



2019

ANNUAL REPORT

Our Vision

To reduce rural poverty in South Africa by developing self-sustaining, ethically responsible graduates.

Our Mission

To offer motivated young South Africans from disadvantaged rural households the support and guidance they need to participate and succeed in higher education, sustain themselves and become ethically responsible and caring citizens.

CAPE TOWN / HEAD OFFICE

35 Birdwood Street, Athlone, 7764
PO Box 198, Athlone, 7760
Tel: 021 696 5500 | Fax: 021 696 9572

JOHANNESBURG

87 De Korte Street, Office No 602
Heerengracht Building
Braamfontein, 2001
Tel: 087 805 7992

DURBAN

Unit 3, 7-9 Silverton Road
Musgrave, Durban, 4062
Tel: 031 201 3724 | Fax: 086 775 4915

BLOEMFONTEIN

48 President Steyn Street
Westdene
Bloemfontein, 9301

CREDITS

Published by REAP, 2020

AUTHORS

Russell Davies, Brother Michael de Klerk
Fabian Goodwin, Anél Wesson

EDITORIAL ASSISTANCE

Russell Davies, Anél Wesson

LAYOUT

Design Guru

PRINTING

Top Copy

COVER PICTURE

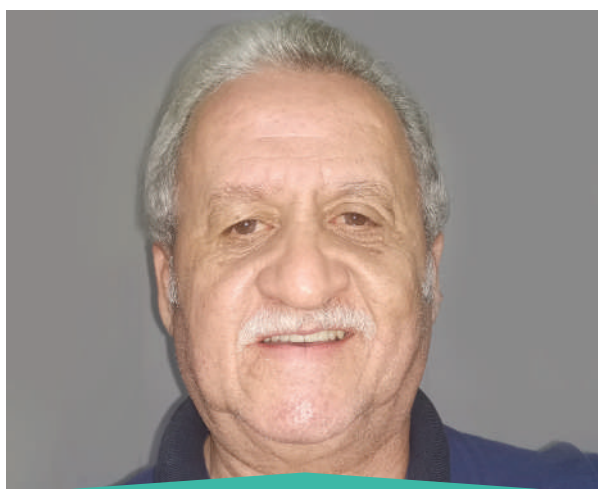
REAP Graduate, Lebogang Maboka and family



Table of Contents

Chairman’s Message	2
Director’s Report	3
Student Profile and Results Analysis	12
Six New Board Members	20
2019 Highlights in Numbers	22
REAP’s 2019 Graduates	24
REAP Board and Staff Members	27
Summary Financial Report	30
Funding Partners	32

Chairman's Message



Brother Michael de Klerk
Chairman

As I write this message during the time of lockdown, I am struck with amazement at how our world has changed in a matter of weeks. COVID-19 has brought about significant changes in the way we live and has forced us to stop and think about the present and the future. There is a great danger that when it is all over, life will simply get back to normal. This will be a great pity because the current crisis gives us an opportunity to look at the world anew and to bring about transformation to create a better future for all.

While the current crisis is affecting us all, rich and poor alike, it has further highlighted the inequality and the global digital divide that exists in our society. A minority of students coming from more affluent backgrounds have no difficulty in accessing the internet and continuing with their studies online while those from poorer backgrounds struggle with accessibility often because of high data costs. We recognise today that the most representative face of higher education in South Africa is a poor, black working-class young person who comes from the townships and rural villages. Greater efforts need to be made to secure affordable (or free) data so that online learning is easily accessible to all. I guess that REAP's modest monthly support for rural students on our books plays a role in the quest for internet access.

This lockdown has been a sharp reminder of the many things that we take for granted in life - family gatherings, birthday celebrations, the roar of a packed stadium, workouts at the gym, coffee with a friend, attending lectures face-to-face and so on. COVID-19 has forced us to slow down and to appreciate the little things in life. A major concern for our country continues to be the huge gap between the living conditions between the rich and the poor. Wouldn't it be wonderful if we all took up the challenge, post-COVID-19, to work more seriously in closing the gap between the haves and the have-nots in our beautiful country? One of the values that we try to instil in our REAP students is to give back to society after they graduate and gain a measure of success in their lives.

The Director's detailed report describes some of the challenges and changes facing REAP at this time in our history. We give thanks for the many achievements and successes of 2019. Through all of the challenges and changes that REAP is facing, the greatest potential and promise is always reflected in the students, staff and student advisors that make our organisation so special. Like any successful institution, desired accomplishments and outcomes rely on dedicated and passionate staff – ongoing gratitude is extended to them. Just as our students are committed to improving their lives through education, the staff and student advisors are devoted to continuously evaluating and improving how we serve our valued students. Complementing all of this is a committed and experienced Board who generously give of their time, support and advice.

Let us all remain positive in this time of crisis that we will emerge out of it as more informed and reflective people. We have the opportunity to make the world a better place by embracing changes that many commentators believe are needed in our lifestyles for the future of our common home, the Earth. Fulfilling the mission of REAP and being relevant in the changing circumstances in our country remains an ongoing challenge. Sometime in 2020, we plan to assess candidly what we do and how we do it.

Brother Michael de Klerk
Chairman

Director's Report

2019 was another year of significant review and change for REAP, for a range of reasons, both external and internal. We introduced a new online student recruitment & selection process, piloted gender based violence workshops with our students, played a leading role in an inaugural national conference on student support, opened a new office in Bloemfontein and formulated plans to expand our work to Motheo TVET college.

In July 2018 the REAP Board signed off on a new 3-year Strategic Framework catalysed by the introduction of 'free' higher education. The framework is available for download on our website (www.reap.org.za). However our external context has continued to shift since then, with many of our long-standing donors reviewing their funding priorities in the light of 'free higher education', while also operating in a very stagnant business environment with reduced corporate profits, made exponentially worse in recent days by the impact of Covid-19. Some of our most long standing donors have indicated that they will be phasing out their funding of undergraduate students, and there were in some cases already significant reductions in 2019, with more projected for 2020. We also took the decision not to accept the option of renewed funding in 2021 for the Bumb'ingomso project in Buffalo City. This meant wrapping up our operations there, in December. I will expand on the reasons for this below.



Russell Davies
Director

Recruitment and Selection

Due to financial constraints we had to make some adjustments to the size of both our 2019 and 2020 new student intake, as well as some modest staff restructuring. Following the decision in 2018 to disband our volunteer recruitment network we piloted an online application process for the 2019 intake which by and large went very well. We continue to recruit students from low income (maximum R122k p.a.) households who matriculated with at least a 55% average from rural schools. However our new intake from 2019 is confined to 6 HEIs – UWC, UJ, NMU, UKZN, UFS & CUT. In 2019 we recruited 184 new students, with a full profile breakdown appearing on page 12.



KwaZulu Natal Information Session

Student Performance

REAP supported 511 students in 2019 (22 more than in 2018).

84

I am delighted to report that 84 Students (17% of our total cohort) graduated in 2019.

235

A further 235 students (46%) passed all their courses at the end of the year.

89

Eighty nine students (17%) passed a majority of subjects including their major enabling them to proceed to the next level.

1

One student was completing In-Service Training and did not write exams.

6

Six students (1%) withdrew from the REAP Programme to continue their studies with other bursary providers, often linked to their particular discipline and with potential employment opportunities.

76

Seventy Six students (15%) failed.

20

Twenty Students (4%) withdrew before writing final exams, mainly due to poor academics.

Student Funding Model

One of the consequences of the national government's decision to introduce 'free' high education was that our NSF funding is being phased out, resulting in a reduction from R32M in 2017 to R23M in 2018, R16.8M in 2019 and R13M in 2020. This means that we only had sufficient NSF funds to support our pre-2018 (ie. third year and above) students with bursaries. Apart from a 2% administration fee, none of these funds pass through REAP's accounts and are paid directly by NSFAS to the institutions.

