



UBUNTU



EDUCATION FUND

for the Children of South Africa

Investing in Results

2005 ANNUAL REPORT

Ubuntu Education Fund is dedicated to working with the people of the Eastern Cape Province to develop quality education and healthy communities in the New South Africa. We provide comprehensive HIV/AIDS services and essential educational resources for over 40,000 vulnerable children in the townships of Port Elizabeth.





Dear Friends,

As we celebrate seven years of service, Ubuntu Education Fund continues to expand and evolve, while our goal—to make the free South Africa an equitable South Africa—remains the same. We now work with over 40,000 vulnerable children and their families in the townships of Port Elizabeth.

The first group of students who learned to read in an Ubuntu library, became computer literate in one of our technology centres and attended years of in-school health education classes are themselves moving on to higher education, jobs and giving back to their communities. Children who were orphaned, vulnerable and otherwise forgotten are now healthy young adults, supporting themselves and engaging in sustainable community development.

With the advent of antiretroviral treatment at clinics in Port Elizabeth, there is a significant opportunity to reverse the trend in AIDS mortalities by assisting people to access treatment and regain their health. Our success has always been contingent on addressing the specific needs of our community and we have responded by pioneering a strategy to facilitate the roll-out of life-saving treatment in our region. We are restructuring our Mpilo-Lwazi health programme to establish a targeted proactive system to reach people living with HIV/AIDS and provide comprehensive case management services that improve both health and household stability. Today, we have the opportunity to keep parents alive and ensure our children realize their potential.

Seven years ago, anyone familiar with our struggling communities could scarce imagine a career centre placing hundreds of children on the path to higher education and employment, computer centres educating over 13,000 students, 24 school-based counselling centres, or the widening distribution of life-saving HIV treatment. Ubuntu Education Fund is part of the fabric of life in Port Elizabeth and we are seeing the tangible results of thoughtful growth. Our investment in people and best practices has produced a replicable model for grassroots sustainable development.

The African concept of *ubuntu*, viewing humanity as a community of equals, a worldwide network of family, is more than an idea to our organization. This philosophy is made concrete by our staff, our communities, our programmes, and our supporters. We thank you for growing along with us and spreading the spirit and reality of *ubuntu*.

Jacob Lief
President/Founder

Malizole Banks Gwaxula,
President/Founder

Gocbani Zonke
Deputy President



The Ubuntu Model

Ubuntu Education Fund is founded on the philosophy of *ubuntu*, a universal bond of sharing that connects all humanity. We have used this philosophy to create the Ubuntu Model—a community-based strategy that ensures ownership and sustainability of our health and education initiatives. The Ubuntu Model depends upon the relationship between the organization and the communities it serves, calling for close collaboration with parents, teachers, students and community leaders.

We have never viewed development from an “us” and “them” perspective—the organization as the font of knowledge, resources, and skills and the beneficiaries as passive recipients only to voice needs and critique interventions. Disengaging communities from their own development and failing to acknowledge their resources produces unsustainable results.

The Ubuntu Model allows us to address social challenges with a novel and systematic approach. Ubuntu builds legitimacy by ensuring that the services and resources we provide are what is needed and wanted by the community. Our strategy is different: Ubuntu works on the simple tenet that all communities have an array of resources and capabilities and we have the responsibility to recognize and utilize these assets to their fullest. Putting people at the centre of their own development changes how each group sees itself and approaches the future.

“If the community does not buy into a project’s purpose and goals, there will never be enough commitment to allow it to achieve success and become sustainable. Ubuntu does not enter into any projects that are designed as a short-term fix to a long-term problem.”

