



2017 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 access higher education, graduate, sustain themselves and become ethically responsible citizens.

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REAP Graduate, Chanté Slingers and Gauteng
First Years at their Orientation Camp



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Chairman's Message



Brother Michael de Klerk

From REAP's perspective, former President Zuma's surprise announcement in December 2017 of a commitment to providing free higher education for poor and working-class students was a reason for quiet celebration because it partially fulfils our mission as stated below:

"Our Mission is to offer motivated young South Africans from disadvantaged rural households the support and guidance they need to access higher education, graduate, sustain themselves and become ethically responsible citizens."

The challenge for our organisation is now to focus on student support – both on a psychosocial and specific academic level so that they can graduate and find employment with the values of REAP being part of who they are and how they function in our society. We are grateful for all donors and benefactors who continue to support our mission.

The worrying dropout rate of students at tertiary institutions was once again featured in a recent report from the Council on Higher Education. In trying to give reasons for the dropout rate, a spokesman from one of the universities said that "many students are first generation and have no family advice and support and role models". Another university spokesman argued that the root cause of the dropout rate is related to financial difficulties and the knock-on effects, such as access to food, transport and suitable accommodation.

The REAP students over the years have benefited from the "family" and financial support that we provide. This has contributed to the success that our organisation has achieved.

The frustration experienced by students is captured in an email received from a REAP student earlier this year: "Since the beginning of the academic year, we have not been receiving any funds, but REAP made a plan to send us R1000 each for February and March to help us get by, and the money did a lot, since NSFAS takes a while. The issue grew even bigger when we wrote our first tests without stationery." REAP will continue to intervene and assist to make a difference.

Earlier this year the Institute of Race Relations (IRR) stated that perceptions of corruption in South Africa have deepened over the past two decades. Much has been written in the media about corruption in politics. In a visit to Cesena, Italy, in October last year, Pope Francis described corruption as the "termite in politics." He said that corruption does not allow a society to grow and that good politics is "not subservient to individual ambitions or powerful factions and centres of interests." The Pope encouraged a politics that is "neither a servant nor an owner, but a friend and collaborator ... neither fearful nor reckless, but responsible and therefore courageous and prudent at the same time." Pope Francis said that good politics "encourages involvement of people, their progressive inclusion and participation."

Perhaps President Cyril Ramaphosa's biggest inspiration thus far has been to consistently send out the message that the days of wanton corruption are over. It is now the task of all of us to hold Mr Ramaphosa and his administration publicly accountable for the election promises he made in the run-up to the ANC's Electoral Conference. All need to work actively to eradicate the "termite" in our politics so that we bring about the kind of society that we can justifiably be proud of.

Brother Michael de Klerk
Chairman

Director's Report

2017 was a rather challenging year for REAP, for a range of reasons, both external and internal. Nonetheless we remain strong and optimistic, ready to reshape our future offering in light of significant changes in the higher education funding environment. Clearly the #FeesMustFall movement catalyzed very significant policy and financial review in the sector. Initially, various short term measures were announced to limit tuition fee increases. President Zuma also instituted a task force (Heher Commission) to report back on the viability of free higher education. After some unmet deadlines, the Commission eventually reported back indicating that for now free higher education was not affordable. But nonetheless, in December 2017 President Zuma announced that from 2018 onwards, all students accepted at TVET colleges and public universities from households with incomes less than R350,000 p.a would be eligible for state funded higher education. This was subsequently endorsed as official ANC policy at the elective leadership conference. As I will explain later, this has quite profound implications for REAP.

NSFAS

In 2017, the National Student Financial Aid Scheme (NSFAS) announced two major changes which had a very significant impact on REAP and our student funding mechanisms:

1. NSFAS mainstreamed its previously piloted 'Student Centred Model' (SCM), which meant that no NSF/NSFAS student funding came into the REAP account, and all student meals and book payments were to be paid directly to the students by the various universities. Previously, NSFAS would pay REAP a 20% advance from our annual NSF bursary allocation, which we would receive around March and then utilise to pay student meals for February & March, private accommodation and books. We would then continue to pay student meals on a monthly basis from our own funds and claim reimbursement from NSFAS bi-annually. Essentially REAP's control over the timely payment of meals and books to our students from



Russell Davies

NSF/ NSFAS funding was now taken away and handed over to NSFAS and the HEIs.

Unfortunately, this transition was anything but smooth and there was very poor communication between NSFAS and the relevant HEIs. This resulted in several delays in payments reaching our students for meals and books during the first part of the year. This meant some students did not have essential materials at the point they wrote tests and this had a knock on effect on performance. REAP needed to draw upon contingency funds to make emergency payments to several students until the NSFAS payments were instituted and regularised. Fortunately, most Financial Aid officers at the various HEIs bent over backwards to assist REAP, advancing their own funds in the absence of payment from NSFAS to ensure our students received their allowances. Without their generous assistance things would have been significantly worse and we sincerely thank them.

In 2017 REAP paid a monthly stipend of R500 to all students (in addition to their NSFAS funded allowances) from donor funds in an attempt to mitigate the impact of potentially delayed payments ensuring they at least had some cash in their accounts every month. NSFAS meal allowances are primarily paid in the form of vouchers which limits flexibility for savings and other living expenses.

2. NSFAS announced a cap of R76,200 on the amount REAP could allocate to any individual student from our overall NSFAS allocation. This meant that we needed to allocate substantial donor funding towards tuition (R3.5 million), primarily at the more 'expensive' universities – notably Wits, University of Pretoria and Rhodes. Fortunately, UCT and Stellenbosch assisted REAP by providing top-up funding over and above the cap, which minimised the contribution we had to make for our students at those universities. Again our sincere thanks go to those institutions.

As a result of all this, our expenditure on student meals, private accommodation, and books was minimised but we paid very substantial amounts from donor funds on tuition and stipends. This ultimately contributed to our operating deficit for 2017.

REAP certainly gave clear feedback to NSFAS senior leadership regarding the impact of these changes on our finances and student well-being. NSFAS apologised to REAP and have also acknowledged in several public fora that there were many shortcomings in the SCM rollout and have been taking steps to address them. Obviously the recent announcements have further complicated this issue. I will say more about that later in my report.



MEET OUR GRADUATES

Dean Niemand

graduated with a Bachelor of Science (Food Science) degree from Stellenbosch University. During his studies, he completed an internship with the Ambassador Confectionary Company and was offered a permanent job with them as Quality Controller. For his community service, Dean did a wonderful job as a Peer Buddy, mentoring and supporting first year REAP students. He has been encouraged to become an active member of the REAP alumni as he would be a richly engaged and wonderfully resourced mentor for future first years.

Western Cape Career Fair



Student Performance

The number of students REAP supported in 2017 (514) increased slightly (6.4%) from 2016 (483).

70

I am delighted to report that 70 (14% of our total cohort) students graduated last year, of whom 61% were female.

239

A further 239 (46%) students passed all their courses at the end of the year

99

Ninety Nine (19%) students passed a majority of courses including their major and proceeded to the next academic level.

