed significant improvement in their language and maths scores, as tested by the Department of Education. Principal Michael Tyhali received an award from the WCED to acknowledge the work of his teaching team. We are pleased to have played a small part in this achievement through our Learning Labs at Ukhanyo. Our refurbishment of the only netball court for 1,830 pupils and the addition of a sprint track has revitalised everyone’s enthusiasm around sport. We also established our first on-site office at Chasmay Road Campus, making Masicorp more accessible to and engaged with the Masi community.

All of the above would not be possible without good people and the funding needed to sustain our projects and to grow as new needs are identified in the community. Our mandate is always to listen to the people and how they want us to help and never the other way around. We have a remarkable team of volunteers, community staff, programme leaders and partners all working together with the same spirit and enthusiasm for the work. I thank our Directors in SA, US & UK for their contribution to the whole of Masicorp.

**Milli Firth**  
Managing Director

# OUR PEOPLE

## Our Board



**Milli Firth**  
*Managing Director*



**Fiona Maitland**  
*Deputy MD  
Director ECD Seedlings*



**Carol Hanks**  
*Director Development*



**Jacqui Naidoo**  
*Director Finance*



**Elize Taylor**  
*Director Operations*



**Dr Paul Giess**  
*Director  
Communications*



**Jan O'Connor**  
*Director Education*



**Susan De Vaux**  
*Director Bursary*



**Andrew Smith**  
*President  
Non-executive Director*



**Alan McKelvey**  
*Non-executive Director*



**Michael Tyhali**  
*Non-executive Director*



**Jane Philippi**  
*Non-executive Director  
US Board*



**Carol Thompson**  
*Non-executive Director  
US Board*



**John Thompson**  
*Non-executive Director  
US Board*



**Dame Linda Dobbs**  
*Our Patron*

## Our Management Team



**Penny Ramahloko**  
*Office Manager*



**Pam Ghillino**  
*Administration Manager*



**Nyasha Sithole**  
*Computer Room  
Manager*



**Lindelwa Hangana**  
*Principal Masi Educare*



**Scott & Laurie Smith**  
*Maths Lab Team*



**Nokuthula Gomba**  
*Maths Lab Assistant*



**Dr Louise de Waal**  
*Bursary Manager*



**Dr Wendy Ryan**  
*Evangeline Ministries*



**Mandisa Tshapela**  
*Evangeline Ministries  
Head Computing*



**Nceba Jonas**  
*Sport & PE Coach*

Masicorp would not be able to carry out any of its work in Masiphumelele without the generous help and support of our 60+ volunteers. Neither would we be able to run our organisation without the extensive fund raising efforts in both the USA and UK, and the time the respective overseas boards willingly give to our organisation. Likewise with our board members in South Africa. Without the commitment from our community staff, we would not be able to deliver our projects and make so many valuable contributions to the community of Masiphumelele. **A big thank you to you all!**

# OUR CORE PROJECTS

## SEEDLINGS - Nurturing Pre-School Children

The Early years in a child’s life are critical for development, as this is a period of rapid physical, mental, emotional, social, and moral growth. Our objectives are to raise the standard of care and learning outcomes, to provide a high quality education and care, and to prepare and equip children for a successful school career.



## LEARNING LABS - Primary Education

The Maths and English Labs are based on the success of the Science Lab. Expertise and skills are transferred from teacher to teacher. Our English....Please! Programme aims to improve English language skills of children from Masi, who attend Fish Hoek Primary School.



## HIGH HOPES - Secondary Education

At secondary education level, we continue to develop the confidence and mathematical efficiency of Masi High learners in grades 11 and 12.



## BRIGHT FUTURES - Tertiary Education

Masicorp’s support bursary is available to first year university students, who have been educated or live in the community of Masiphumelele. The bursary is designed to supplement the state educational NSFAS funding. Each student has a personal mentor to foster a culture of educational and social engagement, as well as the full support of the Bursary team.