—Gcobani Zonke,
Deputy President,
Ubuntu Education Fund

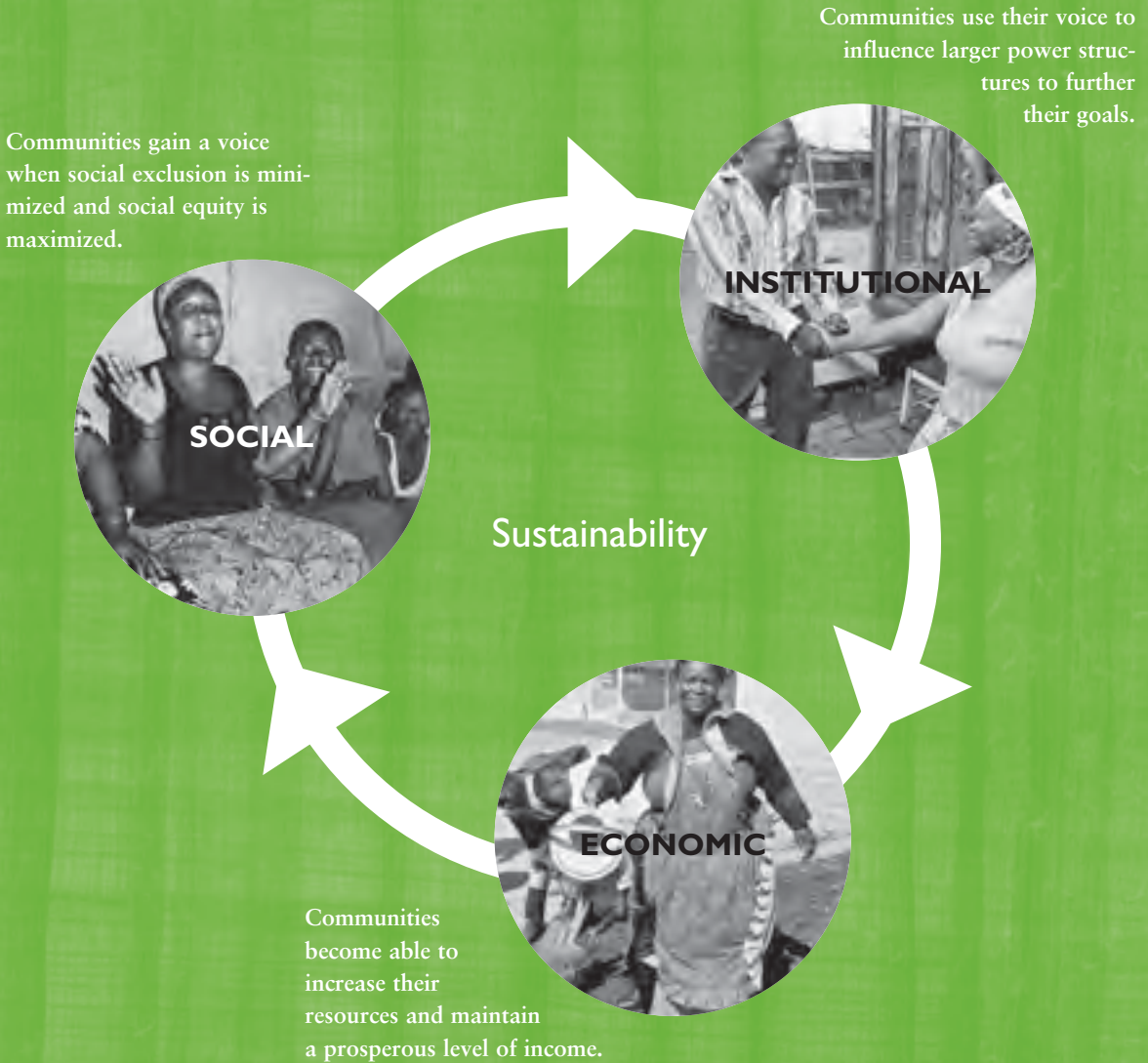
The Ubuntu Model for Development:

1. Community Involvement
2. Accountability
3. Legitimacy
4. Evaluation
5. Organizational Learning and Growth
6. Sound Financial Management
7. Creativity
8. Long Term Planning



SUSTAINABILITY AS A CONTINUUM

Sustainable community development is a process in which financial sustainability is but one aspect. Understanding sustainability as a continuum allows us to more accurately assess our progress and focus on the logical next steps in organizational and programme development.





Sivulile Computer Initiative

**Sivulile Computer Initiative
builds state-of-the-art computer
centres used by over 13,000
learners in under-resourced
township schools.**

In 2005 we transformed our computer initiative through a partnership with The Shuttleworth Foundation and the Eastern Cape Department of Education. The outcome of our new collaboration, Ubuntu-tuXlab, is a cost effective, easily replicable technology centre. The Ubuntu-tuXlab is an innovative project that uses an open source platform, community volunteer networks and a rigorous buy-in process to create an inexpensive, easily maintainable technology education solution.

We have learned that teacher training is as important as student education in creating sustainable technology centres. On-going instruction for educators and administrators ensures that technology is integrated into all subject areas and the day-to-day running of the school. Empowering residents to participate in South Africa's increasingly technology driven economy and higher education system promises to transform a region haunted by poverty and unemployment.

2005 Impact:

- 3 new computer labs opened, introducing 2,600 primary students to technology education.
- 10 existing Ubuntu labs converted to a thin-client set-up linked to a powerful server as part of Ubuntu-tuXlab model.
- 7,600 primary school students learned basic computer hardware usage, typing skills, basic word processing.
- 5,700 high school students advanced their computer knowledge in word processing, spreadsheets, visual presentations, and publications including graphic design.
- 300 teachers completed our 12-week course in basic computer skills/applications achieving 100% pass rate on Dept. of Education Computer Instructor Assessment.
- 5 workstations and 1 server added to 6 existing primary school centres.
- 4 high school centres upgraded to Ubuntu-tuXlabs with addition of powerful new servers.

“My fears of computers are gone. I have never touched a computer before and here I am actually helping to set up the lab!”

—Nomsa Xego,
Grandparent,
BJ Mnyanda Primary
School

BEST PRACTICE: Involving Students, Parents, and Teachers in Computer Lab Installation

An important technical skill transfer occurs during a lab installation as participants network computers by stripping cables, attaching network plugs, removing old hard drives, and helping to wire electrical plugs. Parents and learners together gain confidence they can master computer hardware and software. Students revel in the chance to show their elders around various technical components and community interest and support is solidified.

Vincent Mnyameni, Sivulile Technology Educator

Several years ago Vincent Mnyameni touched a computer for the first time in an Ubuntu computer centre at KwaZakhele High School. He is now a part-time technology educator for Ubuntu while pursuing a university degree in Computer Science. Vincent takes pride in returning to his old school to give computer training to the same teachers who mentored him only a few years ago.

“Ubuntu to me means commitment. As a student I would see the Ubuntu team in my school every day working non-stop to make sure my education improved. I now have a responsibility to do the same for other children in my community.”



