

2018

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.

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Chairman's Message



Brother Michael de Klerk

The period under review has been marked by numerous changes in REAP. Some changes have been minor while others have been fairly significant. Small changes have occurred in policies as well as in the constitution of the organisation. Important strategic changes have also been implemented. Familiar faces have moved on and have been replaced where necessary. New faces on the Board will bring new perspectives and new insights in the longer term. A particularly pleasing addition to the Board can be seen in the first appointment of an alumnus of the REAP programme.

A major strategic change has occurred in the number of tertiary institutions that we will deal with in the future. This has coincided with the decision to disband the regional representative network that assisted in the recruitment of students from rural areas. Dealing with only six higher education institutes going forward will hopefully increase our efficiency and lead to a better output.

The greatest challenge has been in the overall recruitment and management of student support as a result of the changes under the Government's new scheme of free higher education for the poor and working-class. Whilst the financial barriers to access to higher education have been removed, there remain significant academic challenges for students that come from rural and less advantaged areas.

REAP has no doubt that they still need support to complete their studies. We have demonstrated over the years that a combination of sound student selection, financial security, and psycho-social support, as well as academic monitoring, can have a positive impact on the completion rates of students from rural backgrounds.

Managing change has been a challenge and an ongoing concern at all levels of REAP. Management and staff have had to adapt to the changing funding environment. We are grateful for the way employees have adapted to the changes that we have had to make on an operational level. At a Board and leadership level, proper management of change is seen to be crucial for the survival of REAP. In the fast changing external environment, we are challenged to remain relevant so that we can continue to make a small contribution to the society in which we operate.

We are grateful to all donors for their continued support of the vision of REAP ... a vision that has not changed substantially over the years. Option for the poor and vulnerable persists as one of our core values. The vision of reducing rural poverty in South Africa by developing self-sustaining, ethically responsible graduates is still greatly needed today. REAP's supplementary bursary to rural students assists them with the tools to succeed. Other parts of the REAP programme makes a difference by promoting their access to success.

The appointment of Cyril Ramaphosa as President of South Africa has breathed new optimism into the country. A new Ministry may once again have implications and changes for higher education. All are aware of the severity of the problems that exist in the education sector in the country. We remain optimistic that positive steps will be taken to tackle them so that the overall situation is improved for the good of all.

Brother Michael de Klerk
Chairman

Director's Report

2018 was a year of significant review and change for REAP, for a range of reasons, both external and internal. REAP commenced a major strategic review process in July 2017, but this was made more urgent and far-reaching by the announcement in December 2017 by President Zuma that from 2018 onwards, all students from households with incomes less than R350,000 p.a would be eligible for state subsidised higher education. This decision triggered some major strategic shifts for REAP, enshrined in a new 3-year Strategic Framework signed off by the REAP Board in July 2018. The framework is available for download on our website (www.reap.org.za).

The key changes were as follows:

- Because the financial barriers to access for rural students from low-income households are now substantially removed, REAP's programmatic emphasis will shift away from facilitating access to maximizing the chances that rural students entering higher education actually graduate.
- REAP embraces 'free higher' education and will no longer offer core bursary funding. All new REAP students must apply for NSFAS bursaries which cover tuition, accommodation, meals, and books. REAP will offer supplementary or 'top-up' funding with a modest stipend and a laptop computer.
- REAP will continue to prioritise rural students but no longer recruit them directly from rural schools utilizing our volunteer network. Rather we will identify and recruit rural students once they have reached university and focus our efforts on ensuring they graduate, find employment and adopt values consistent with our Catholic ethos.
- With a view to streamlining and focusing our student support services, from 2019 REAP will only recruit new students at 6 HEIs – UJ, UWC, NMU, UKZN, UFS and CUT. We will continue to support senior students at other HEI's until they complete their studies.



Russell Davies

- REAP will actively explore offering a level of academic support, complementing and adding value to services already offered by the institutions.

Our core objectives, as enshrined in our constitution have now been revised as follows:

1. To recruit and select academically able young people who matriculated from rural schools and who come from financially disadvantaged households
2. To offer support for courses and at universities which optimise the possibility of success – both in terms of graduation and, ultimately, employment.
3. To ensure that we deploy the resources at our disposal in ways that make the biggest difference to the lives of young rural youth from financially disadvantaged households.
4. To accompany them throughout their courses of study, promoting their development into autonomous adulthood and their academic success through providing sustained individual psycho-social support as well as development opportunities.

5. To promote values and behaviour among students and staff of integrity, justice and a spirit of community serving humanity, in line with the Catholic values on which REAP is founded.

6. To promote their employability through developing suitable skills.

7. To contribute to the sector more broadly, through sharing good practice and advocating on issues affecting our students.

Student Performance

The number of students REAP supported in 2018 (489) decreased slightly (by 5%) from 2017 (514).

97

I am delighted to report that 97 students (20% of our total cohort) graduated in 2018.

197

A further 197 students (40%) passed all their courses at the end of the year

104

One hundred and four students (21%) passed a majority of subjects including their major, enabling them to proceed to the next level

4

Four students (1%) were completing In-Service Training and did not write exams

11

Eleven students (2%) withdrew from the REAP Programme to continue their studies with other bursary providers, often linked to their particular discipline and with potential employment opportunities.

59

Fifty Nine (12%) students failed.

17

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



Gauteng Gala Dinner for Final Years



KwaZulu Natal Gala Dinner for Final Years



Gauteng Gala Dinner for Final Years



KwaZulu Natal Gala Dinner for Final Years



Western Cape Gala Dinner for Final Years



Western Cape Gala Dinner for Final Years



Gauteng Gala Dinner for Final Years

Student funding model

One of the consequences of the national government's decision to introduce 'free' high education was that our NSF funding was cut quite severely, from R32M in 2017 to R23M in 2018. This meant that we only had sufficient NSF funds to support our continuing students with bursaries (though supplemented in some instances by corporate donations). Indeed R23M was not even sufficient for all our continuing students. However a delegation of Catholic agencies working in the higher education field met with Minister Naledi Pandor to explore how we can work together more effectively. Following this meeting REAP was eventually awarded a supplementary allocation of R5.2M from DHET. Apart from a 2% administration fee, none of these funds pass through REAP's accounts and are paid directly by NSFAS to the institutions.



SACBC delegates meet Minister Naledi Pandor

In 2018 our first-year students (with the exception of our Kagiso Trust students) received NSFAS full cost bursaries which cover tuition, accommodation, meals, and books. REAP supplemented this with a R500 per month stipend and a laptop computer. Indeed confirmed NSFAS funding was a condition of acceptance on to the programme in 2018. Moving forward all new REAP students will be on NSFAS bursaries and our NSF funding is being phased out over time, seeing the pre-2018 cohort through to completion.

