

ANNUAL REPORT 2015



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Our Vision

Our Vision is to see hundreds of young rural South Africans equipped with the skills, qualifications, values and motivation necessary to effectively lead and serve their communities.

Our Mission

Our Mission is to offer talented and motivated young South Africans from marginalised rural schools the chance to study at high quality tertiary institutions and provide them with the support and guidance they need to graduate, sustain themselves and become the principled leaders of tomorrow

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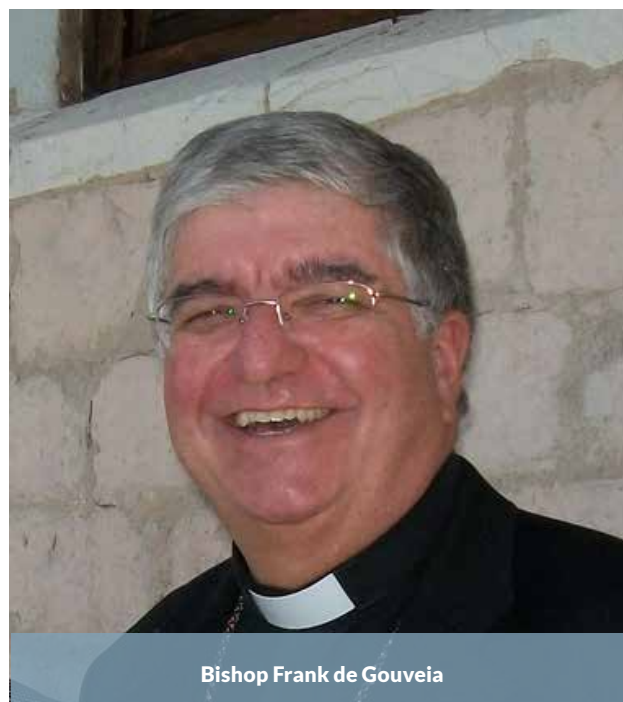
1. Chairman's Message

At this time our country is celebrating the 20th anniversary of our constitution which seeks to promote the values of "human dignity, equality and freedom". It is a very inspirational document and much has been achieved over these years as government and civil society has sought to implement the constitution. And we still have very far to go.

Service delivery protests, the burning of schools, corruption and blatant racism are all indications that the vision of the constitution is not yet a reality. Many in our country have simply given up in despair, become cynical or engaged in criminal violent protests. The trauma of colonialism and apartheid will still take time to heal and will need the constructive engagement and creative will of all our citizens if we are to give birth to a society that truly respects the human dignity, equality and freedom of all.

REAP is one organisation that believes that "it is better to light a candle than to curse the darkness". This annual report is evidence of that. The REAP family – donors, government, recruitment volunteers, staff, students and members of the board – all contribute to making a positive change in the lives of the most vulnerable and forgotten young people in rural communities and their families. One statistic in this report reveals that nearly half of all students who were part of the REAP programme during 2015 come from households that have a monthly income of less than R2,000. It is difficult to imagine how a family of five or more can survive on less than R64 a day. For these families, REAP is a lifeline. Through the mentoring support and other parts of the REAP programme as well as the hard work of the students themselves, change can come. This is a humble yet significant way of addressing the effects of rural poverty, unemployment and inequality.

On a personal note, I have now completed my second term as the liaison bishop of the Southern African Catholic Bishops' Conference on the REAP board. The new liaison bishop is Adam Musialek, the bishop of De Aar, who has had many years' experience working amongst rural communities.



Bishop Frank de Gouveia

The new chairperson of the board is Brother Michael de Klerk who brings a wealth of experience in education and has served on various boards. I want to thank REAP for the opportunity offered to me over these past years. I have learned so much. It has been a joy to meet and work with so many people who are passionate about tertiary education and are willing to give of their talent and energy to serve others with such dedication. You are truly a COMMUNITY SERVING HUMANITY. May God continue to bless your work and remember another old saying: "when you help your brother/sister to cross the river you also get to the other side."

Bishop Frank de Gouveia
Board Chairman

2. Director's Report



Russell Davies

External environment

2015 proved to be both a very turbulent and eventful year for higher education in South Africa. The rise of student protests with firstly #RhodesMustFall and then #FeesMustFall brought issues of transformation (e.g. symbols, curriculum, language, racial/gender/age profile of professoriate, outsourcing), and financial accessibility into very sharp focus. Clearly these issues are far from resolved and the environment remains extremely volatile and unpredictable. Indeed the whole higher education system is fragile and under increasing stress, with several institutions in serious financial difficulty. We also recognise that the success of any campaign for student fees to fall relies on additional funding to be made available to higher education institutions from either government or business. However in a stagnating economy, the national fiscus is under severe strain with multiple competing demands – including housing, health, early childhood development, basic education, vocational training, infrastructure and public safety.

Whilst undoubtedly vastly higher numbers of students from previously disadvantaged backgrounds are accessing higher education than in 1994, the throughput rate remains unacceptably low due to a multitude of reasons. These include the inadequacies

of the school system in the academic preparation of learners, language, financial pressures, limited access to IT, inappropriate accommodation and lack of role models and mentors. Whilst the government via the National Student Financial Aid Scheme (NSFAS) has also substantially increased the pool of loan and bursary funding available to previously disadvantaged young people over the past few years, it remains insufficient, both to meet the demands of the vast numbers of financially eligible students and (in most instances) to cover the full costs of study for those who are assisted. It relies on a level of family financial support which in many instances is not possible. REAP remains at the forefront of efforts to address both of these issues.

The impact of the recent uprisings on our students has to date been manageable. By virtue of our partnership with the NSFAS and National Skills Fund, since 2011 we have been able to offer full cost bursaries to all our students, protecting them from the pressures of rising tuition and accommodation fees. Nonetheless some students were traumatised during the examination period due to disturbances on campus and some others had to defer writing their examinations or take the option of going with test marks rather than writing a final exam. However the overall impact on our academic performance for the year appears to be minimal.

REAP recognises and supports the right of students to protest and activate vigorously for improved access to higher education and genuine institutional transformation. However this should be carried out respectfully and peacefully without resort to violence, wilful damage to property and infringement on the legitimate rights of other students or staff members to go about their daily business. REAP condemns all forms of violence, intimidation and vandalism and will take a zero tolerance approach to any REAP student participating in such behaviour. We strongly urge all students to respect the rights of others to focus on their academic programme, especially given the enormous sacrifices that have been made by their families for them to have that opportunity.

2015 for REAP

2015 was a very fruitful and significant year for REAP. It was marked by a number of highlights.

Academic results

In 2015, REAP had a total of 479 students on the programme of whom 49% were female.



Graduates and REAP staff at the Western Cape Awards Ceremony

- I am delighted to report that 100 (20.9%) students graduated last year, of whom 50% were female. The largest number achieved qualifications in Engineering (18%) and Science (18%) respectively, closely followed by Education (15%), Humanities (14%) and Commerce (14%). 7% of Students achieved qualifications in the Medical field, followed by 5% in Management, 3% in Arts and Technology respectively, 2% in Law and 1% in Built Environment. 34 students completed National Diplomas and 66 were awarded degrees.
- A further 191 students (39.9%) passed all their courses at the end of the year.
- A further 118 students (24.6%) passed a majority of courses including their major and proceeded to the next academic level
- 18 (3.8%) students were completing In-Service Training and did not write exams.
- 5 (1%) students withdrew from the REAP programme to continue their studies with other bursary funding
- 28 (5.8%) students failed. 4 of these are continuing with REAP and 24 have now been withdrawn from the REAP programme.
- 19 (4%) students withdrew prior to writing final exams, mainly due to poor academic performance.