Ubuntu's partnership with The Shuttleworth Foundation allows us to increase our capacity through use of open source educational programmes. People who have never touched a computer before are beginning to understand the boundless opportunities of being computer literate.


—Jana Zindell, Director,
Sivulile Computer Initiative

INNOVATION: Ubuntu-tuXlab Model

The Ubuntu-tuXlab Model uses existing or refurbished computers, stripped of their hard drives (“thin clients”), networked to a powerful new server. Benefits of the thin-client set-up include central management software installation, easy replacement of broken hardware, and lowered total cost of ownership. The cost of creating an Ubuntu-tuXlab is 76% lower than a standard computer centre. The Ubuntu-tuXlab demonstrates the viability of open source software in providing schools with a cost effective and efficient IT solution.



Siyafunda Library Initiative



A THOUSAND MILES BEGINS WITH A STEP.
A DAY".

**Siyafunda Library Initiative
creates libraries and career
guidance centres used by over
8,000 children and young
adults in the township schools
of Port Elizabeth, South Africa.**

Stocked with culturally appropriate books in a variety of South African languages, Ubuntu's libraries provide children with the material resources and guidance to cultivate reading, writing, and other essential skills. Schools use the libraries to teach classes that develop research techniques and encourage literacy. Ubuntu libraries are also the quiet, safe, child-friendly learning environments sorely lacking in the lives of township children.

2005 Impact:

- One new library was established and teachers were trained in library management and utilization at JK Zondi Primary School, providing literary resources to 1,000 children.
- 7,300 children aged 5-12 attended bi-weekly literacy sessions in one of 7 Ubuntu libraries stocked with high-quality reading and reference material.
- 120 teachers completed in-depth training in library management and usage.
- 1,300 high school students utilized the Ubuntu Career Guidance Centre, receiving counselling and information on job training, higher education admissions, and scholarship opportunities.

BEST PRACTICE: “The Community Buy-in”

The Ubuntu Model stresses the importance of developing management capacity in community institutions and empowering all stakeholders—parents, learners, community members—to actively participate. We could build a library or develop a community garden in a short time, but instead we take 12 months. In this period of working with the community we set milestones to measure commitment for each phase of the process, use incentives to encourage enthusiastic buy-in, and provide intensive programme management training. Our ownership strategy ensures long-term sustainability of programmes.



- 4,200 high school students participated in Career Week—a five day conference comprised of workshops, panel discussions, and lectures by township-born professionals and academic institutions, focusing on information about career and higher education options, and counselling in study skills and test taking techniques.
- 64 vulnerable primary school children participated in a three week Ubuntu Library Camp to promote communication, self-expression, and self-esteem, while also challenging social stigmas.
- 4,000 primary school children participated in three community-wide literacy events: Reading week, Poetry Day, and Drama Day.



Rob Duker

“Cultivating a Culture of Reading” Qondakele Sompondo, Director, Siyafunda Library Initiative

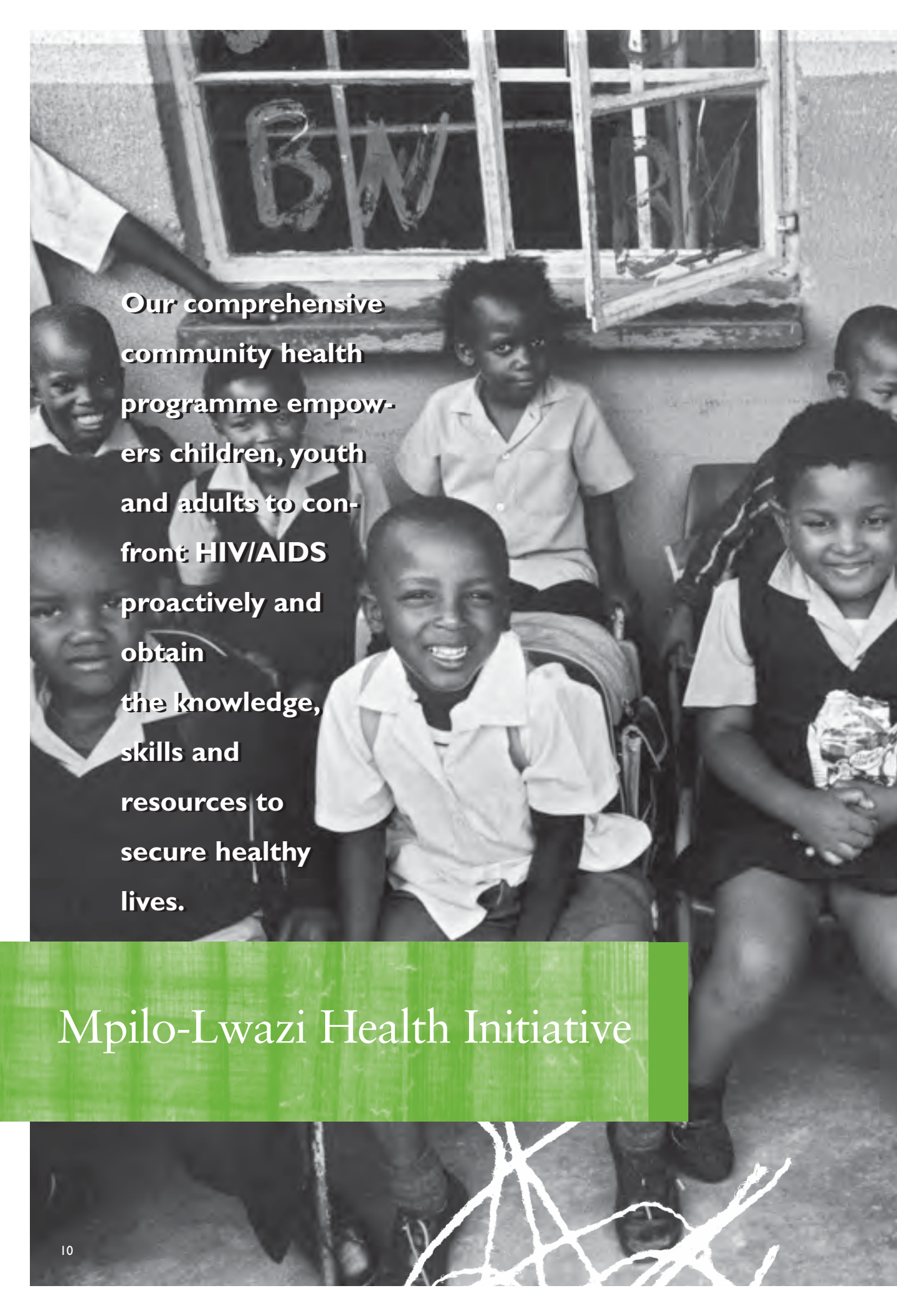
Qondakele’s personality and passion for learning moved Siyafunda beyond school libraries. A degree in Library and Information Studies sharpened his focus on developing a culture of reading to empower young people. He refined Ubuntu’s programme into a practical, cost-effective model for integrating libraries into the poorest schools, helping transform how our region views literacy.