## SKILLS DEVELOPMENT AND TRAINING

Our Business Hub offers entrepreneurs from Masiphumelele and Ocean View the support on how to create and run successful businesses. The partnership between Evangeline Ministries and Masicorp continues to offer life skills and training in basic sewing, computing and English language.



## MASIPHUMELELE LIBRARY

In addition to loaning books to adults and children, Masiphumelele Library supports the growing needs of a continuing changing environment with comprehensive education outreach and personal development programmes. It does this free of cost to residents and is a vibrant education facility to the local community.



## COMMUNITY SPORT

The positive power of sport in the development of an individual’s physical and mental well-being is well documented. Sport helps build personal confidence, discipline and self-respect, all so vitally important in a poor and disadvantaged community. Our community sport programme is highly successful and much appreciated in Masiphumelele.



# SEEDLINGS



## MASI EDUCARE

January 2016 saw the opening of our newly renovated and extended Masi Educare, boasting eight new container classrooms, six new members of staff and 156 learners. Masi Educare hosted a Grand Opening in March, a wonderful celebration with distinguished guests and parents. A charming singing and dancing display was enjoyed by all in attendance.

The children are benefitting and enjoying the great facilities with a varied and inspiring learning programme, implemented in the classrooms and the wonderful outdoor playground.



## Feeding Programmes



20

Wonderbag cooking workshop

16

Stop Hunger Now supported crèches

20

JAM supported crèches



Throughout the years we have been hosting parent's meetings at Masi Educare, which were always well supported and helpful to both parents and teachers. In addition our fun days and cultural events were enjoyed by donors, volunteers, children, parents and friends.

The academic year ended with the Grade R Graduation ceremony, which was a very proud day for parents, our Grade R children, and their teachers.

We have obtained all necessary certificates and have submitted the required documents for Masi Educare to become registered with the Department of Social Development. We are currently waiting for the official registration certificate. This will enable us to submit our application for government funding, allowing Masi Educare to become self-sustaining.

Three members of staff are currently in training at the Centre for Creative Education (CCE) The teachers attend classes twice a week and are waiting for their end of year results.

### Home of Love

Thanks to another successful fund raising event coordinated by the Friend of the African Child (FACE) Team in the UK, we were able to carry out much needed maintenance work at the Home of Love Day Care Centre. The roof was repaired, geyser replaced, doors and gates mended, and the whole building was repainted in vibrant bright colours. Maintenance was also carried out on the outdoor equipment, which is now safe and sound for playing again.

### Wonderbag Demonstration

An energy saving workshop was held in partnership with CoCT and Green Audits, 20 local crèche cooks attended the workshop. The ladies were shown innovative, energy saving ways to cook healthy and nutritious meals. Everyone enjoyed a shared lunch and received a Wonderbag to take back to their centres.

### Doreen Zanyiwe’s Retirement

This year marked the end of an era for ECD in Masiphumelele., with the retirement of Doreen Zanyiwe. This remarkably strong lady has been a driving force in all things ECD since she started an informal crèche in the late 1990’s.

Doreen was the first Masicorp beneficiary and has been a long-time friend of Masicorp founders, John and Carol Thompson. Doreen’s Educare Centre, Ikaya Labantwana is now a well-run, double story school, which employs eight people and looks after more than 80 children. Her school is registered with the Department of Social Development and the Department of Education.

Doreen will be taking up a teaching post in the Eastern Cape and has selected a new principal to run the crèche following her retirement. Over the years, Doreen has lived up to her motto, “never give up”, and has continued to improve her education, recently completing her Diploma of Education.

We congratulate Doreen on her work to date and wish her well in the Eastern Cape.



**“**  
*Masi Educare has enjoyed a very successful year. Thank you to all who have made this possible. Your continued support and interest is much appreciated. We couldn’t do it without you!*

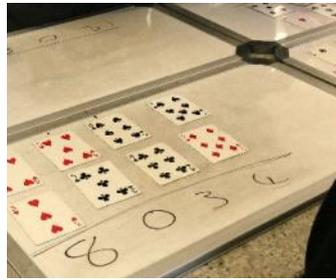
**Fiona Maitland, Director ECD**

In August, we mourned the tragic and sudden death of Nomathemba, a long-standing member of the Masi Educare family.