This is the best set of year on year academic results achieved during my almost six years at REAP. I extend hearty congratulations to all our students and of course my sincere thanks to my team, in particular our Student Development Advisors, without whose support these results could not have been achieved.

J.P.Morgan Chase Foundation Employability Project

I am also delighted to announce renewed partnership with the JP Morgan Chase Foundation focused around the theme of employability. In addition to facilitating access to higher education for rural youth from low income families by providing full cost bursaries and offering structured mentoring, psychosocial support and academic monitoring, REAP seeks to ensure that our graduates, both from universities and technical universities, find and retain employment appropriate to their skills and training.

J.P. Morgan's generous financial support will allow us to pursue four key initiatives:

- Detailed research seeking to investigate how REAP graduates over the years have fared in the workplace - tracking their challenges and successes and identifying what could have been done to prepare them better;
- Development of a structured enrichment curriculum which will equip REAP students with the soft and hard skills necessary to both secure and retain a job;
- Development of a nationwide network of employer relationships with a view to facilitating vacation and graduate placements for REAP students;
- Consolidation of the REAP Alumni Association into a robust and vibrant network. Already we have around 420 REAP graduates on our database and a series of regular communications, events and career assistance is planned for 2016.

The project will make use of both REAP staff and skilled external consultants and conclude in April 2017.

This project marks a significant step forward for REAP, helping us bridge the gap between education and employment, particularly as it impacts rural youth from financial disadvantaged circumstances. It will also enable us to track the longer term impact of our work more effectively.

Major programme review and strategic rethink

In 2014 we commenced a strategic planning process, seeking to chart the way forward for the organisation over the next 3-5 years. Since then much internal reflection and discussion has taken place, both at management and governance levels, in the context of a fast moving external environment. A key component of the strategic review process is the commissioning of a major external programme review, driven in the main by Penny Morrell, an independent consultant, but working in close collaboration with Glenda Glover, a former REAP Director now responsible for Programme Development, Research & Advocacy. The evaluation formally commenced in July 2015, with generous financial support from some of our long term donors - DG Murray Trust, Deutsche Bank and AVI.

The key questions to be addressed are:

- **In which ways does the support to students offered by REAP make a substantive and demonstrable difference** to student retention, academic performance, employability and general formation? How and what are the most critical and unique elements that should not be lost?
- **Could this support be delivered with a 'lighter touch'**, more cost effectively and sustainably? Are there duplications with support being already offered by HEIs? Is there potential to make more use of online modalities? Could this kind of support be delivered at systems/institutional level and **reach more students**?
- **Is access to higher education for rural students a problem** in the same way it was in 2001 when REAP was formed? What are the implications for our recruitment and selection processes?

The forward-looking focus of this process is central to our approach – with 'evaluation' of past and current practices and policies and the gathering of evidence undertaken almost exclusively to inform the future. The design of the process is often shaped by the findings as the work is undertaken, as evidence serves to highlight the importance of pursuing some issues rather than others.

As a method of review, then, this process is participative, drawing on REAP's information and expertise to inform the recommendations. Focusing on the programmatic work, it will include substantial external research / scans in order to locate the recommendations in relation to existing research and the developments in the external context – with a view to making proposals for strategic options for ways forward.

Significant work has already been completed with extensive feedback gleaned from our students, staff, volunteer recruitment network and external informants. Already it has raised numerous interesting issues and searching questions. At the time of writing no substantive decisions regarding the way forward have been taken. The key findings and recommendations from the process will be seriously engaged with by both REAP staff and the REAP Board, with any substantive changes unlikely to take effect until at least 2017.

MEET OUR GRADUATES



Sinenhlanhla Nsele (right) graduated with a Bachelor of Education from the University of KwaZulu Natal and obtained one distinction. She graduated within minimum time and is currently working as an educator at Madwaleni High School in Mtubatuba.

MEET OUR GRADUATES



Hlaka Patrick Miya obtained a National Diploma in Mechanical Engineering from Central University of Technology. He completed his In-Service training at a company called SA Truck Bodies based in Bloemfontein.

MEET OUR GRADUATES



Andani Mphaphuli graduated with a Bachelor of Science in Mining Engineering from the University of the Witwatersrand. During his studies, he served as a mentor to first year REAP students for two years.

Organisational Developments

In 2015 we started to see the benefit of our new senior management structure with a Head of Programme (Kanyisa Diamond) and Head of Operations (Willem Schaap). This was particularly important as I took two extended periods of leave in the first half of the year to spend time in Australia with my mother who is battling a serious illness. My special thanks go to Kanyisa who deputised very ably as Director during my absences.

Organisational steps forward in 2015 include:

Performance Management. After a long period of preparation we finally bedded down an official Performance Management System with all REAP staff having a formalised job profile, performance contract and templates for ongoing assessment and review.

Office facelifts. All REAP offices received a repaint and general facelift.

Generator. In an attempt to mitigate the productivity and morale losses due to increasingly frequent load-shedding the REAP Board approved the purchase of a generator in the Cape Town office. This was to ensure that the server would not be down during these periods and email and internet access in all offices would be uninterrupted. Ironically there has been no load shedding since the new generator was installed but we are now prepared at least!

Successful national team week. All REAP staff gathered in Cape Town in November for a week of programmatic review and planning, team building, organisational updates and HR related matters. This was a very well organised and productive event and particular thanks go to both Kanyisa and Willem for their planning.

Staff changes

2015 was a relatively stable year in terms of staff turnover. Asanda Vumazonke (SDA – Eastern Cape) and Mpho Motloun (SDA – Free State) moved on early in the year and were replaced by three intern SDAs – Nicholas Mohale & Adriana Dhabha (Gauteng team) and Lilian Dube (Cape Town team). Nontobeko Ntuli was also replaced as Regional Manager in the KZN team by Nombuso Dimba in October and Owen Jansen (Recruitment & Selection Manager) left us to take up a new opportunity in Johannesburg in November.

Roger Wood has been acting as R & S Manager in a temporary capacity. We were pleased to welcome Portia Mnensa into the Cape Town team in a new position of Regional Co-ordinator (Western Cape team).

In 2015, our Free State students were supported from the Cape Town office and Robyn Pritchard took on this responsibility. Free State students will again be supported from the Gauteng office in 2016. Mandisa Nene and Robyn Pritchard were both promoted to Senior Student Development Advisors at the end of 2015.

Student numbers

In 2015, our overall student numbers (479) dropped by around 14% from 2014 (549), due to three main factors:

- The inflationary adjustment we receive each year on our bursary allocation from NSFAS (5%) falls way behind the actual increase in costs of tuition and accommodation charges (12%), with the result that our real purchasing power decreases by around 7%.
- For the first time, NSFAS allowed us to draw a 5% administration fee from our overall bursary allocation.
- We overspent our bursary allocation in 2014 by around 4%, something we could not afford to repeat in 2015.

This does not impact our continuing student numbers but reduces our new intake, which decreased from 150 in 2014 to 125 in 2015.



Senior REAP students called Peer Buddies provide additional support to first years.



First year students at the North West Orientation Camp



Regional Representatives and REAP staff at a Regional Workshop in Beaufort West.



North West Regional Representatives and REAP staff at a Regional Workshop in Klerksdorp.

Recruitment & Selection

A total of 116 applicants were confirmed as REAP students in January 2015. This group was drawn from 170 provisionally shortlisted students who had been through the standard REAP screening and selection process. A further 9 students recruited and selected by Kagiso Trust were added to the intake to ultimately give us 125 first year students made up of 60 females and 65 males.