Growing up without books, Qondakele relished his grandfather’s stories in the evenings. His love of reading grew as he read those same tales in school. With a shortage of written material, though, recitation took precedence. This deficit, even today, fuels his concern for school libraries. Qondakele emphasizes, “Libraries should contain lots of fiction and story books which inspire interest in reading.”

Qondakele’s excitement about education is infectious. A recognized educational leader, he recently represented South Africa at an international library conference in Norway. Whether reciting poetry at a school program, guiding teachers to use libraries, or negotiating an expansion of career centres, Qondakele Sompondo is an educator who believes his job “is truly about changing lives.”

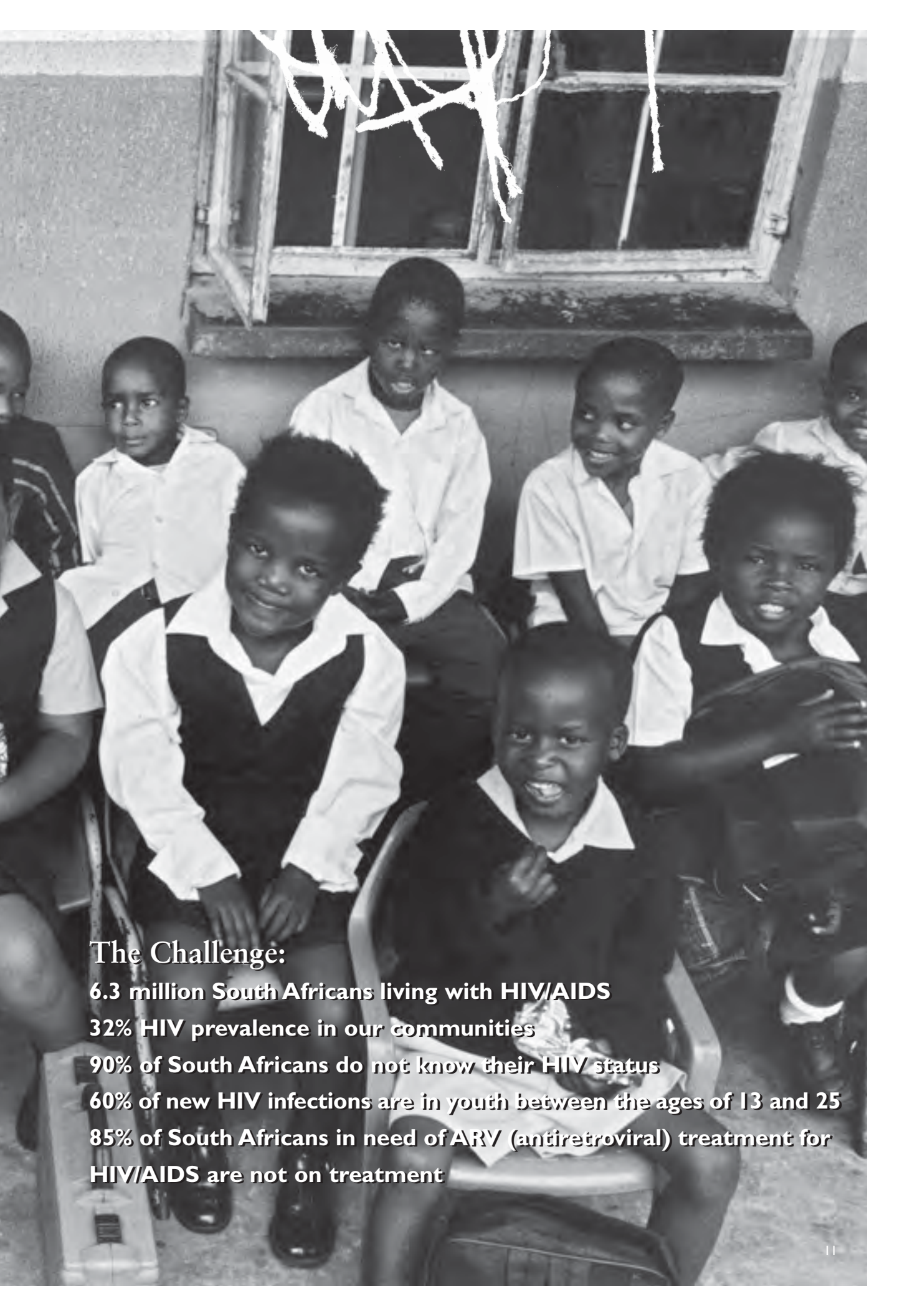
INNOVATION: Accessible Career and Further Education Guidance at the High School Level