8

Eight (2%) students were completing In-Service Training and did not write exams

15

Fifteen (3%) students withdrew from the REAP Programme to continue their studies with other bursary funding, often linked to their particular discipline and with potential employment opportunities

59

Fifty nine (11%) students failed.

24

Twenty four students (5%) withdrew prior to writing final exams, mainly due to (Cancelled Studies – 8, Non-Compliance – 10, Studies Postponed – 2, Other - 4)

A detailed analysis of our student academic performance in 2017 is set out on pages 14-21. However for the purposes of my report, I need to record that our results for 2017 are not as good as 2016, with higher numbers of withdrawals and failures. In discussion with fellow bursary providers, they have also noted a similar trend of diminished academic performance in 2017. I am not able to categorically provide clear reasons, other than to highlight that there were significant disruptions during the 2017 academic year due to the funding changes at NSFAS and also #FeesMustFall protests. As has often been the case historically, some of the more numerically based courses record the poorest outcomes – notably engineering, science and commerce.

REAP is looking seriously at the implications of these results for our student selection, analysing and comparing how the various courses and institutions perform, and considering whether in future we can also offer limited and targeted academic assistance.



KwaZulu Natal Career Fair & Gala Dinner



KwaZulu Natal Gala Dinner

Student Support & Development Programme

There were no major changes to the programme model in 2017. We slightly reduced the number of contact meetings with senior students but this was countered by an increased emphasis on work readiness activities including career fairs. As usual, all students had a dedicated Student Development Advisor (SDA) who would make contact, either face to face or telephonically, on a monthly basis. SDA's are based in our four offices – Cape Town, Johannesburg, Durban and Port Elizabeth. We also conducted a series of workshops addressing life skills issues, time management and exam preparation. We piloted the use of an online portal with a range of work readiness materials available for students to utilise. Whilst a useful resource, it still needs further refinement and adaptation.



Western Cape Career Fair



Western Cape Career Fair



Gauteng Work Readiness Conference



Eastern Cape Peer Buddies



Gauteng Work Readiness Conference



Gauteng Orientation Camp

Recruitment & Selection

2017 marked a different approach to our student recruitment & selection with much more engaged and intensive involvement from REAP staff, especially SDAs, in the final interview process. In the past interviews were largely carried out by our regional volunteer network. However as part of a process of review of the effectiveness, objectivity and consistency of that process, REAP staff were deployed to work alongside volunteers in the vast majority of interviews. This necessitated substantial staff travel time and expenses to reach remote corners of the country.

We also piloted an online application process for the 2019 intake working in parallel with paper applications. This process allows for mechanised screening of applicants, reducing staff time required in assessment.

We also facilitated training of our Limpopo recruitment volunteers through the use of Gradesmatch, a free online career guidance course selection tool.

We conducted a full round of regional meetings, engaging recruitment volunteers in our strategic review process as well as updating them on revisions to our interview process and documentation.



Eastern Cape Orientation Camp



Western Cape Recruitment Interviews



Western Cape Orientation Camp

Buffalo City Project

One of the recommendations that emerged from the major external programme evaluation carried out in 2015/2016 by Penny Morrell and Glenda Glover was that REAP should trial the delivery of our student support and development programme to students funded by NSFAS and not by REAP. The idea was to test whether our support and development model could be effective in the absence of a financial relationship with our students. Would they join, stay and comply with our expectations? What would be the impact? Could we do this with a lighter touch, thereby working with more students?

Accordingly REAP was delighted when the D.G. Murray Trust, one of our long term donors, invited REAP to tender to deliver support to first year tertiary students in Buffalo City as part of the Bumb'ingomso project (a city wide initiative to reduce HIV). We were awarded a two and a half year initial contract whereby we will be supporting two intakes of 200 NSFAS-funded first year students at Walter Sisulu University in 2018 and 2019, providing psychosocial support and basic life skills training.

Whilst REAP values the opportunity to have a positive impact on the direct programme beneficiaries, we also see the project as having far more significant longer term strategic implications. It is potentially a model that REAP (and other bursary providers) may adopt and mainstream, in a funding context where students are receiving their bursaries from NSFAS.

Vatsiwa Mangxola, our longest serving SDA, who has previously worked with students in Cape Town, Johannesburg and PE, is heading up the implementation team based at the Walter Sisulu Potsdam campus. She is joined by Ziyanda Ntantiso (SDA) and Lindela Dlezi (Programme Assistant). Lindela provided maternity cover for our KZN Programme Assistant during 2017. Glenda Glover, former REAP Director, is providing expert project oversight from Cape Town.

This is an exciting development for REAP which we will report on more extensively as it is implemented.

The Buffalo City Team recruiting students at Walter Sisulu University



Alumni

2017 was the second official year of our Alumni Association and we held events in Cape Town, Johannesburg, Durban and Port Elizabeth. Alumni also received quarterly newsletters, participated

in vocational WhatsApp groups and some contributed in selected student workshops, career fairs and gala dinners.



KwaZulu Natal Alumni Event



Gauteng Alumni Event



Western Cape Alumni Event



Port Elizabeth Alumni Event



Western Cape Alumni Event

Staffing

2017 was relatively stable for REAP from a staffing perspective. The main challenge was that our Head of Programme, Kanyisa Diamond, left us in January 2017 after almost 9 years' faithful service to join the CSI department at Old Mutual. However, we are grateful that she remains part of REAP as a valued Board Member. Following an extensive search process, we appointed Salisha Lauton as her replacement in April. However, Salisha left us to pursue another opportunity after only six months. We then paused to consider whether we shape the role differently in the light of major changes in the external context. We ultimately decided to upgrade the Head of Programme role to Deputy Director status and have just appointed Emma Francis to that post. However, the absence of a Head of Programme for much of the year did place extra pressures on myself as Director and other senior REAP staff. Penny Morrell, who conducted our major external programme evaluation in 2015/16 has been assisting me with some of the Head of Programme functions on a contract basis.

Otherwise we had one SDA resignation in the KZN team and also two Gauteng SDAs taking maternity leave. Our Senior Bookkeeper also left us mid-year but we did not replace the position, restructuring our Business Support team to compensate. We have appointed three new permanent SDAs: Charné Goliath working with students at UCT & UWC based in our Cape Town office, Zama Nsele

working with DUT & UKZN students based in our Durban office, and Sibulele Mancayi working with our NMU students based in Port Elizabeth. Zama has previously provided maternity leave cover for SDA's in both Durban and Johannesburg. Mpho Khanye also acted as a temporary SDA in the KZN team.

Of significant note is the retirement of Glenda Glover, former REAP Director and long term senior staff member. Glenda has made an immense contribution over 15 years to the development of REAP, including sourcing several major donors, programme design, mentoring staff, research and development. Fortunately, she is still assisting us on a part-time contract basis, currently overseeing the Buffalo City project and assisting with a tracking study of our 2012 cohort.

We held a very successful national team week at Waterval Lodge in Tulbagh in November. A feature was a celebration dinner where we paid tribute not only to Glenda but also to two other long serving staff members – Nadeema Taliep (Finance Manager) and Florence Petersen (formerly Receptionist and currently Recruitment & Selection Administrator).



