

10th Anniversary

INKULULEKO

2020 - 2021 Annual Report





We Believe In The Transformative Power of Education

www.Inkululeko.org

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Board of Directors and Advisors



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Note From Board Chair

Dear Friends:

FY 2020/21 coincided with the outbreak of the Covid-19 pandemic. Inkululeko, as did we all, had a tumultuous year as a result. The closure of schools meant that our tutoring model had to drastically shift from contact-based to remote learning. This in turn meant providing the resources – devices and connectivity – to our students, who mostly do not have access to them. In turn, we needed the funding for this, which had not been budgeted for. This meant a lot of necessary extraordinary expenditure in the last year. However, we found the money and we did it! Our programme continued and our students segued well into the new way of learning; and continue to make remarkable achievements. We are very proud of them. Sadly, our long-term collaborators at Syracuse University could not make the summer trip to Makhanda, which was hugely disappointing for both them and our students.

This year brings continuing challenges relating to the pandemic, with school and border closures still interrupting our activities. We look forward to overcoming these obstacles; and using them to grow our programme as we look to move into more schools and further develop our relationships with other non-profits in the region in innovative ways. Indeed, we see the current challenges not as an obstacle to our endeavours, but as an impetus to further excellence. We could not have come through the last year without your and our staff's unwavering support; and we look forward to it in the year to come.

Sean Ramdsden

Incoming Chair of the Board of Directors



“

*As of right now, **4 out of 10** students will drop out before reaching the matric exams. This is because of the strenuous outside factors and obstacles that stand in the way of these student's education.*

Zero Dropout

*School Dropout: The Pandemic Edition 2020 Building Resilience
in our Schooling System - Before and After COVID-19.*



JASON TORREANO

Founder & CEO

jason.torreano@inkululeko.org

Well, we didn't see that coming. I suppose none of us did.

The mass disruption caused by COVID-19 and the ripple effect it had on nearly every facet of life around the world impacted us too at Inkululeko. In March 2020, we suspended our face-to-face instruction in South Africa to comply with public health protocols. Our team, scattered around South Africa, began thinking of how we could best continue to serve our learners in a remote capacity. Maintaining our optimism, we were driven by the gift of an environment that is rich and abundant in so many ways. On the other hand, however, we faced challenges pertaining to limitations regarding bandwidth, wifi and technology. For most of our learners, continuing their education wasn't as easy as going home, flipping open the laptop, connecting to a high speed wireless connection and moving forward.

And so we, as a team, met. We began brainstorming how we might best continue to support our learners as we all made our way through the daily disruptions, and the mental and emotional turmoil, created by the pandemic.

We came up with an idea for offering remote instruction. We devised a plan. We figured who would do what. We rolled out that plan a few weeks later, and....

It didn't work.

At Inkululeko, we're not too proud to say when we've tried something that wasn't successful the first time. Our first iteration of online learning wasn't great.

We don't give up that easily though. We met again as a team to strategize around why our first try wasn't what we hoped for. We met and figured out how we might better leverage the resources we did have to continue the learning. We came up with a second plan and...

It worked. Wonderfully.

With the help of services such as WhatsApp, Google Classroom and Google Meet, we connected learners in South Africa to local and international tutors. Tutors worked in tandem with South African colleagues to ensure the lessons were relevant to our most important stakeholder: the learners in our program.

This year was a year of firsts for nearly everyone around the globe. We're no exception. It was a year filled with very real highs and extreme lows.

We're glad you're here and we hope you enjoy our annual report!

ZUKO GQADAVAMA

Academic and Business Enterprise Coordinator
zuko.gqadavama@inkululeko.org

“It is from numberless diverse acts of courage and belief that human history is shaped each time a man stands up for an ideal or acts to improve the lot of others or strikes out against injustice. He sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring, those ripples build a current that can sweep down the mightiest wall of oppression and resistance.

John F. Kennedy
35th U.S. President

Assuming a new role as an Academic Support and Social Enterprise coordinator was certainly going to be challenging, though I felt prepared for the task. I certainly did not anticipate a pandemic to be one of the challenges. The COVID-19 pandemic not so nicely inducted me into my new role as I needed to think out of the box, devise strategies to adjust to my new role and serve the organization to the best of my abilities. The pandemic disrupted both work and personal routines and it was difficult for some of us to cope with personal or work challenges. For Inkululeko, the “COVID-19 year” tried and tested all spheres of the organization, forcing “think out of the box” practicality and built a huge room for innovation. During the year of 2020 we saw the organization forcefully embrace the fourth industrial revolution as an ultimate alternative for future advancement.

