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UBUNTU
EDUCATION FUND
for the Children of South Africa

It's all about

community...



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2004 Annual Report

UBUNTU
EDUCATION FUND
for the Children of South Africa

Ubuntu means if your brother or sister is down, pick them up. If they are hungry, feed them. If they are strangers, accommodate them. Ubuntu is humanity; think of others before you think of yourself. That is what ubuntu is all about.

—Sipho Gumede

humanity...

letter from the presidents

When we met six years ago, not a single school in the township had a health program, a computer center or a library. Now we reach over 24,000 children and 13,000 adults. We are proud of the numbers, but most of all we are proud of our staff and the children who are taking advantage of being the first generation of free black South Africans. While the reality of HIV/AIDS is a nightmare for our communities—our progress has been beyond our dreams.

A bond between two people has become a family of 42 people and a life force for entire communities. A small grassroots project has become an organization with a strategic plan for long-term, sustainable development. We began in a small storage place in an elementary school. Our new centrally located 2500 square foot headquarters is a symbol of hope. Our first strategy was to hold meetings amongst community members and hear their ideas. We have never changed course, we have never stopped meeting and listening. We now we have a model for development and methods of evaluating all of our initiatives.

Those same children who inspired us to start Ubuntu Education Fund in 1999 are now about to graduate from high school. We have made a difference in their lives. Where we saw decaying infrastructure, we now see libraries and computer centers—where they saw hope, they now see true progress.

Six libraries and ten computer centers are maintained and used by over 15,000 children and their communities. Over 40,000 people are provided with health education classes. We now have 22 counseling centers where thousands of children infected or affected by HIV receive much needed support and therapy.

The African philosophy of *ubuntu* understands humanity as a community of equals, a worldwide network of family. Ubuntu is the life force that makes a group of people a community—and in turn makes that community far stronger than the individuals who compose it.

Behind our organization's success is our own ever-expanding web of *ubuntu* generated by worldwide support. This network is providing meaningful educational opportunities for the children in our communities—allowing them to become their own agents of change. We thank our friends from around the world. You have truly shown the spirit of Ubuntu towards our organization and inspired us.

Jake and Banks





The Ubuntu Model

Ubuntu Education Fund is founded on the philosophy of ubuntu, a universal bond of sharing that connects all of humanity.

The Ubuntu Model is a community-based strategy that ensures sustainability of our education and health initiatives. Although Ubuntu's work remains geographically focused, the Ubuntu Model is a blueprint for culturally appropriate, socially responsible development in any community around the world.

Ubuntu's goal is to create programs within a community that provide knowledge and resources to change how that community sees its potential and approaches the future.

Together, we are institutionalizing change.

sustainability...

Ubuntu was founded on 3 Pillars that, in combination, make us a unique, community-driven development organization.

accessibility

Banks Gwaxula, founder and co-president grew up in the Port Elizabeth townships. From the beginning we have been part of the fabric of our communities, living where we work. We have made it a point to train and hire unemployed residents. Our office complex is central to the communities and all projects, including the innovative counseling centers, are in locations easily accessed by the children and adults who need them.

buy in

The term "buy in" is used ubiquitously, often meaninglessly, in the spheres of marketing and politics. At Ubuntu, however, the concept directs the formation and the success of our initiatives.

Ubuntu Education Fund believes that legitimacy, accountability and honesty are key to community driven development. Creation of a two-way relationship with each project incorporates these essential elements.

Meetings are held continuously with teachers, learners, parents, and the greater community. By voicing opinions and learning about the bigger picture they all become members of a team with real ownership in and responsibility for progress in their townships. Ubuntu is not bringing a program to people merely because we think it is good. Projects originate from within. Communities champion and insure their success.



The Ubuntu Model

"Ubuntu is based in the heart of the townships. We understand our communities' greatest needs and we are able to respond to them. If a child needs help or is in danger they only must walk down the street to our friendly centers. Ubuntu is the community."

—Thembakazi Mtywaru,
Schools Coordinator,
Mpilo Lwazi and resident
of New Brighton Township

The Ubuntu Model

"I have seen structures built and I've seen them disappear. I've seen books come and grow out of date without replacements. Ubuntu doesn't move without a plan and doesn't start anything that won't have a lasting effect. We act with passion, but not without logic.