Student Support and Development Programme

The main change to the programme model in 2018 was the introduction of camps for intermediate senior students, consolidating a series of Saturday morning workshops into one weekend away. We 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. 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 five offices – Cape Town, Johannesburg, Durban, Port Elizabeth 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.

The main innovation in student support was the pilot project in Buffalo City which is reported on in some detail at page 12.



KwaZulu Natal Senior Student Camp



Gauteng Work Readiness Conference



Western Cape Work Readiness Conference



KwaZulu Natal Work Readiness Conference



KwaZulu Natal Work Readiness Conference



Eastern Cape Final Year Students



Gauteng Work Readiness Conference



Eastern Cape Orientation Camp



Free State Orientation Camp



Free State Orientation Camp



Western Cape Orientation Camp



KwaZulu Natal Orientation Camp

Gauteng
Orientation Camp

Western Cape Orientation Camp

Recruitment and Selection

2018 marked a different approach to our student Recruitment and Selection (R & S) with the disbanding of our long-serving volunteer recruitment network and a shift to online recruitment of students already accepted at the institutions and supported by NSFAS. This was a difficult decision to take in many ways as our volunteers had devoted several years of faithful service and helped identify many wonderful rural learners, in some instances also offering career guidance. However a number of our volunteers are now also quite elderly and the fundamental changes to our funding model meant that we no longer had bursaries to offer rural students – rather they needed to apply for NSFAS. Our shift of programmatic focus to retention and throughput in the light of free higher education meant that we could identify eligible students once they reach university rather than before.



Dr Morokolo Sathekge (left) and Placid Manamela (right) with REAP Director, Russell Davies (middle) at the Regional Representative Farewell Dinner in Johannesburg.

The decision was endorsed by the REAP Board and Bishop's conference, and then communicated to Regional Representatives in March. We held events with the volunteers in both Polokwane (Limpopo representatives) and Johannesburg (national) to express appreciation and say goodbye. Sadly the decision to streamline our recruitment process also necessitated making our two Recruitment and Selection staff redundant.

I want to express my appreciation to both Mandy Padayachee (R & S Manager) and Florence Petersen (R & S Administrator) for their excellent service in these roles and their graciousness in completing their duties in difficult circumstances.

We 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 will report more on this initiative in due course.



Regional Representative Thomas Makondo (left) and long-standing REAP staff member, Florence Peterson at the Regional Representative Farewell dinner in Polokwane.

Alumni

2018 was the third 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 2019.



Hulisani Matodzi is the first REAP Alumnus to join the REAP Board



Gauteng Alumni Event

Staffing

A highlight for 2018 was the appointment of Emma Francis as our new Deputy Director. Emma oversees all programme and HR aspects of our work, reporting to the Director. She is a qualified social worker and comes to us with a wealth of NGO programmatic management experience, especially in the fields of youth and HIV.

Meekness Lunga, our M&E and Alumni Co-Ordinator, left us during the year to take up a new position with the British Council. Two of our SDA's

(Charne Goliath and Phila Mbambo) also resigned later in the year for personal reasons. Two new SDA's joined the team commencing in 2019 (Xoliswa Phaku – Free State, and Nkqubela Ntloko – Western Cape). We again held a very successful national team week at Waterval Lodge in Tulbagh in November.



Deputy Director,
Emma Francis

Organisational developments

We made firm preparations in 2018 for the opening of a 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 will continue to be supervised by Lorraine Gumede (Regional Manager – Gauteng and Free State).

The Gauteng team will move back to their previous Braamfontein premises in 2019 and we will no longer have an SDA based at NMU, due to a lack of available office space on campus. Sibulele Mancayi (SDA for NMU) will relocate to Cape Town and be based at head office from May 2019, servicing his students remotely with regular field visits.

Fundraising

2018 was a relatively stable year in terms of income, though the introduction of free/subsidized higher education has catalyzed 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 CWSI pool is becoming more constrained and contested. Whilst there is no cause for major alarm in the immediate term, the medium term horizon is far more uncertain, meaning REAP needs to be very cautious about any commitments it makes in terms of staffing and new students.

REAP Board

We were sad in 2018 to say farewell and thank you to Martin Mulcahy (10 years) and Bridgette le Shauls (8 years) for their expert and dedicated service on the REAP Board. Robyn Pritchard (staff representative) and Bishop Adam Musialek also completed their 3-year terms on the REAP Board. Following the disbandment of the volunteer recruitment network, Placid Manamela (Regional Representative) also concluded his term on the REAP Board.

We were pleased to welcome two new Board members in 2018, Professor Emeritus John Simpson and Jeanne Pienaar. John brings years of experience in higher education and expertise in marketing and communications, while Jeanne runs her own accountancy practice and has significant expertise in NGO finances. Lorraine Gumede (staff representative), Celeste Bennett (HR expert), Archbishop William Slattery and Hulisani Matodzi (Alumni representative) also joined the REAP Board in 2019.

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 confident 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 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

Exciting new project in Buffalo City

The DG Murray Trust (DGMT) has been a stalwart partner of REAP for many years. In 2016 in line with its new strategy, the DGMT ceased bursary funding but in 2017 offered REAP the opportunity to tender for, and ultimately participate in the Bumb'ingomso (BI) Project, a multi-partner intervention in Buffalo City Municipality (East London) with the intention of reducing the HIV infection rate of young women. This was a project endorsed by the South African National Department of Health and funded primarily by the German Development Bank, KfW. The rationale for REAP's involvement was the belief that if young people participated and succeeded in tertiary education, their life prospects improved and they were less likely to behave in a way that put their lives at risk.

The desired outcomes for the project were ambitious:

- reduced drop-out rate and potentially increased throughput rate;
- improved academic performance;
- enhanced self-reliance;
- proactivity, resilience and communication skills;
- active service-oriented citizenship.

Following a local stakeholder consultation process in late 2017, Walter Sisulu University (WSU) was chosen as the focal institution. With the assistance of Campus Rector Dr Jaca, REAP was able to secure office space at the WSU's Postdam Campus from January 2018. Vatiswa Mangxola, REAP's longest serving Student Development Advisor, who originally hails from a rural area close to East London, was appointed to lead the implementation team. She was joined by Ziyanda Ntantiso (Student Development Advisor) and Lindela Dlezi (Project Administrator), with expert guidance coming from Glenda Glover (former REAP Director).

REAP, with the support of other Bumb'ingomso partners and Walter Sisulu University, was able to achieve significant success in our first year. The team showed remarkable resilience in the face of many obstacles.