Nomathemba will be missed and remembered for her welcoming smile and her helpful and caring nature.



# LEARNING LABS



## JAN O'CONNOR

After five years at Ukhanyo Primary School as a Masicorp volunteer, Jan O'Connor left for a new project in Jeffrey's Bay at the end of 2016. She will be working with a high school that is attempting to serve both the affluent community and children from the surrounding farms and townships.

We are looking forward to staying in touch and hearing about her progress. Thank you Jan for everything that you have done for the primary school.



## English Lab

English scores at Ukhanyo Primary School, continue to improve. End-of-year testing in reading comprehension among the Masifunde learners showed that the vast majority had raised their scores by one grade level and in some cases, they had jumped ahead three years. Grade 3 teachers at the school are using the English Lab facilities to provide intensive interventions (three sessions per week) to facilitate a smoother transition between Grade 3 (primarily isiXhosa speaking) and Grade 4 (English speaking).

## Masifunde

While the primary emphasis of the English Lab is on working with teachers to teach English more effectively, it became increasingly clear that all of this becomes a moot point if the learners can't read.

Hence, the English Lab established Masifunde (Let's Read) for children struggling with reading in Grades 2, 3 and 4. The programme is headed by an experienced reading teacher, Jane Futter, who trained a group of five volunteers from the community to work with 150 learners in very small groups twice a week. Their total immersion approach showed once again great improvements in the reading and writing abilities of the learners.

## English....Please!

This has been our 6<sup>th</sup> successful year of this project at Fish Hoek Primary School. Each child has shown an improvement in their reading age of between 1 year and some up to 2+ years. Without intervention, their reading age would stagnate or decline.

More than half of the children are achieving an average mark of between 60% and 70% for English. The most improved students improved from 47 to 60% and another from 43 to 58%.



## School Uniforms

90

School Uniforms

200

Tracksuits

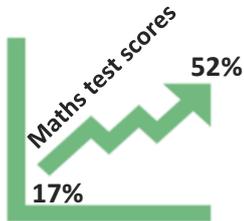


## Maths Lab

For the 2016 school year, the Maths Lab targeted the three teachers, who teach six classes of Ukhanyo 4th graders totaling 250 students. Each of the six groups of students came to the Maths Lab three times a week with their Maths teachers.

Learners experienced daily success with achievable, incremental challenges through drills, games, and competitions. The biggest challenge was to convince teachers to swap lengthy lectures for student drills, games, and practice activities. A weekly faculty meeting was established to discuss how students learn best and what activities produce the desired results.

Over the year, the teachers adopted the new ideas about Maths instruction – especially when they saw the effects that these new strategies had on the learners, the improvement of classroom management (students are no longer bored), and the impressive test scores (pass rates up from 17 to 52%).



“  
**Each class period started with a cross-hemisphere dance to wake up the brain synapses and kick-start motor coordination. Even the teachers get in on this fun way to brush away the morning cobwebs.**

**Scott Smith, Maths Lab**



## Sport

Masicorp has had a sports programme in place at Ukhanyo Primary School for many years. Physical education is a crucial part of every child’s learning experience and we recognise that involvement in sport develops skills, such as discipline, commitment, punctuality and loyalty, as well the health benefits.

Our assistance has part funded the salary of Nceba Jonas, the local community coach, provided training equipment and transport to inter-schools competitions on a regular basis. Each child now receives two physical education lessons each week.

In 2016 we completed the first phase of a major project to upgrade the school’s sports facilities with the laying of an all weather running track. We have also started working with Active Heart, providing monthly hikes for selected children from Ukhanyo.



## HIGH HOPES



### MASI HIGH EXTRA MATHS

Masicorp in partnership with Fish Hoek High School (FHHS) offer extra support in Maths to pupils in Grade 11 and 12 from Masi High School. Each week on Thursday from 15.30-16.30 hrs and on Saturday from 12.00-14.00 hrs, the grades 11 & 12 of Masiphumelele High link up with the learners of FHHS to attend extra lessons at workshops based at FHHS. The pupils are transported by taxi to the school.