Technology became the most important tool utilized for individual and community improvement. Although reluctant to accept its less human feel which deviated from known reality, we embraced online interactions. I cannot stress enough how difficult the year was for our learners and their families. The pandemic holistically affected them, and we needed to be strong for them and find new ways of moving forward while dealing with everything as it relates to the pandemic. The pandemic extended the gaps that exist between the have and have nots, however it reminded us of our humanity. I am enormously proud of the resilience shown by my colleagues and most of our learners.

Amidst everything going on in the world, we soldiered on as an organization, we managed to achieve more than 50% of our targeted goals. We had more than 70% matric pass rate and more than 15 of our learners completed an online business course. Akulahlwa mbeleko ngakufelwa, as an organization we needed to adjust and adapt to the changes without deviating from the mission and the vision of the organization.





As Inkululeko grows, so do its costs. For Inkululeko to remain sustainable we need to put in place plans to weather future unforeseen challenges. The COVID-19 pandemic has underscored this. I am pleased to have joined Inkululeko in February 2021 in the new position of Fund and Program Development Manager with the main goals of improving Inkululeko's fundraising and resilience.

As part of our effort to achieve these goals, we are currently gathering fundraising support documents that we will regularly use with fundraising in the future. This includes developing knowledge resources to share news of Inkululeko's successes and the lessons that we have learned with donors (both current and potential), supporters, and the world at large. We have already added knowledge resources and a news section to the website, and have adopted new fundraising plans and procedures.

My involvement with Inkululeko predates my appointment (I was previously a board member) and I am proud that Zuko and his team successfully implemented a pilot Business Skills Course in spite of the hard lockdown in 2020. We are building on its success and I look forward to Inkululeko refining and running the course again in 2021.

I am also proud of the team of students from Syracuse University, Inkululeko staff, and the board members who successfully developed our "*Made in Makhanda*" (<https://www.madeinmakhanda.com/>) online shop. Much work still needs to be done before it becomes a source of sustainable income, but we are optimistic that with sufficient time and commitment we can establish a thriving online store that financially supports Inkululeko's educational activities.

JULIAN BARKER

Fund and Program Development Manager
julian.barker@inkululeko.org



The year 2020 marks a challenging and changing moment of how everybody used to do things. None of us have anticipated a global pandemic that could have brought the world to a stand-still. It has caused each of us to take a leadership stance in coming up with new, smart and honest, decisions that are in the long-term interests of the organization.

In this intricate environment we were compelled to learn and adapt. I applaud everyone for the agility of our team, the support we received from various stakeholders, which immensely helped us to be dynamic and operate during difficult times. Initially, we had programmes that relied on in-person tutoring. Nevertheless, as soon as the lockdown came the team managed to shift gears and we swiftly resumed our programmes to online tutoring, ensuring we maintain assisting our learners even amid challenges.

We quickly rose to an occasion and took a stance of adapting and operated on the WhatsApp tutoring groups. We are grateful to our funders for the continued support and donors for coming through for us at a time when their commitment was key to the continuance of our work. We were faced with new challenges such as getting procurement of internet data for our learners. This came at such a high cost and we needed to provide cell phones for our learners to ensure they all had access to academic support even during lockdown. We are grateful for all those who have invested in our work and see its value.

Even amid Covid-19 challenges, many opportunities have appeared from this crisis. The organization has managed to adopt a hybrid model approach that has carried us through this year. The pandemic has prompted us to think of new ways to incorporate digital skills to enhance our work. Susceptibility is the birthplace of invention. The team had a vigorous response to the previous year's challenges, and we conquered them. As we stride and tread carefully to mid-year, we need to continue with deep self-analysis of our impact, transforming and ensuring that we remain relevant and impactful.

In our collective experiences from the previous year (2020) we are more capable and polished to bring about strategies that have made us stand against very tricky environments. We are a learning organization and agility is our key during these tough times.

“ Thank you to every stakeholder who collaborated and in the spirit of teamwork joined forces, and to every one of us, know that the strength of the team lies in the individual contributions.