One of the Buffalo City Events



The Buffalo City Team,
Ziyanda Ntantiso,
Lindela Dlezi,
Glenda Glover and
Vatiswa Mangxola

Key highlights in 2018 include:

- Recruitment of WSU BI members took place during first year registration and orientation week. This involved managing stalls in the registration venue, marketing the BI brand using branded materials and attracting the new students to join the programme. A large number of students showed interest and completed application forms, however, 210 students were ultimately confirmed (initial target was 200), with 64% being female and 36% being male.
- 3 sets of skills workshop and one large motivational session were planned and successfully delivered. However, the number of students attending these workshops declined in the second semester as students had to catch up for the time wasted during strikes and lockouts.
- Another plan was to conduct at least one one-on-one meeting with each student in each semester, giving us a total of at least 2 individual consultations for the year. These sessions were held successfully and psycho-social support was provided to students, although not as many as was hoped for. Regular disruptions on campus due to strike activity made this very challenging. As a result of these individual sessions, several referrals to relevant stakeholders for more specialist help were made. Our key stakeholders were the WSU counselling unit and BI partners such as Masimanyane, Harambee and Beyond Zero.

REAP sees this project as an important learning exercise, testing:

- How our holistic support works when there is no financial relationship with the students;
- How our support works in a less well resourced historically black institution where there are often many disruptions to the academic programme due to protests and strike activity.

So far the signs are positive. We will continue to monitor progress as the project enters its second full year in 2019 and provide more comprehensive feedback in due course. We are grateful for the support of DGMT and for the opportunity to work collaboratively with the various BI partners.



REAP staff at the Bumb'ingomso Open Day



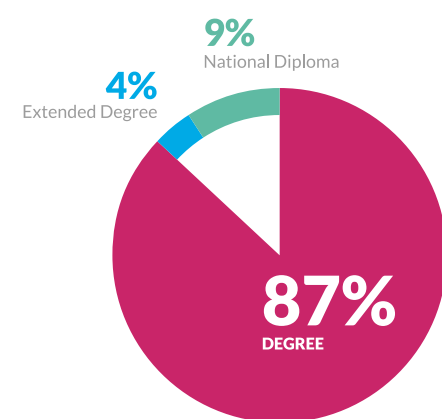
Buffalo City
Students

Student Profile and Results Analysis

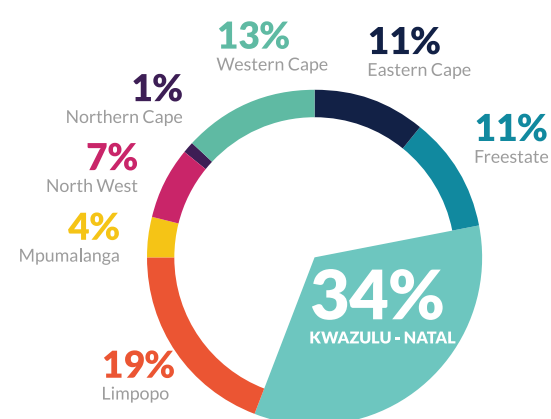
Numbers

REAP supported 489 Higher Education students in 2018 of whom 127 were first years. The gender split was almost equal with 244 females and 245 males.

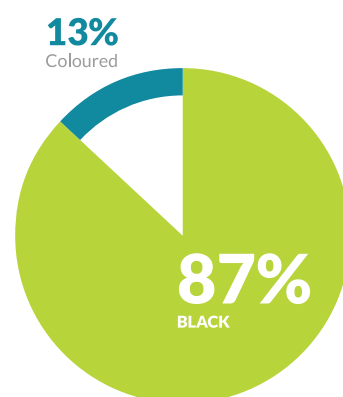
87% of students were studying towards a degree (6% more than in 2017) whilst 9% were studying towards a national diploma. (5% less than in 2017) 4% of students were studying towards extended degrees (1% less than in 2017)



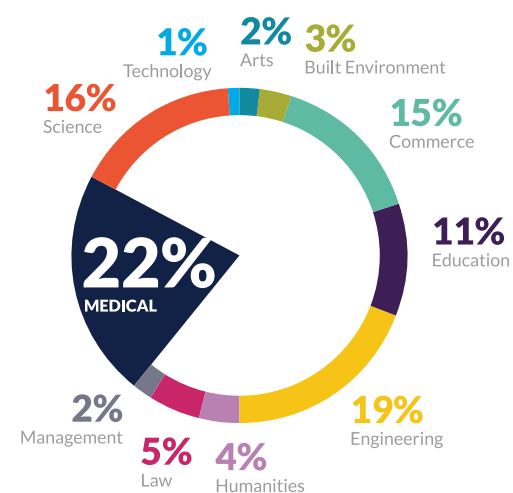
Students
by type of qualification



Provincial
origins of students



Students
by race



Students
by stream of study

MEET OUR GRADUATES



Nthabiseng Desiree Miya

graduated with a National Diploma in Chemical Engineering from the University of Johannesburg. She completed her studies in minimum time and is currently pursuing her B Tech Degree.



Pfarelo Mulaudzi

graduated with a BSc in Construction Studies from the University of the Witwatersrand. She will be pursuing her Honours in Quantity Surveying at Wits in 2019.



Felicia Ntshovelo Ngobeni

graduated with a degree in Social Work from the University of Johannesburg. She is currently working at Sharemont Investments (Pty) Ltd and looking to pursue her postgraduate studies in the near future.



Matimba Maluleke

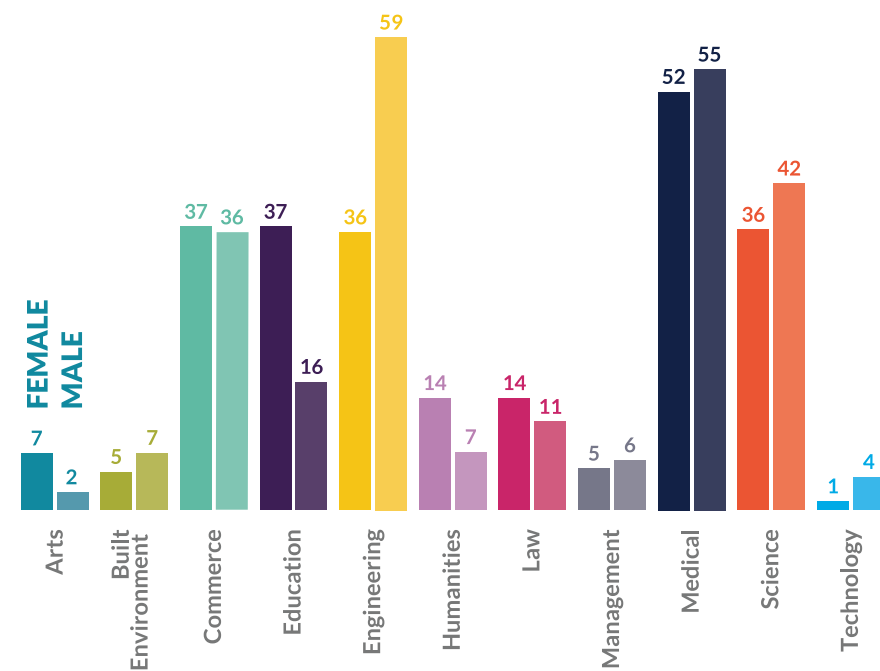
graduated as a Bachelor of Science in Geology from the University of the Western Cape. He served as a peer buddy for two years, mentoring first year REAP students. He has now started a new qualification in Geomatics at CPUT. He writes: "I could never have done it without REAP. You gave me the opportunity to study and supported me in all ways throughout the course. I never lacked with REAP. Thank you!"