During the year, a series of regional consultative workshops were carried out with our recruitment volunteer and partner network. Workshops were held in Bloemfontein, Worcester, Beaufort West, Durban, Dundee, Port Elizabeth, Umthata, Johannesburg, Polokwane and Klerksdorp. Nearly all were well attended and appreciated by the volunteers and partners.

The workshops addressed a range of issues including:

- Strategic discussions as part of the programme review process;

- Update on developments at REAP
- Mock student interviews
- Presentation by National Youth Development Agency
- Reminder of R & S processes and timelines for rest of year
- Appreciation and encouragement.

The resignation of Owen Jansen, our Recruitment & Selection Manager late in the year was a setback in terms of preparation for the final selection process. We were fortunate and grateful that Roger Wood, a retired teacher who has assisted REAP's R & S team on a casual or volunteer basis on various occasions in the past, stepped into the management role at short notice to see us through this vital and demanding period.

We have recently commenced a search process for a permanent replacement for Owen.



Western Cape Orientation Camp



Programme

There were no significant changes to the student support programme in 2015. All REAP students continued to be allocated a dedicated Student Development Advisor offering personalised psychosocial support, whilst the camping and workshop series continued as in previous years.

The main advancement was a continued emphasis on employability issues with career fairs and a series of awards dinners for all graduating students – held in Cape Town, Durban, Johannesburg, Port Elizabeth and Bloemfontein.

Early Success Indicator Research Project

We are pleased to report that we have teamed up with the Industrial Engineering faculty at Stellenbosch University to explore how our historical student data can assist us with our current recruitment and application processes.

A study was conducted to investigate the influence of specific data variables collected during the application process in terms of predicting the academic success of applicants at tertiary level.

The aim was to determine which pieces of data are the most influential in assisting us to accurately select applicants who are likely to succeed in their tertiary studies. Going back ten years, a combination of five methods was used to analyse our historical data. These included Logistic regression; Discriminant analysis; Classification and regression trees; Random forests and Support vector machines. The results were used to generate predictions of the students' tertiary success (i.e. graduated or not).

The students were ranked, using weighted majority voting, based on the predictability of each model, combined with the Multi-criteria decision analysis method of ELECTRE III.

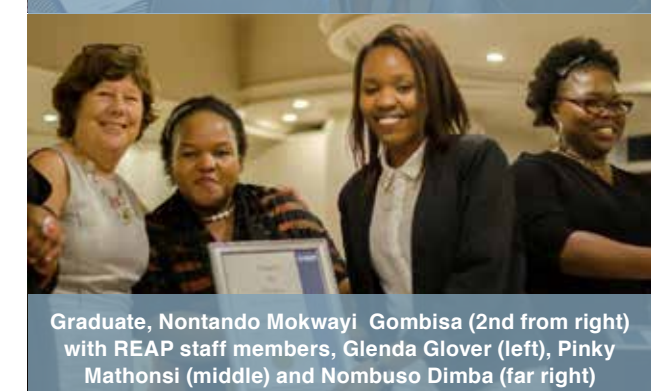
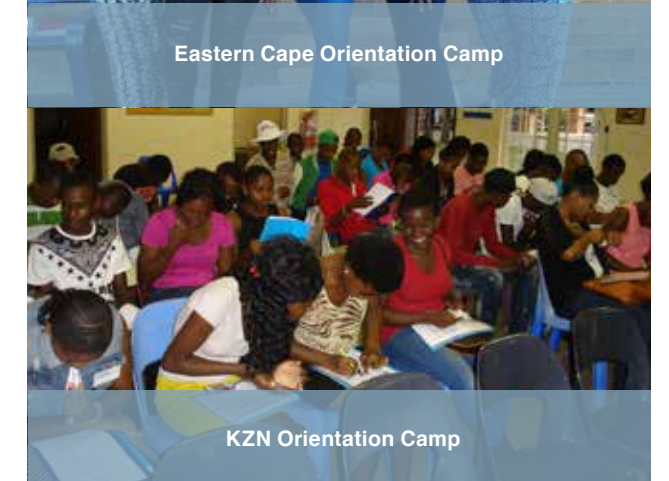
The data that was analysed included variables such as Type of Qualification (Degree, National Diploma, Extended Degree, Extended National Diploma), Stream of study, Course of study, Tertiary Institution, Length of Course, Gender, Financial standing of the applicant, School of origin, detailed analysis of Grade 11 and 12 Academics as well as Interview scores.



The research project was still underway at the time of going to print, but we look forward to reporting on the findings, and how this has assisted us with our future student selection processes.

Database Development

Significant progress has been made with regards the automation of student-related payments on our internal database system, DevMan (Development Manager). We have developed the functionality to add, approve and process payments to all students and third-party suppliers directly from our database. Financial Reporting has been streamlined by electronically linking all financial activity for and on behalf of students to their individual database records and automated user and time stamps serve as an accurate and reliable audit trail.



The final step is to integrate the database with Pastel and to ultimately adopt the same process for third party payments not related to students. This initiative is not only a huge time-saver, but it provides a vehicle for solid record keeping as well as access to several levels of financial statistics with the click of a button. Other features that were successfully developed this year include the ability to record all student interactions, such as contracting meetings and monthly face-to-face meetings as well as the functionality to replace student paper files with electronic attachments. DevMan has become central to our daily administrative tasks and we will continue to review and refine our processes in order to serve our greater purpose.

Governance

Late in the year Owen Jansen resigned as a staff and Board member. Following an election at the November national team gathering, Robyn Pritchard was elected as the new staff representative on the REAP Board. Our long term Chair Bishop Frank de Gouveia also gave notice that his term as liaison Bishop was due to expire. He has been replaced by Bishop Adam Musialek from the diocese of De Aar.

The REAP Board met as usual on three occasions and the Executive Committee was actively involved in the evaluation and strategic planning process.

Finance / fundraising

2015 was a successful year in financial terms and we recorded an overall operating surplus of R1,628,714. This was in large part due to the somewhat unexpected receipt of a 5% administration on our NSFAS 2015 bursary allocation. We were anxious not to repeat the over spend of 2014 on our NSFAS bursaries and in 2015 managed to spend 99.4% of the allocation – the result of careful budgeting and planning from our Business Support team.

Our support from donors remained strong in 2015 and will continue into 2016 when we again project a healthy operating surplus. Our challenges will come in 2017 when we lose two of our major donors – DG Murray Trust and Barclays/Absa – due to changes in their strategic funding priorities. We have been given more than adequate notice by both donors and taken measures to both review our expenditure and seek to secure alternative income streams for 2017.

I am pleased to report that we renewed funding partnerships with Anglo Gold Ashanti and JP Morgan Chase Foundation in 2015. We have also secured new funding partnerships with South Point in 2016 as well as two private donors, with potentially more to follow.

Looking ahead

2016 will be a very significant year for REAP when in addition to our regular programme delivery, we focus on the completion of the major strategic review process and implementation of the JP Morgan employability project. There will also be two further programme initiatives:

- The placement of a Senior Student Development Advisor (Vatiswa Mangxola) full time on campus at Nelson Mandela Metropolitan University in Port Elizabeth, located within the Student Support Services building. This is an important development which will be carefully monitored with a view to possible replication on other campuses. We are actively exploring ways of working in closer collaboration with institutional support services and finding synergies which may allow us to reach more students and operate more efficiently.
- Piloting the recruitment of students directly from two universities (UKZN & UWC), working in collaboration with Financial Aid offices to identify first year students who have been accepted by the institution and registered, and meet our rural/income/academic selection criteria, but have been unable to secure NSFAS funding. Our target is ten students from each institution and if successful, may foreshadow a change of emphasis in the way we recruit students in the future.