From 2018, all our first-year students received NSFAS full cost bursaries which cover tuition, accommodation, meals, and books. REAP supplemented this in 2019 with a R600 per month stipend and a laptop computer. Only first year applicants with confirmed NSFAS funding were considered for acceptance on to the REAP programme in 2019. Moving forward all new REAP students will be on NSFAS bursaries as our NSF is being phased out over time, seeing the pre-2018 cohort through to completion.

Student Support and Development Programme

As usual, all students are allocated a dedicated Student Development Advisor (SDA) who would make contact, either face to face or telephonic, on a monthly basis. In an attempt to support students in a more effective and time-efficient way, small group contact sessions were introduced for the first time. These group interaction sessions typically consist of between 5 and 15 students and focus on matters that students have in common, whether it be course-specific or subject-specific support. This approach not only saves time, it creates a platform for students, under the guidance of their SDA, to discuss common challenges, offer support and find solutions together.

The Group Sessions do not replace one-on-one contact sessions between students and SDA's, but serves as an additional support tool. SDA's are based in our five offices – Cape Town, Johannesburg, Durban, Bloemfontein and East London. We also conducted a series of workshops addressing life skills issues, time management, and exam preparation. All first-year students attended a weekend orientation camp focused on adjustment to university life and induction into the REAP family – including contracting and meeting Student Development Advisors and Peer Buddies.

In 2018, and continuing in 2019, we also introduced camps for intermediate senior students, consolidating a series of Saturday morning workshops into one weekend away. We have slightly reduced the number of contact meetings with senior students but this was countered by an increased emphasis on work readiness activities including work readiness conferences for final year students. These events invited relevant professionals and alumni to share their experiences with students in relevant disciplines and assisting with mock interviews. Other topics addressed included budgeting, communications in the workplace, introduction to labour law, entrepreneurship and sourcing funds for postgraduate study.

The main innovation in student support was the development and delivery of workshops for all students, specifically addressing the issue of gender based violence. The material was designed by some of our own Student Development Advisors and aimed to encourage students to reflect on what and who has shaped their attitudes to gender and relationships. This was in response to a national outcry over the increasing prominence of violence by men against women, making many young women on campus to feel unsafe and under threat.

MEET OUR GRADUATES



Xichavo Baloyi

is from Giyani in Limpopo and graduated with a BSc in Mining Engineering from the University of the Witwatersrand and is currently seeking employment opportunities. His SDA describes him as a dedicated and hard-working student. We wish Xichavo all of the best and trust that his future is as bright as his smile.



KwaZulu Natal Work Readiness Conference



Gauteng Work Readiness Conference



Western Cape Information Session



Free State Orientation Camp



Free State Graduation Ceremony



Gauteng Work Readiness Conference



Western Cape Senior Student Camp

Alumni

2019 was the fourth official year of our Alumni Association and we held events in Cape Town, Johannesburg and Durban, twinned with our senior student career fairs. Alumni had the opportunity to meet final years students, share experiences of job seeking and give advice. Alumni also received quarterly newsletters, participated in vocational WhatsApp groups and some contributed in selected student workshops and our final year gala dinners. For the first time, a REAP alumnus (Hulisani Matodzi) was appointed to the REAP Board, taking up his position in March 2019.



Alumni Event in Gauteng



Alumni Event in Durban

Staffing

2019 again saw some movement in our programme staff, with 3 SDA resignations (Philani Ngesi and Ziyanda Ntantiso both in July and Sibulele Mancayi in December) and two redundancies (Pinky Mathonsi in January & Mandisa Nene in December). Portia Mnensa's role as Regional Co-Ordinator for the Western & Eastern Capes was also made redundant late in the year.

The other change was that Tsitsi Rice resigned as receptionist in January and was replaced by Wilma Solomon. Funeka Buntswayo, who has assisted us on a temporary basis for a few years now in recruitment and selection, joined the Western Cape team as Programme Assistant.

We formally opened our new office in Bloemfontein in January 2019, with the appointment of Gracious Gomo as Senior Student Development Advisor (promoted from SDA in the Johannesburg office) and the recruitment of Xoliswa Phaku as an SDA. The team continues to be supervised by Lorraine Gumede (Regional Manager – Gauteng & Free State).

Finance/Fundraising

2019 was a challenging year in terms of income, as the introduction of free/subsidised higher education has catalysed many donors into a period of review and evaluation regarding their priorities in this space. Also with the economy stagnating and corporate profits diminishing, the CSI pool is becoming more constrained and contested. Despite a significant cut from one of our largest and longstanding donors, we still managed to record a modest operating surplus in 2019 of R291,638. However the outlook for 2020 is more challenging with two other major donors indicating their support will be dramatically reduced. Against that, the income stream from Letsatsi Solar Park Trust for our work in the Free State is flourishing and allowing us to significantly expand our activity to include a major initiative at Motheo TVET College.

REAP Board

We have been delighted to welcome six new Board members in 2019 - Lorraine Gumede (staff representative), Celeste Bennett (HR expert), Archbishop William Slattery (SACBC Liaison Bishop), Hulisani Matodzi (Alumni representative), Professor Emeritus Ian Scott and Professor Pamela Dube. Each have already made a wonderful contribution, bringing a rich variety of skills, experience and passion to their roles. You can read more about them on page 20.

Buffalo City Project

As described in our 2018 report, REAP accepted a two year contract from DG Murray Trust, to participate in the Bumb'ingomso project, a multi-partner HIV prevention initiative in Buffalo City, offering holistic support to first year NSFAS students, primarily female, at Walter Sisulu University. We entered into this project primarily seeking to test whether our student support offering could still be effective where there was no funding relationship with the student, but also to assess the viability of working at a much more under-resourced historically black university.

Our experience over the two years was somewhat mixed. We did manage to meet most of our targets in terms of numbers of students recruited, workshop delivery and to a lesser extent student attendance.

There was also some excellent collegiality with some of the other Bumb'ingomso partners and they did assist us with delivery of some aspects of our programme. However the project also encountered some very serious challenges. Even though we had sterling support from the WSU Potsdam Campus Rector, we were unable to establish effective collaborative working partnerships with university personnel and the Student Representative Council. There were also frequent disruptions to the academic programme, making it very difficult to gain momentum or continuity of relationships. Classes were often suspended and students removed from the residences. Given the primary objective of the Bumb'ingomso project was HIV prevention, there was also on occasions a lack of alignment with our own core focus. These challenges also eventually had a negative impact on the morale and effectiveness of our small local implementation team.

After much reflection and deliberation, we reluctantly decided not to accept DG Murray's offer to renew our participation in the project for a further two years, concluding our work in December.



Buffalo City Team

Research Project

Following extensive discussions and deliberations with key informants, including Professor Ian Scott, members of the National Bursary Support Providers Forum (NBSPF) and DG Murray Trust (the key donor), we have agreed to commission a major piece of research around the role of holistic non-academic support in maximising student success. REAP will manage the project, commissioning a lead researcher, whilst key members of the NBSPF will act as key informants. We believe this will have potentially significant benefits in terms of positioning our work with donors, the Universities of South Africa (USAf), National Student Financial Aid Scheme (NSFAS) and the sector in general. It is also something we can feature in 2021 as part of our 20th anniversary celebrations.