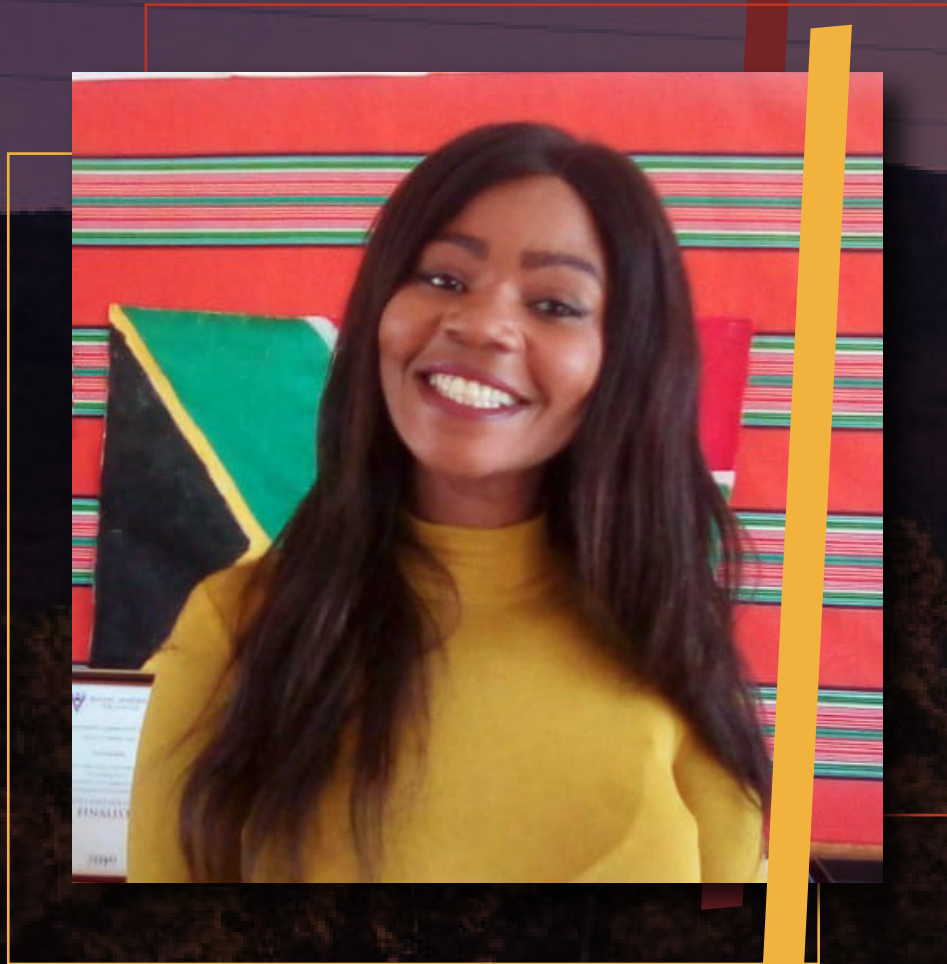
VUYOKAZI TWANI

Teaching Lead
vuyokazi.twani@inkululeko.org



NOMAWETHU MATIWANA

Classroom and Social Enterprise Lead
nomawethu.matiwana@inkululeko.org



"I am very proud to be part of this winning team!"

My name is Nomawethu Matiwana, but my colleagues know me as Noma. I'm a staff member at Inkululeko, working as a Classroom and Social Enterprise Lead providing Academic Support to Inkululeko learners. It's been a great pleasure working for Inkululeko as I have an opportunity to engage with other team members from the US, including students from Syracuse University and University of Michigan exchanging information, sharing different ideas and opinions.

Last year was the toughest year for most NGO/NPOs, as some had to shut down because of the pandemic. This resulted in loss of funds and resources, but fortunately for us, there were no layoffs. We continued with our program using a new tool - e-learning. Some of us were unfamiliar with that field of work so there were several bumps along the way. At first, it was a struggle because none of us knew how the online tutoring would go, and there were struggles concerning data for both staff members and Inkululeko learners. Through all of that, we managed to pull through. 80% of our work that was planned for the year was done with the help of our Funders who provided data for Staff members and learners, which helped us work online smoothly.

We're hoping that this year, things change for the better. We are currently waiting for the COVID-19 vaccine so that life can slowly return to normal and we can continue with our work as the Inkululeko Team, by providing Academic Support and Business skills to our township learners, to fulfill our