We will also:

- press ahead with further developments to our database system;
 - undertake a major upgrade of our communications infrastructure to address poor internet connectivity and an outdated telephony system;
 - fully implement our performance management system;
 - continue to work with NSFAS to streamline the implementation of timely and accurate meal and book payments to our students at Student Centred Model pilot institutions. To date there have been major delays causing serious hardship to our students at NMMU and DUT.
 - further upgrade our HR management systems – particularly with regard to staff wellness, development, induction and training.
- In closing, I would like to express my heartfelt thanks to:
- Our core funding partner NSFAS for their ongoing financial support and flexibility in seeking to harmonise their systems and processes with ours;
 - Our donors and funding partners for their long standing generosity and genuine commitment to making a difference.
 - Our skilled and dedicated Board who donate many unpaid hours to providing governance of an extremely high standard;
 - Our volunteer recruitment network who continue to unearth nuggets of gold in remote rural schools;
 - Our talented and resourceful staff team whose passion for our mission shines brightly every day.

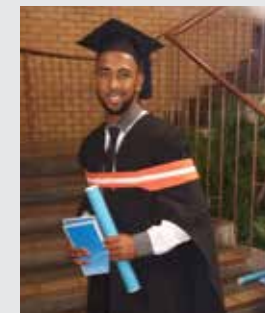
Russell Davies
Director

MEET OUR GRADUATES



Ntethelelo Minenhle Dlamini graduated with a Bachelor of Commerce (Accounting) from the University of the Witwatersrand. She is currently doing her internship at Stanley Black & Decker in Johannesburg.

MEET OUR GRADUATES



Mason Davids graduated with a Bachelor of Education from Cape Peninsula University of Technology and obtained two distinctions. He is currently teaching Grade 10's and 11's at Klein Nederburg Secondary School in Paarl and also coaches rugby. For his community service he assisted at the soup kitchen in his local village and also coaches youngsters in his community.

MEET OUR GRADUATES



Likona Keyizana obtained a National Diploma in Environmental Health from Durban University of Technology. She completed her internship at GIBB Engineering and Architecture in the Eastern Cape.

MEET OUR GRADUATES



Avela Ngibe obtained a National Diploma in Biomedical Technology from Nelson Mandela Metropolitan University. She obtained an overall mark of 81% for her practicals.

3. Student Profile and Results Analysis

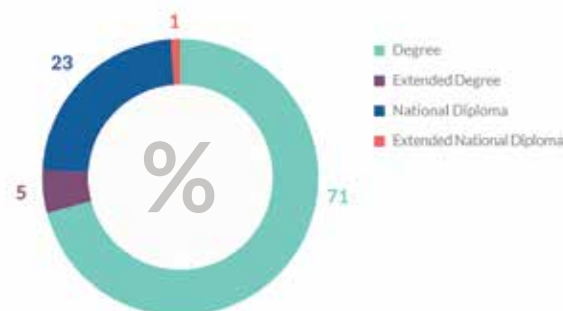
Numbers

REAP supported 479 Higher Education students in 2015 of whom 125 were first years. The total number of students was 14% lower than in 2014. Refer to page 6 of the Director's report for more information about student numbers.

The gender split was 49% female and 51% male; exactly the same as in 2014.

71% of students were studying towards a degree (9% more than in 2014) whilst 23% were studying towards a national diploma. (8% less than in 2014). 6% of students were studying towards extended degrees and diplomas (1% less than in 2014)

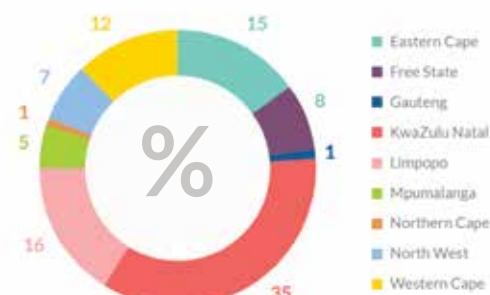
STUDENTS BY TYPE OF QUALIFICATION



Household Income

REAP's cut off for eligible applicants is a household income of less than R140 000 per annum before tax. While data may not be 100% accurate, it does provide a picture of the economic status of REAP students. REAP applicants record income and household statistics on their application forms and finally students are required to provide up to date evidentiary documentation relating to household income. Our records show that 53% of student families live on less than R3000 per month. Almost half (47%) of the households have a monthly income of R2000 or less, probably made up largely of social grants. The average household size is 5 while 3.5% of students recorded a household of 10 or more members and 10 (2%) of students indicated that they lived alone the year prior to commencing studies.

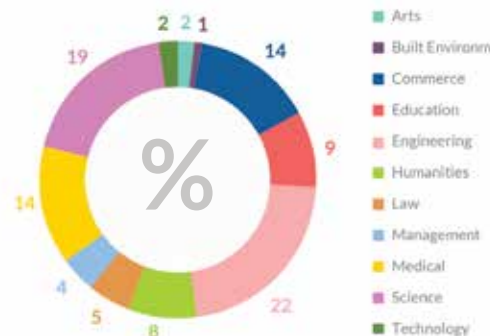
PROVINCIAL ORIGINS OF STUDENTS



STUDENTS BY RACE



STUDENTS BY STREAM OF STUDY



Extended Programmes

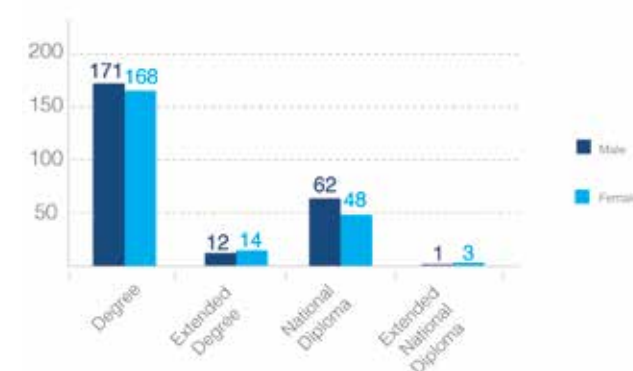
Universities place students in extended programmes when their APS (Admission Points Score) is lower than required for mainstream studies, or when other entrance assessments indicate risk or their early performance in the course indicates risk.

Extended programmes split the first year academic curricula over two years and add support modules. By far the majority of REAP students on extended programmes are in the Science stream, but there are a small number of students in Arts, Commerce, Engineering, Law and Medical courses.

REAP encourages students to take up extended programmes believing that this reduction in workload and additional support is preferable to repeating an academic year due to failure.

There was little difference in the type of qualification taken by males and females when taking into account the fewer females on the programme. 76% of students were studying towards a degree - 8% more than in 2014.