Letsatsi Post-school Development Project

REAP has been a BBBEE beneficiary of the Letsatsi Solar Park Trust (LSPT), an entity established to utilise profits from a renewable energy plant around 40 km north west of Bloemfontein. Very substantial and ever increasing funding is available but must be used for the benefit of persons resident within a 50km radius of the plant – and two very small villages within the catchment area – Dealesville and Ikgomotseng – have been identified as the primary target communities. Sadly the high schools in these communities produce very few matriculants who qualify for university entry, meaning REAP has struggled to utilise Letsatsi funding for our usual category of work in these communities. Accordingly, REAP has mainly used the funds for students originating from rural communities within the Free State enrolled at both University of the Free State and Central University of Technology, who qualify as eligible beneficiaries because they are currently living within the catchment area. However with a view to expanding the post-school options available to youth in the two priority communities within LSPT (Letsatsi Solar Power Trust) catchment, REAP has agreed to expand our remit to include the TVET sector.

In June/July 2019, 24 young people were selected to either continue their studies at the Motheo TVET, or to begin studying there, with REAP/LSPT support. The financial package covered their tuition fees, accommodation and a modest living allowance. While contracts were ultimately not signed, the express understanding was that this funding was unusual and that from 2020 they would be subject to the NSFAS funding rules, as would all other youth who might also be interested in studying at the TVET. In October 2019, the REAP Deputy Director, Emma Francis, met with the 2019 cohort to hear their experiences so that subsequent engagements could avoid some of the more obvious pitfalls.

Alongside this initial cohort, REAP commissioned a study in 2019 to assess the feasibility of working more substantively in the TVET sector. This resulted in a comprehensive report produced by local social worker/ researcher Onica Diamond – which included a description of the challenges of working in this sector. Duly advised about the Motheo TVET college in particular, REAP forged ahead and a 'preparation workshop' was designed and held in each town to begin to orientate young people to post-school study, leaving home and applying for NSFAS. Ultimately we managed to recruit 87 new students for the 2020 academic year.

The design and implementation of the LSPT programme is being led by the REAP Deputy Director, supported in the usual ways by the REAP financial/administrative infrastructure in the Cape Town office. In addition, three dedicated Bloemfontein-based posts have also been established: a project leader and two Student Development Advisors (SDA's). They will work in our new, expanded Bloemfontein office, alongside our two existing SDAs, who are working with students at UFS & CUT, and a programme administrator, who has relocated from our Johannesburg office.

Supporting Student Success Conference

REAP was a key instigator in the formation of a national network of organisations providing holistic support to tertiary students from financially disadvantaged backgrounds. We call ourselves the National Bursary Support Providers Forum (NBSPF) and membership includes Career Wise, Studytrust, Moshal Scholarship Fund, Dell Young Leaders Programme, Umthombo Youth Development, Allan Gray Orbis Foundation, Tomorrow Trust, the Old Mutual Education Trust, JB Marks Education Trust and Students for a Better Future. Senior leaders of all these organisations meet on a quarterly basis to share good practice, wrestle with common problems and identify issues on which to advocate on behalf of the students we serve.

In June 2019 the NBSPF designed and presented a 2 day national conference in Johannesburg, targeted at both managers and practitioners, entitled 'Supporting Student Success'. The event attracted high profile keynote speakers such as Prof. Adam Habib (VC Wits) and Dr Randall Carolissen (NSFAS Administrator), but also featured a wide range of practice focus workshops, in the main delivered by programme staff from organisations within the forum. All REAP programme staff attended and some were workshop presenters. REAP programme staff then met for a further two days' review and reflection.



Dr Thandi Lewin from the Department of Higher Education and Training addressing the delegates



Professor Adam Habib Vice Chancellor at the University of the Witwatersrand



Delegates at the Conference



Dr Randall Carolissen NSFAS Administrator

Conclusion

Whilst the operating climate remained very challenging, REAP managed to navigate its way through 2019 very creditably. We recorded a modest operating surplus despite major donor funding cuts, our students in the main performed well and in line with previous years. We are playing a leading role in significant national student support networks and designed a gender based violence workshop which has been shared with several other entities. We are also in the process of developing two exciting new initiatives – working with students at Motheo TVET College in Bloemfontein and conducting a major piece of sector-wide research into the role of holistic support in achieving enhanced student success.

However there are even more challenging times ahead with changing donor priorities and an economy in serious difficulty, inevitably depleting our future income stream. The impact of Covid-19 will only exacerbate these challenges, having a devastating impact on students, the higher education sector in general and corporate social investment. We will all have to reinvent ourselves towards a more virtual and efficient way of operating, and we at REAP are actively preparing as best we can to weather the most serious storm we have ever faced.

I foresee that moving forward, REAP will seek to further develop our support model in the Post School Education & Training (PSET) sector, learning from and building upon our pilot project at Motheo TVET college. We know that PSET is a more appropriate and accessible pathway than university for a majority of rural youth, but has been sadly under resourced to date. We believe that holistic support to rural PSET students has potential to attract funding from many BBBEE schemes in the renewable energy and mining industry. Such a change of emphasis would be wholly consistent with REAP's core mission and purpose.

However for now, I want to again record my thanks to:

- + Our generous and flexible donors who remain open to constructive dialogue as to how our partnerships best play out in a very dynamic operating context;
- + Our skilled and committed board who selflessly give of their time and expertise to guide both myself and the whole organisation;
- + Our institutional partners who work so collaboratively with us, often in very constrained and difficult circumstances, to ensure the best outcomes for students;
- + Our dedicated staff who embrace their work with passion and heart for the students they serve.

Russell Davies
Director

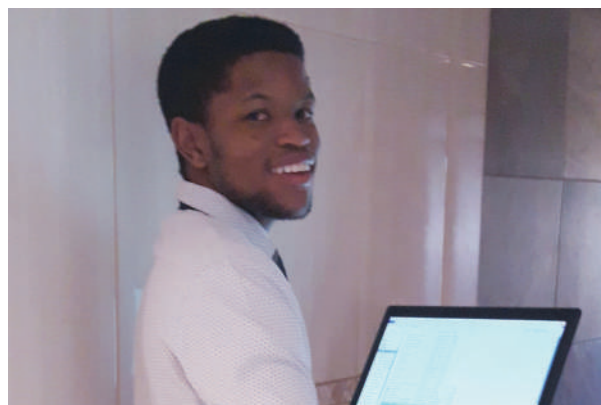
Student Profile and Results Analysis

Numbers

REAP supported 511 Higher Education students in 2019 of whom 184 were first years. The gender split was 55% male and 45% female. This is unusual for REAP as we always try to maintain a gender balance and was primarily because 61% of 2019 first year students were male. We piloted an online recruitment process in 2019 and for reasons we don't really understand it produced a majority of male applicants. We will attempt to redress this imbalance moving forward.

88% of students were studying towards a degree (the same as in 2018) whilst 6% were studying towards a national diploma. (3% less than in 2018) 4% of students were studying towards extended degrees (the same as in 2018). A further 2% of students were studying towards a Diploma in Engineering, which is a technical qualification that is being phased in and will eventually replace the old National Diploma in Engineering. Universities of Technology have been phasing in new qualifications and phasing out old ones over the past few years as required by the South African Department of Education.