MEET OUR GRADUATES

Obakeng Esau Mokgadi

graduated with an LLB from North West University. His SDA describes him as one of the most loved peer buddies on the REAP Programme. He is currently looking for employment.



Streams
of study by gender



MEET OUR GRADUATES

Phindile Ntombela

graduated as a Bachelor of Science in Quantity Surveying from the University of the Free State. She is currently pursuing her Honours degree. Phindile was a proactive student, who put many extra hours into her studies to ensure that she passed and completed in minimum time. She was a REAP peer buddy in 2018 and her SDA reports that she served with dedication and passion.



MEET OUR GRADUATES

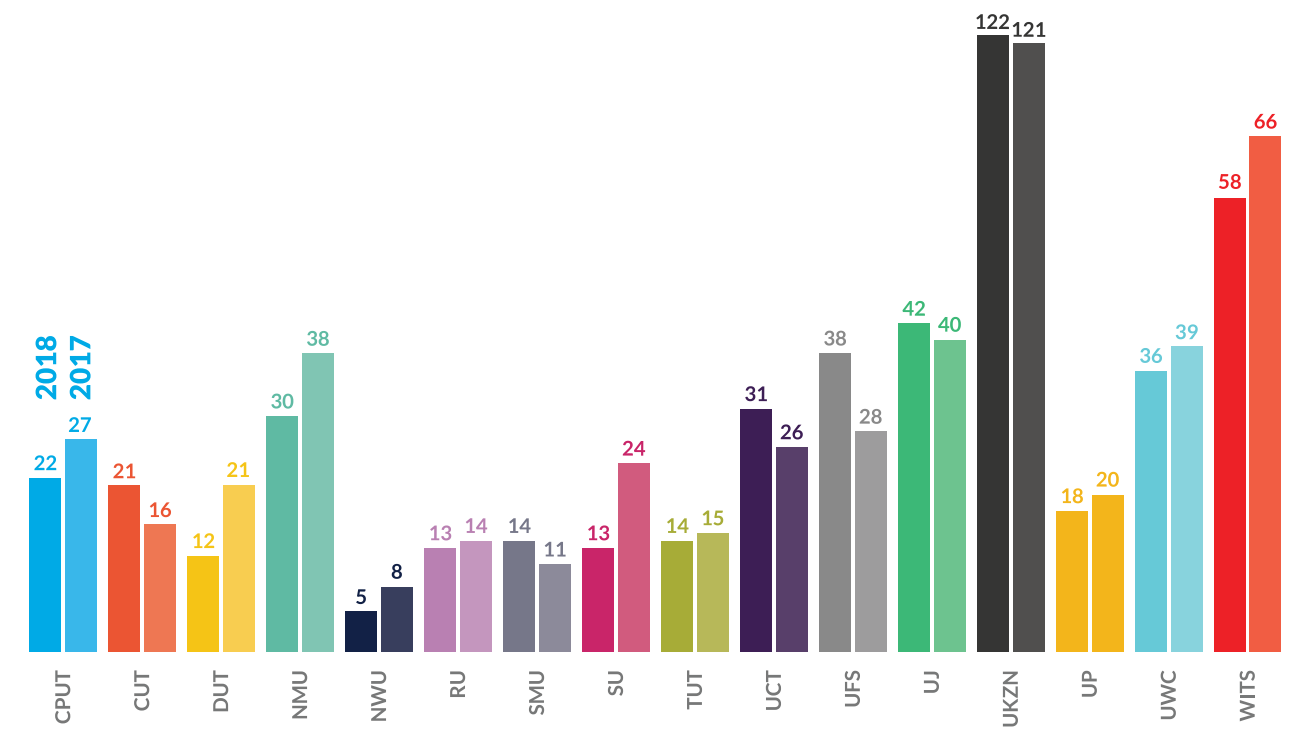
Lucky Khambule

graduated with a B Pharmacy degree from the University of KwaZulu Natal. He is currently based at Manguzi Hospital as an intern Pharmacist.

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 Free State, the University of the Western Cape and Nelson Mandela University. The smallest cohorts were at Northwest University, Durban University of Technology, Stellenbosch University and Rhodes University.

Male students remained predominant in Engineering (making up 62% of Engineering students) and Technology (with only 1 female student studying Technology). There were almost equal male and female students studying Built Environment, Commerce, Law, Management, Medicine and Sciences. Females were in the majority in Arts, Education and Humanities.



Spread of REAP Students
by higher education institutions

Student Performance

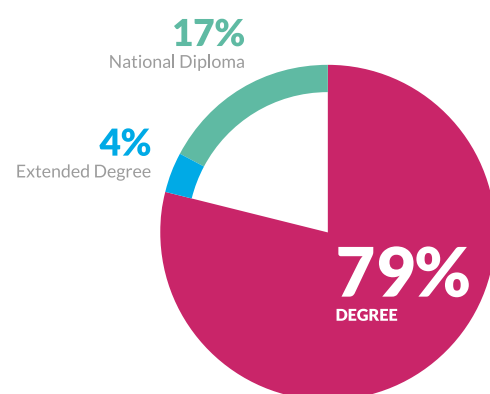
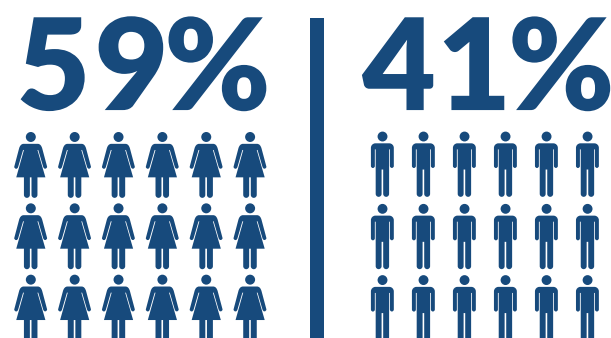
Graduates

97 students successfully completed their studies in 2018.