Today’s township students have unprecedented access to higher education and employment prospects. However, students need information and guidance in order to take advantage of these new opportunities. Adapting the Siyafunda Library Initiative for high school students, Ubuntu has developed two career guidance centres. Ubuntu’s career mentors teach study and research skills, test taking techniques, and explain the process of entering college or trade school, or obtaining a skilled job. The value of providing township teenagers with up-to-date information and mentoring at easily accessed locations cannot be overestimated.



**Our comprehensive
community health
programme empowers
children, youth
and adults to con-
front HIV/AIDS
proactively and
obtain
the knowledge,
skills and
resources to
secure healthy
lives.**

Mpilo-Lwazi Health Initiative



The Challenge:

6.3 million South Africans living with HIV/AIDS

32% HIV prevalence in our communities

90% of South Africans do not know their HIV status

60% of new HIV infections are in youth between the ages of 13 and 25

85% of South Africans in need of ARV (antiretroviral) treatment for HIV/AIDS are not on treatment

Ubuntu's Response: A Network of Interventions

Education and Outreach

Promoting Positive Attitudes...building knowledge and skills

- Weekly lifeskills health education for 24,000 students in township schools
- HIV/STI prevention and care outreach to 20,000 out-of-school youth and adults
- Capacity-building workshops for 24 HIV/AIDS community groups
- Distribution of 1.2 million condoms per year
- Awareness events to promote safe sex and reduce stigma attended by 2,000 people

Treatment Access

Increasing Access to Lifesaving Therapy...building public clinic capacity

- Escort and advocacy for Ubuntu clients in need of counselling and testing and antiretroviral therapy
- Pre and post-test HIV counselling services at local clinics
- Training of clinical staff in advanced HIV counselling
- Treatment readiness support for patients eligible for ARV therapy
- Group sessions on treatment literacy, risk and stigma reduction
- Enrollment of clients in Ubuntu case management services



BEST PRACTICE: Accessing Hard to Reach Communities Through Informal Leaders

Our outreach team developed community mapping and networking techniques that build relationships with key residents of informal settlements and enable access to the most vulnerable, under-served communities. Health workers identify informal leaders of an area by establishing dialogue with a variety of residents. Once we distinguish people whose opinion is valued by other residents, we involve those individuals in planning workshops of interest to the community; these leaders are invaluable in finding venues, logistics, and gathering community participants.

Care and Support

*Providing Critical Support Services to Families...
improving household stability*

- Counsellors in 24 schools provide on-site counselling and referral to case management
- Case management services for 500 families coping with HIV/AIDS, rape and abuse
- Psychosocial support and counselling
- Risk reduction support to prevent onward transmission from mother to child and between partners.
- Referral and escort to organisations who specialize in substance abuse, family and marital problems, and skills training
- Advocacy for survivors of sexual abuse and rape with police, courts and health providers to apprehend and prosecute perpetrators, and access psychiatric and medical care
- Support groups for children living with HIV and for child survivors of sexual abuse

Nutrition and Income

Reversing Poverty...increasing household resources

- Assistance with obtaining income grants for families caring for AIDS orphans or living with AIDS
- Nutritional supplements—fresh produce from Ubuntu garden and fortified maize meal for vulnerable families
- Organic garden development at three primary schools and one HIV clinic
- School lunch programme serving nutritious vegetable stew daily to over 900 children



Fezeka Mzalazala, Ubuntu Case Manager

Fezeka Mzalazala knew her work was having an impact when neighbours began asking for advice. “Community members saw me as a model for their children, inviting me to talk to them. Teenagers and children come with problems—a child embarrassed at not having a school uniform, a teen needing to talk about sex and HIV.”

As an Ubuntu Case Manager, Fezeka deals with issues ranging from HIV/AIDS to coping with loss of a relative, from recovery after violent sexual assault to rebuilding shattered self-esteem. Our highly trained health team works out of 25 Ubuntu centres assisting vulnerable children with the first psychosocial counselling available in the townships. Ubuntu’s case managers also assist children in navigating the legal, health, and law enforcement systems, to prosecute rape and child abuse perpetrators, access ARV therapy, and ensure a safe environment for children and women.