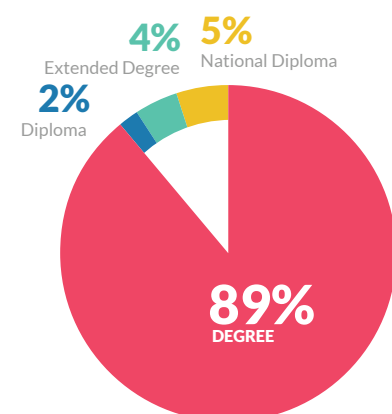
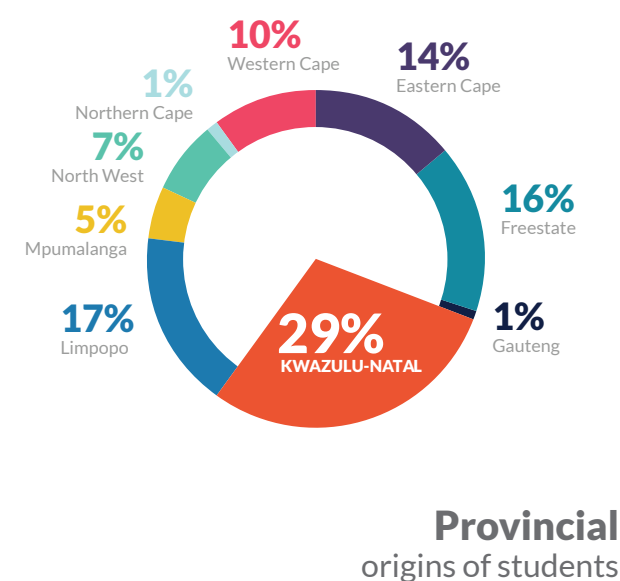
MEET OUR GRADUATES



Mahlomola Mohlatsane

graduated as a Bachelor of Accounting from the University of the Free State and is currently working at the University's Finance Department as Creditors Intern. His duties include following up on outstanding invoices, opening and closing purchase orders and assisting with the vendor database clean up.

The new qualifications are introduced to align with the new Higher Education qualification sub-Framework (HEQSF) as Gazetted by the South African Department of Education. This is a requirement placed on all Higher Education institutions in the attempt to keep the curriculum relevant.



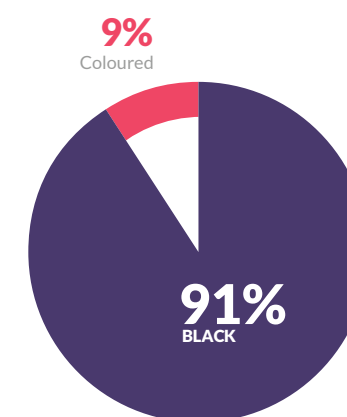
Students
by type of qualification

MEET OUR GRADUATES

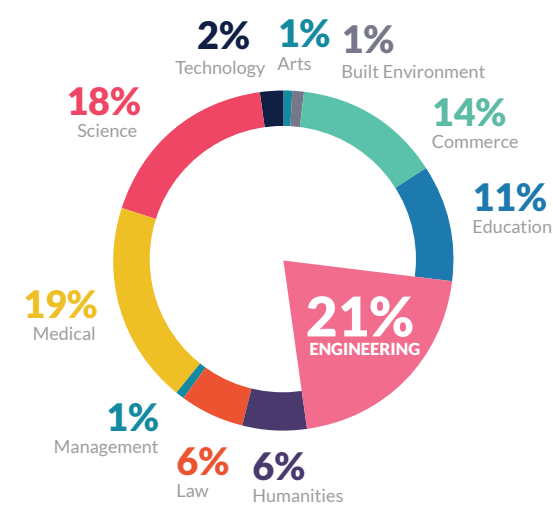


Esther Letsoalo

graduated as a Bachelor of Diagnostic Radiography from Sefako Makgatho Health Sciences University. She is currently working as a Radiographer at George Mukhari Academic Hospital in Garankuwa which is the same hospital where she was doing her clinical practicals. Esther completed her qualification in minimum time.



Students
by race



Students
by stream of study

MEET OUR GRADUATES



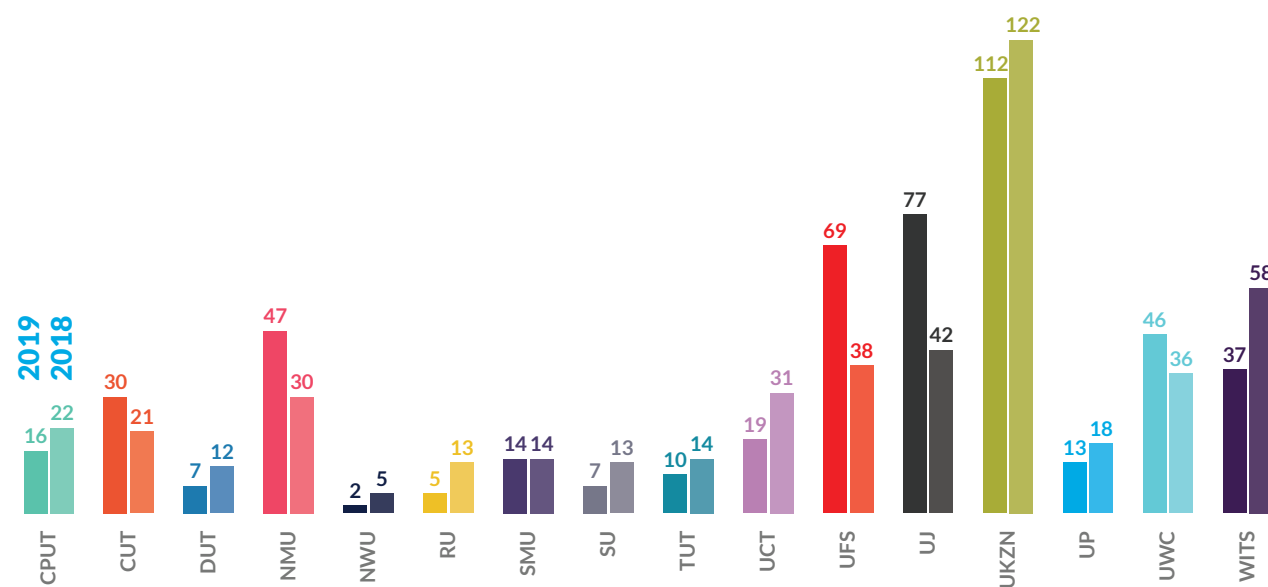
Boitumelo Innocentia Tshabalala

is from Sunrise Park in the Northwest Province and graduated with a Bachelor of Social Science Degree in Nursing from the University of the Free State in minimum time. She received a "Top Achiever" award from REAP, as she obtained twelve distinctions over the duration of her course. Boitumelo is passionate about helping people from disadvantaged communities to overcome their challenges and she has been helping many people in her village when they have been sick. She is currently doing her community service at a hospital in Aliwal North.

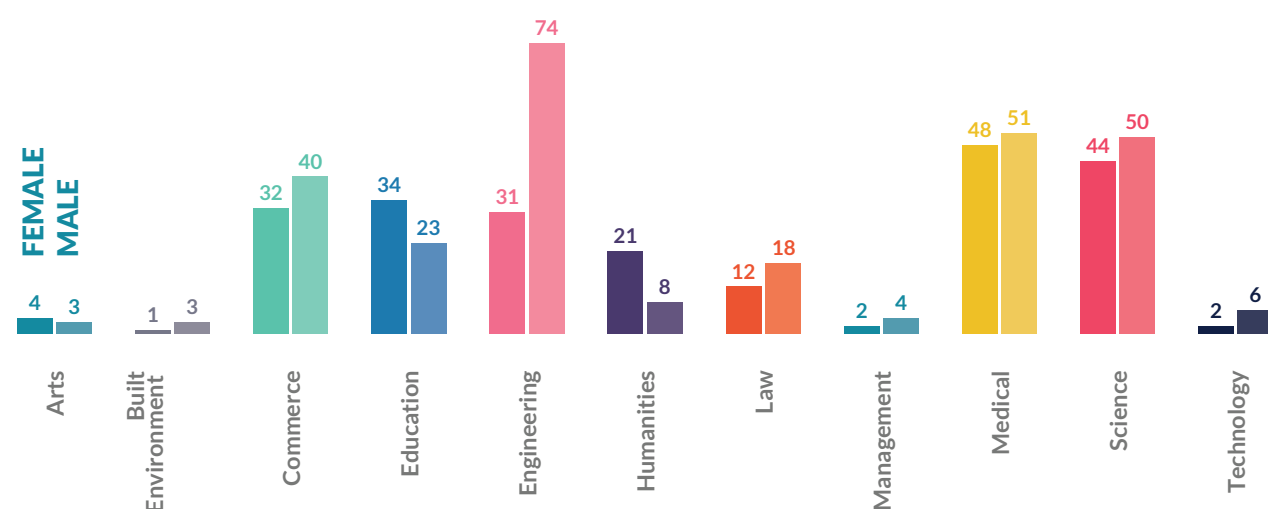
Higher Education Institutions

The largest cohort of students was at the University of KwaZulu Natal, followed by the University of Johannesburg, the University of the Free State and Nelson Mandela University, closely followed by the University of the Western Cape. The smallest cohorts were at Northwest University, Rhodes University, Durban University of Technology and Stellenbosch University.