Nadeema Taliep,
Glenda Glover and
Florence Petersen

Organisational developments

Following five years based in Braamfontein, our Gauteng regional team moved to much more spacious and well lit premises in Richmond. The offices are owned by StudyTrust, a sister organisation and fellow bursary and student support provider. Sharing a building with StudyTrust further strengthens the collegiality and collaboration between us.

We have now installed fibre optic cables in all our regional offices, which has allowed us to upgrade our telephony and general communications infrastructure. This allows for virtual meetings and easier interactions between the various offices.

The commencement of the Buffalo City project means that REAP now has staff in five different locations. We did plan to also open an office in Bloemfontein in 2018 but this has now been deferred to 2019.

Fundraising

A significant fundraising challenge in 2017 was the long anticipated loss of two of our largest donors – Absa/Barclays and DG Murray Trust. In addition we also unexpectedly had another major private donor withdraw support early in the year due to changes in strategic priorities. Collectively this amounted to R8M in income lost. Fortunately, we were given significantly increased support from two other key longstanding donors – Oppenheimer Memorial Trust and First Rand Foundation. We also secured two new major donors – Santam (Emthunzini Community Trust) and Letsatsi Solar Park Trust.

REAP Board

We were sad to say farewell and thank you to Margie Keeton for her expert and dedicated service on the REAP Board for over 7 years. We were however delighted to welcome Kanyisa

Diamond, who had previously served as a REAP staff member for 9 years, latterly as Head of Programme. Kanyisa brings detailed personal knowledge of the REAP programme and now the CSI sector in her role at Old Mutual.

Strategic Framework / Impact of free Higher Education

In July 2017 REAP commenced a process of intensive strategic review, seeking to build upon the work of Penny Morrell & Glenda Glover in the major programme review. It involved consultations with a wide range of stakeholders – staff, board members, regional recruitment volunteers, donors, university personnel, industry experts and students. This was all brought into sharper focus at year-end following the announcement by then President Zuma regarding the introduction of free/subsidised higher education for the 'poor' and 'missing middle'.

Tuition fees and learning materials are now to be fully funded, and meals, accommodation and local transport heavily subsidised. This means that at least in principle, the financial barriers to access to higher education for rural students are now substantially removed. REAP of course welcomes this development, as a core component of our mission has always been about ensuring rural students do indeed have access to higher education. That the State has overcome this hurdle is to be applauded.

So given that that poor rural students can now make their way into higher education, the massive remaining challenge is that unacceptably low proportions of them ultimately complete their studies. Therefore, we have decided that our focus needs to shift even more strongly towards ensuring that our students graduate, become financially independent, and adopt values consistent with the REAP / SACBC ethos.

We were advised in February 2018 that our NSF funding for 2018 had been reduced from R32M in 2017 to R23M and as a result all our first year students are now on NSFAS bursaries. We therefore face a significant funding shortfall for our continuing students. However following an appeal to the new Minister for Higher Education & Training, we have received a commitment that this shortfall will be covered by DHET in 2018. However this is a scenario that cannot continue.

Following further consultations over several weeks with a wide range of stakeholders including staff, board members, donors, partners and sector experts, I presented my recommendations to the REAP Board on Saturday 17th March 2018. As a result, the following decisions were taken:

01 Student funding model

We requested an urgent meeting with NSF/NSFAS seeking from 2019 to convert all our students to the standard NSFAS bursary available to all 'poor' and 'missing middle' students in South Africa. This was agreed in principle and so from 2019 we will no longer offer REAP bursaries and all our students will receive their main funding from NSFAS. We will surrender our NSF allocation but will supplement the NSFAS bursary funding with a monthly stipend (+/-R6000 per year) and, where necessary, also top-up meal and book allowances in situations where the NSFAS cap is inadequate. However, we have been told by NSFAS that they will standardise allowances so that our top-ups should only be necessary in rare cases.

02 Academic support

With a view to more actively promoting throughput and graduation, we will explore the viability of offering targeted academic support to supplement our well established psychosocial support, academic monitoring and life / work readiness skills training programme.

03 Reduced HEIs

In order to focus and deepen our student support, from 2019 we will only recruit new rural students for the following HEIs:

- + University of Johannesburg
- + University of Kwa-Zulu Natal
- + University of the Western Cape
- + University of Free State
- + Nelson Mandela University
- + Central University of Technology

From 2020 we may begin to recruit rural students for the University of Limpopo.

We will continue to support our senior students at all other current HEI's until completion of their studies. We will also continue our pilot project at Walter Sisulu University in Buffalo City.

04 Recruitment & Selection

From 2019 we will exclusively recruit rural students directly from HEIs. We will retain the same academic, rural and income criteria – and will still conduct one-on-one interviews with shortlisted students. This process will be driven by our regional teams with the assistance of relevant institutional staff and will be focused around the month of February. This means we will no longer recruit directly from rural schools and our formal volunteer recruitment network will be disbanded.

We recognise that even though the financial barriers to access for rural learners have now been substantially removed, other challenges remain.

We therefore are encouraging our rural volunteers in their own capacity to continue to sensitise rural learners to the opportunities of higher education, helping them navigate the application process, both to the HEIs and to NSFAS, and offer career guidance where appropriate.

Conclusion

As is obvious from the foregoing, REAP has had to navigate our way through some turbulent waters this year and will continue to do so. The higher education environment continues to be volatile. Nonetheless we remain convinced that we still have a vital, if changing, role to play moving forward. At this point 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 recruitment volunteers who, over many years, have unearthed so many gems from the rural soil;
- + 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



MEET OUR GRADUATES

Chanté Slingers

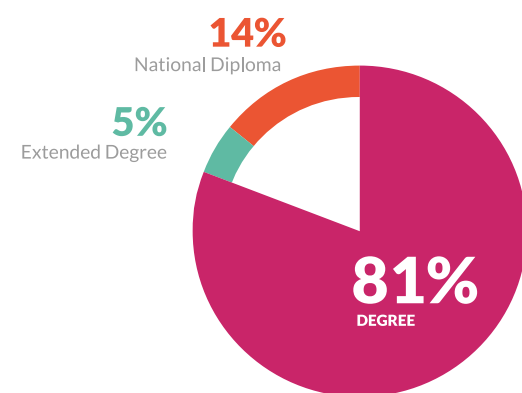
graduated with a Bachelor of Commerce (Management) degree from the University of the Western Cape. She was the first in her family to have had the opportunity to study at tertiary level. Chanté intends to secure employment as soon as possible but she has dreams of furthering her studies and opening her own business one day.

Student Profile and Results Analysis

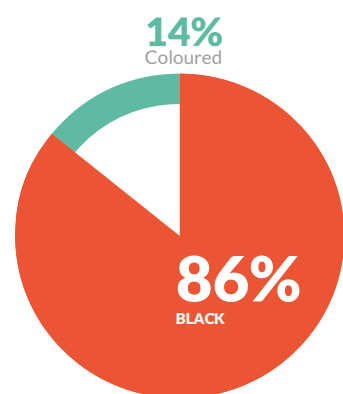
Numbers

REAP supported 514 Higher Education students in 2017 of whom 152 were first years. The gender split was almost equal with 256 females and 258 males.