Fezeka remains passionate about improving conditions for fragile children and families in spite of the difficulty of her work. It is her grandmother, she says, who has always inspired her to study, to dream and to have respect for herself and what she can accomplish.

INNOVATION: Case Management Services for People on ARV Treatment

Access to counselling, testing, and ARV treatment is fundamental for effective HIV/AIDS intervention, but support services for families coping with HIV/AIDS are often insufficient. Ubuntu understands that the entire family situation must be taken into account to ensure treatment is maintained. Our Case Managers provide ongoing psychosocial support, risk reduction and nutritional counselling, assistance with receiving income grants, and help to access services for substance abuse, family problems, income generation and skills training. We prepare counsellors at public clinics to conduct home assessments and develop a supportive environment for a patient to disclose their status to a family member, a crucial step in treatment adherence.



UBUNTU EDUCATION FUND

CONSOLIDATED STATEMENTS OF ACTIVITIES

WISS & COMPANY, LLP Livingston, New Jersey

	Year Ended June 30,			2004
	2005		Temporarily Restricted	
	Total	Unrestricted		
REVENUES AND OTHER SUPPORT:				
Contributions	\$ 486,605	\$ 440,805	\$ 45,800	\$ 113,349
Grants	369,035	320,535	48,500	391,441
Contributed rent and legal fees	23,074	23,074	-	50,355
Contributed materials, equipment and supplies	130,316	130,316	-	108,938
Special benefits income	63,293	63,293	-	151,409
Other	8,560	8,560	-	2,493
	<u>1,080,883</u>	<u>693,634</u>	<u>94,300</u>	<u>817,985</u>
Net assets released from restrictions due to satisfaction of restrictions	-	198,501	(198,501)	-
Total Revenues	<u>1,080,883</u>	<u>1,185,084</u>	<u>(104,201)</u>	<u>817,985</u>
EXPENSES:				
Program operations	755,860	755,860	-	426,803
Program management	84,204	84,204	-	81,942
Fundraising	20,337	20,337	-	55,592
Administrative*	189,732	189,732	-	158,689
Total Expenses	<u>1,050,133</u>	<u>1,050,133</u>	<u>-</u>	<u>723,026</u>
CHANGE IN NET ASSETS	<u>30,750</u>	<u>134,951</u>	<u>(104,201)</u>	<u>94,959</u>
Net Assets, beginning of year	<u>281,863</u>	<u>177,662</u>	<u>104,201</u>	<u>186,904</u>
Net Assets, end of year	<u>\$ 312,613</u>	<u>\$ 312,613</u>	<u>\$ -</u>	<u>\$ 281,863</u>
Foreign Currency Translation Adjustment	<u>\$ (10,660)</u>	<u>\$ (10,660)</u>	<u>\$ -</u>	<u>\$ 29,408</u>

* Includes \$23,074 of donated services in 2005 and \$75,355 in 2004.

UBUNTU EDUCATION FUND

BOARD OF DIRECTORS

Tom Jaffe
*Chairman, Ubuntu Education Fund
CEO, The Jaffe Group*

Merafe Moloto
*Secretary, Ubuntu Education Fund
Harvard Business School*

Jacob Lief
President, Ubuntu Education Fund

Malizole Banks Gwaxula
President, Ubuntu Education Fund

Karole Turner-Campbell
*Director, Fredrick Douglass Academy II,
Retired*

Sarah Court
Jivamukti Yoga Institute

David Lamond
Artis Capital Management, LLC

Cynthia Lief
Proprietor, Islesford Dock Restaurant

Dr. Frank Lipman
The Wellness Center

Stuart Litwin
CEO, Suredeposit LLC

Dr. Velile Notshulawana-Mqota
*Professor of Psychology, New Jersey City University;
Executive Director, Mqota & Associates*

Daniel Osorio
*Vice President, Emerging Markets,
Citigroup Global Markets, Inc.*

Gcobani Zonke
*Deputy Principal, Sivuyiseni
Intermediate School*

ADVISORY BOARD

Senior Advisors

Dr. Mary Frances Berry
*Chairperson, US Commission on Civil Rights,
Retired*

Baroness Caroline Cox
*Deputy Speaker of the House of Lords,
British Parliament*

Dr. Monica Menell-Kinberg

Legal Advisor

William Voge
Partner, Latham & Watkins Attorneys at Law

Financial Advisor

Daniel Lief
Goldman, Sachs & Company, Retired

Health Advisors

Bonisile Beja
*Senior Pharmacist, Department of Health,
Nelson Mandela Metropolitan Municipality*

Dr. Lisa Berkman
*Chairperson, Department of Health
and Social Behavior, Harvard University*

Dr. Mamisa Chabula
*Director, Health Services, Western District Council
of the Province of the Eastern Cape*

Dr. Phumela Fatman
General Practitioner, Zwide Township

Educational Advisors

Ashley Bryan
*Artist, Writer, Storyteller; Recipient,
Coretta Scott King Award for Children's Literature*

Tamsanqa Mhlakahlaka
Head of Department, Emfundweni Primary School

Technology Advisor

Patrick McGahey
President, Digital Solutions and Brokers



**Archbishop Desmond Tutu, Patron,
Ubuntu Education Fund**



Merafe Moloto

Board Member, Ubuntu Education Fund

Merafe represents the generation of young South Africans at the forefront of the nation’s transformation. Born and raised in South Africa and currently a Harvard MBA student with years of Wall Street experience, she is committed to closing the economic gap in South Africa while ensuring a vibrant civil society. She explains that, “along with social and political progress, the expansion of a functional and thriving civil society is an integral element in South Africa’s economic development.”