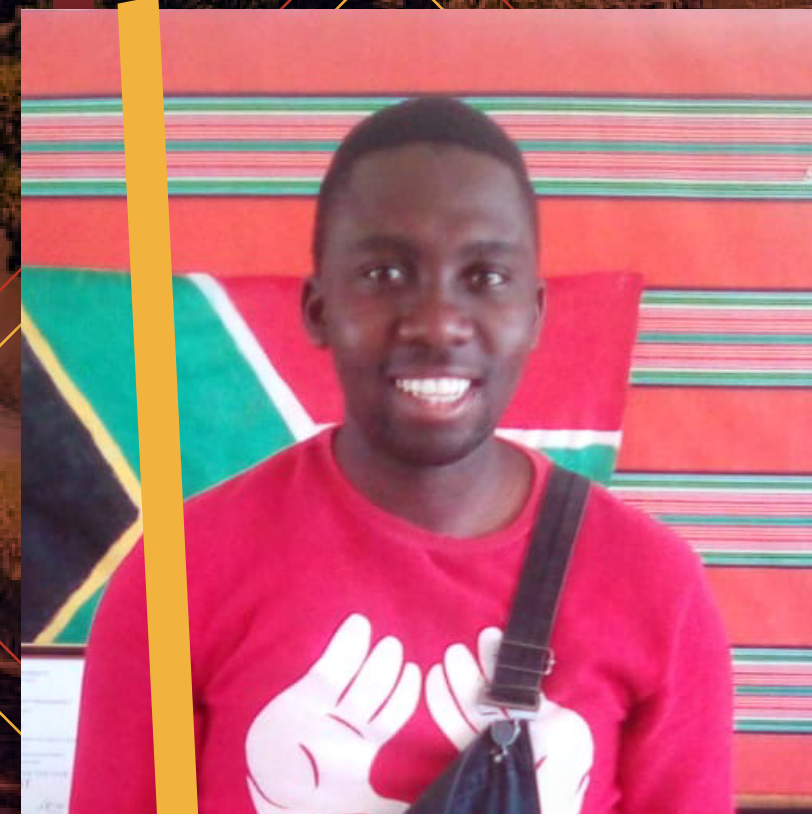
XOLISA JODWANA

Social Enterprise Manager
xolisa.jodwana@inkululeko.org

My Name is Xolisa Jodwana. I work for the Inkululeko SA team as a Social Enterprise Manager.

I am enormously proud that I got the chance to go to Kenya on a trip sponsored by Norec. During the exchange, we learned about Entrepreneurship and Employability. I came back to SA and trained Inkululeko learners on everything I had learned in Kenya. Also, I was excited to learn how other countries live. I learned that Kenyan people are exceptionally good in business, as they are not afraid of taking risks. South Africans on the other hand, are the opposite. Kenyans can have two or more of the same business in the same place while here in South Africa we do not. When I came back I started training with some of the learners in South Africa. It took more time than I expected since I did not anticipate some challenges, it was my first time being in charge of training.

I am looking forward to 2021, as we will be working in a new school which will present new learners. Although I anticipate new challenges, I am excited for the days to come. We are also planning on working with parents of our learners on the Norec project that will give unemployed parents a chance to start a business.



LEANDRA FOBE

Social Enterprise Lead
leandra.fobe@inkululeko.org



My name is Leandra Fobe and I am a Social Enterprise Lead focusing on academic support. My role is to assist learners in doing their homework assignments through tutoring. With tutoring, I ensure that students hand in their assignments and receive the help that they need. I have also been assisting my colleague in recruiting new learners at a new school, where we have been building relationships with both the learners and the teachers.

Without any internet access at the school, we managed to work with them on e-learning. When the pandemic began, it was a bumpy road. E-learning was new to all of us, but as time went on, we managed to become accustomed to it. The only obstacle we had was data, but luckily some of the sponsors came through for us and provided funding for data.

Exam time is one of the most difficult times for the learners because the time frame is different and schools end early. Tutoring sessions are not met because our programmes only start in the afternoon.

The most encouraging part of the long road we took was the support system we have for one another: hope, encouragement, and being there for each other makes our workload go faster.

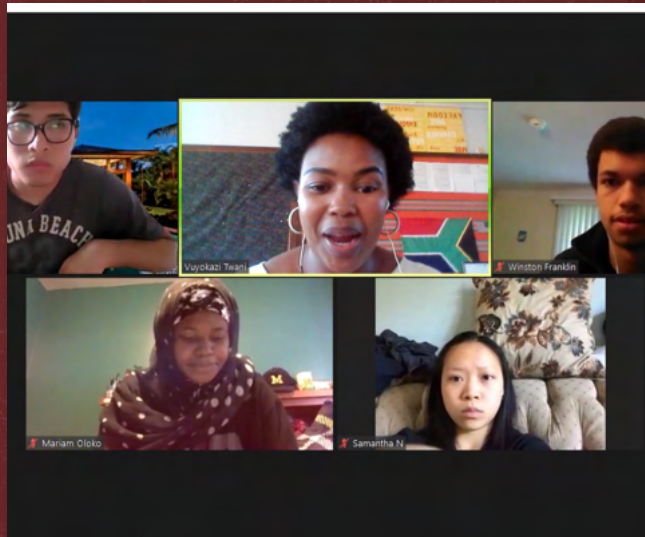
COVID Response

Throughout the year, Inkululeko has adapted continuously to all the changes brought forth by the COVID-19 pandemic. Both our staff and learners have quickly learned how to adapt to working fully online after the suspension of face-to-face learning and activities was announced last March.