TYPE OF QUALIFICATION BY GENDER

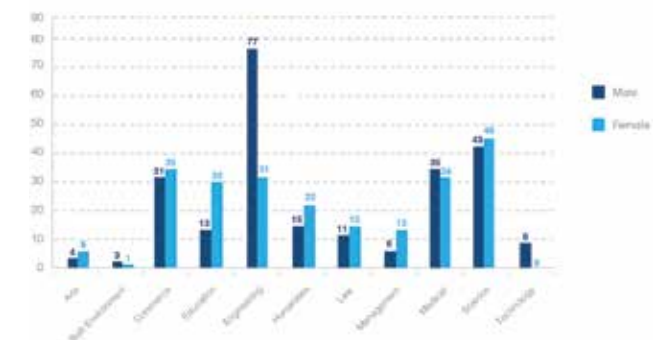


Higher Education Institutions

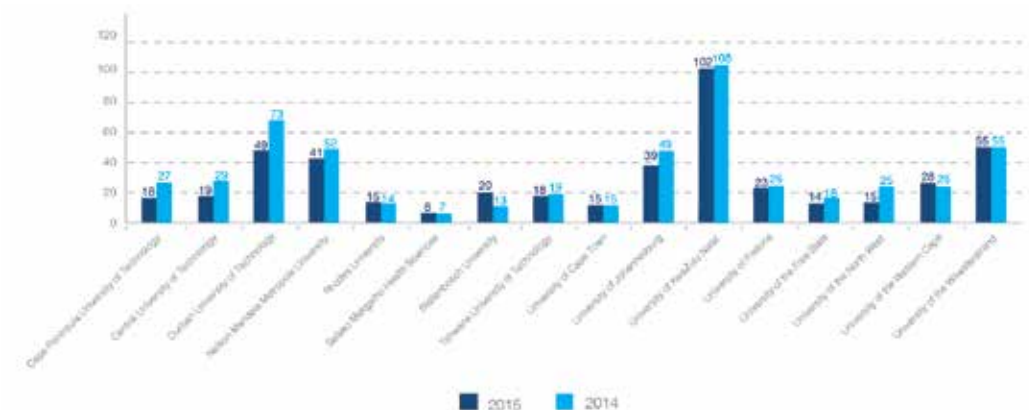
The largest cohort of students was at the University of KwaZulu Natal, followed by the University of the Witwatersrand, Durban University of Technology and Nelson Mandela Metropole University. The smallest cohorts were at Sefako Makgatho Health Sciences University (formerly the Health Sciences Campus of the University of Limpopo), University of the Free State, Rhodes, University of Cape Town and University of the North West.

Male students remained predominant in Engineering (making up 71% of Engineering students) and Technology (with no Female students studying Technology) while there were almost equal women and men studying Arts, Commerce, Medicine and Science. Women were in the majority in Education, Humanities, Law and Management.

STREAMS OF STUDY BY GENDER



SPREAD OF REAP STUDENTS BY HIGHER EDUCATION INSTITUTIONS



Student Performance

Graduates

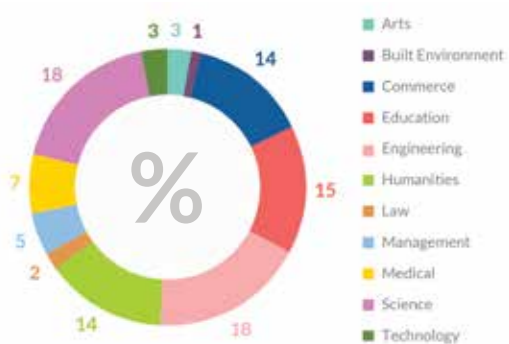
100 Students successfully completed their studies in 2015. Of the 100 graduates, 62 were doing degree courses, 4 extended degrees, 32 national diplomas and 2 extended national diplomas.

The graduates came from the following study streams: Arts – 3, Built Environment – 1, Commerce – 14, Education – 15, Engineering – 18, Humanities – 14, Law – 2, Management – 5, Medical – 7, Science – 18, Technology – 3.

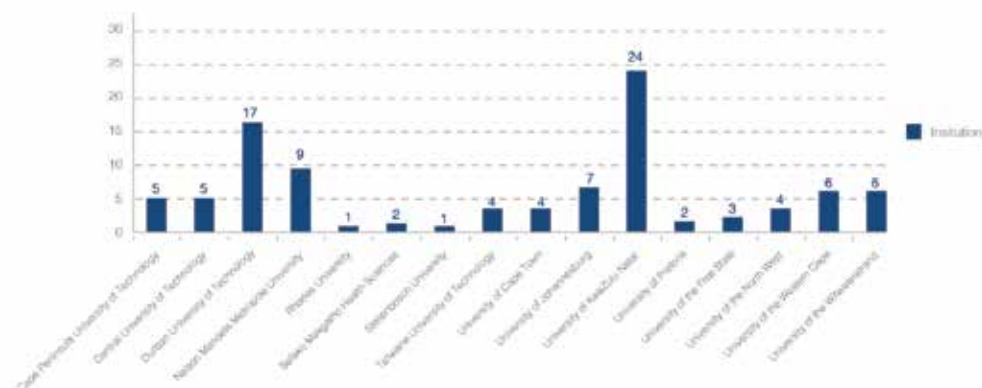
The Gender split was exactly equal, with 50 Male and 50 Female Graduates. These figures include only the students who have remained with REAP for their entire undergraduate studies and were therefore active on REAP's database in 2015. It does not take account of students who left REAP during their undergraduate studies, often to take up other bursaries, and may therefore also have completed in 2015.

Below are charts indicating the spread of disciplines, institution and type of qualification amongst the 2015 graduates:

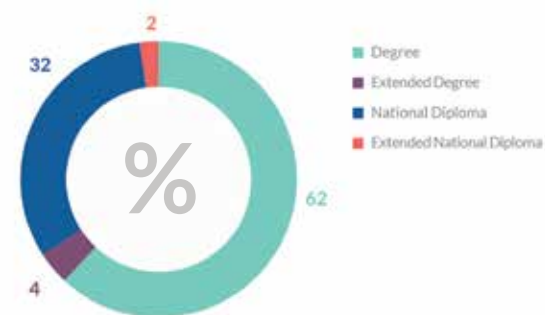
GRADUATES BY STREAM OF STUDY



GRADUATES BY HIGHER EDUCATION INSTITUTION



GRADUATES BY TYPE OF QUALIFICATION



Of the 100 graduates, 60 (60%) finished in minimum time. However 2 of these students changed course after the first year of study. 34 Students (34%) required one extra year. Of these 34 students, 1 was studying Arts, 5 - Commerce, 8 - Engineering, 5-Humanities, 4 - Management, 3-Medical, 6-Science and 2 were studying Technology. 6 Students required 2 extra years (1 in Commerce, 4 in Engineering and 1 in the Medical field).

2015 Cohort Results

REAP classifies results as follows:

Pass: Student passes all courses registered for.

Proceed: Student passes 50% or more of the courses registered for including majors.

Fail: Student fails more than 50% of courses registered for or a major

Withdrawn: Students who withdrew from REAP during the year for a variety of reasons, from obtaining an alternative bursary, to academic exclusion.

IST: Students on in-service training who do not write exams.

If we combine the number of students who passed and proceeded in 2015, we can record a year-on-year throughput rate of 85%. Adding the 1% of students who withdrew from REAP because they obtained other bursaries, this is increased to 86%. If we add those students on in-service training (IST), our overall throughput rate for 2015 is 90%.

OVERALL RESULTS



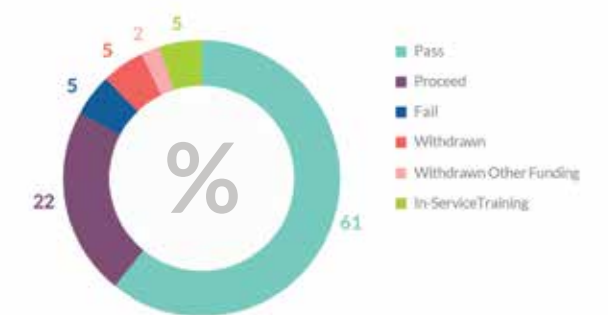
A higher pass rate was achieved (61%) in 2015 compared to 59% in 2014. Twenty Four percent of students proceeded (1% more than in 2014), whilst a smaller percentage failed (only 6% in 2015 compared to 7% in 2014). A significantly lower number of students were withdrawn from the programme (only 5% in 2015 as opposed to 9% in 2014). Furthermore, 1% of these Withdrawals were students taking on other bursaries and therefore continued their studies. Slightly more students were doing their In-Service training (4% in 2015 compared to 2% in 2014).

Using the year-one-year success indicator of combining passes, proceeds, in-service training and those students who withdrew due to other funding, the throughput rates for first years and continuing students were both 90%.