Male students remained predominant in Engineering (making up 71% of Engineering students), Law (60%) and Technology (75%). There were almost equal male and female students studying Arts, Built Environment, Commerce, Management, Medicine and Sciences. Females were in the majority in Education (60%) and Humanities (72%).



Spread of REAP Students
by higher education institutions



Streams
of study by gender

Student Performance

Graduates

84 students successfully completed their studies in 2019.

Of the 84 graduates, 73 were studying degree courses, 5 an extended degree, 5 national diplomas and 1 an extended national diploma.

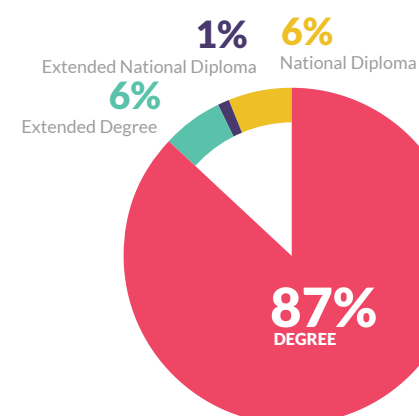
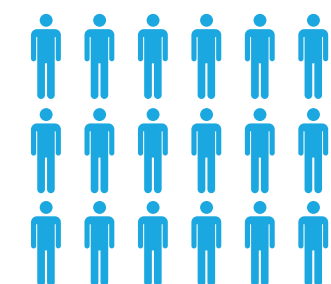
The graduates came from the following study streams: Commerce – 15, Education – 15, Engineering – 9, Humanities – 6, Law – 5, Management – 1, Medical – 16, Science – 16, Technology – 1.

The gender split was 54% female graduates and 46% male 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 2019. It does not take into account the students who left REAP during their undergraduate studies, often to take up other bursaries, and may therefore also have completed in 2019. Below are charts indicating the type of qualification, spread of disciplines and institutions and amongst the 2019 graduates.

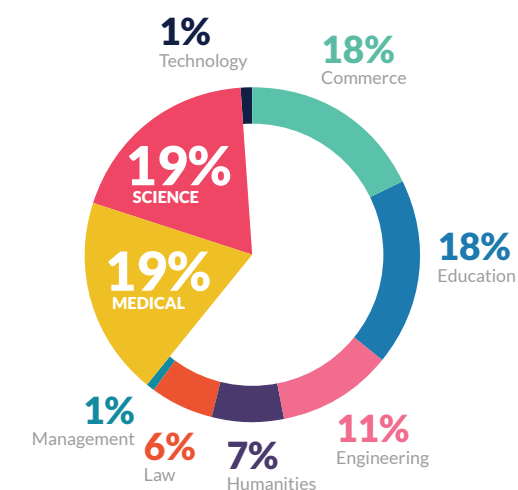
54%



46%



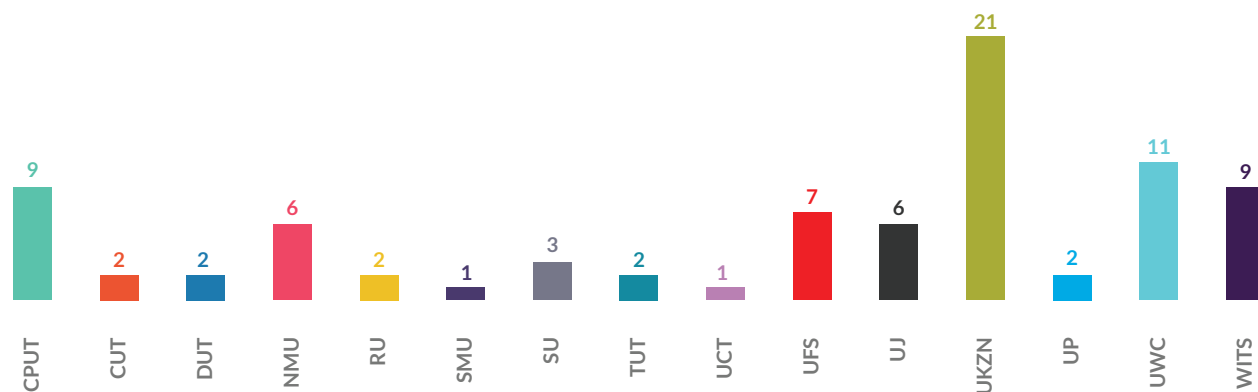
Graduates
by type of qualification



Graduates
by stream of study



Of the 84 graduates, 56 (67%) finished in minimum time, 25 (30%) students required one extra year. Of these 25 students, 6 were studying Commerce, 2 - Education, 4 - Engineering, 2 - Humanities, 2 - Law, 2 - Medicine, 6 - Science, and 1 - Technology. Two (2%) Engineering students required two extra years and one (1%) Engineering student required three additional years.



Graduates
by higher education institutions

MEET OUR GRADUATES



Lebogang Maboka

is from Polokwane in Limpopo and graduated with a BSc in Physiotherapy from the University of the Witwatersrand. She completed her degree in minimum time and is currently doing community service at Leratong Hospital in Krugersdorp. Lebogang's SDA describes her as a talkative and humble student, who actively participated in the various workshops offered by REAP. We wish Lebogang all of the best with her future.

2019 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.

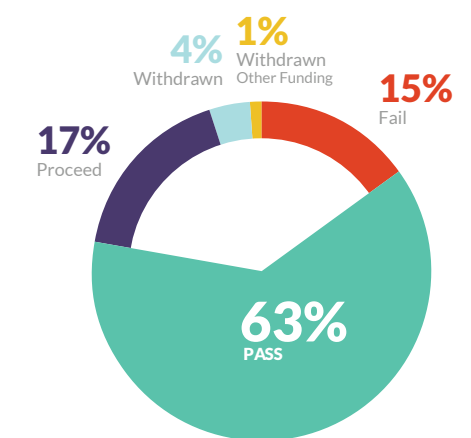
Fail: Student fails more than 50% of courses registered for or a major

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 2019, we can record a year-on-year throughput rate of 80%. Adding the 1% of students who withdrew from REAP because they obtained other bursaries, this is increased to 81%.

The pass rate was 63% (compared to 60% in 2018). Seventeen percent of students proceeded (4% less than in 2018). A further 19% failed or were withdrawn. (3% more than in 2018). One percent (1%) of students left the REAP Programme to take up bursaries with other funders, often linked to their particular discipline and with potential employment opportunities.