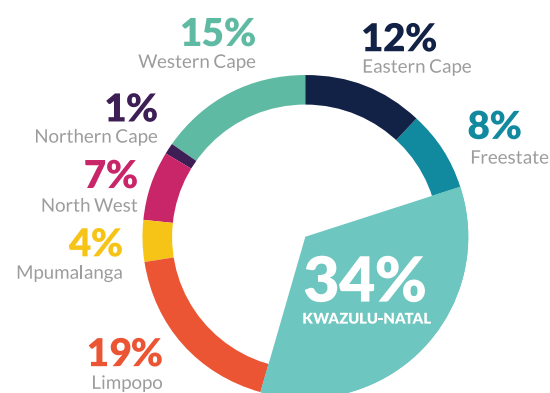
81% of students were studying towards a degree (4% more than in 2016) whilst 14% were studying towards a national diploma. (3% less than in 2016) 5% of students were studying towards extended degrees (1% less than in 2016)



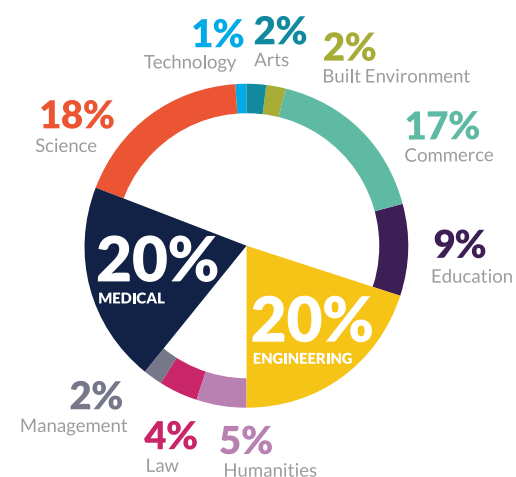
Students
by type of qualification



Students
by race



Provincial
origins of students



Students
by stream of study

MEET OUR GRADUATES



Tovhowani Mbambale

graduated with a Bachelor of Science (Mining Engineering) from the University of the Witwatersrand. He wants to focus on the financial or investment aspect of mining and that is why his offer of employment at Deloitte is so exciting. During his studies, Tovhowani also explored the entrepreneurial side of the entertainment industry, by playing as a DJ at various social events. This experience helped develop his business skills and boosted his confidence. We wish him all of the best in his role at Deloitte.



Hester Buhr

graduated as a Bachelor of Accounting from Stellenbosch University. Her dream is to qualify as a chartered accountant one day. For her community service Hester volunteered at Keisie Primary School where she spent her time supervising the children, teaching them songs and assisting with marking. She reports that these activities helped her to be more understanding and patient and to listen more attentively. We wish her all of the best in her search for employment.



Fernando Hardnick

graduated with a Bachelor of Commerce (Financial Accounting) degree from Stellenbosch University. For his community service Fernando volunteered his time by starting a soccer team in his community with the aim of keeping the kids off the street and occupied with a positive and healthy activity which would inspire and motivate them. He has since registered the team in one of the B Leagues in the Eden District. Fernando's application to UNISA to commence his Honours has been successful.



Festina Mononyane

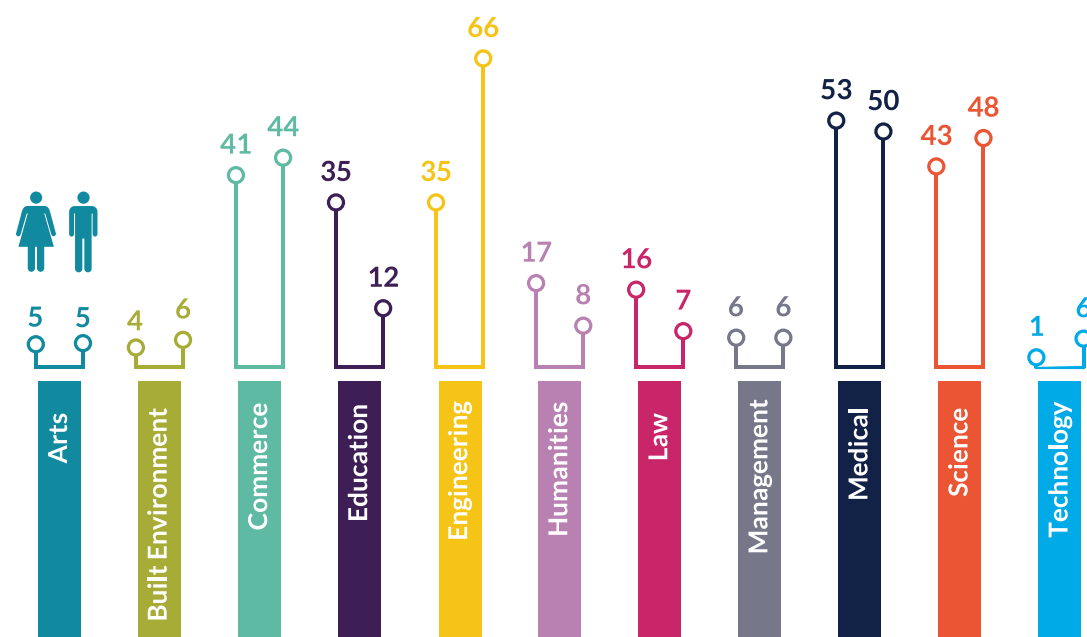
graduated as a Bachelor of Education from the University of the Witwatersrand. She secured a job at a school in Pretoria where she started working in January. Festina is passionate about teaching and uplifting others and she feels that the knowledge she gained at university could be life changing to the learners she engages with.



MEET OUR GRADUATES

Nthabeleng Tsasanyane

graduated with a Diploma in Chemical Engineering from the University of Johannesburg. She is currently doing her BTech in Chemical Engineering.



