

# Transitions

## Transitions Foundation Mid-Term Report to Go Ahead! 2018



NPO no: 123-202  
NPC no: 2012/134534/08



## Summary Information

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## Summary

We began 2018 on a high note, following the very successful graduation of the Transitions Class of 2017! We were particularly pleased and encouraged not only by the quality of results that our learners had achieved, but also with the consequential post-school placement rate that we saw at the beginning of this year. We are confident that the Transitions programme has been a great addition to preparing these learners for a life of success, as informed and prepared as possible. Whether it be through undertaking tertiary studies, taking the entrepreneurial path or gaining employment, once again, we are inching closer to our ultimate goal: to increase the number of empowered township youth with viable post-matric options and a belief that success is possible in their own lives.

For us as leaders of the Foundation, it was encouraging to see that we had a hand in shaping independent thinkers, who all had a much clearer idea of their adult journeys. We were struck by just how diverse the choices of the learners were, and the degree to which they all held strong convictions about what they wanted to pursue post school. They now remain a significant part of what Transitions represents as they enter a new phase as Alumni of the programme and hopefully inspire others who come after them.

Along with this exit of the Class of 2017, we also began the year looking forward to a new addition – the Class of 2020 – as a continuation of our efforts to stagger our growth and scale our work at Allanridge Secondary School. Identified and selected by their school teachers on the basis of their grit, drive and potential to excel, 20 new learners and their parents were welcomed to the Transitions family at an Orientation event in early February. Therefore, this year, we have enrolled a total of 40 Grade 10 and 11 learners, thereby ensuring that the Foundation is well on its way to servicing a full band of 3 cohorts concurrently by 2019.

Having reflected on the logistical and capacity challenges that came with our first year of inter-grade mixing in 2017, we made shifts in our tutor numbers, improved our programme scheduling and are building the capacity of our interns (who are now considered “Programme Coordinators”). What follows herein is an interim report from our 2018 Summer programme activities. We trust that you will enjoy reading about our progress.

## 2018 Summer Programme Report

### *a) Minds-In-Transition:*

*Minds-In-Transition* is largely focused on our tutoring programme in Mathematics and Science. In preparation for tutoring 40 learners, we ensured that we started the year with 6 tutors (3 in each grade) to maintain our tutor:learner ratio (1:6) and place greater emphasis on small-group learning. Grade 10 is the entry stage to the Further Education and Training (FET) band of high school and Grade 11 is considered the toughest year of high school – in both cases, we knew that we needed to focus on laying a strong foundation for our learners in this first term of the year.

We have made improvements to our lesson plans and have made a greater effort to align the topics to the South African curriculum. In this first term, we focused on the following key topics for both grades: **MATHEMATICS** – Algebra, Geometry, Trigonometry and Functions; **SCIENCE** - Matter and Materials, Atoms, Periodic Table, Chemical Bonds and Waves. Our learners now have a good grasp of these topics and should be able to work towards positive outcomes in exams.



This year, we have also managed to incorporate fun activities such as Chess and 30 Seconds games to fuel our learners' intellect even during downtime (between classes). Overall, Transitions is able to show great results as a function of increased contact time (through tutoring), genuine interest in one's progress (through mentorship), as well as inspiration drawn from exposure to new influences (through master classes, skills sessions, field trips and book club). This is testament to the strength and impact of the work that Transitions Foundation undertakes, particularly in the township context where many poor families reside.

#### *b) Lives-In-Transition:*

In our *Lives-In-Transition* programme this Summer, we placed much emphasis on ensuring that our learners are well acquainted with the concept of Mentorship before we match them with individual mentors to guide their progress. While we've made the strategic decision to only pair Grade 11s with individual mentors, the focus for our Grade 10 learners was to ensure that they understood the meaning, purpose and value of having a mentor before they embark on that journey in future. This was largely in response to the feedback from previous learners and their mentors – that we could do better to outline specific expectations from a mentorship relationship, so as to help them evaluate the success of the relationship on the basis of set objectives.

We have since held two introductory workshops on Mentorship, for both our learners and the volunteers that make up our mentor community. In these workshops, we focused on definitions, expectations and what a successful mentoring relationship looks like. The second workshop was led by an external facilitator, **Onke Mazibuko**, who is a Psychologist and experienced consultant in the subject of Mentorship. Following this ground work, Grade 11 learners were matched with individual mentors. They have recently met for a Mentorship day during which they went through "vision boards" and also established the boundaries of their relationships.

In our master classes and skills sessions, we featured key personal development topics including:

- *"Yibahuwe"* (Be Yourself), a personal Coaching and Leadership programme facilitated by **Zama Sibaya**, with a focus on self-awareness through the theme of "Who am I?".
- *Communications and Teamwork* fun activities facilitated by **Sibongile Khumalo**, to help learners discover their strengths and work together as a team.

- *Entrepreneurial thinking*, a master class delivered by **Mathebe Molise**, founder of “[Beauty on Tapp](#)”, an eCommerce platform that is transforming the beauty industry in South Africa.
- *Following your passion and purpose*, an inspiring talk by **Zandile Maramnco** who gave our learners fruit for thought about the lives they choose to lead.
- *Running a successful business*, a master class delivered by **Ntombenhle Khathwane**, founder and Managing Director of [Afro Botanics](#), an organic ethnic hair care range focused on strengthening, restoring and repairing ethnic hair. This talk inspired our learners to appreciate their natural beauty.
- *Being an Engineer*, an insightful talk about success in the Engineering field, by **Motlatsi Mabaso**.