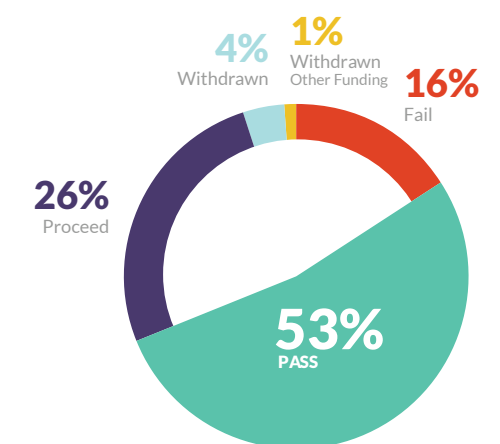
Overall
results

MEET OUR GRADUATES

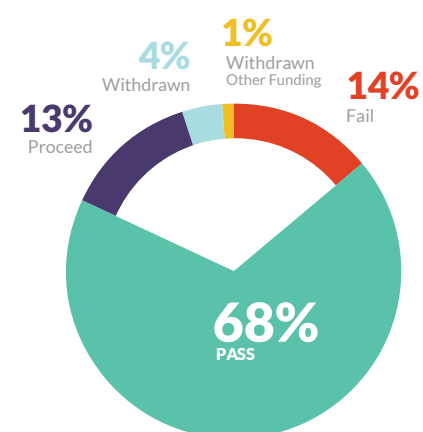


Khanyisani Mthembu

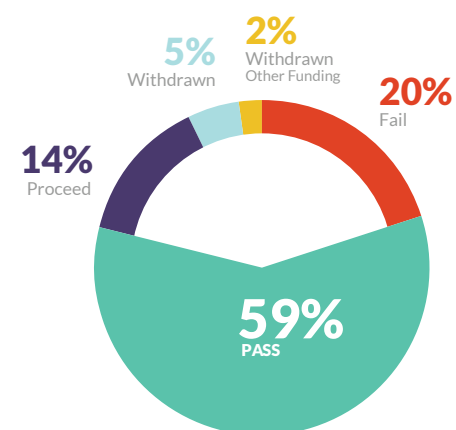
graduated with an MBChB from the University of KwaZulu Natal. He is currently doing his community service in Pietermaritzburg.



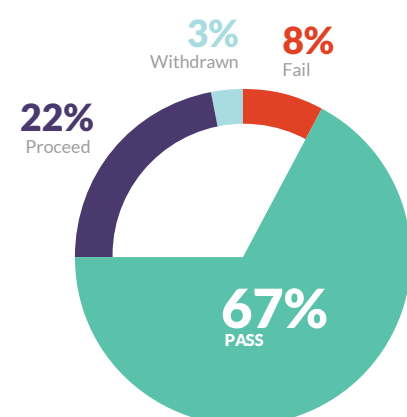
First Year
performance



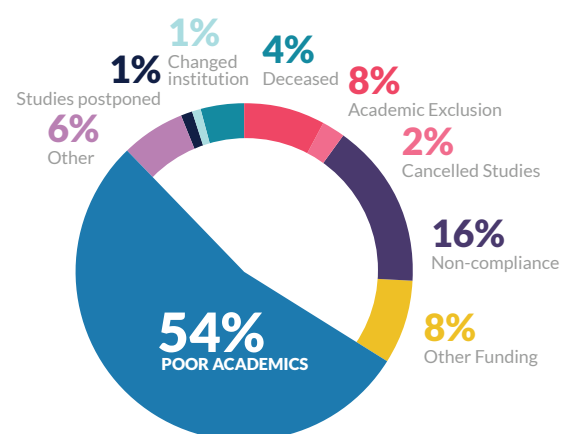
Continuing Students
performance



Male
performance - whole cohort



Female
performance - whole cohort



Student
withdrawals

Students not continuing with REAP

Besides the 84 graduates (16% of the total 2019 cohort) six students (1% of the total cohort and 8% of the withdrawals) obtained alternative bursaries, often linked to their particular discipline and with potential employment opportunities. A further 46 will not continue, primarily due to weak academic performance.



Meet Our Graduates



Dimpho Muriel Mankabane

holds a Bachelor of Sciences degree in Genetics and Microbiology from the University of the Free State. She joined the South African National Defence Force (SANDF) immediately after her degree completion in December 2019 and is now with the South African Military Health Services (SAMHS). She is currently doing her basic military training (BMT) in Lephalale, Limpopo. She served as a REAP peer buddy and also made a language translation contribution to Oxford living dictionaries.



Sello Mokoena

graduated with an LLB degree from the University of the Free State. He is currently a Legal Intern at Super Eagles Football Club Pty (Ltd). It is a soccer team located in Bethlehem, playing at the ABC Motsepe League, a third tier league in South Africa. Sello acts as the club representative at the SAFA Free State Disciplinary Committee hearings and is also responsible for drafting club contracts. Sello served as REAP Peer Buddy.



Velisa Nomfula

is from Lusikisiki in the Eastern Cape and graduated with a BSc in Computer Science from the University of the Western Cape. He is currently working as a Junior Systems Engineer at Autumn Leaf IT (Pty) Ltd, whilst studying part-time towards his Honours Degree, also through the University of the Western Cape.

Six New Board Members

During the course of 2019 REAP has been delighted to welcome six new additions to the REAP Board. Collectively they bring a rich blend of experience, expertise and passion for our cause. All have had previous connections with REAP and are already familiar and comfortable with REAP's core mission and ethos.

Professor Pamela Dube

was born in KwaMakhutha, a township on the south coast of Durban. Her educational background is



in the field of Literature and media studies, but she has also completed managerial and leadership training programmes at various institutions. Her internationally recognised publications include a

special focus on gender issues, postcolonial literature, the oral tradition and the broader media. She holds a BA degree and a BA Honours in Drama and Performance Studies from the then University of Natal in Durban, and a Master's (cum laude) and PhD (summa cum laude) in Comparative Literature and Media Studies from the University of Siegen, Germany. Prof Dube has served as lecturer and researcher at the University of Siegen, Director and Acting Chief Director at the Department of Education, Head of Human Resources and International Relations at the South African Nuclear Energy Cooperation, Special Advisor to the Vice-Chancellor and Principal of the University of Johannesburg, and Executive Director Human Resources at the University of Johannesburg. In addition, she has served on numerous local and international research capacity building and education policy development boards such as the Centre for Education Policy Development (CEPD), including the Higher Education HIV and AIDS programme steering committee. She has received a number of awards and scholarships, such as the Alan Paton Literacy Award and the DAAD German Exchange Scholarship. Prof Dube was Dean of Students at the University of the Witwatersrand before joining the University of the Western Cape.

Lorraine Gumede

was elected by her peers as the staff representative on the REAP Board in November 2018. She



joined REAP in 2011 as a Student Development Advisor working with students at Wits and UJ before being promoted to the role of regional manager for Gauteng & Free State in 2014, a

role she has fulfilled ever since. Lorraine holds an undergraduate degree in Social Science with a major in Anthropology from the University of KwaZulu Natal. Before joining REAP, Lorraine worked for eight years as an Education Training and Development Practitioner for HWSETA accredited service provider. She is a mother of three teenage children, and what motivates her is the positive impact she feels she makes in providing opportunities for youth to better their lives, families and the communities at large.

Celestine (Celeste) Bennett

graduated from the University of Cape Town with a Bachelors Degree in Social Science in



1987. She has since gained HR experience in several industry sectors including viz. motor, fast moving consumer goods and parastatal sectors. Celeste's HR experience spans more than twenty

years. She is currently employed in the Oil and Gas sector in a senior leadership role. Celeste is an accomplished HR professional with demonstrated ability to deliver mission-critical results. She is decisive, strategic and bold with an acutely developed interpersonal competency. Celeste is a performance and service driven leader with robust negotiation skills. She is passionate about her profession and the contribution it makes to achieving access to opportunity for all and the overall transformation of South African society.

Emeritus Professor Ian Scott

is now officially retired but still in huge demand as an expert advisor in the higher education sector.