Prepared lessons on set exam subjects were covered, worksheets and memorandum distributed, special PowerPoint material was presented, and examples given. The teaching team is headed up by Rob Douglas of FHHS and together with up to 5 volunteer teachers.

## BRIGHT FUTURES



### BURSARY

**Eight new students** started in January 2016, studying degree subjects ranging from agriculture and nursing to psychology and retail business management. For the first time, two of our students were accepted by Stellenbosch University, studying International studies and financial accounting.

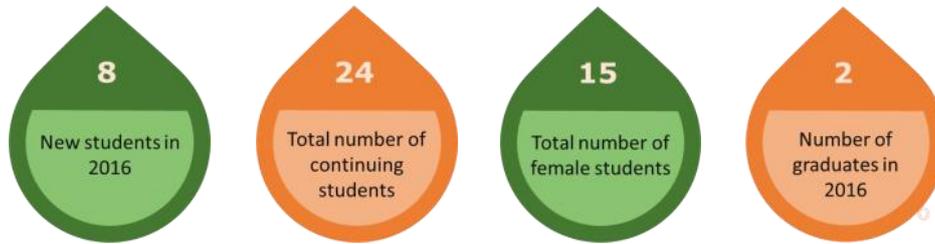
The **sponsors** of our new cohort are also a more diverse group. We now have South African NGOs and businesses financially supporting our Bursary programme. Thanks to our fundraising team.

“

*This year was challenging for Masi High that saw their overall Matric pass rate drop due to disruptions at the school. The Maths results however showed a 15% increase in pass rate in 2016, which is very encouraging. These grade 12's were part of the initial programme that started in 2009 and the improved results reflect their dedication and determination. The teachers and volunteers commitment has played an important role in this positive end result. We remain committed to this programme, the school and helping the children achieve better results.*

*Milli Firth, MD*





### #FeesMustFall

Once again, 2016 has been enormously challenging with continued student protests on the various campuses. Towards the end of the academic year, we had some campuses closed for an extended period. Many students were taking exams on campus or online from home. Some teaching was cancelled and many exams postponed until January 2017. Some students had to travel back and forth between Masiphumelele and campus, as the security situation fluctuated.

Despite the disruptions, the vast majority of our continuing students have done very well. We managed to meet with every single one for the annual July reviews and four are due to graduate in 2017.

We cannot thank our invaluable team of mentors enough for their flexibility in responding to the needs of the students during this testing academic year.

### Financial Review

The bursary team were tasked with reviewing and streamlining the operating model of our Tertiary Bursary programme, with a specific focus on the Masicorp loan payments to students. The amount of money owed to Masicorp and the potential time it may take to recover this debt was considered not just a threat to the project itself, but potentially to the operation of Masicorp as a whole.

The difficult decision was taken to discontinue the Masicorp loan facility for our bursary students, meaning that financial support for (private) accommodation costs will no longer be available in 2017. The monthly subsistence allowance, traditionally paid from the student's loan, will be gifted by Masicorp during 2017.

The bursaries have supported our students with among others textbooks, stationary, laptop computers, kitchen starter kits, work clothing, transport, and non-university courses.



**“**  
*It has been an interesting and enjoyable journey to take over the management of the Masicorp Bursary Programme from Susan in July 2016. Elize Taylor and Paul Giess have been a great support with their endless wisdom and knowledge.*

*Dr Louise de Waal, Bursary Manager*

Sadly, Susan de Vaux resigned as the Bursary Manager in April 2016 for personal and health reasons. She headed the Bursary Programme for two years and did a sterling job. Thank you so much Susan for all your hard work. You are dearly missed by us all.



# SKILLS DEVELOPMENT & TRAINING



## Business Hub

The vision for the Business Hub is to create a virtual as well as a physical space, so the many small businesses in the Masiphumelele community can more easily access training, mentorship and other business services. The Hub was run by a team of six volunteers in 2016, who are all successful business owners.