“When we started our online learning via WhatsApp, we were not sure how it would work out. The whole process was new to all of us. To our surprise, it went so well that we managed to cover **100%** of our work that we planned for the year even though some of the things were beyond our control. Inkululeko has played a major role to our township learners,”

Nomawethu Matiwana

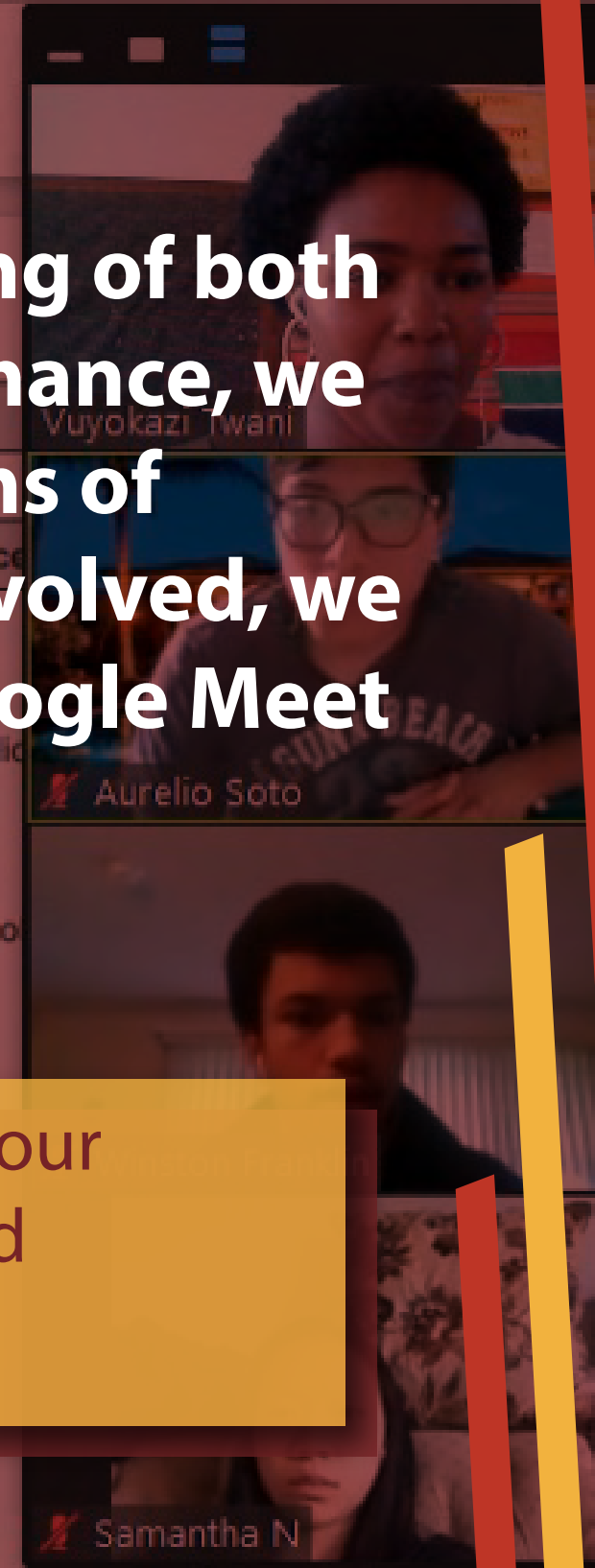
Inkululeko Academic Support Assistant



To address the lack of internet access for our learners in South Africa, Inkululeko worked tirelessly to distribute laptops and learning materials. IT staff then verified that each laptop could use internet data, so programs could continue to be effective for learners at home under quarantine. This year we implemented our Matriculation Exam Tutoring Center, or in short, the Matric Project as well as an online Business Skills Program.

At Inkululeko, we prioritize the physical and mental well-being of both our staff and participants. To ensure everyone's peak performance, we have been providing resources for counseling and other forms of self-care. Furthermore, for the physical safety of everyone involved, we have continued to work remotely using platforms such as Google Meet and WhatsApp to communicate in weekly chats.

This year has been full of new challenges, but we have not shied away from our goals. Inkululeko will continue to push initiatives forward in South Africa and carry out our mission.



	<ul style="list-style-type: none"> • medical biotechnology, e.g., immunity, vaccines, antibiotics and blood transfusions; and • the cloning of plant and animal tissues and stem cell research (ethics and legislation). 		
Organs	Organs consist of a number of tissues. Leaf structure will be used as an example of an organ. Other organs will be	<ul style="list-style-type: none"> • Observe and draw a section of a dicotyledonous leaf. 	<ul style="list-style-type: none"> • Textbooks • Charts

Norwegian Agency for Exchange Cooperation (NOREC)

Norec has partnered with Inkululeko to provide support and resources for organizational programs and projects. Through their support, Inkululeko has been able to work with **DAY AFRICA**, a *Nairobi* based organization who shares our mission and beliefs. This collaboration is essential to providing our students with resources like online tutoring, the Common Ground Cafe, and other additional leadership opportunities. During the COVID-19 pandemic, Norec's support has funded computers for our students so that they are able to access Inkululeko's virtual tutoring program. Improving access to Inkululeko's tutoring program during this challenging time has been integral to our students' learning experience. This is mainly because participation in virtual learning allows students to continue their studies and remain involved with leadership opportunities.