—Gcobani Zonke, Deputy President, Ubuntu Education Fund and Deputy Principal, Sivuyesini Elementary School, Kwa-Magxaxi Township

balance

Ubuntu's strategic approach to development balances local community-driven action with long-term practical considerations. Ubuntu listens and reacts to the needs of the community without losing focus on the areas that will provide the largest possible impact. Ubuntu is providing effective health and education programs to our communities. At the same time, our model for development prevents scarce resources being directed towards projects that are not feasible or practical.

In our 6th year, we continue to seek improvement in process, programs, evaluation, staffing. Zwai Sokapase, ML project manager contends that "Ubuntu is always looking for a better way to do it. Banks and Jake are transformative leaders. They are always looking at things from different angles. They will look at a cup from different angles to say, 'How can it be done better?' I'm not afraid that I will wake tomorrow and find Ubuntu no more."



"Ubuntu never told us what our school needed, they asked me what we needed and worked with our staff to achieve it."

— Mr. January, Principal, Emafini Elementary School, Kwa Dwesi Township



In 1999, in a cramped classroom in Zwide Township, a community mother changed the face of Ubuntu Education Fund. Overcoming cultural taboos, she asked, "We know computer learning is important, but four children in my son's class died this past week. Why aren't we talking about this thing called AIDS?"

Ubuntu's goal is to arm communities with information, guidance, and support to reduce the spread of HIV/AIDS and enable residents to live healthier lives. Our program combines school-based lessons and community outreach, taught by our own health workers—motivated young people from the townships, hired and trained to work in their communities. This plan creates a sustainable local education source while introducing skills and resources into a poverty stricken area.

Mpilo-Lwazi Health Initiative

quality...

Mpilo-Lwazi Health Initiative

“Ubuntu is based in the heart of the townships. No one else has ever done school based health lessons. Some groups come to celebrate one health day. But Ubuntu is there every day.”

our team

Our 30-member team of health workers is the lifeblood of our health initiative. *Mpilo-Lwazi* depends upon these educators to display leadership, offer guidance and provide accurate, up-to-date health information. Through rigorous ongoing training and professional development, our team acquires and hones these skills. In addition to weekly internal training:

- All passed exams and were officially registered with National Association of Child-Care workers.
- All are completing 200 hours of advanced counselling training.

our program

In School

- Covers a curriculum building from basic hygiene and nutrition to crisis issues
- Follows learners from elementary through high school graduation
- Trains teachers to detect and address incidents of child abuse
- Provides over 33,000 children with weekly education classes

Community Outreach

- Fosters healthy lifestyles—topics include as HIV/AIDS prevention, home-based health care, gender equality
- Conducts up to 30 workshops per week
- Reaches over 13,000 adults and out of school youth per week

Counseling Referral and Advocacy

- Builds Ubuntu Counseling Centers in the townships.
- Offers one-on-one counseling
- Develops youth support groups
- Organizes therapeutic wilderness retreats
- Provides referral service when needed
- Reaches 600 children per month

Community Empowerment Workshops

- Provides training for other community groups committed to health projects
- Holds at least 9 sessions per year for 300 community leaders

Phaphama (“to awaken and rise to the light”)

Medicinal and Food Gardens

- Develops food and medicinal gardens as nutritional and economic resources
- Encourages healthier lifestyles by stressing approaches practical in the poorest communities



Mzandile “Zwai” Sokapase, Mpilo-Lwazi Program Manager

Born in the townships of Port Elizabeth, Zwai Sokapase had a passion for education, constantly overcoming obstacles placed by a government seeking to deny him access to learning. He was unable to begin school until the age of ten and, “living like a nomad,” he, his mother, and three brothers were constantly forced to move. Although schools had no supplies and the dominant method of learning was by recitation, Zwai maintains, “I enjoyed school. I wanted to go to school.” He became the first person in his family to go to University and began teaching in 1987 with 61 students in his class.

The turning point of his career came when, as life-skills teacher for 3300 learners, he found he was counseling students more and more on HIV and AIDS. He speaks of the first death of one of his young learners, seeing other children’s deaths begin to follow and vowing he would devote himself to the fight against HIV and AIDS.

Zwai, a creator of our health curriculum, now directs its implementation. School based lessons are exciting learners he relates. “Our community members are frustrated that while there are programs on HIV/AIDS on television, you cannot talk to the set. Ubuntu health educators provide answers in person.”