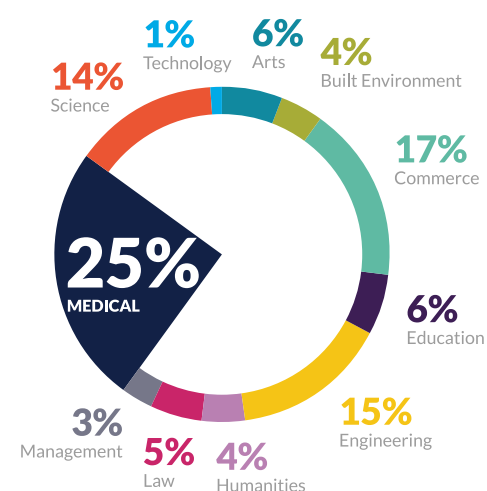
Of the 97 graduates, 77 were doing degree courses, 4 were doing an extended degree and 16 were doing national diplomas.

The graduates came from the following study streams: Arts – 6, Built Environment – 4, Commerce – 16, Education – 6, Engineering – 14, Humanities – 4, Law – 5, Management – 3, Medical – 24, Science – 14, Technology - 1

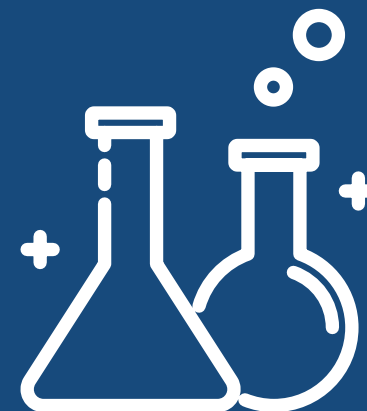
The gender split was 59% female graduates and 41% male graduates. These figures include only the students who have remained with REAP for their entire undergraduate studies and were therefore active on REAP's database in 2018. It does not take into account the students who left REAP during their undergraduate studies, often to take up other bursaries, and may therefore also have completed in 2018. Below are charts indicating the type of qualification, spread of disciplines and institutions and amongst the 2018 graduates.



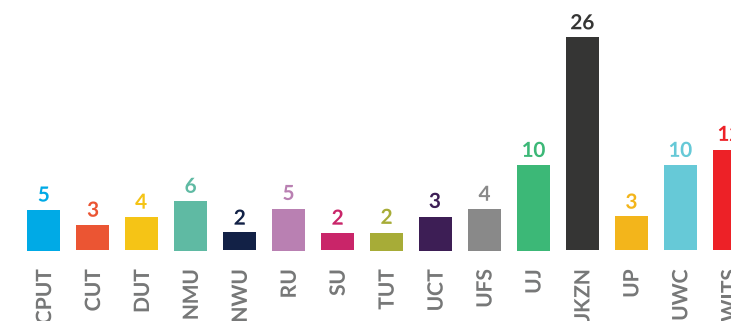
Graduates
by type of qualification



Graduates
by stream of study



Of the 97 graduates, 67 (69%) finished in minimum time, 19 (20%) students required one extra year. Of these 19 students, 1 was studying Arts, 1 - Built Environment, 4 - Commerce, 4 - Engineering, 3 - Law, 2 Medical and 4 - Science. Seven (7%) students required 2 extra years. Of these 7 students, 1 was studying Commerce, 3 - Engineering, 1 - Law, 1 - Medical, 1 - Science. Four (4%) students required 3 extra years. Of these 4 students, 3 were studying Engineering, and 1 - Humanities.



Graduates
by higher education institutions



MEET OUR GRADUATES

Andrea Booyesen

graduated with a National Diploma in Marketing from Cape Peninsula University of Technology. Andrea did her community service at Lewis furniture store, where she helped customers who were purchasing on credit to understand the terms and conditions. She completed her qualification in minimum time.

2018 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.

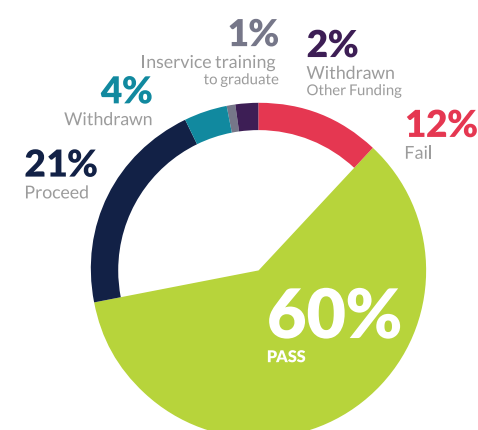
Withdrawn Students who withdrew from REAP during the year for a variety of reasons, from obtaining an alternative bursary, to academic exclusion.

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

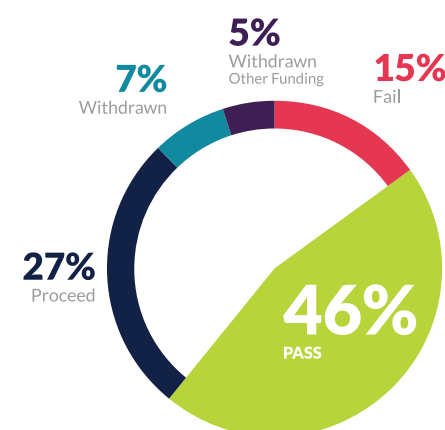
If we combine the number of students who passed and proceeded in 2018, we can record a year-on-year throughput rate of 81%. Adding the 2% of students who withdrew from REAP because they obtained other bursaries, this is increased to 83%. If we add the 1% of students on in-service training (IST), our overall success rate for 2018 is 84%.

Exactly the same pass rate (60%) was achieved in 2018 compared to 2017. Twenty one percent of students proceeded (2% more than in 2017).

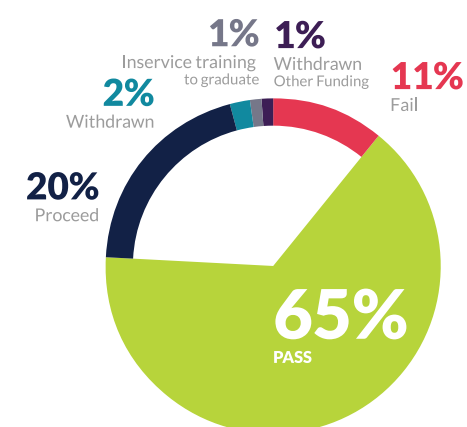
A further 16% failed or were withdrawn. (the same as in 2017). Slightly less students were doing their In-Service training (1% in 2018 compared to 2% in 2017). 2% of students left the REAP Programme to take up bursaries with other funders, often linked to their particular discipline and with potential employment opportunities.