He was until recently Professor Emeritus in the Centre for Higher Education Development at the University of Cape Town, and prior to that Director of Academic Development.

He has served on task teams and undertaken commissioned research for various policy bodies, including the Department of Higher Education and Training, the Council on Higher Education (CHE) and the World Bank, and led the research and report-writing for the CHE's investigation into undergraduate curriculum structures, published in 2013. His main research interests are in higher education policy related to teaching and learning, comparative models for widening successful participation in higher education, and curriculum development. He has been a long term friend and advisor to REAP and now a full Board member.

Hulisani Matodzi

was born in Limpopo, Tshifulanani village. He completed his Bachelor of Commerce in



Accounting at the University of Cape Town (UCT). He also holds a Post Graduate Diploma in Management Accounting and another one in Taxation, both from the University of South Africa

(UNISA). He is also a qualified Tax Practitioner registered with the South African Institute of Tax Professionals (SAIT). He is currently working as a Financial Controller at Prescient Management Company (Pty) Ltd. He has previously occupied various positions at companies such as; Maitland Group, State Street Southern Africa and Allan Gray (Pty) Ltd. He was also a leader of the REAP alumni Association in the Western Cape 2016/2017 and is the first REAP alumnus to join our Board.

Archbishop William Slattery

enrolled at the National University of Ireland in Galway, and also studied theology in Rome. He



came to South Africa in January 1971 and has lived here ever since. Archbishop Slattery worked in Boipatong, Sharpville, with the Education Institute in Ladysmith as novice

master of the Franciscan Order where he established a formation structure in Malawi. In 1984 the Southern African Catholic Bishops Conference appointed him as Rector of St John Vianney Seminary for training priests in South Africa and in 1993, the Pope appointed him as Bishop of Kokstad. During the next 20 years he was responsible for various departments in the Southern African Catholic Bishops Conference, including as chair of the Seminary department and the department for Evangelisation. He was Archbishop of Pretoria from January 2011 until his retirement in 2019. Having previously served on the REAP Board for 6 years, the Bishops Conference requested him to serve another term with REAP in 2019.

2019 Highlights in Numbers

84
Graduates



511
Active
Students
on our
programme



811 Active
REAP Alumni

Orientation
Camps
for 184
First Years



4
Work Readiness
Conferences

to prepare final year students for
the world of work



5
Senior Student
Camps

REAP’S 2019 Graduates

Cape Peninsula University of Technology

Cillie, Virgenic Farren-Lee (F)	B Education
Du Toit, Jamerie Chrizzell Annzay (F)	B Education
Frieslaar, Lenore Courtney (F)	BTech Nursing Science
Libasi, Petrushca Sisipho (F)	B Education
Murray, Daphne Chantelle (F)	B Education
Oliphant, Simon Petrus (M)	B Education
Phillips, Jamie-Lee (F)	B Education
Prins, Helga Edwena (F)	B Education
Swart, Magdalena (F)	ND Tourism Management

Central University of Technology

Dikgacwi, Seshupo Christopher (M)	ND Electrical Engineering
Ngcongwane, Tshepo Eugene (M)	ND Mechanical Engineering

Durban University of Technology

Mabaso, Nothando (F)	ND Land Surveying
Phungula, Banele (M)	Diploma in Management Sciences (Business Law)

Nelson Mandela University

Davids, Danroline Geraldine Glendoline (F)	B Education
Jansen, Shane Diego (M)	B Education
Kakaza, Siseko (M)	ND Logistics
Mpotulo, Sisipho (F)	BSc Environmental Science
Ruiters, Rukayla Juliana (F)	BCom Accounting
Saterdag, Eu-Lunica Euzaan (F)	B Education

Rhodes University

Makata, Nobengoni (F)	Bachelor of Arts
Makrwanana, Lusanda (M)	Bachelor of Science

Sefako Makgatho Health Sciences University

Letsoalo, Esther Mmanoko (F)	B Diagnostic Radiography
------------------------------	--------------------------

Stellenbosch University

Alberts, Christel (F)	B Education (General Teaching (Int and Snr)
Dlamini, Sinqobile Zimisele (M)	BSc Agriculture - Animal Science
Saayman, Roman Dudley Moses (M)	BCom Management Science (Extended Programme)

Tshwane University of Technology

Ndou, Ndivho (F)	ND Industrial Engineering
Vutsulu, Gift (M)	ND Information Technology

University of Cape Town

Njonga, Sihle (M)	Bachelor of Science
-------------------	---------------------

University of Johannesburg

Bopape, Mokgadi Shirley (F)	B Mine Surveying
Mathe, Khayelihle Ester (F)	B Education
Mogale, Valencia (F)	BSc Mathematical Science
Nemataheni, Mukovhe (M)	LLB
Nkuna, Matimu Caswell (M)	Bachelor of Engineering (Electrical & Electronic)
Ramphela, Phuti Elias (M)	BCom Finance

University of Kwazulu Natal

Buthelezi, Nokwanda (F)	MBChB
Buthelezi, Zamashenge Ginnie (F)	BCom Accounting
Cele, Mlondi Protas (M)	BSc Environmental Science
Duma, Sindisiwe Constance (F)	B Social Work
Gule, Thembeke Nomfundo (F)	B Pharmacy
Khambule, Lungisile Bridget (F)	B Social Science
Khumalo, Mluleki Sigcino (M)	B Education
Luvuno, Anele (F)	BCom Accounting
Maphanga, Nzuzo Andiswa (M)	BCur
Mbatha, Simephi (M)	MBChB (Extended Programme)
Mpungose, Sandile Sifiso (M)	BSc Agricultural Engineering
Mthembu, Khanyisani Nhlakanipho (M)	MBChB
Mthiyane, Pamela (F)	BSc Audiology
Ndimande, Senamile (F)	BSc Geological Science
Ngubo, Mfundo (M)	MBChB
Nsele, Bongiwe (F)	Bachelor of Science
Nsele, Sanele Phathumusa (Dr)	MBChB
Ntuli, Lindokuhle (M)	B Audiology
Shelembe, Nomusa Silindile (F)	B Pharmacy
Sibeko, July David (M)	B Education
Vundla, Ntokozo (F)	LLB

REAP’S 2019 Graduates / continued

University of Pretoria

Mokoe, David Thato (M)	B Social Work
Mulaudzi, Beauty (F)	BCom Accounting

University of the Free State

Hadebe, Masiziba Ruth Mbedzi (F)	B Agriculture
Mankabane, Dimpho Muriel (F)	BSc Genetics and Microbiology
Mmbi, Khuliso (F)	BCom Economics
Mogatosi, Regomoditswe (F)	BCom Human Resources Management
Mohlatsane, Mahlomola Clive (M)	B Accounting
Mokoena, Sello Johannes (M)	LLB (Extended Programme)
Tshabalala, Boitumelo Innocentia (F)	B Social Science (Nursing)

University of the Western Cape

Booyesen, Vivian Nosibulelo (F)	BCom Accounting (Extended Programme)
Cetywayo, Onke (M)	BSc Computer Science
Fakude, Simphiwe Sydney (M)	BSc Computer Science
Mtebele, Mbali Qaqamba (F)	Bachelor of Arts (Psychology)
Nohononwana, Mawande (M)	BCur
Nomfula, Velisa (M)	BSc Computer Science
Philander, Lizette Celesté (F)	B Accounting (Extended Programme)
Rabie, Tiffany-Amber (F)	Bachelor of Arts
Sijwabu, Zobisile Nontlahla (F)	BChD
Titus, Merique David (M)	LLB
Visser, Patricia Marsha - Lee (F)	B Education (Language and Life Orientation)