Five entrepreneurs were interviewed and assisted with business models, budgets and accounts advice. A small investment of R5,000 was made to Zuzoe Enterprises on the strength of her business model and since the owner, Zukiswa Xalakhe, has increased her turnover and profit.

Stephen Viljoen has successfully assisted Ndileka Biyo of Biyo Designs in finding new channels for her products, as this was identified as a need by the entrepreneurs. The Hub organised a *Made in Masi* table at a Christmas Market in Glencairn.

**“**  
*The skills I learned at the Life Skills course helped a lot and gave me more confidence that I can work on my own. With my sewing machine in future, I will open a small shop and make cloths and sell them. With the profit, I will buy a computer that will help me open a café, so I can print documents and earn money. I will never forget this class.*

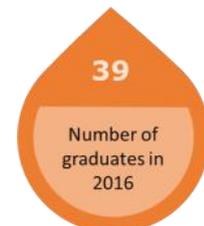
*Khumbukani, Graduate Dec 2016*

## Lifelong Learning

**Evangeline Ministries** and Masicorp continued their successful partnership in 2016 providing life skills to the Masi community. It was Evangeline’s 10<sup>th</sup> year of service to women, and some men, with little formal education. They ran two six months long courses with classes from Monday to Thursday that included basic sewing, computer and English language skills. Lunch was prepared by Nonny, a local entrepreneur supported by the Masicorp Business Hub. A total of 39 students graduated each receiving a certificate and a sewing machine.

Currently EM has a staff of six teachers. Sadly, Liane Stephanoulos, our sewing instructor, resigned after nine years of service, but we were pleased to promote Namgamso to the position.

In view of staff development, Namgamso Dyanti successfully completed a course in couture pattern making and Mandisa Tshapela is currently enrolled at False Bay College studying Business Management. She recently completed some of her practical hours at the Masicorp Office, putting into practice what she learnt at college.



# LIBRARY AND COMMUNITY SPORT

## COMMUNITY SPORT

Masicorp has provided financial and logistical support to various local sport initiatives, including the part funding of community sports coach Nceba Jonas's salary. In 2016 support was largely focuses on football and netball, where both local sides play under the name Fish Hoek Pirates. In both sports, teams are run for various age groups (starting from under-10s) up to adult level.

The men's football side competed in an 18 team local league and finished in a highly creditable second place. They were also able to enter many SAFA accredited competitions, including the Bayhill Tournament, which is South Africa's most prestigious youth football event.

In netball, the various age groups were entered into a series of local tournaments, with Masicorp providing support for transport.



### Stay & Play

This group runs twice a week from the library and offers children, who are not in ECD centres or in the care of day mothers, a morning of stimulating, structured play and activities. A group of 30-50 children attend these weekly sessions on a regular basis.

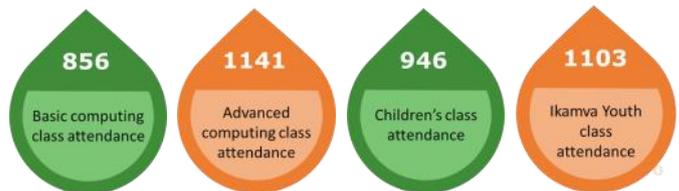
### Wordworks

In weekly reading classes, volunteers are linked up with children from Grades R-2 and work through an organized reading enrichment programme. Children in Grade R from local crèches can participate in the School Readiness programme, where they are given skills to make the progression to primary school more smoothly. Wordworks also runs an evening programme for parents to help their children prepare for primary school.

### Computer Room



The Computer room in the Masi library has 20 slightly older and 6 new computers. When the computers are not used for computer training, they are free to community members in an internet café style. Over 11,385 sessions of 45 mins were utilised to produce CVs, access employment and training opportunities information, use email, to study and general participation in the digital age. We have well trained staff permanently present to assist community members to make the most of their internet sessions.