FIRST YEAR PERFORMANCE

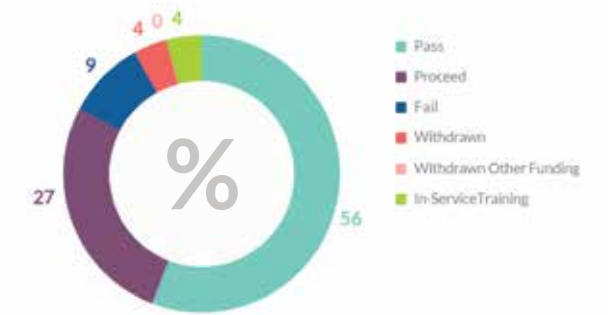


CONTINUING STUDENTS



Using the success indicator of combining passes and proceeds, female students out-performed male students by 6% (as opposed to 8% in 2014).

MALE PERFORMANCE WHOLE COHORT



FEMALE PERFORMANCE WHOLE COHORT

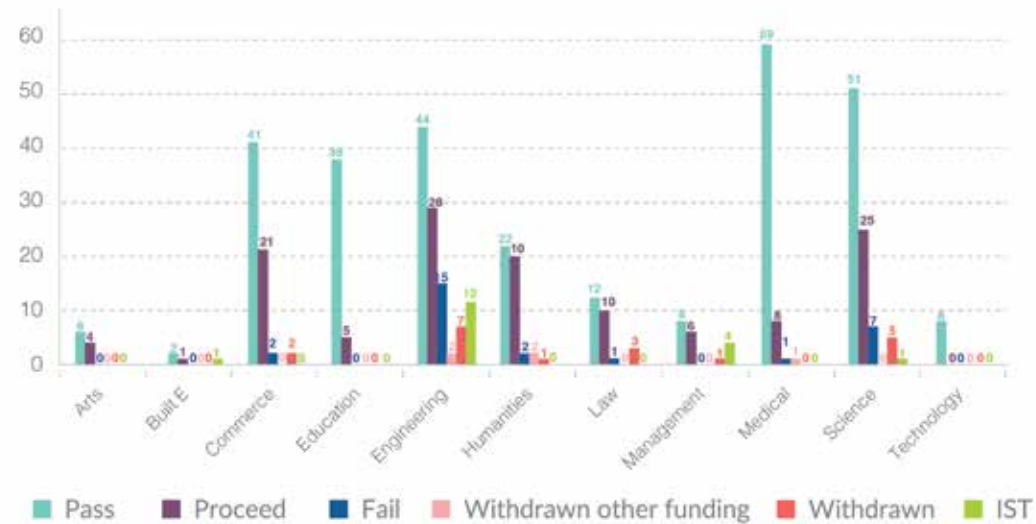


MEET OUR GRADUATES



Andile Tom obtained his degree in Pharmacy from the University of the Western Cape. Both the Departments of Health in Gauteng & Mpumalanga have shown an interest in hosting him for his community service.

RESULTS BY STREAM OF STUDY



Students not continuing with REAP

Besides the 100 graduates (21% of the total 2015 cohort), a further 57 students will not continue on the programme in 2016. Six students (1% of the total cohort) obtained alternative bursaries, often linked to their particular discipline and with potential employment opportunities. The other 51 students will not continue, primarily due to weak academic performance. Of the 7 students (1.5% of the total cohort) who were academically excluded from their studies by their university, 3 were studying Engineering, 2 were studying Science, 1 was studying Commerce and 1 was studying Humanities. We are pleased to report that there was a significant reduction in withdrawals in 2015 (57) as compared to 2014 (87).

STUDENTS WITHDRAWN



MEET OUR GRADUATES



Loyola Ndletyana obtained a National Diploma in Environmental Health from Nelson Mandela Metropolitan University. She plans to further her education by registering for a Btech degree. Loyola served as a REAP peer buddy for two years and proved to be of great assistance to first year REAP students. She is passionate about reading and writing and won a book voucher when REAP piloted a "READ ON" competition in 2014.

MEET OUR GRADUATES



Dumisani Shabalala graduated with a Bachelor of Social Science degree from the University of KwaZulu Natal. He plans on pursuing postgraduate studies. Dumisani was awarded "Best Community Service" by REAP for his involvement in a clean-up and water conservation campaign at the Umsunduzi River during his service at Duzi uMngeni Conservation Trust, which is located near Imbali Township, just outside Pietermaritzburg.

MEET OUR GRADUATES



Virginia Letsholo obtained her Bachelor of Education from the University of the Witwatersrand. She is now working at Thuto ke Maatla Secondary School in her home town. She completed her degree in minimum time and performed very well in her final year.



Victoria Manele graduated with a Bachelor of Education from Nelson Mandela Metropolitan University. She obtained 6 distinctions. Victoria completed her practicals at a primary school in Port Elizabeth and developed such strong bonds with the pupils and teachers that she received great recommendations and was even encouraged to leave her C.V. just in case they had a vacancy in 2016.



Sbonelo Mthembu graduated with a Bachelor of Commerce from the University of KwaZulu Natal. His SDA commented that he was always ready and willing to assist others, thereby exemplifying REAP's ethos of giving back.



Philile Ngcamphalala obtained a Bachelor of Science Degree from the University of KwaZulu Natal. She has been accepted to pursue an honours degree. For community service, Philile worked at the Manguzi Library where she assisted Grade 12 learners to apply for higher education admission.



Lungisani Gumbi graduated with a Bachelor of Commerce (Accounting) from the University of KwaZulu Natal. His resilience and independence were qualities that particularly impressed his SDA.



Nhlakanipho Ngubane obtained a Bachelor of Science (Environmental Science) from the University of KwaZulu Natal. He has been invited by the faculty to enrol for postgraduate studies.

4. REAP's 2015 Graduates

Cape Peninsula University of Technology

Abselon, Petro Virosa Velencia (F)

Bachelor of Education

Bostander, Geraldine Melisa (F)

Bachelor of Education

Dauids, Mason Dmitry (M)

Bachelor of Education

Khuthu, Avuyile Victoria (F)

ND Analytical Chemistry

Saal, Gizela Dernicia (F)

ND Biotechnology

Central University of Technology

Ligunya, Lesitsi Godfrey (M)

ND Fine Art

Miya, Hlakae Patrick (M)

ND Mechanical Engineering

Mohalalelo, Lebogang Precious (F)

ND Electrical Engineering (Extended Programme)

Mosuhli, Masebolelo Arriet (F)

ND Biomedical Technology

Mthembu, Mkhithika Abram (M)

ND Electrical Engineering

Durban University of Technology

Cira, Phila Derrick (M)

ND Civil Engineering

Dube, Zandile Thembelihle (F)

ND Marketing

Gumede, Siphelisiwe Hlalephi (F)

ND Management (Extended Programme)

Hlapisi, Patrick Newo (M)

ND Maritime Study

Keyizana, Likona (F)

ND Environment Health

Mathe, Ntombizethu Rebecca (F)

ND Public Management

Mazibuko, Sinethemba Nqobile (F)

ND Accounting

Mthembu, Babongile Precious (F)

ND Accounting

Ndlovu, Sinenhlanhla (F)

Bachelor of Education

Ngubane, Mthobisi Terrence (M)

ND Radiography

Ngubane, Sibonelo (M)

ND Civil Engineering

Ngwenya, Mzwandile Trevor (M)

Bachelor of Education

Nkontwana, Nkosingiphile (M)

ND Human Resource Management

Nxumalo, Mbalenhle (F)

ND Eco-Tourism

Sheane, Sizwe Lindokuhle (M)