Streams
of study by gender



MEET OUR GRADUATES

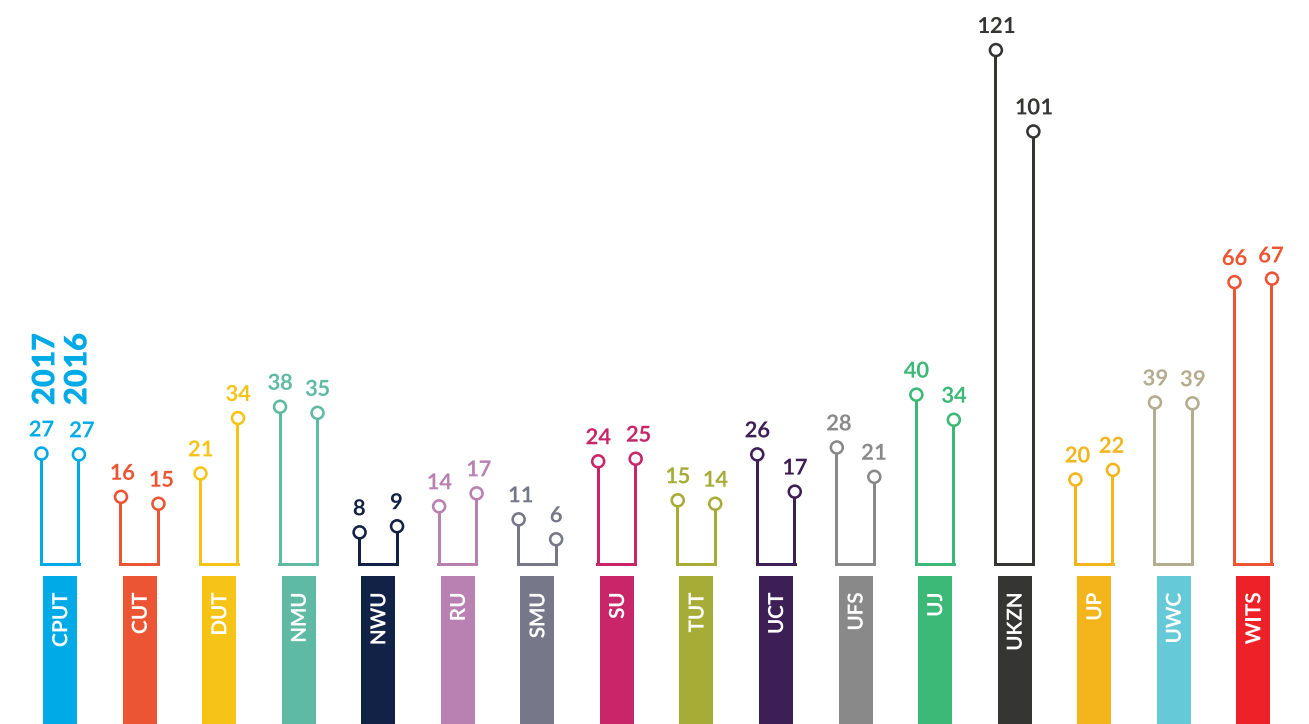
Xolisa Arosi & Siwapiwe Mpondonkulu

Xolisa (left) graduated with a National Diploma in Accounting from Nelson Mandela University and obtained three distinctions. As a Peer Buddy, he offered support to first year REAP students. He also worked as a teaching assistant for Accounting I students. With him is Siwapiwe (right), who graduated as a Bachelor of Commerce (Economic Business Management), also from Nelson Mandela University. She secured permanent employment with Allan Gray. In the middle is a former REAP graduate, Lwazi Mdana.

Higher Education Institutions

The largest cohort of students was at the University of KwaZulu Natal, followed by the University of the Witwatersrand, the University of Johannesburg, the University of the Western Cape, and Nelson Mandela University. The smallest cohorts were at Northwest University, the Sefako Makgatho Health Sciences University, Tswane University of Technology and Central University of Technology.

Male students remained predominant in Engineering (making up 65% of Engineering students) and Technology (with only 1 female student studying Technology) while there were almost equal male and female students studying Arts, Built Environment, Commerce, Management, Medicine and Sciences. Females were in the majority in Education, Humanities and Law.



Spread of REAP Students
by higher education institutions



MEET OUR GRADUATES

Mesuli Ngubane

graduated as a Bachelor of Commerce (Accounting) from the University of KwaZulu Natal (UKZN). For community service, he was an active and engaging Peer Buddy, assisting REAP first year students, in particular with registration and settling in. Mesuli is currently doing his Honours in Accounting at UKZN.

Student Performance

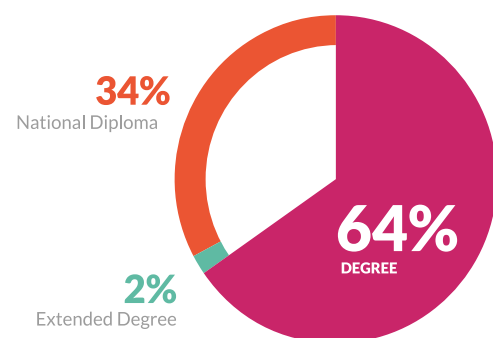
Graduates

70 | students successfully completed their studies in 2017.

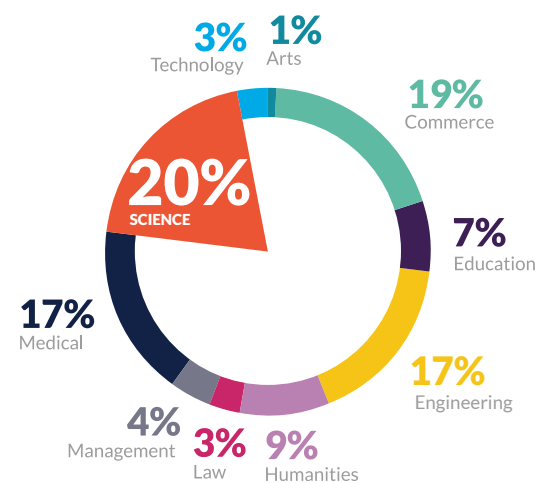
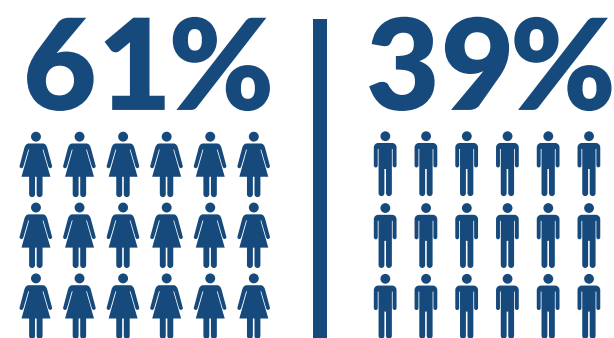
Of the 70 graduates, 45 were doing degree courses, 1 was doing an extended degree and 24 were doing national diplomas.

The graduates came from the following study streams: Arts – 1, Commerce – 13, Education – 5, Engineering – 12, Humanities – 6, Law – 2, Management – 3, Medical – 12, Science – 14, Technology – 2

The gender split was 61% female graduates and 39% 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 2017. 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 2017. Refer to the charts indicating the spread of disciplines, institution and type of qualification amongst the 2017 graduates.