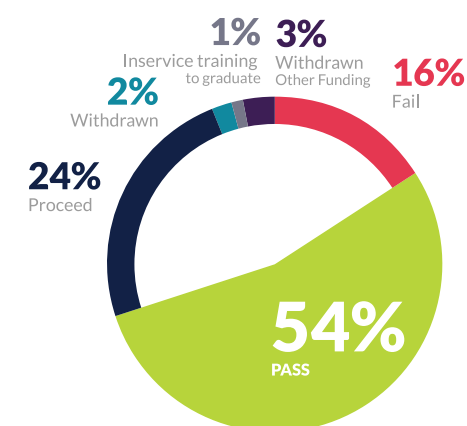
Overall results



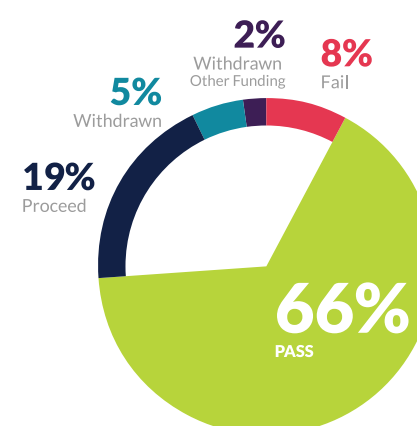
First Year performance



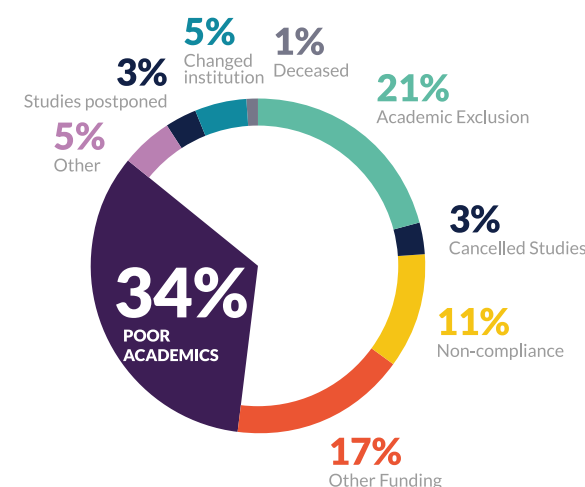
Continuing Students performance



Male performance - whole cohort



Female performance - whole cohort



Student withdrawals

Students not continuing with REAP

Besides the 97 graduates (20% of the total 2018 cohort) eleven students (2% of the total cohort and 17% of the withdrawals.) obtained alternative bursaries, often linked to their particular discipline and with potential employment opportunities. A further 54 will not continue, primarily due to weak academic performance.



2018 Highlights in Numbers

97
Graduates



489
Active
Students
on our
programme



723 Active
REAP Alumni

Orientation
Camps
for 127
First Years



4
Work Readiness
Conferences
to prepare final year students for
the world of work



REAP'S 2018 Graduates

Cape Peninsula University of Technology

Booyesen, Andrea (F) - ND Marketing

Ernest, Simonia Edwena (F) - B Education (Economic and Management Science)

Monareng, Dikeletso Jeffrey (M) - ND Biotechnology

Mtshini, Akhanani (F) - ND Chemical Engineering

Pretorius, Fernell Waydon (M) - B Education (Economic and Management Science)

Central University of Technology

Dhlamini, Zanele (F) - ND Electrical Engineering

Masoeu, Manana Happiness (F) - ND Electrical Engineering

Ramakatanane, Matshehla Forgiveness (F) - ND Electrical Engineering

Durban University of Technology

Hlongwane, Sinaye Zekhetelo (F) - ND Hospitality Management

Magwaza, Nomkhosi Simphiwe (F) - ND Biomedical Tech (*Extended Programme*)

Qwabe, Zinhle (F) - ND Somatology

Sangweni, Khethukuthula Linda (M) - ND Information Technology

Nelson Mandela Metropolitan University

Bodlani, Zizibele (F) - ND Civil Engineering

Makapela, Nolizwi (F) - BCur (*Extended Programme*)

Mbanga, Simnikiwe (F) - BCur

Nqayiya, Awonke (M) - BSc Computer Science

Thambo, Libhongo (M) - Bachelor of Administration

Tono, Philasande (F) - ND Accounting

North West University

Lugomo, Florence Kelebogile (F) - LLB

Mokgadi, Obakeng Esau (M) - LLB

Rhodes University

Hamlomo, Sisipho (M) - Bachelor of Science

Madlala, Xoliswa faithfull (F) - Bachelor of Arts (Politics and Law)

Qhekeza, Ncebakazi (F) - B Pharmacy

Sikweza, Sisipho (F) - Bachelor of Arts (Law)

Tembe, Busisiwe (F) - B Pharmacy

Stellenbosch University

Claasen, Matthew Peter (M) - B Accounting

Meyer, Sylvia (F) - BSc Earth Sciences

Tshwane University of Technology

Shikwambana, Gavaza Prudence (Miss) - BTech Nursing Science

Tshabalala, Sipho Gift (M) - ND Electrical Engineering

University of Cape Town

Kudumela, Khomotjo (M) - Bachelor of Commerce (Economics and Finance)

Mudavhi, Muano (F) - Bachelor of Commerce (Accounting)

Pandle, Abongile Mfingo (M) - BSc Computer Science

University of Johannesburg

Lekwadu, Moses (M) - ND Accounting

Makgato, Esther Setlola (F) - ND Mining Engineering

Malatji, Ingrid (F) - BSc Geography and Geology

Mdluli, Nomfundo Primrose (F) - Bachelor of Commerce (Economics and Econometrics) (*Extended Programme*)

Miya, Nthabiseng Desiree (F) - ND Chemical Engineering

Ngobeni, Ntshovelo Felicia (F) - B Social Work

Nkambule, Sbusiso Goodwill (M) - B Education

Tebeta, Ronny Thapelo (M) - Bachelor of Engineering (Mechanical) (*Extended Programme*)

Teffo, Gift Tlou (M) - ND Regional and Town Planning

Zitha, Nonduduzo Nokuthula (F) - B Accounting



MEET OUR GRADUATES

Thabo Hlabisa & Njabulo Sithole

both graduated with an MBChB from the University of KwaZulu Natal. Thabo is currently doing his community service as an intern in Gauteng. Thabo served as a peer Buddy at medical school for two years. After his community service, Thabo would like study again and specialise in pediatrics. Njabulo is currently doing his community service as an intern in the Eastern Cape. Njabulo's SDA reports that he always availed himself for all workshops that provided motivation and encouragement to REAP students. Njabulo has since bought a car and is building a home for his family.