One important initiative that Norec has helped to support is the Common Ground Cafe, which provides entrepreneurship and business courses to Inkululeko students and their parents so that they are prepared to sell products at the Cafe. Students are able to take courses of interest that will allow them to eventually pursue a fulfilling career. The skills that students and parents gain from this cafe are tools they will be able to use in their future employment. Norec's Partners, who are now working with Inkululeko, have also provided new opportunities for the students in Makhanda, South Africa. In collaboration with DAY AFRICA, Inkululeko has been able to provide these students with the confidence to remain motivated and work to the best of their abilities. Students like Christabella Musiya, Dolphine Kahombi, Lusweti Emmanuel, and Agnes Akinyi have shared their inspiring success stories in working towards a brighter future.

Due to the pandemic:

“*Gaps in learning have multiplied, divides between well-resourced and lesser-resourced schools have expanded; and instability in many homes has worsened.*

Zero Dropout

*School Dropout: The Pandemic Edition 2020 Building Resilience
in our Schooling System - Before and After COVID-19.*

“The school shutdown caused by COVID-19 has impacted the mental health of students due to isolation and lack of social encounters. School shutdowns cause learning to be lost when students do not have the resources to continue education outside of the school setting; this has created a learning gap.”

Zero Dropout

*School Dropout: The Pandemic Edition 2020 Building Resilience
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Hiking With Learners



Hiking with learners is a fun, creative initiative that came about as a result of COVID-19 lockdown regulations. The idea behind hiking is not only premised on encouraging physical activity but also creating a psycho-educational and psycho-social environment for learners and tutors. Everyone has been affected by the pandemic in one way or another. People have lost their loved ones; many have lost their jobs. Life has been stressful and difficult particularly for dependents. What better way to relieve stress and anxieties than hiking and making new friends?

Inkululeko offers adventurous, challenging and fun day hikes in and around the beautiful terrains of Makhanda. All that is needed are comfortable shoes, a bottle of water and sunscreen, especially during the summer season.



“This is important because physical wellness is a very important attribute to a learner’s mental health & overall development. A healthy body houses a healthy mind right?”

Mfundo Ntshwaxa
Board Member

Hiking with learners is also a crucial form of non-formal education offered to learners in order to help them develop life skills and to excel in the classroom. An imbizo (discussion) is usually held at the toposcope during lunch (refreshments served). Topics of discussions are suggested and discussed by learners.

Inkululeko is very helpful, especially with academics and learning computers.

Inkululeko has always been there for me.

The organization helps me in my assignments and with my sport. Participating in Inkululeko helped me with my English vocabulary and my wellbeing.

Due to COVID protocols, Inkululeko had to change. When schools closed, Inkululeko would buy data for everyone and we got some tutors from the United States in addition to our tutors in South Africa. It was great. They helped us with our school work and we got certificates for the Business Skills classes that we were doing last year. The program was cool because it opened doors for us. For example, if school didn't work out then this program could help you start your own successful business.



YONWABA NTLEKI

Grade 11 Learner
Ntsika Secondary School



Things were definitely interesting at Inkululeko in 2020. First, we had a business skills course online, which I learned a lot from. For example, I know how to operate a business now. This year I am doing business studies which will hopefully increase my perspective and knowledge on the subject matter. The online tutors were able to help us and we were able to cooperate with them with a good attitude online. It was also interesting because the business sessions had some of the accounting parts. Additionally, we are now able to budget our money so that we can buy our needs and wants. Also, for being of this program, Inkululeko provided us with free data and airtime.

Another interesting thing that occurred at Inkululeko was when we received money to start our own business. We had to buy stock for our local business. We had to bake and we were able to learn how to cook. We were also able to budget money for buying everything we needed. We learned how to communicate with our customers and how to treat them too. I am grateful for Inkululeko.



THIMNA NGESIMAN

Grade 10 Learner
Ntsika Secondary School

*“South Africa will not be able to move forward as a nation if the current students are unable to achieve a proper education in order to break the cycle of **poverty** and **inequality**.”*

Zero Dropout

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Made in Makhanda is Inkululeko's pilot project which sells handmade South African goods in the United States. Inkululeko is based at Ntsika Secondary School in Joza township (in Makhanda, formerly Grahamstown), and we have identified several Joza micro-entrepreneurs who produce a range of goods. Made in Makhanda markets these products on a greater international scale, highlights the talent of these small business owners, and promotes their work for good. All proceeds from the Made in Makhanda sales will go toward supporting Inkululeko's educational initiatives in South Africa. These initiatives include an educational support programme, physical resources for online tutoring, greater exposure to and promotion of our organization, and more.