Merafe believes Ubuntu’s unique approach to community development is the “critical piece” for achieving effective and enduring change. “Ubuntu has extended well beyond being an NGO to an authentic and enduring part of the community. This is the type of impact that all NGOs seek, but Ubuntu has achieved it with the authenticity most NGOs dream of. By staying true to our mission of employing people who reflect and represent our community and keeping ourselves grounded in the fiber of our community, I believe we have achieved the dream—a seamless trace between the communities we work in and the work that we do.”

In-Kind donations

- Bloomsbury Children’s Books
- Candlewick Press
- Charlesbridge Publishing
- Clarion Books
- DeFrancis Carbone
- Department of Health,
Republic of South Africa
- Dorling Kindersley
- Harper Collins Publisher
- Holiday House
- Islesford Pottery
- Tom and Mandy Jaffe
- Latham and Watkins LLP
- Neale-May Partners
- Parachute Press
- Penguin Young Readers Group
- Riot Atlanta
- Shuttleworth Foundation
- Simon and Schuster
- Weber Shandwick
- Whole Foods



UBUNTU DONORS

Gifts of \$100,000 or more

Fiona and Stanley Druckenmiller
Vincent and Anne Mai

Gifts of \$60,000 or more

Cogitare Foundation
Robert Kaplan Foundation
Students For Students
Tabatznik and Nestadt Family

Gifts of \$25,000 or more

American Jewish World Service
Elton John AIDS Foundation
EMPower: The Emerging Markets Foundation
David Lamond
Lamond Family Foundation
Helen and William Mazer Foundation
National Lottery of South Africa
Nomadocs

Gifts of \$10,000 or more

ABSA Bank
Anglo-American Chairman's Fund
Artis Capital Management LLC
Dickler Family Foundation—Community Development
D.G. Murray Trust
Elizabeth Taylor AIDS Foundation
Exprodat Technology
Chuck and Susan Harris
Joffe Charitable Trust
Daniel and Cynthia Lief
Stuart and Laura Litwin
David and Annesley MacFarlane
Monica and Judd Menell-Kinberg
Daniel Osorio
Rivendell Foundation
Pete Seeger-Abiyoyo Royalties
UNA-USA Riverdale Chapter
The West Foundation
Christopher Young

Gifts of \$5,000 or more

Lois and Irving Blum Foundation
Broadway Cares—Equity Fights AIDS
Discovery Health Trust
Miriam and Peter Haas Fund
The Global Fund for Children
Randall and Patricia Horton
The International Foundation
Mandy and Tom Jaffe
Karma Foundation
Lower Manhattan Development Corporation
Keder Massenberg
Phillip D. and Tammy S. Murphy Foundation

Bruce Rodney and Valerie Southgate
Sarita Kenedy East Foundation
Tom and Elisa Simmons
United Nations One Percent For Development Fund
Volkswagen Community Trust—Save the Children

Gifts of \$1,000 or more

Mary Alyn
James and Karen Baigrie
Florence V. Burden Foundation
John and Rochelle Blais
Tom and Harriet Burnett
Ashley Bryan
Steven and Alex Cohen
Columbia High School—MLKA
John and Stephanie Connaughton
Jason and Shannon Drotar
Paul and Sandy Edgerley
Rick and Michal Everist
Roy Finkle and Wendy Tillman
Wendy Fisher
Gina Godfrey
Brian and Danielle Gootzeit
Salah M. Hassanein Foundation
Investec Bank Ltd.
Islesford Dock Restaurant
Karen A. and Kevin W. Kennedy Foundation
Kathy and Brian Kronick
Mark and Patricia Kvamme
Paul and Julie Leff
Dina and Larry Lichtman-Smith
Ruth Lief
Thomas L. and Dorothy E. Litwin Family Fund
Ethna McGouhrt
Gary and Sandy McKnight
James and Judith Milne
Jennifer and Dennis Neagle
Mark Nunnely
Joseph and Miriam Neipris
Port Elizabeth Mayoral Charity Golf Tournament
David S. Pottruck
QIMC Funds
Cambridge University, QCOEF
Elizabeth Radin
Riverside Church Sharing Fund
Kyle Rosen
Cambridge University, Jesus College SAFE
Cambridge University, Robinson College SAFE
Felicity and Stanley Schwartz
Ann and Dick Sullivan
Solomon Family Fund
Robert and Susan Spass
The Masters School
Agnes and Basil Vassiliou
Bill and Jami Voge
Wharton Graduate Student Association

Gifts up to \$999

Joanne and Alex Abrahams
Accent Electric Inc.
Sarah Adams
Adlai E. Stevenson High School
Rachel Adler
Alex Agran
Martin Agran