REAP'S 2018 Graduates / *continued*

University of Kwazulu Natal

Bhengu, Solomon Siyanda (M) - B Pharmacy

Dindi, Sfiso Edmund (M) - MBChB

Dlamini, Patrick Sizwe (M) - B Social Science

Duma, Sabelo (M) - BSc Property Development

Hlabisa, Thabo Mbuso (M) - MBChB

Khambule, Lucky Thokozani (M) - B Pharmacy

Manzini, Ntombifuthi Martha (F) - BSc Physiotherapy

Mbambo, Nokukhanya Petronella (F) - B Education

Mdlalose, Andile Isaac (M) - BSc Geological Science

Mdletshe, Thandeka Angel (F) - BSc Physiotherapy

Mkhize, Zime Lungelwa (F) - B Education (Geography and Life Science (FET))

Mkhwanazi, S'fundo Melody (M) - MBChB

Mngomezulu, Nonsikelelo Ruth (F) - B Dental Therapy

Mthembu, Bhekifa Owen (M) - BSc Physiotherapy

Mthethwa, Msizi Sandile (M) - Bachelor of Arts (Culture and Heritage)

Mthethwa, Sihle (M) - Bachelor of Commerce (*Extended Programme*)

Mtshali, Zamide (F) - Bachelor of Arts (Culture and Heritage)

Ncube, Thenjiwe Bongiwe (F) - Bachelor of Arts (Culture and Heritage)

Ndlovu, Sinethemba (F) - B Dental Therapy

Ngwenya, Sanele Philile (F) - B Education

Nombika, Mandisa Lawrence (F) - B Dental Therapy

Sithole, Njabulo Innocent (M) - MBChB

Thethwayo, Meluleki Sanele (M) - BSc Physiotherapy

Zaca, Simphiwe (M) - B Pharmacy

Zuma, Nondumiso Nomcebo (F) - Bachelor of Arts (Politics and Law)

Zwane, Ntombizodwa Zenanile (F) - Bachelor of Arts (Law)

University of Pretoria

Masenya, Madimetja Betty (F) - BSc Food Science

Mogafe, Dimakatso Karabo (F) - LLB

Munyai, Awelani Remember (M) - MBChB

University of the Free State

Davhula, Murendwa Oriel (M) - B Accounting

Ntombela, Phindile Sikhulile (F) - BSc Quantity Surveying

Radebe, Thokozile Martha (F) - Bachelor of Commerce (Accounting)

Sekonyela, Nthabiseng Florence (F) - Bachelor of Commerce (Accounting)

University of the Western Cape

Arendse, Andrea Ilize (F) - Bachelor of Arts

De Villiers, Zenaria Oriskia (F) - Bachelor of Arts

Dumazi, Thrill (M) - BSc Environmental and Water Science

Jenner, Charmoney Beverley (F) - BCur (Extended Programme)

Kubheka, Nonkululeko (F) - BSc Natural Medicine

Maluleke, Matimba Power (M) - BSc Geology

Pietersen, Maralin Veronique (F) - Bachelor of Commerce (Financial Accounting)

Rhode, Andrea Cashandra (F) - Bachelor of Arts

Van Der Merwe, Warren John (M) - Bachelor of Arts (Psychology)

Zaki, Ongeziwe (M) - BSc Applied Geology

University of the Witwatersrand

Juqu, Ntando Fortunate (F) - B Education

Madziba, Fundiswa Felicia (F) - BSc Chemical Engineering

Manake, Duanne Tshepo (M) - BScEng Materials and Metallurgy

Mkhawana, Thamelia Hleketani (F) - BSc Mining Engineering

Mojapelo, Joel (M) - BSc Mining Engineering

Mulaudzi, Pfarelo (F) - BSc Construction Studies

Ndivheni, Tshifhiwa (F) - BSc Mining Engineering

Ngwenyama, Nicholas Golden (M) - B Pharmacy

Ramalaba, Tebogo (F) - Bachelor of Science

Ramphele, Phuti Patience (F) - BSc Construction Studies

Semenya, Refilwe Herold (M) - Bachelor of Engineering (Electrical)

Sithebe, Manqoba (M) - B Accounting Science

REAP Board and Staff Members

2018 REAP Board Members

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



REAP Staff at the National Team Week



The KwaZulu Natal Regional Team at the National Team Week



The Business Support Team with Director, Russell Davies (3rd from left) at the National Team Week

2018 REAP Staff

Head Office, Cape Town

Russell Davies	Director
Emma Francis	Deputy Director (<i>from August</i>)
Willem Schaap	Head of Operations (<i>until July</i>)
Nadeema Taliep	Finance Manager
Mandy Padayachee	Recruitment and Selection Manager (<i>until May</i>)
Meekness Lunga	M and E / Alumni (<i>until July</i>)
Anél Wesson	Communications Manager
Fabian Goodwin	Senior Data Co-Ordinator
Nicholas Gobha	Bookkeeper
Tammy Abrahams	Senior Bursary Co-Ordinator
Rochelle Tricoche	Executive Assistant
Tsitsi Rice	Receptionist / Programme Assistant
Florence Petersen	Recruitment and Selection Administrator (<i>until May</i>)
Ntombekhaya Tutu	Housekeeper
Keith Africa	Caretaker



Regional Co-Ordinator, Portia Tengani, Deputy Director, Emma Francis, Gauteng Regional Manager, Lorraine Gumede and KZN Regional Manager, Nombuso Dimba



The REAP Board at the December 2018 meeting in Cape Town.