Ubuntu, looking to hire its first health program employee, wanted an educator. “Zwai Sokapase,” says founder Banks Gwaxula, “is an





*S*ivulile Computer Initiative (opening doors) provides communities with skills and resources they need to participate in South Africa's increasingly technology-driven economy and higher education systems. Sivulile has built ten state-of-the-art, community owned and operated, computer centres. Ubuntu has provided ten schools and surrounding communities with unprecedented access to information technology. Ubuntu empowers schools by giving their teachers essential computer skills to pass on to the children. These centres are enabling township residents to participate in South Africa's increasingly technology-driven economy and higher education systems promises to transform a region haunted by poverty and unemployment.

Sivulile Computer Initiative

impact...



The "buy in" of stakeholders is key in the creation of these centers. Ubuntu staff spend months meeting with teachers, students, parents, and other community members to ensure understanding and support for each new project. The key to our participatory approach is the Ubuntu Model. Ubuntu's model includes repeated interviews, workshops and focus groups with fieldworkers and beneficiaries. Without these channels of communication, the leadership of the organization cannot make informed decisions.

As Ubuntu creates a sense of ownership, residents become enfranchised and acknowledged as a vital part of a team to champion a goal and ensure success. Ubuntu infuses communities with skills and resources while engendering sustainability in all of its

Sivulile Computer Initiative

I remember a time when I knew nothing about something called a computer. That seems long ago to me now. Ubuntu Education Fund has brought computer knowledge to my generation. I have learned how to send an e-mail, I even have my own e-mail address. My family cannot believe that I have these incredible opportunities to learn. My father works in the mines and can not read or write. I will go to university and study computer science.

—Simphele Xhola, age 13



programmes. Ubuntu will open its eleventh center in 2005. Ubuntu has chosen to build one center this year in order focus on strengthening the buy-in and working to build small businesses.

our team

- Ubuntu has trained 180 township teachers as computer instructors.
- These teachers are taught how to work with a curriculum that builds from basic computer skills for the youngest kids to programming and graphics for high school students

our program

Computer Centers

- Has built 10 state-of-the-art computer centers
- Serves over 12,000 children and their communities
- Has created a model that stresses community involvement and sustainability

Small Business Development

- Each of our ten computer centres is an unprecedented educational resource; each of these centres is also an untapped economic opportunity.
 - Through a partnership with COMSEC, an organisation dedicated to fostering township entrepreneurial skills, each school will develop a small business using the technology resources in its computer centre. While all of the schools have operated sporadic fundraising activities through their centres, COMSEC will help each business generate enough revenue to maintain the centre, cover its own expenses, pay employees and reinvest money in the under-resourced schools.



Gcobani Zonke, Deputy President

Gcobani was born on a farm in Craddock, South Africa. He and his siblings walked 12 miles everyday to attend school.

“On my farm there were 8 of us who went to the school. Out of the 8, I was the only one who succeeded academically. It’s not that I was brilliant. It was the motivation of my father. My father was an illiterate man. He would encourage me to study. He didn’t want me to work on the farm like him. He wanted better. We were not allowed to study after grade 7. The school would only train us in basic things. The school was only to train us to be farm laborers.”

Through very hard work, Gcobani was able to merit a spot at Vista University where he then earned a scholarship from the British Council to study education at Leeds University in England. In the afternoon and evenings Gcobani is a mentor to our staff and an expert strategic planner. However, by day he is the deputy principal at Sivuyeseni Primary School in Kwa-Magxaxi Township.

“I thrive in diversity. I like to spend time with other racial groups. I will learn something from you and you will learn something from me. Maybe this is because when I was young we couldn’t rub shoulders with other racial groups. For me this has been a golden opportunity. I’m proud to be what I call an ‘Ubuntu person’. An ubuntu person, to me it means a person who can put himself in the shoes of another person. To really care.”