ND Civil Engineering

Shoyisa, Siphелеle David (M)

ND Mechanical Engineering

Sithole, Bawinile Princess (F)

ND Human Resource Management

Nelson Mandela Metropole University

Bacela, Ondela (F)

ND Journalism

Gqoboka, Sizwe (M)

ND Civil Engineering

Manele, Victoria Elthima Justine (F)

Bachelor of Education

Ndletyana, Loyola Esethu Zintle (F)

ND Environment Health

Ngcongca, Nonkululeko (F)

ND Electrical Engineering

Ngibe, Avela (F)

ND Biomedical Technology

Njani, Siphe (M)

Bachelor of Pharmacy

Ntsimbi, Mbongiseni (M)

ND Electrical Engineering

Tshefu, Siphokazi (F)

Bachelor of Social Work

North West University

Maje, Mpho Defney (F)

BSc Biology and Chemistry (Extended Programme)

Moleele, Gomolemo Trinity (F)

BSc Physical and Chemical Sciences

Pula, Thato Brian (M)

BSc Computer Science

Tshabalala, Dieketseng Maria (F)

Bachelor of Social Work

Rhodes University

Ngaphu, Ntombovuyo (F)

Bachelor of Journalism

Sefako Makgatho Health Sciences University

Fokofoko, Thuso Vincent (M)

Bachelor of Radiography

Moholo, Stephen (M)

BSc Computer Science

Stellenbosch University

Moses, Lizett (F)

BSc Geology

Tshwane University of Technology

Fongoma, Anele (M)

ND Electrical Engineering

Kabini, Simon Sizwe (M)

ND Chemical Engineering

Mukhari, Dikeledi Pretty (F)

ND Environment Health

Pilusa, Thabiso Sherron (F)

ND Civil Engineering (Extended Programme)

University of Cape Town

Draaier, Brandon Mark (M)

Bachelor of Commerce (Accounting)

Kujoana, Lenned Nkwana (M)

Bachelor of Engineering (Chemical)

Nxele, Z'Phindile Pretty (F)

Bachelor of Arts (Extended Programme)

Tyelo, Lindokuhle (F)

Bachelor of Social Work

University of Johannesburg

Khosa, Millicent (F)

Bachelor of Commerce (Finance)

Maluleke, Ntumbuluko Nicholas (M)

Bachelor of Engineering (Mechanical)

Masango, Khanyisile (F)

BSc Environmental Science

Miyambo, Dunisani (M)

BSc Mathematical Science

Mnyandu, Phiwokuhe Lindelwa (F)

LLB

Skosana, Derrick Mduduzi (M)

Diploma Metallurgy Engineering

Skosana, Noxolo Zinhle (F)

BSc Geography & Geology

University of KwaZulu Natal

Gombisa, Nontando Mokwayi (F)

Bachelor of Commerce (Accounting)

Gumbi, Lungisani Nkosinathi (M)

Bachelor of Commerce (Accounting)

Hadebe, Scelo Sanele (M)

Bachelor Social Work

Hlongwane, Malibongwe Wilberforce (M)

Bachelor of Education

Khumalo, Yenziwe Hlengiwe (F)

BSc Environmental Science

Mabika, Thandie (F)

Bachelor Community Development

Mdamba, Dumisani Vukani (M)

Bachelor Commerce General

Mhlongo, Mzamo Siboniso (M)

BSc Computer Science

Mkhize, Mxolisi Peaceful (M)

Bachelor of Education

Mthembu, Sbonelo (M)

Bachelor Commerce General

Ngcamphalala, Philile Ignecious (F)

BSc Extended Degree

Ngcobo, Thuthukani Innocent (M)

BSc Land Surveying

Ngubane, Nhlakanipho (M)

BSc Environmental Science

Njoko, Sanele Sibusiso (M)

Bachelor of Social Work

Nkala, Lebogang Nkululeko (M)

Bachelor of Social Science

Nsele, Sinenhlanhla Simphiwe (F)

Bachelor of Education

Ntanda, Nelisiwe Happiness (F)

Bachelor of Education

Nxele, Nhlakanipho S'phamandla Enock (M)

Bachelor of Social Science

Nyandeni, Mncedisi Melusi (M)

LLB

Nzama, Sbahle Patience (F)

Physiotherapy

Shabalala, Dumisani Aaron (M)

Bachelor of Social Science

Sidaza, Sizwe (M)

Bachelor of Social Science

Thusi, Nontobeko (F)

Bachelor of Social Work

Zwane, Mashe Valentine (F)

Bachelor of Education

University of Pretoria

Ngobeni, Adent Nhlamulo (M)

Bachelor of Information Science

Nkhwashu, Xolani (M)

BSc Geology

University of the Free State

Dubazane, Theminkosi (M)

Bachelor of Commerce (Accounting)

Jolingana, Thembisile Tiny (F)

Bachelor Human Ecology

Moloi, Teboho Elias (M)

Bachelor of Commerce (Accounting)

University of the Western Cape

Goliath, Corin Maxine (F)

Bachelor of Commerce (Extended Programme)

Hofmeester, Maryna (F)

Bachelor of Education

Kuhn, Farren (F)

BSc Nursing

Masondo, Njabulo S'bonelo (M)

Bachelor of Commerce (Information Systems)

Mqondeki, Phumlani (M)

BSc Environmental Science

Tom, Andile (M)

Bachelor of Pharmacy

University of the Witwatersrand

Baloyi, Tshiketani Doctor (M)

Bachelor of Engineering (Chemical)

Dlamini, Ntethelelo Minenhle (F)

Bachelor of Accounting Science

Letsholo, Virginia Thabang (F)

Bachelor of Education

Malatjie, Suzan Mahlogonolo (F)

Bachelor of Education

Mphaphuli, Andani (M)

BSc Mining Engineering

Zulu, Sphamandla Innocent (M)

Bachelor of Education

* (M) = Male (F) = Female

5. REAP Board & Staff Members

2015 REAP Board Members

Bishop Frank de Gouveia

Chair

Dr. Mary Nassimbeni

Vice-Chair

Janice Seland

Treasurer

Martin Mulcahy

Executive Committee

Bro. Michael de Klerk

Executive Committee

Bridgette le Shauls

Executive Committee

Aubrey Chabedi

Regional Representatives nominee

Owen Jansen

Staff Representative

Dr. Natalie Leon

Margie Keeton

Dr. Bongi Bangeni

Fr. Thomas Mthembeni Dlamini CMM

ACTS National Chaplain

Fr. Tseko Patrick Rakeketsi CSS

SACBC Nominee

Russell Davies

Director

2015 REAP Staff

Head Office, Cape Town

Russell Davies

Director

Kanyisa Diamond

Head of Programme

Willem Schaap

Head of Operations

Nadeema Taliep

Finance Manager

Owen Jansen

Recruitment & Selection Manager (until October)

Roger Wood

Acting Recruitment & Selection Manager (from November)