# OUR FINANCES

	2016	2015
<b>Income</b>	<b>R 4,400,285</b>	<b>R 5,834,332</b>
Donations	R 3,395,375	R 5,562,598
Other Income	R 703,810	-
Interest	R 301,100	R 271,734
<b>Expenses</b>	<b>R 5,610,780</b>	<b>R 6,215,437</b>
Education	R 4,593,496	R 4,847,464
Community Development	R 314,550	R 811,291
Entrepreneurs Programme	R 41,444	R 60,497
Operational Expenses	R 661,290	R 496,185
<b>Total cost as percentage of total expenditure</b>	<b>12%</b>	<b>8%</b>

*Note: More detailed accounts are available upon request to any person or organisation with a legitimate interest in the work of Masicorp.*



The above figures are taken from our consolidated global accounts, relating to our activities in South Africa, the USA and UK. These accounts are audited and submitted to the relevant authorities of all three countries.

Masicorp endeavours to keep their operational expenses as low as possible in order to spend as much of our precious donor money on our projects. However, there are genuine operational costs to run our organisation professionally and efficiently, and these costs are kept to an absolute minimum.

**Andrew Smith - CEO 2009-15**

The foundations of Masicorp were firmly laid by our Founders John & Carol Thompson and Jane Philippi, who are still actively involved today and visit us annually. Under the leadership of Andrew Smith, the organisation grew significantly into the organisation it is today. More programmes to benefit the community, increased fundraising capacity and good working relationships.

His enthusiasm and dedication to improving the lives of those in Masi is inspiring. Andrew continues as our President and non-executive director of Masicorp.



**Fundraising**

It was a busy year for all our fundraising teams. The highlight in UK was the "Dinner with Ruan & Robbie" event organised by Alan McKelvey at The Belfast Harlequins Club, which raised a healthy sum towards the Sports Project at Ukhanyo Primary School.

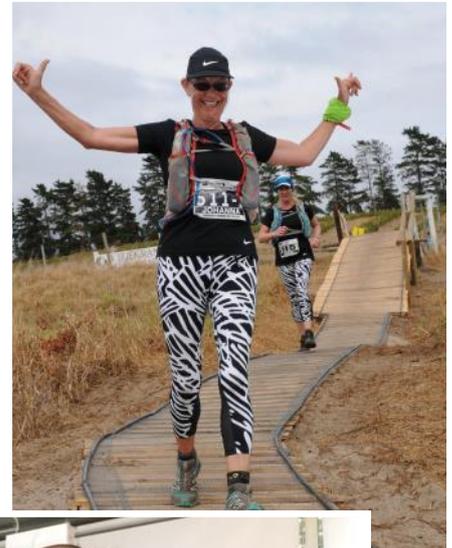
Our founders, John and Carol Thompson and Jane Philippi, in the **US** continue to raise awareness and generous funding throughout the year, travelling far and wide to meet with individuals and corporates in their quest to create Masicorp ambassadors.