These sessions are very valuable for our learners as they are always challenged to think out of the box and apply themselves in all areas of their lives. While it is often expected that every young person should aspire to be highly educated and gain ultimate employment, it is also important to consider the varying strengths of the individuals in the group and support them in their own unique paths. Therefore, while some of our highest achievers may wish to study towards university degrees such as Engineering and Accounting, others are more inclined to seek out an entrepreneurial path or even undertake arts and artisan ventures. It is therefore important that our master classes and skills sessions offer a balance.



Our Summer field trips first took us to see the highly acclaimed “*Black Panther*” film in February, sponsored by Afro Botanics. Our learners were blown away by the key messaging around Africa’s potential portrayed in the film and a number of them even recorded video feedback of their thoughts on the movie. We also visited the Hector Pieterse Museum in April for a historic look at the Soweto Uprising that culminated in the events of 16 June 1976 during the height of apartheid in South Africa.

In our book club, we read and discussed “*The Curse of Teko Modise*”, a biography of one of the most beloved South African soccer players. The book served as an inspiring tale of rags to riches, and the importance of perseverance and excellence in all that our learners undertake.

### c) Team and Governance

Since our Strategic Planning session in November 2017, the Transitions Board has gained an additional member, **Mrs. Kgomotso Molewa**, who is also a member of the *Mentor Connect* team that coordinates our Mentorship Programme. The rest of the board is made up of Dr. Kopano Matlwa, Mr. Daniel Enang and Dr. Malebogo Ngoepe. Starting in 2018, the board has now increased the frequency of its meeting to four times per annum (including an AGM and Strategy Review session each November).

Given the increasing capacity demands on the team due to the programme's growth, the two Transitions Interns have also been promoted to Programme Coordinators, with increasing responsibilities including Social Media Management, Website support and Alumni Management. In addition, our Managing Director has joined a Collaborative Community Programme (CCP) convened by leaders in the After-School sector, IkamvaYouth and The Learning Trust. By participating in this forum, we hope to gain knowledge and improve our practice as our organisation grows. We also hope that the network will support our fundraising efforts.

The full team is currently as follows:

Kopano – Founder/Director	Spencer – Alum/Tutor
Malebogo – Director	Bongani – Tutor
Kgomotso – Director/Mentor Connect	Zikhona - Tutor
Sibongile – Managing Director	Nkosinathi – Tutor
Daniel – Director/Head Tutor	Nomonde – Alum/Programme Coordinator
Cruetz – Tutor	Rosina – Alum/Programme Coordinator

## Expenditure Report

While Transitions attracts some *ad hoc* funding from other donors, it is largely due the financial backing of Go Ahead! that we were able to make the strides that we have so far this year. We thank you!

The balance brought forward from Go Ahead!'s 2017 funding (**R71 351,71**) allowed us the capacity to prepare for the start of the year in January. For 2018, Go Ahead! has generously pledged financial support to the total value of **R246 188,29** of which the first tranche (**R123 094,00**) was disbursed on 30 May 2018. The table below shows our expenses against Go Ahead! funding from **1 January to 30 June 2018**, with a funding balance of **R36 832,30**:

Go Ahead! 2018 Mid-term Expenditure report (as at 30 June 2018)			
		Amount	Total
INCOME	Go Ahead! balance from 2017	R 71 351,71	
	Go Ahead! Tranche 1	R 123 094,00	
		<b>R 194 445,71</b>	<b>R 194 445,71</b>
EXPENSES	Study Guides	R 16 045,00	
	MD stipend	R 36 000,00	
	Tutor stipends	R 26 850,00	
	Intern stipends	R 5 775,00	
	Team Planning session	R 1 730,00	
	Stationery and Materials	R 8 319,73	
	Catering	R 30 130,54	
	Mentorship Programme	R 1 864,33	
	Field Trips	R 9 206,05	
	Book Club	R 8 600,00	
	Laptop and Website	R 11 855,61	
	Bank Charges	R 1 237,15	
		<b>R 157 613,41</b>	<b>R 157 613,41</b>
	<b>CURRENT BALANCE</b>		<b>R 36 832,30</b>

Transitions resumes its programming in July 2018 for the Winter Programme. Below is our Go Ahead! budget for the rest of the year:

Go Ahead! Budget July - December 2018				
		Amount	Outstanding	Total
INCOME	Tranche 1 balance brought forward	R 36 832,30		
	Go Ahead! Outstanding balance		R 123 094,00	
		<b>R 36 832,30</b>	<b>R 123 094,00</b>	<b>R 159 926,30</b>
EXPENSES	Tutor stipends	R 27 000,00		
	Catering	R 30 200,00		
	MD stipend	R 36 000,00		
	Field trips	R 10 000,00		
	Intern stipends	R 6 000,00		
	Mentorship Programme	R 2 000,00		
	Grade 10 camp	R 32 000,00		
	Stationery and Materials	R 3 000,00		
	Book Club	R 3 600,00		
	Audit	R 10 000,00		
		<b>R 159 800,00</b>		<b>R 159 800,00</b>
	<b>SURPLUS/DEFICIT</b>			<b>R 126,30</b>

## Conclusion

For the remainder of 2018, Transitions Foundation will continue on its path to ENGAGE young people in continuous learning, EDUCATE them through maths and science tutelage and EMPOWER them through life skills development. We request and hope that Go Ahead! might be in a position to disburse the balance of **R123 094,00** ideally by **15 September 2018**.

**MANY THANKS FOR YOUR CONTINUED SUPPORT!**