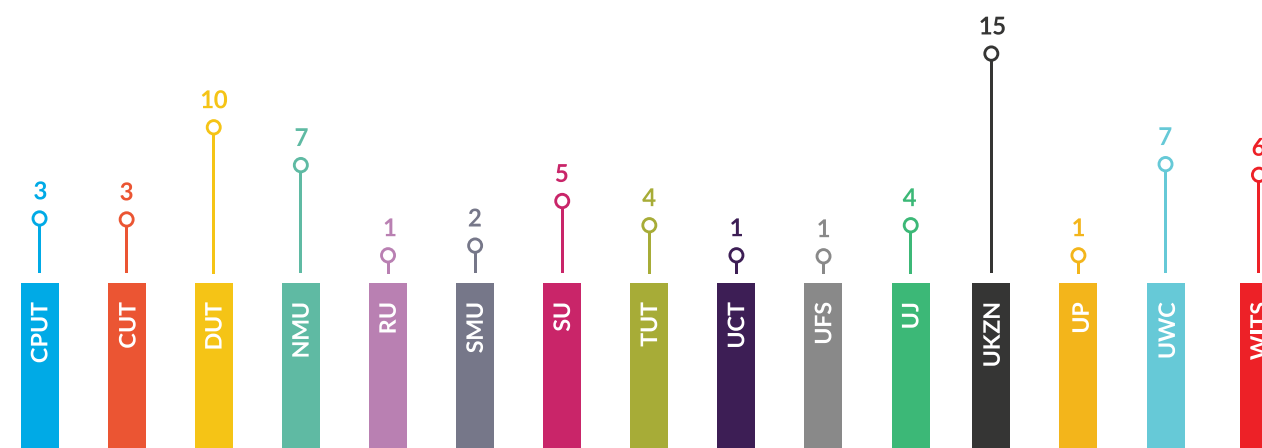
Graduates
by type of qualification



Graduates
by stream of study



Of the 70 graduates, 37 (53%) finished in minimum time. 27 students (39%) required one extra year. Of these 27 students, 6 were studying Commerce, 6 - Engineering, 2 - Humanities, 1 - Management, 4 - Medical and 8 - Science. Six (8%) students required 2 extra years. Of these 6 students, 4 were studying Engineering, 1 - Medical and 1 - Science.



Graduates
by higher education institutions



MEET OUR GRADUATES

Lebogang Mashiloane

graduated as a Bachelor of Accounting Science from the University of the Witwatersrand. During her years of study she was a member of ABASA (Association for Black Accountants in South Africa) where she had the opportunity to network with other students as well as learn more about her future career path. As a way of giving back to others, she joined an organisation called We-Can, which offers mentorship to high school learners. For her community service, she tutored Economics to Grade 12 learners at Mathabatha Secondary School. During the gala dinner for final years, Lebogang was awarded a certificate for consistent performance. We wish her all of the best with her future plans.

2017 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.

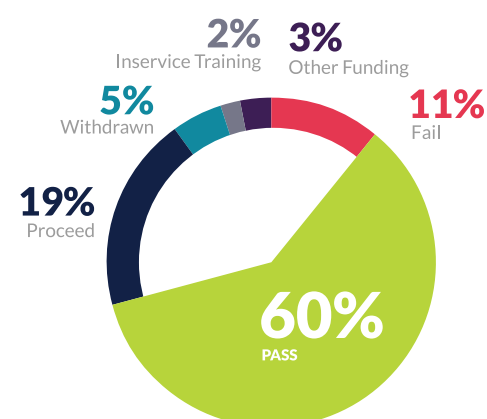
Fail Student fails more than 50% of courses registered for or a major.

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

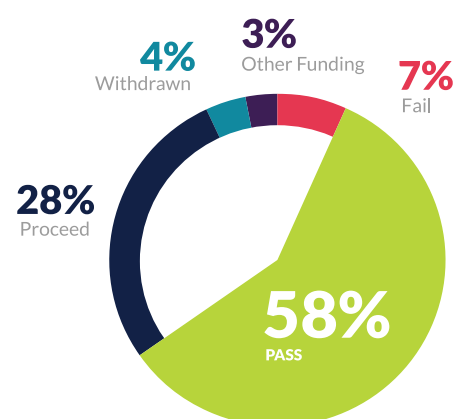
IST Students on in-service training who do not write exams.

If we combine the number of students who passed and proceeded in 2017, we can record a year-on-year throughput rate of 79%. Adding the 3% of students who withdrew from REAP because they obtained other bursaries, this is increased to 82%. If we add the 2% of students on in-service training (IST), our overall success rate for 2017 is 84%.

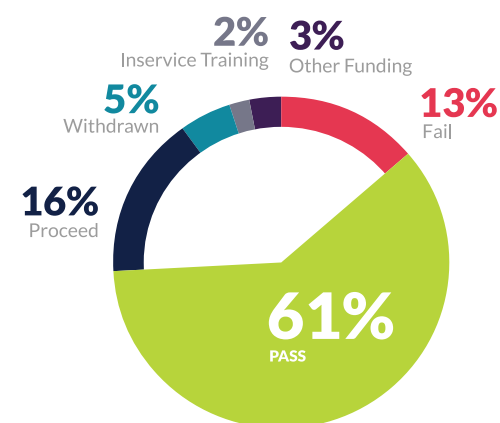
A slightly lower pass rate (60%) was achieved in 2017 compared to 62% in 2016. Nineteen percent of students proceeded (2% less than in 2016). A further 16% failed or were withdrawn. (6% more than in 2016). Slightly less students were doing their In-Service training (2% in 2017 compared to 3% in 2016). 3% of students left the REAP Programme to take up bursaries with other funders, often linked to their particular discipline and with potential employment opportunities.



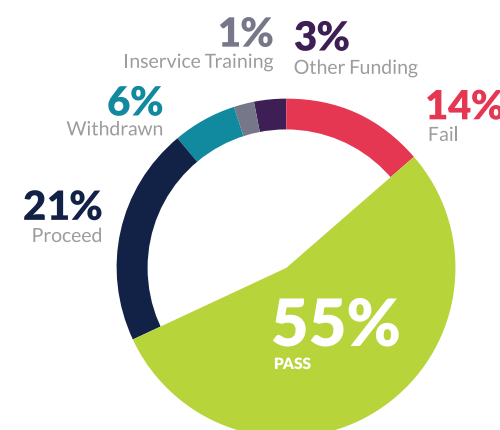
Overall results



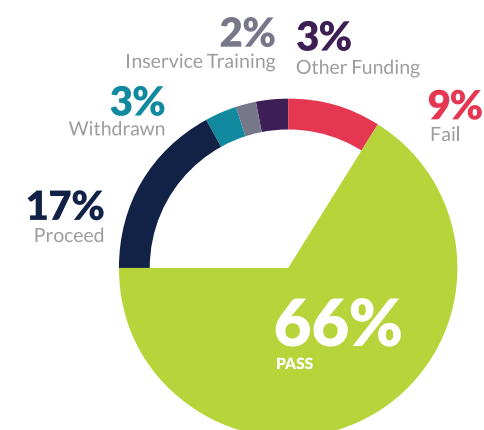
First Year performance



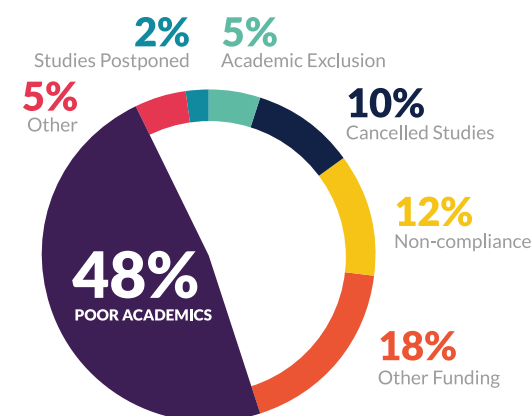
Continuing Students performance



Male performance - whole cohort



Female performance - whole cohort



Student withdrawals



Students not continuing with REAP

Besides the 70 graduates (14% of the total 2017 cohort) fifteen students (3% of the total cohort and 18% of the withdrawals.) obtained alternative bursaries, often linked to their particular discipline and with potential employment opportunities. A further 67 will not continue, primarily due to weak academic performance.