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

Portia Mnensa	Regional Co-Ordinator
Robyn Pritchard	Senior Student Development Advisor - SU
Philani Ngesi	Student Development Advisor - CPUT and UWC
Charné Goliath	Student Development Advisor - UCT and UWC (<i>until November</i>)
Sibulele Mancayi	Student Development Advisor - NMU
Funeka Buntswayo	Programme Assistant (<i>temporary</i>)

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

Vatiswa Mangxola	Team Leader
Ziyanda Ntantiso	Student Development Advisor
Lindela Millicent Dlezi	Programme Assistant
Glenda Glover	Project Advisor

Gauteng and Free State 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
Petunia Ralebona	Receptionist / Programme Assistant

KwaZulu Natal Regional Team, Durban

Nombuso Dimba-Ndleni	Regional Manager
Pinky Mathonsi	Student Development Advisor - UKZN
Phila Mbambo	Student Development Advisor - UKZN
Zamasele Nsele	Student Development Advisor - DUT and UKZN
Mabongi Mbambo	Receptionist / Programme Assistant



The Western and Eastern Cape Regional Team
at the National Team Week



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



MEET MORE OF OUR GRADUATES



Tebogo Ramalaba

graduated with a BSc in Geology from the University of the Witwatersrand. She will be pursuing her Honours in Geology at Wits in 2019.



Ingrit Malatji

graduated as a Bachelor of Science in Geography and Geology from the University of Johannesburg. She received numerous awards during her undergraduate studies for her academic performance. She also served as a peer buddy in the REAP programme. Ingrit is currently pursuing post-graduate studies.



Kelebogile Florence Lugomo

graduated with an LLB from North West University. For her community service she tutored Grade 12's from her former high school during winter school. She is currently looking for employment.



Bhefika Mthembu Owen

graduated with a BSc Physiotherapy degree from the University of KwaZulu Natal. He is currently based at Manguzi Hospital where he is doing his community service.

Summary Financial Report

Statement of Financial Position	2018 (ZAR)	2017 (ZAR)
Assets		
Investments	3,977,180	6,096,104
Cash resources	18,689,298	18,405,223
Total	22,666,479	24,501,328
Reserves and Liabilities		
Access and Support Fund	3,756,084	3,800,726
Fr Noel Stanton Fund	7,853,350	7,937,122
Total Reserves	11,609,434	11,737,848
Accounts Payable	171,938	245,130
Donor funds in advance	10,885,107	12,518,350
Total	22,666,479	24,501,328
Summary of Income and Expenditure		
INCOME		
Grants	16,068,967	14,413,509
Administration fee from NSFAS	467,816	641,440
Corporate direct student funding	7,328,837	7,405,343
Investments	795,134	873,764
Total	24,660,754	23,334,056
EXPENDITURE		
Direct student costs (eg. meals, books, transport)	7,997,384	8,285,764
Student support services	7,117,903	6,689,757
Programme Development and Research	3,077,901	2,325,005
Recruitment and Selection	681,740	1,168,000
Human Resources Administration	640,713	625,061
Managements costs	762,432	726,172
Communication and IT	744,776	797,006
Finance and bursary administration	1,704,140	1,483,137
Property running costs	1,360,250	1,231,215
Fundraising	618,157	656,795
Total	24,705,396	23,987,912
Net surplus / (deficit) for year	(44,642)	(653,856)

Corporate Governance

The REAP Board met three times in 2018 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, NSF ultimately allocated R28.2M in bursary funds to NSFAS, earmarked for REAP senior students. However only 2% (administration fee) of that amount passed through REAP accounts. The balance was disbursed directly to the institutions by NSFAS. NSF funds were used for senior students whilst our first year students were either on a NSFAS full cost bursary or a Kagiso Trust full bursary. Donor funds were used to supplement tuition fees and allowances for some NSF students.

Expenditure in all categories remained relatively stable. Our Research and Programme Development expenditure increased by 32% from 2017 due to the pilot project in Buffalo City funded by DG Murray Trust. Recruitment and selection costs decreased significantly due to change in student recruitment strategy, the disbandment of our volunteer network and the retrenchment of two staff. These costs will further reduce in 2019 as one-off staff redundancy payments were included in the 2018 expenses.

Donor income grew by 7% roughly from 2017, slightly ahead of inflation, though our NSFAS administration fee reduced due to the cut in our overall allocation. We recorded an overall operating deficit of R44,642 which was sourced from the Access and Support Reserve Fund. Unfortunately, our investment of the Noel Stanton Reserve Fund did not perform well in 2018, in line with poor returns in managed portfolios in South Africa generally, especially in equities. 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.



MEET MORE OF OUR GRADUATES



Nomfundo Primrose Mdluli

graduated as a Bachelor of Commerce (Economics and Econometrics) from the University of Johannesburg. Her student development advisor describes her as a great and assertive student in the REAP programme who has shown a lot of growth and development over the years. Nomfundo will be pursuing postgraduate studies at the University of Johannesburg in 2019.



Matthew Claasen

graduated as a Bachelor of Accounting from Stellenbosch University. He maintained a consistent level of performance throughout his studies and completed his degree in minimum time. At university he was an active member of his church and his faith carried him through some challenging times. Matthew is currently pursuing his honors degree at Stellenbosch University, partly funded by Merzars, where he has secured a position to complete his articles.



Ongeziwe Zaki

graduated as a Bachelor of Science in Applied Geology from the University of the Western Cape. He is enrolled for postgraduate studies in the same field and is now funded by a full cost bursary called Dust to Side. Ongeziwe will be remembered for being an outstanding all-round REAP student in academics, community service and involvement in campus activities. He writes: "I would like to extend my greatest gratitude to REAP for the role that you've played in my life, I'll never forget you and I appreciate you. You'll never know your role in your students' lives but it's huge. Our nation needs people who give tirelessly without expecting anything in return."



Thrill Dumazi

graduated as a Bachelor of Science (Environmental and Water) from the University of the Western Cape. He was a very active student with several extra-curricular activities such as being a student assistant at the library as well as a house committee member. He also volunteered as a peer buddy, mentoring REAP first-year students to fully adapt to university life. This helped him develop his leadership skills. Thrill is currently doing post-graduate studies in Integrated Water Resource Management (IWRM) at UWC.



Akhanani Mtshini

graduated with a National Diploma in Chemical Engineering from Cape Peninsula University of Technology. She has enrolled for a B Tech in Chemical Engineering at the same institution. Akhanani made such a good impression at South African Breweries, where she did her in-service training, that she has been offered a permanent position from 2020, once she has completed her post graduate studies. She writes: "I would like to thank everyone at REAP. My SDA was always there to support me and the workshops were so effective, giving me skills that I can apply in my daily life. REAP did not only support me financially, they went the extra mile by developing me so that I can give back to the community. I will never forget what REAP has done in my life."



Andrea Rhode

graduated as a Bachelor of Arts from the University of the Western Cape. She writes: "I want to thank REAP for having faith in me and my abilities. You gave me hope, long-life friendships and skills I will most definitely use on my journey of success. You did not just fund my studies, but you invested in my dreams. Thank you for making a little girl from Pacaltsdorp's dreams a reality." Andrea will be pursuing post-graduate studies in 2019.

Funding Partners



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

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