Learn more at: MadeInMakhanda.com

The goods sold on the *Made in Makhanda* website consist of handmade jewelry, Common Ground Cafe apparel, and home goods. One of Made in Makhanda's artists, Andiswa Stofu, is a long-time resident of the Joza township. Andiswa produces quality organic soap from Aloe ferox extracts, which have been tested by Rhodes University's Pharmacy Department for their authentic ingredients. She also produces balms, shower gels, and beaded work.



Collaborations Around The World

For the past 10 years, Inkululeko has had the opportunity to create mutually beneficial partnerships with different institutions around the world. These collaborations allowed Inkululeko to gain new knowledge and drive our mission forward. Pamela Kirwin Heintz, Associate Vice President & Director of Mary Ann Shaw Center for Public and Community Service from Syracuse University, one of our biggest partners, shared that “All stakeholders in the ongoing Syracuse University and Inkululeko collaboration have participated in the development of this incredible NGO, forging relationships and making an impact that will outlast us all.” Inkululeko’s partnership with the Shaw Center at Syracuse University strives to serve as a resource and connection between the university and Inkululeko.

Inkululeko is also looking forward to working with the State University of New York system in Fall 2021. Professor Debra Kram-Fernandez from Empire State College shared “ We plan to engage Inkululeko youth and SUNY-ESC students in online group dialogue, cross-Atlantic buddy systems, and provide basic research skills and theory so all who wish can in a participant-action-research endeavor that will compare and contrast the challenges and opportunity to succeed with higher education goals.”

Aside from collaborating with colleges in the United States, Inkululeko also collaborates with organizations across South Africa as well. Rhodes University, more specifically their office of Community Engagement- RUCCE, works closely with Inkululeko. Community engagement is an extremely important value at Rhodes University. In practice, students from the University mentor Inkululeko learners to engage with the community. Diana Hornby, director of the Community Engagement Division states that “Community engagement is central to Rhodes University’s ethos, and Inkululeko contributes to the University’s goal of ensuring that young people from Makhanda have access to the University.”

*“ Without passing the matric exam in the 12th grade, students are unable to access higher level education and are very limited in job opportunities. With a matric certificate of passing, students are **4-9%** more likely to find a job (even without higher education).*

Zero Dropout

*School Dropout: The Pandemic Edition 2020 Building Resilience
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“

‘As a result of prolonged undernutrition,

27%

*of South African children under the age of five are stunted.’
The effect of prolonged hunger leads to cognitive delays
and higher chance of dropout.*

Zero Dropout

*School Dropout: The Pandemic Edition 2020 Building Resilience
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Business Skills Development Course

This project's main objective was to remotely facilitate learners as they gained an understanding of entrepreneurship and developed business skills that will benefit them as they grow academically and professionally. The DG Murray Trust (DGMT) funded the provision of the course for up to 15 learners while the Learning Trust provided co-funding for 5 additional learners. Collectively, Inkululeko was able to enroll **25** learners into the program and see that **24** of the learners completed the course. The online sessions took place every Tuesday and Thursday for two hours and consisted of one hour of presentation and one hour of discussion and activities. The sessions were carried out by facilitators based in the United States of America (US) with the assistance of Inkululeko staff. Additionally, learner representatives were elected to assist facilitators and the project coordinator during the delivery of the course and to help ensure attendance and participation by learners. Nicholas Cunningham and Teresa Larre were crucial in the success of our learners as they developed and facilitated the Business Skills Course.

Beginning in June, learners were contacted to inform them of the online course and were invited to join on the basis of their interests and motivation. Between July and August, learners had a total of **15 online sessions** with the facilitators. Unfortunately, due to the COVID-19 pandemic, the practical component was not possible. Rather than utilizing a practical assessment, learners were assessed through a written test. Learners were required to submit their files, which contained their completed activities and assessments, to enable their work and participation to be assessed. Most learners submitted their files and achieved the **required 70% attendance** of all sessions which was a prerequisite for being awarded a certificate of attendance. The successes of the project during the COVID-19 pandemic and hard lockdown **have proven Inkululeko's resilience and ability to innovate and meet challenges.**



53.2%

“ *of the unemployed in South Africa are people who did not make it to their matric exam in the 12th grade.*

Zero Dropout

*School Dropout: The Pandemic Edition 2020 Building Resilience
in our Schooling System - Before and After COVID-19.*

“Learners are at a greater risk of dropout when they have to face outlying factors such as death, illness or loss of income, which are commonly seen in South Africa.”