University of the Witwatersrand

Baloyi, Xichavo Cyberth (M)	BSc Mining Engineering
Kumalo, Mduduzi Douglas (M)	B Accounting Science
Kutama, Lutendo (M)	Bachelor of Engineering (Mechanical)
Maboka, Lebogang (F)	BSc Physiotherapy
Maine, Mamello (F)	Bachelor of Arts (Hearing and Speech)
Mthimkhulu, Neo Martin (M)	BSc Biomedical Engineering
Mulungwa, Vuthari Claude (M)	BSc Physiotherapy
Sekgotlaboraga, Serologe (M)	B Accounting Science
Teffo, Lesego Malose (M)	BSc Astronomy and Physics

REAP Board and Staff Members

2019 REAP Board Members

Bro. Michael de Klerk	Chair
Emeritus Associate Professor Mary Nassimbeni	Vice-Chair
Janice Seland	Treasurer
Fr. Tseko Patrick Rakeketsi CSS	(SACBC Nominee) - Executive Committee
Kanyisa Diamond	Executive Committee
Jeanne Pienaar	Executive Committee
Archbishop William Slaterry	SACBC Liaison
Celeste Bennett	HR Advisor
Hulisani Mutadzi	Alumni Representative
Lorraine Gumede	Staff Representative
Fr. Thomas Mthembeni Dlamini CMM	ACTS National Chaplain
Emeritus Professor John Simpson	
Emeritus Professor Ian Scott	
Professor Pamela Dube	
Russell Davies	Director



REAP Staff at the National Team Week

2019 REAP Staff

Head Office, Cape Town

Russell Davies	Director
Emma Francis	Deputy Director
Nadeema Taliep	Finance Manager
Anél Wesson	Communications Manager
Fabian Goodwin	Senior Data Co-Ordinator
Nicholas Gobha	Bookkeeper
Tammy Abrahams	Senior Bursary and Finance Administrator
Wilma Solomon	Receptionist
Willem Schaap	Resources and logistics consultant – <i>part-time</i>
Ntombekhaya Tutu	Housekeeper
Keith Africa	Caretaker



The Management Committee at the National Team Week



The Business Support Team at the National Team Week

Western Cape and Eastern Cape Regional Team, Cape Town

Portia Mnensa	Regional Co-Ordinator - <i>until November</i>
Robyn Pritchard	Senior Programme & Training Officer
Nkqubela Ntloko	Student Development Advisor - Western Cape
Sibulele Mancayi	Student Development Advisor - Eastern Cape
Funeka Buntswayo	Programme Assistant - <i>part-time</i>

Buffalo City Project - Walter Sisulu Potsdam Campus

Vatiswa Mangxola	Implementation Team Leader
Ziyanda Ntantiso	Student Development Advisor - <i>until July</i>
Lindela Millicent Dlezi	Programme Assistant
Glenda Glover	Project Leader

Gauteng and Free State Regional Team, Johannesburg and Bloemfontein

Lorraine Gumede	Regional Manager
Mandisa Nene	Senior Student Development Advisor - Gauteng
Lilian Tamupa Dube	Student Development Advisor - Gauteng
Nicholus Mohale	Student Development Advisor - Gauteng
Gracious Gomo	Senior Student Development Advisor - Free State
Xoliswa Phaku	Student Development Advisor - Free State
Petunia Ralebona	Receptionist / Programme Assistant

KwaZulu Natal Regional Team, Durban

Nombuso Dimba-Ndalen	Regional Manager
Philani Ngesi	Student Development Advisor - <i>until July</i>
Zamanskele Nsele	Student Development Advisor
Blair Miller	Student Development Advisor - <i>August to December</i>
Mabongi Mbambo	Receptionist / Programme Assistant



The Gauteng and Free State Regional Team at the National Team Week



KwaZulu Natal Regional Team at the National Team Week

Summary Financial Report

Statement of Financial Position	2019 (ZAR)	2018 (ZAR)
Assets		
Investments	3,964,366	3,977,180
Cash resources	14,066,348	18,689,298
Total	18,030,714	22,666,479
Reserves and Liabilities		
Access and Support Fund	4,047,722	3,756,084
Fr Noel Stanton Fund	8,556,115	7,853,350
<i>Total Reserves</i>	<i>12,603,837</i>	<i>11,609,434</i>
Accounts Payable	475,363	171,938
Donor funds in advance	4,951,514	10,885,107
Total	18,030,714	22,666,479
Summary of Income and Expenditure		
INCOME		
Grants	14,335,123	16,068,967
Administration fee from NSFAS	330,533	467,816
Corporate direct student funding	6,241,561	7,328,837
Investments	706,104	795,134
Total	21,613,321	24,660,754
EXPENDITURE		
Direct student costs (eg. meals, books, transport)	5,858,871	7,997,384
Student support services	6,916,840	7,117,903
Programme Development and Research	2,788,596	3,077,901
Recruitment and Selection	174,442	506,511
Human Resources Administration	881,719	941,988
Managements costs	731,249	737,221
Communication and IT	627,755	744,776
Finance and bursary administration	1,548,294	1,628,506
Property and vehicle costs	1,267,031	1,335,039
Fundraising	526,886	618,157
Total	21,321,683	24,705,396
Net surplus / (deficit) for year	291,638	(44,642)

Corporate Governance

The REAP Board met three times in 2019 and the Board Executive Committee 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 the 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

Our National Skills Fund allocation was again reduced, down R28.2M in 2018 to R16.8M in 2019. In light of the introduction of 'free' higher education in 2018, NSF is exiting from direct bursary funding and phasing out our cohort of students recruited in 2017 and before. Therefore all new REAP students in 2018 and 2019 were on NSFAS full cost bursaries. None of these bursary funds enter REAP accounts and are paid directly to the institution for tuition and accommodation, or to the students for books and meals. REAP donor funds were used to pay stipends of R600 per month to students and to buy laptop computers for first year students.

Our overall income was reduced in 2019 by around 13% but our expenses also reduced by a similar margin, meaning we were able to record a modest surplus of R291,638. Expenditure in all categories remained relatively stable. Recruitment & selection costs decreased significantly due to change in student recruitment strategy, the disbandment of our volunteer network and the introduction of online applications.

Our investment of the Noel Stanton Reserve Fund performed much better than in 2018, mainly because we shifted some of this managed portfolio to high interest cash investments at the end of 2018 to hedge against further stagnation or deterioration in the equities market. Coupled with the operating surplus, our total reserves increased by 8.5% from 2018 to R12,6703,837.

For over 15 years, Harry Curtis & Associates have conducted REAP's annual independent external audit. This has been a harmonious and effective relationship and REAP has consistently achieved clean unqualified audits. However the REAP Board agreed that, in keeping with good industry practice, it would be healthy to make a change. Accordingly, Solace Consulting, a Cape Town based firm which specialises in audit services in the not for profit sector have been appointed to conduct REAP's annual audits effective from the 2020 financial year. We would like to publicly record our thanks to Harry Curtis and his team and wish them well for the future!

Funding Partners



REAP is a registered NPO
NPO registration no: 015-634
PBO Exemption no: 930 002 334

www.reap.org.za
reception@reap.org.za
in partnership with NSFAS

CAPE TOWN / HEAD OFFICE

35 Birdwood Street, Athlone, 7764

PO Box 198, Athlone, 7760

Tel: 021 696 5500 | Fax: 021 696 9572

JOHANNESBURG

87 De Korte Street, Office No 602

Heerengracht Building,

Braamfontein, 2001

Tel: 087 805 7992

DURBAN

Unit 3, 7-9 Silverton Road

Musgrave, Durban, 4062

Tel: 031 201 3724 | Fax: 086 775 4915

BLOEMFONTEIN

48 President Steyn Street

Westdene

Bloemfontein, 9301

www.reap.org.za