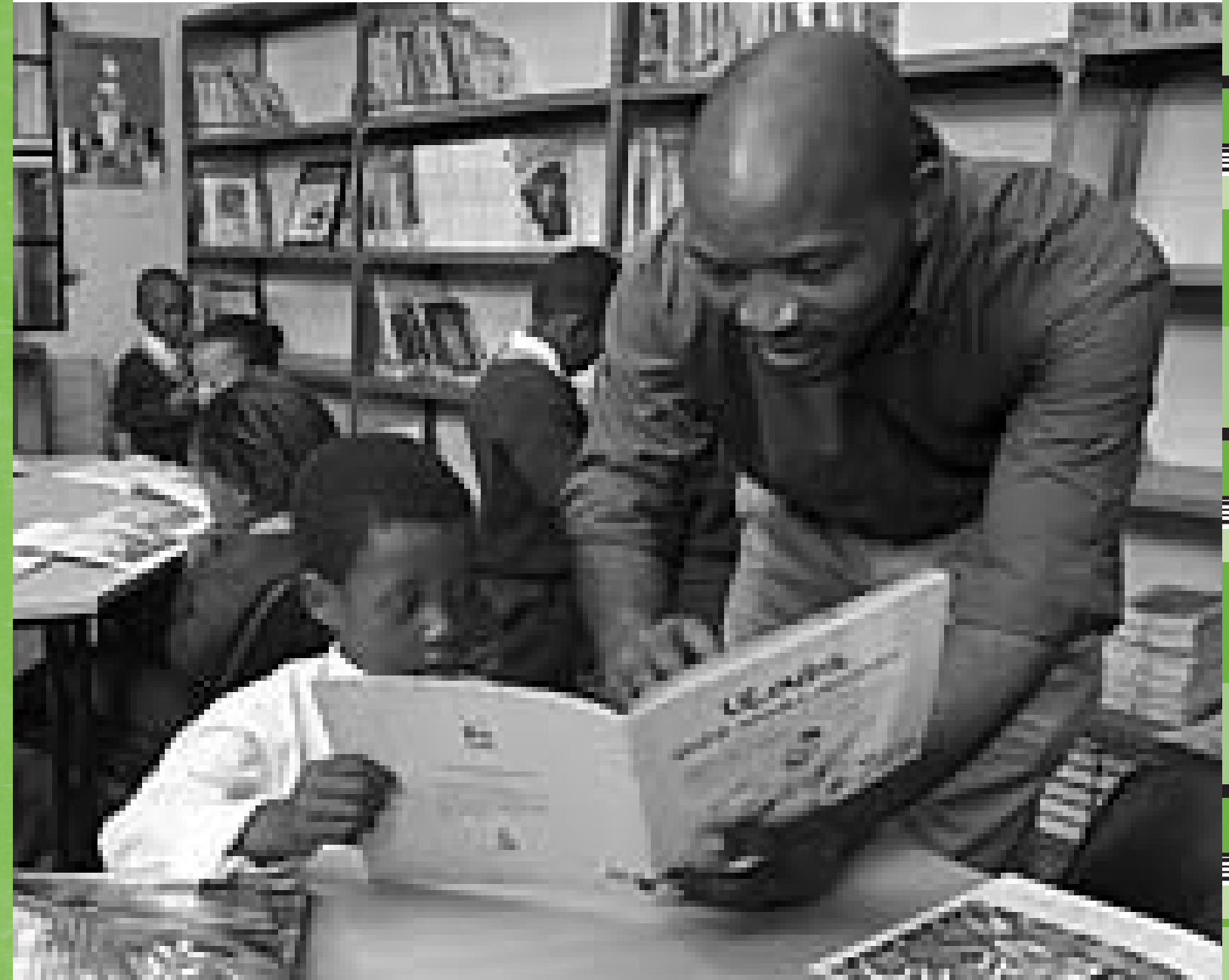


*S*iyafunda Library Initiative creates libraries and career guidance centers in township schools to provide children and adults with resources to encourage literacy and develop skills to participate in higher education and the workforce.

Township schools never had libraries. Our learners come from homes with no printed materials. Students have never been able to open a book and say, "That child in the book looks like me!" Library programs open the minds and imaginations of children so see themselves as part of a larger world. Career and guidance centers at the high school level are the logical extension of these literacy centers.

Siyafunda Library Initiative

resources...