2017 Highlights in Numbers

443
Learner
Applicants
Interviewed



16
Workshops



630 Active
REAP Alumni

514
Active
Students
on our
programme

Orientation
Camps
for 152
First Years



4 Career Fairs
Work Readiness
Conferences



70
Graduates



Husband and wife duo, Sanele and Phetsile Gamede graduated with degrees in Social Sciences from the University of KwaZulu-Natal. Sanele obtained his master's while Phetsile a Bachelor of Social Sciences in Geography and Environmental Management. The couple got married in 2013 while studying at the University.

Photo Credit: Abhi Indrarajan

REAP’S 2017 Graduates

Cape Peninsula University of Technology

Hansen, Chameron (F)
Bachelor of Education

Mazaleni, Malwande (M)
ND Electrical Engineering (*Electronic Communication*)

Mjwara, Azola (M)
ND Electrical Engineering

Central University of Technology

Mofokeng, Dipalesa Naledi (F)
ND Biomedical Tech Ext

Nkomana, Sinesipho Khanyisile (M)
ND Civil Engineering

Nosi, Dibueng Vanessa (F)
ND Electrical Engineering

Durban University of Technology

Gumede, Vukani (M)
ND Analytical Chemistry

Magagula, Thobani Mondli (M)
ND Maritime Study

Mlangeni, Njabulo Celamandla (M)
ND Information Technology

Mnculwane, Mthobisi (M)
ND Accounting

Molatjana, Boitumelo (M)
ND Electrical Engineering

Ngema, Brian Nduduzo (M)
ND Electrical Engineering

Ngobese, Sinenhlanhla Andiswa (F)
ND Electrical Engineering

Nhleko, Thamsanqa Herman (M)
ND Accounting

Nkosi, Sanele Patrick (M)
ND Information Technology

Nzima, Busisiwe Ntombi (F)
ND Biotechnology

Nelson Mandela Metropolitan University

Arosi, Xolisa (M)
ND Accounting

Hamla, Lissa Nombulelo (F)
BSc Biochemistry & Microbiology

Mpondonkulu, Siwapiwe (F)
BCom Rat Economic Business Management

Shongwe, Thokozani (F)
ND Tourism Management

Sifumba, Lorna Nontando (F)
BA Psychology

Tefo, Tello (M)
ND Agriculture Management

Tyulu, Sinovuyo (F)
ND Financial Systems

Rhodes University

Gobozi, Zandile (F)
B Pharmacy

Sefako Makgatho Health Sciences University

Booizene, Thembinkosi Sameto (Dr)
MBChB

Loate, Boipelo Gontse (F)
MBChB

Stellenbosch University

Buhr, Hester Rut (F)
B Accounting

Hardnick, Fernando Brendon Brain (M)
BCom Financial Accounting

Lottering, Lee-Ann (F)
Bachelor of Education

Niemand, Dean Francois (M)
BSc Food Science

Taylor, Jody-Lynn Amber Nashrine (F)
BA Humanities

Tshwane University of Technology

Magadani, Thendo Charlotte (F)
ND Agriculture Management

Mandlazi, Ntwanano (F)
ND Chemical Engineering

Ntuli, Nothabo Nothile (F)
ND Nature Conservation

Zikalala, Siboniseni Loti (M)
ND Financial Accounting

University of Cape Town

Makhaza, Siposethu (M)
BSc Physiotherapy

University of Johannesburg

Managa, Laura (F)
B Accounting Science

Mkhize, Zandile (F)
BA Journalism

Netsianda, Musandiwa Rienie (F)
BSc Environmental Science

Tsasanyane, Nthabeleng Julie Mae (F)
ND Chemical Engineering

University of Kwazulu Natal

Cele, Nompilo Wendy (F)
MBChB

Dlamini, Manqoba Mike (M)
B Pharmacy

Mathonsi, Thembelihle Promise (F)
LLB

Mbatha, Sikhethile (F)
BSc Biological Science

Mkhize, Aneliswa Tholinhlanhla (F)
BA Politics

Mntambo, Ntombenhle (F)
Bachelor of Education

Mthethwa, Lulama Dumoluhle Charity (F)
Bachelor of Science

Mthethwa, Nkosinathi (M)
BSc Civil Engineering

Mtshali, Nondumiso Pollen (F)
Bachelor of Education

Ndebele, Zinhle Khanyisile (F)
B Social Science

Ngcobo, Noxolo Hazel (F)
LLB

Ngcobo, Samukelisiwe (F)
BSc Dental Therapy

Ngubane, Mesuli Desire (M)
BCom Accounting

Sithole, Andile Minehle (M)
BCom Accounting

Skhosana, Muziwakhe Shadrack (M)
BA International Studies

University of Pretoria

Msimango, Thanduxolo Immaculate Lerato (F)
BSc Physiotherapy

University of the Free State

Kometsi, Dimakatso (F)
BCom Accounting

University of the Western Cape

Erasmus, Chante’ Juliet (F)
BSc Physiotherapy

Herwel, Jaco (M)
Bachelor of Arts

Moos, Elgene Amore’ (F)
BSc Physiotherapy

Plaatjies, Megan - Lee (F)
Bachelor of Education

Ponco, Linamandla Princillar (F)
BSc Chemical Science (*Extended Programme*)

Rammutla, Mmakoena (F)
BSc Applied Geology

Slingers, Chanté Berney (F)
BCom Management

University of the Witwatersrand

Lebese, Evalt Malesela (M)
Bachelor of Science

Mashiloane, Lebogang (F)
B Accounting Science

Mbambale, Tovhowani (M)
BSc Mining Engineering

Methula, Njabulo Emmanuel (M)
BSc Mining Engineering

Mononyane, Festina Lerato (F)
Bachelor of Education

Monyeki, Molly Perseverange Lerato (F)
MBChB

REAP Board and Staff Members

2017 REAP Board Members

Bro. Michael de Klerk	Chair
Dr. Mary Nassimbeni	Vice-Chair
Janice Seland	Treasurer
Martin Mulcahy	Executive Committee
Bridgette Le Shauls	Executive Committee
Placid Manamela	Regional Representatives nominee
Robyn Pritchard	Staff Representative
Dr. Bongzi Bangeni	
Margie Keeton	<i>(resigned in July)</i>
Fr. Thomas Mthembeni Dlamini	CMM (ACTS National Chaplain)
Fr. Tseko Patrick Rakeketsi	CSS (SACBC Nominee)
Bishop Adam Musialek	SACBC Liaison Bishop
Kanyisa Diamond	
Russell Davies	Director

2017 REAP Staff

Head Office, Cape Town

Russell Davies	Director
Salisha Lauton	Head of Programme <i>(April to September)</i>
Willem Schaap	Head of Operations
Nadeema Taliep	Finance Manager
Mandy Padayachee	Recruitment & Selection Manager
Glenda Glover	Special Projects
Meekness Lunga	Assistant Head of Programme
Anél Wesson	Communications Manager
Fabian Goodwin	Programme and Data Administrator
Nicholas Gobha	Accounts Administrator
Tammy Abrahams	Senior Business Support Administrator
Tsitsi Rice	Receptionist / Programme Assistant
Florence Petersen	Recruitment & Selection Administrator
Ntombekhaya Tutu	Housekeeper
Keith Africa	Caretaker