Glenda Glover

Programme Development, Research & Advocacy

Anél Wesson

Communications Manager

Sherol Tafeni

Bookkeeper

Nicholas Gobha

Accounts Administrator

Tammy Abrahams

Senior Business Support Administrator

Charné Fortune

Receptionist / Programme Assistant

Florence Petersen

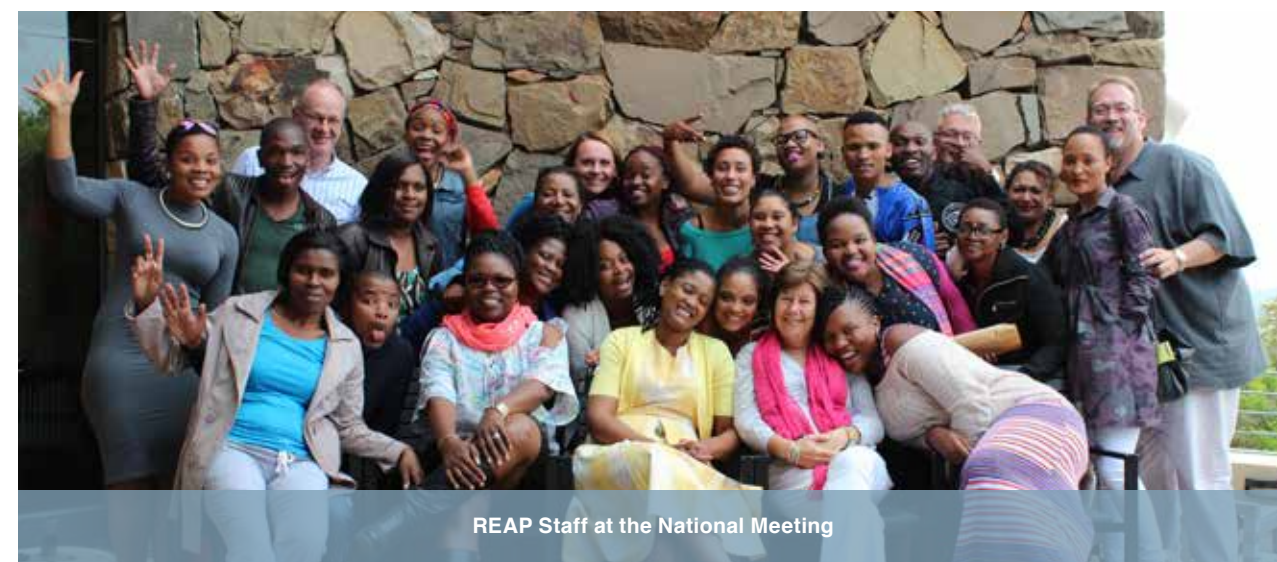
Recruitment & Selection Administrator

Ntombekhaya Tutu

Housekeeper

Keith Africa

Caretaker



REAP Staff at the National Meeting

Western Cape / Eastern Cape Regional team, Cape Town

Portia Mnensa

Regional Co-Ordinator – Cape Town

Vatiswa Mangxola

Senior Student Development Advisor – CPUT & NMMU

Robyn Pritchard

Student Development Advisor – UWC & Free State

Lilian Tamupa Dube

Intern Student Development Advisor – SU & UWC

Meekness Lunga

Student Development Advisor - UCT

Asanda Vumazonke

Student Development Advisor - Eastern Cape (until June)

Gauteng Regional team, Johannesburg

Lorraine Gumede

Regional Manager

Mandisa Nene

Student Development Advisor – Wits

Nicholus Mohale

Intern Student Development Advisor - Gauteng North

Adriana Dhabha

Intern Student Development Advisor – Gauteng North

Tshepiso Ndaba

Student Development Advisor – UJ

Petunia Ralebona

Receptionist / Administrative Assistant

KwaZulu Natal Regional team, Durban

Nontobeko Ntuli

Regional Manager (until July)

Nombuso Dimba-Ndalen

Regional Manager (from October)

Pinky Mathonsi

Student Development Advisor - UKZN, DUT

Phila Mbambo

Student Development Advisor – UKZN

Phumlani Mnyango

Student Development Advisor – DUT

Philani Ngesi

Intern Student Development Advisor - UKZN

Mabongi Mbambo

Receptionist / Administrative Assistant



From left, REAP's Western Cape Regional Co-ordinator, Portia Mnensa; KZN Regional Manager, Nombuso Dimba, Gauteng Regional Manager, Lorraine Gumede and Head of Programme, Kanyisa Diamond



REAP's KZN Team, Pinky Mathonsi, Phila Mbambo, Phumlani Mnyango, Mabongi Mbambo and Regional Manager Nombuso Dimba



REAP's Gauteng Team, Mandisa Nene, Adriana Dhaba, Phumlani Mnyango, Mabongi Mbambo and Regional Manager, Lorraine Gumede, Tsepiso Ndaba and Nicholus Mohale

6. Summary Financial Report 2015

Statement of financial position	2015(ZAR)	2014(ZAR)
Assets		
Accounts Receivable	553,193	353,165
Cash resources	22,227,111	15,825,251
Total	22,761,025	16,178,408
Reserves and Liabilities		
Access and support Fund	3,155,596	1,526,882
Fr Noel Stanton Fund	5,707,985	5,696,558
Total Reserves	8,863,581	7,223,440
Accounts Payable	157,597	178,968
Donor funds in advance	13,739,847	8,776,000
Total	22,761,025	16,178,408

Summary of Income & Expenditure

<i>Income</i>		
Grants	12,959,509	13,297,927
Administration fee from -NSFAS	1,528,800	230,1110
Reimbursement of direct student costs - NSFAS	7,815,200	8,837,760
Corporate student access funding	3,448,320	2,149,476
Interest	402,661	354,428
Total	26,154,490	24,869,702

Expenditure	2015(ZAR)	2014(ZAR)
Direct student costs (e.g.. meals, books, transport)	11,436,925	12,198,094
Student support services	6,668,680	7,254,115
Programme Development & Research	1,719,046	988,925
Staff & volunteer training	300,611	544,923
Managements costs	1,482,697	1,285,461
Finance & administration	1,456,189	1,404,612
Property	959,190	826,020
Fundraising	502,438	470,154
Total	24,525,776	25,692,304
Net surplus / (deficit) for year	1,628,714	(822,602)

Corporate Governance

The REAP Board met three times in 2015 and the Board Executive four times. The Board consists of 14 members and is responsible for policy and overall governance, with the day-to-day management delegated to the Director and the senior leadership team.

The Board endorses the principles in the Voluntary Independent Code of Good Governance and Values for Non-profit Organisations in South Africa. The Board abides by the principles of openness, integrity and accountability.

Systems of financial and internal control are in place and provide reasonable assurance that the assets are safeguarded, and that liabilities and working capital are efficiently managed. The financial information has been disclosed in line with latest international best practice. Nothing has come to the attention of the Board or the independent external Auditors to indicate any material breakdown in the functioning of the internal controls during the financial year.

Highlights

REAP again received a 20% up-front payment on our NSFAS bursary allocation (R30,576,000) in March 2015. This enabled us to pay out private accommodation providers in full, as well as the first 3 months student meals and books expenses. Once the advance is expended, REAP then pays student meals for the rest of the year from its own funds, claiming quarterly reimbursement from NSFAS. NSFAS pays higher education institutions for tuition fees and residence costs directly without the funds passing through REAP's account. For the first time NSFAS allowed REAP to draw a 5% administration fee from the overall allocation.

Expenditure on student support services decreased by 8% from 2014 in line with the decrease in our overall student numbers.

Our Research & Programme Development expenditure increased substantially due to a major programme evaluation and the commencement of the JP Morgan Chase Foundation funded employability project. Staff and volunteer training also decreased as we held regional consultations with our recruitment network rather than the more expensive bi-annual national meeting.

Donor income (exclusive of NSFAS) grew again in 2015 with a 7.5% increase on 2014. Overall reserves increased by 22% from 2014, mainly due to healthy operating surplus. There was however minimal growth in the Noel Stanton reserve fund due to a poor performance on our investments.

7. REAP's Funding Partners

Supported by



J.P.Morgan



stichting voor kansverbetering van vrouwen in Zuid-Afrika



OPPENHEIMER
MEMORIAL TRUST



REAP is a registered NPO
NPO registration no: 015-634
PBO Exemption no: 930 002 334
Website: www.reap.org.za
Email: reception@reap.org.za

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