Siyafunda Library Initiative

our team

Director Qondakele Sompondo, holds a degree in library science and has been a lecturer in library studies. He trains teachers to sustain Ubuntu libraries and facilitate programs without added expense to their schools. Our team is the community itself.

our program

Libraries

- Built 6 libraries in township primary schools
- Trained 20 educator librarians
- Opening 2 new libraries in 2005
- Serves over 24,000 children and their communities

Career and Guidance Center

- Created the first career guidance center in the townships
- Provides information, guidance, mentors for students, many of whom are the first in their families to attend college or pursue a career
- Teaches study skills and test taking techniques
- Presents career sessions by business, government, development professionals
 - Held first annual career fair in these communities

“When I was in high school we looked at the future and saw a tough road with little opportunity. Now I have learners coming up to me in the career center asking about the latest scholarships and job opportunities.”
—Qondakele Sompondo,
Director, Siyafunda



Nomnikelo “Pinky” Kondlo
Coordinator, Counseling, Referral
and Advocacy Program

Pinky Kondlo is an example of the hope and promise of the New South Africa. Pinky was raised in the Transkei region of South Africa by her grandparents.

“We would go to get water from the well, improvise games with rocks. We had no electricity, but that was not crazy to us. At that time, for most of us as children, our parents were not living with us, we were staying with our grandparents, because our parents were working in the cities. Our families were the grandmas and the children.”

She attended Vista University where she completed her first degree in 2001. She then moved on to a Bachelor of Psychology/Community Counseling, which she completed last year.

“Ever since I began my studies I wanted to work for Ubuntu. Everyone knew that there was this organization which was working with people at the grassroots. Ubuntu was doing many of the things that I had studied to do. And it was right here in our community where I was living and studying. Ubuntu has provided the resources for me to help my community grow and prosper despite HIV/AIDS. We now have the tools to understand this pandemic and to protect ourselves.”



Ubuntu Education Fund and Subsidiaries

CONSOLIDATED STATEMENTS OF ACTIVITIES

	Year Ended June 30,			2003
	2004		Temporarily Restricted	
	Total	Unrestricted		Total
REVENUES AND OTHER SUPPORT:				
Contributions	\$ 115,165	\$ 115,165	\$ -	\$ 153,456
Grants	391,441	290,984	100,457	202,530
Donated rent and legal fees	50,355	50,355	-	67,668
Other donated goods and services	108,938	108,938	-	92,242
Special benefits income *	130,817	127,073	3,744	47,727
Other	1,119	1,119	-	9,541
	<u>797,835</u>	<u>693,634</u>	<u>104,201</u>	<u>573,164</u>
Net assets released from restrictions due to satisfaction of restrictions	-	2,000	(2,000)	-
	<u>797,835</u>	<u>695,634</u>	<u>102,201</u>	<u>573,164</u>
EXPENSES:				
Program operations	448,207	448,207	-	270,843
Program management	81,560	81,560	-	89,555
Fundraising	35,000	35,000	-	7,950
Administrative**	152,421	152,421	-	157,525
	<u>717,188</u>	<u>717,188</u>	<u>-</u>	<u>525,873</u>
CHANGE IN NET ASSETS	80,647	(21,554)	102,201	47,291
Net Assets, beginning of year	186,904	184,904	2,000	139,613
Net Assets, end of year	<u>\$ 267,551</u>	<u>\$ 163,350</u>	<u>\$ 104,210</u>	<u>\$ 186,904</u>
Foreign Currency Translation Adjustment	\$ (4,157)	\$ (4,157)	\$ -	\$ 7,876

* Net of \$20,592 of related expenses in 2004 and \$55,773 in 2003.

** Includes \$75,355 of donated services in 2004 and \$67,668 in 2003.

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Velile Notshulwana, Board Member

Velile Notshulwana-Mqota was born and raised in the communities where Ubuntu works. He attended both Elementary and High School within walking distance of what is now the Ubuntu Headquarters. Growing up under the Apartheid regime, Velile struggled to gain an education that would allow him to escape persecution. By winning a coveted United Nations scholarship, he was able to come to the US and earn his PHD in clinical psychology from New York University. Dr. Notshulwana is a professor of psychology at the New Jersey City University, the executive director of Mqota and Associates, a New York-based professional development and research group, a clinical director at the Newark Beth Israel Medical Centre, renowned author and board member of Ubuntu Education Fund.

“South Africa is a model of what is possible. I see the men and women I grew up with who lived in absolute poverty, who fought against all odds, are now powerful leaders of government and industry. Our children now have role models. Ubuntu provides the resources and skills that give them a fair chance.”

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