Some of the REAP staff on an outdoor adventure at the National Team Week



The KZN staff at a Cultural Day



REAP Staff at the National Team Week

Western Cape and Eastern Cape Regional Team, Cape Town and Port Elizabeth

Portia Mnensa	Regional Co-Ordinator
Robyn Pritchard	Senior Student Development Advisor – UWC & SU
Philani Ngesi	Student Development Advisor – CPUT & UWC
Charné Goliath	Student Development Advisor- UCT & UWC <i>(from November)</i>
Vatiswa Mangxola	Senior Student Development Advisor – NMU & RU <i>(until October)</i>
Sibulele Mancayi	Student Development Advisor – NMU <i>(from November)</i>
Rochelle Tricoche	Programme Assistant <i>(from October)</i>

Buffalo City Project - Walter Sisulu Potsdam campus (started November 2017)

Vatiswa Mangxola	Team Leader
Ziyanda Ntantiso	Student Development Advisor <i>(from Jan 2018)</i>
Lindela Millicent Dlezi	Programme Assistant <i>(from Jan 2018)</i>

Gauteng Regional Team, Johannesburg

Lorraine Gumede	Regional Manager
Mandisa Nene	Senior Student Development Advisor – Wits
Lilian Tamupa Dube	Student Development Advisor – UJ, NWU
Gracious Gomo	Student Development Advisor – UP, SMU, Wits
Nicholus Mohale	Student Development Advisor – UFS, CUT, TUT
Zamansele Nsele	Student Development Advisor <i>(maternity leave cover)</i>
Petunia Ralebona	Receptionist / Programme Assistant

Kwazulu Natal Regional Team, Durban

Nombuso Dimba-Ndalen	Regional Manager
Pinky Mathonsi	Student Development Advisor – UKZN
Phila Mbambo	Student Development Advisor – UKZN
Phumlani Mnyango	Student Development Advisor – DUT <i>(until June)</i>
Mpho Khanye	Student Development Advisor – DUT <i>(July to December)</i>
Mabongi Mbambo	Receptionist / Programme Assistant
Lindela Millicent Dlezi	Programme Assistant <i>(maternity leave cover)</i>

Summary Financial Report

Statement of Financial Position

2017 (ZAR)

2016 (ZAR)

Assets

Accounts Receivable	1,439,895	2,539,990
Cash resources	23,061,433	19,048,792
Total	24,501,328	21,588,782

Reserves and Liabilities

Access and Support Fund	3,800,726	4,454,582
Fr Noel Stanton Fund	7,937,122	7,477,036
Total Reserves	11,737,848	11,931,618
Accounts Payable	245,130	132,160
Donor funds in advance	12,518,350	9,525,004
Total	24,501,328	21,588,782

Summary of Income & Expenditure

INCOME

Grants	14,413,509	17,134,048
Administration fee from NSFAS	641,440	641,907
Reimbursement of direct student costs – NSFAS	0	7,253,465
Corporate student access funding	7,405,343	4,434,104
Interest	873,764	731,817
Total	26,154,490	30,195,341

EXPENDITURE

Direct student costs (eg. meals, books, transport)	11,436,925	6,237,830
Student support services	6,689,757	3,425,963
Programme Development & Research	2,325,005	1,061,846
Recruitment & Selection	1,168,000	455,722
Human Resources	625,061	693,311
Managements costs	726,172	727,324
Communication & IT	797,006	1,538,505
Finance & administration	1,483,137	959,190
Property	1,231,215	1,029,751
Fundraising	656,795	762,404
Total	23,987,912	27,591,022

Net surplus / (deficit) for year

(653,856)

2,604,319

Corporate Governance

The REAP Board met three times in 2017 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

As explained in the Director's report, with the rolling out of the NSFAS Student Centred Model, in 2017 all NSF/NSFAS bursary funds for REAP students were disbursed by NSFAS directly to the institutions and students. NSFAS funded meals, books and transport allowances did not pass through REAP's accounts as in previous years, when we utilised a 20% advance on the overall allocation. The imposition by NSFAS in 2017 of a cap on individual funding meant that REAP needed to utilise substantial donor funds to top up tuition fees at certain institutions. REAP also paid stipends of R5000 per student per year, from donor funds, supplementing NSFAS funded meal allowances. These changes to student funding arrangements resulted in some large variances in both related income and expenditure funding categories from 2016 to 2017.

Nonetheless expenditure on all non-direct student costs remained relatively stable. Expenditure on student support services increased by 10% from 2016, reflecting a greater emphasis on work readiness training, inflation and a 6% growth in student numbers.

Our Research & Programme Development expenditure decreased substantially from 2017 due to the completion in mid- year of the JP Morgan Chase Foundation funded employability project. Communication & IT costs also increased following the installation of fibre optics in all offices. Capital expenses also increased with the purchase of a new motor vehicle for the Cape Town office and transfer of the existing vehicle to the Buffalo City pilot project.

Donor income (exclusive of NSFAS) remained stable though a much larger proportion needed to be utilised for direct student costs as a result of the imposition of caps of R76,200 on individual student funding from NSFAS. This reduced the amount available for student support and administration.

Overall these changes resulted in an operating deficit of R653,856, drawn from our Access & Support Reserve Fund. There was however compensating growth in the Noel Stanton Fund meaning that our overall reserves position remained stable.



MEET MORE OF OUR GRADUATES



Zandile Mkhize

graduated with a Bachelor of Journalism degree from the University of Johannesburg. She completed her studies in minimum time.



Thokozani Shongwe

graduated with a National Diploma in Tourist Management from Nelson Mandela University. She will be pursuing postgraduate studies in Education, majoring in Tourism.



Zandile Gobozi

graduated with a B Pharmacy Degree from Rhodes University and has been awarded a full time internship position at a local hospital in East London.



Sikhethile Mbatha

graduated as a Bachelor of Science (Biological Science) from the University of Kwa-Zulu Natal (UKZN). She is currently pursuing her Honours degree at UKZN.



Lulama Mthethwa & Ntombenhle Mntambo

Best friends Lulama Mthethwa (left) and Ntombenhle Mntambo (right) both graduated with Bachelor of Science Degrees from the University of KwaZulu Natal. They are both currently doing their Honours in Microbiology.



Njabulo Methula

graduated as a Bachelor of Engineering (Mining) in minimum time from the University of the Witwatersrand. His final year subjects included "Vacation Work 2" which he completed at Murray and Roberts. In his free time, Njabulo enjoys playing chess.



Musandiwa Netsianda

graduated as a Bachelor of Science (Life & Environmental Sciences) from the University of Johannesburg. For community service, she assisted the teachers at Mndulini Crèche and Pre-school, an experience which she found enjoyable and rewarding.



Lorna Sifumba

graduated as a Bachelor of Arts (Psychology) from Nelson Mandela University and will continue with postgraduate studies at the University of Johannesburg.

Funding Partners



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

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