Zero Dropout

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Nyaluza Expansion

Inkululeko expanded to an additional high school early in 2021. The Nathaniel Nyaluza Branch opened with two classrooms and the recruitment of new learners to the program. Fifty learners were recruited in the initial outreach to join the first cohort.

The first term began on a positive note with a very high number of attendance by learners, and the organization has noted a consistent number of attendance from dedicated and motivated learners who are very serious about their future. The pandemic has created many difficult challenges in South Africa's education system but we've continued to adapt. "Learners had to learn a new tool of studying: e-learning," said Nomawethu Matiwana. "E-learning is very new to Nyaluza learners unlike learners at our main Ntsika branch, who were introduced to it last year. In order to comply with ongoing health protocols and restrictions, we will continue to implement e-learning at our Nyaluza branch."

Friends of Inkululeko

In 2019, **Friends of Inkululeko (FOI)** was added as a subset of the Inkululeko organization.

Friends of Inkululeko is a group of volunteers who bear similar aspirations to the Inkululeko organization, as well as strive to contribute to long term goals. They seek out new initiatives with the goal of serving even more Makhanda students with educational opportunities and creating greater organizational awareness.

Being an FOI volunteer means having the opportunity to make a difference in the life of young motivated students in Makhanda. FOI volunteers represent a diversity of talent in the field of digital graphics, organizational management, fundraising, accounting, public speaking, event planning, and many more. All talents are needed and welcomed!

Taylor Battle

Co-Chair of Friends of Inkululeko

During the pandemic, FOI found new ways to continue its mission. They initiated virtual Friends of Inkululeko Talks with fellow colleagues and representatives from educational organizations across the globe. They covered topics such as gender, education, and the Black Lives Matter movement. These talks are recorded and posted on Inkululeko's blog among other FOI posts.

Friends of Inkululeko has supported our mission in many other ways as well.

“ To date, FOI has helped organize fundraising events in New York City, a monthly newsletter, and are actively seeking sponsorship partnerships. FOI is committed to strengthening these initiatives and is actively exploring new ideas.

Taylor Battle

Co-Chair of Friends of Inkululeko

Thanks to the powerful voices, skills and talents of the FOI volunteers, Inkululeko has been able to truly push forward its mission to educate many young motivated students in South Africa. Moving forward, Friends of Inkululeko will continue to work to transform the lives of our learners.

“

For students with less access to resources, they are basically set up for failure before they even begin schooling.

Zero Dropout

*School Dropout: The Pandemic Edition 2020 Building Resilience
in our Schooling System - Before and After COVID-19.*

*“Students who are able to pass the matric exam ‘can earn about **40%** more than those without.’*

Zero Dropout

*School Dropout: The Pandemic Edition 2020 Building Resilience
in our Schooling System - Before and After COVID-19.*

Board of Advisors Statement

To our Fellow Stakeholders and Friends, we greet you all.

2020/21 has had serious impediments that were set to derail our work, however, with great commitment and determination on the part of Inkululeko and its students all went seems to be as a 'walk in the park'.

As the Advisory Board, we were joined by our Fellow Colleagues who hit the road running in 2021, Mr. Xolani Madlabathu, and Mr. Mfundo Makhasi. We remain jubilant by the commitment and work done by and through our Advisory Board.

As means of motivation to our pupils, our Advisory Board observed with great joy the achievement of our Advisory Board and Board of Directors members respectively, graduating in 2021. We extend our messages of congratulations once more to our leaders and continue wishing them well in their future endeavours.

To our important stakeholders, which remain learners. As year 2021 comes to half way, we would like to extend our congratulatory message and wishing you strength as you are about to commence June examination. We believe in you and that you will achieve your set goals, prepare, defend and expect great results.

To our important stakeholders, which remain student volunteers. As your semester draws to close, we would like to extend our appreciation message for the great work you are doing. Indeed you remain true to the fundamental teaching which is, we remain part of the community before we become students, being aligned with the building of our community through education, you are doing our country service. Siyabulela.

To our Inkululeko Team, we remain thankful for the work you do both in the classroom and enterprise. Your work is recognized and appreciated. As the Advisory Board, we would like to once more recommit to be of service and assistance when available and needed.

Thanks very much.

Mr. Mandilakhe Valela
Advisory Board Chairperson



Interested in Supporting Inkululeko?

Name: _____

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100%

Of your money goes to support programs for young people!

Please mail checks to:

INKULULEKO, INC.
4400 Upper Mountain Rd.
Lockport, NY 14094

Online donations can be made at:

inkululeko.org