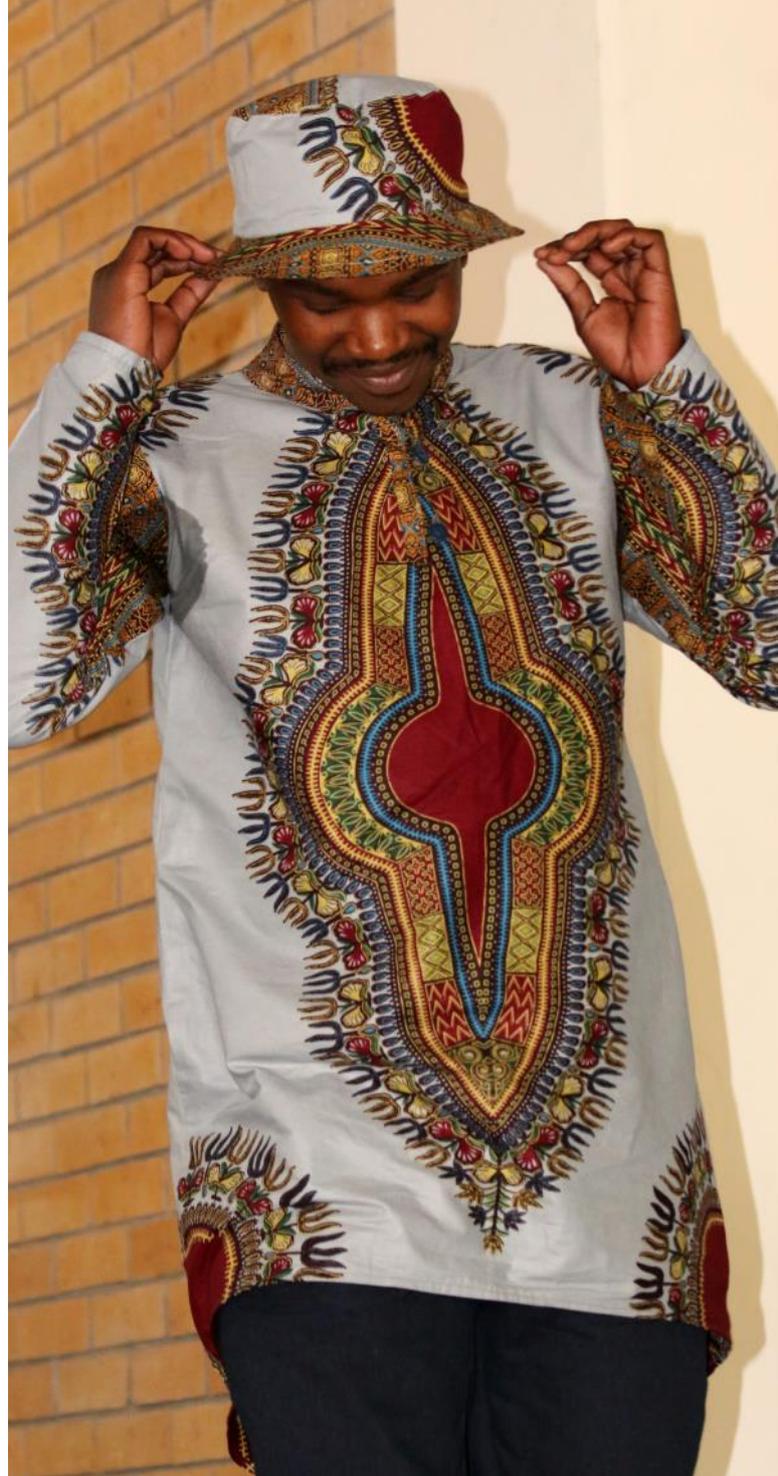
The **UK** Trust have been incredibly supportive with Sandra and Julia, in particular, working long hours on recording donations (Sandra) and upgrading the website (Julia). Julia also worked on adding PayGate to our website donor page, which should reap its rewards with future mailers.

In the **Netherlands**, we have ambassadors Con & Germa Van Zundert, who set up Stichting Ibhongo to fund our Seedlings and Sport projects in Masiphumelele and visit us every year.

In **South Africa**, the whole Masicorp team fundraise throughout the year, with personal contacts, foreign and local visitor tours of Masi, Paul with his social media activities, and Carol with her corporate funding applications and building relationships with Trusts & Foundations.

Our heartfelt thanks must go to all our South African donors, from generous corporates through to visitors and personal friends, especially the regulars who donate unrestricted funding and our partners, AWOL and Absolut Tours, who bring in a steady stream of donations in cash and in kind.





**Masiphumelele Corporation [known as Masicorp]**

NPO: 040994  
PBO: 930015544

Phone office: (+27) 021 785 1923  
[www.masicorp.org](http://www.masicorp.org)

**Masicorp [USA]**

is a tax exempt public charity under Code Section 501(c)(3)  
of the Internal Revenue of the US.  
EIN: 02-0511758

**Masiphumelele Trust Ltd [UK]**

Charity Commission: 1137358  
HMRC Gift Aid Registration: XT26095

Would you like to join our Masicorp team as a donor, a volunteer or both?

**Contact Carol Hanks**

Phone: 072 885 6614  
[carol@masicorp.org](mailto:carol@masicorp.org)  
[www.masicorp.org](http://www.masicorp.org)