Catherine Ahn
George and Grace Alakel
Albany Academy for Girls
Trevor Allen
Claire and Bertram Alport
Elizabeth Anderson
Aptakasic Junior High School
Anna Aquino
Julie Argentar
Rome and Lisa Arnold
Catherine Arnoux
Ben Asare
Liz Atlas
Nancy Atlas
Susan Atlas
William Atlas
Allamay Anderson
Philip and Ursula Awad
Ron and Emily Axelrod
Scott and Dawn Baca
Anne Baesemann
Brittany Baisley
Marian Baker and Chris Wriggins
Helen Baldwin
Helen Balikov
Daniel and Rita Balmuth
Hortense Howell Barber
Les and Claire Barenholtz
Harris and Helen Barer
Patricia and Kenneth Barker
Dan and Carol Barkin
Deb and Steve Barnes
Marc and Susie Barney
Eric and Linda Barr
Richard and Linda Barrows
Shannon Barrows
James and Michele Bartlett
Patricia and Trevor Bartram
Amy Basile
Jeremy Baskes and Jane Erickson
Roger and Julie Baskes
Richard and Laurie Bassin
Elizabeth Bates
Lynn Baumhardt
Ali Baxter
Rhoda Bearman
Renee Beebe
Ronna and Ted Belinky
Lee and Jill Bellarmino
Michelle and Mario Benedetto
Harold and Nancy Benjamin
Lorraine Bercoon
Elayna Berean
Dorris and Edward Berger
James Berkeley
Carol and Larry Berkowitz
Martha and Larry Bernstein
Connie Berry
David Berry
Libby Berry
Laura Beverage
Karen Biddulph and Paul West
Britt de Bie
Emily and Marvin Bileck
Dorothy and Elisabeth Bittner
Stephanie Blaha
Bryan Blaney
Nancy and Ed Bleier
Joseph Blum
Larry Blum
Laura Boshart
Joann Bostic
Jeff and Sue Braiman
Emily Brakebill
V and R Bremson
Eve and Howard Bresnik

Will and Arlene Brewster
Starr Cummin Bright
Nathaniel Brochin
Edward and Joan Bromage
Jacob Bryce
Leslie and Thomas Bullock
Leslie Bullock
Jonathan Bums
Peggy Burke and Dennis Boyle
Judy and Howard Burnett
Katy Burstein
Mary Bush
Pamela Byron
Karole and Carl Turner Campbell
Ruth Campbell
Casey Cancellieri
Laurie Cancellieri
Capitol Hill Hair
Douglas and Lorraine Capozzalo
Lisa and Charles Carey
Carolynn Carr
Suzanne Carr
Iris and Robert Center
Carrie Chandler
Jocelyn Charnas
Hillary Chassin
David and Donna Chedekel
Chinezi Chijioke
Sung Hee Choe
Anne Ciylen
Clark University
Stephen Clayman
Cecilia Cleveland
Elliot and Joanne Cohen
Stephen Cohen and Susan Mayer
Steve and Barb Cohen
Ted Cox
Lynda Cole and Paul Malbeouf
Daniel Collin
Christa Combelick
Combined Charities Campaign
Congregation Bnai Yisrael
Kristen Connell
Nancy and Dennis Connor
French and Gabrielle Conway
Sue Cook
Troy Coon and Laurie Maves
Joyce and Tim Cooney
Brian and Marni Cooper
Marjorie Corby
Suzanne Corby
Sarah Corson
Trevor Corson
Cynthia Coulson
Sarah Court
Sarah Cowan
Richard Creighton
Nick Cribbens
Wallsend Crietenden
Daniel and Debbie Croft
Jennifer and Stephen Cuzon
Andrew and Mary Cutler
Anne Cyler
Kate Dall
David and Shari Damlich
Vaughan Danvers
Dartmouth College
Frances Davis
Dr and Mrs. Dean
Diane and Leland Decker
Lyle Deckowitz
Rosangely DeJesus
Raymond Demaio
Kirk and Melissa Demetrops
Mary Ann Denton
Stanley Desouza

Denise DePass
 Barbara and John DeVita
 Aarti Dhupelia
 Walter and Karen Dicks
 David and Amelia Dickson
 Katha Diddel-Warren
 Katherine Donovan
 Andrew and Veronica Douglas
 Heather Downs
 Michelle Dubinkas
 Richard and Helen Dudman
 Eagle Rock School
 East Side Middle School, NYC
 Vanessa Echeverria
 Vanessa Echols
 Elizabeth and Laurence Eckman
 Andrew and Fiona Edelson
 Bridgett Edwards
 Howard and Jane Ehrankranz
 Steve Ehren
 Nancy Ellis
 Bob and Judy Elman
 Dr Onita Ester-Hicks
 Richard and Linda Fahey
 Family, Career and Community
 Leaders of America
 Karim Farra
 Marianne Felice and John Giles
 Bruce and Barb Fernald
 Camilla and Matt Field
 Anton and Laura Fig
 Ken Fine
 Joel and Randy Finfer
 Caroline Finn
 Mike and Sandi Finsel
 Arlene and Paul Fishbein
 Irving and Beverly Fishman
 Hazel and James Fleming
 Amanda Gordon Fletcher
 Elaine and Wayne Flournoy
 Carol Ford
 Lee and Jeffrey Forgosh
 Peter and Carole Frampton
 Noel and Marilyn Frank
 Fremont Group Foundation
 Richard and Joan Freedman
 Suzan French
 Evelyn Fried
 Rosalyn and Bernard Friedman
 Ruth Friedman
 Mark and Kathi Frymer
 Lance and Anne Funderbuck
 Natalie Furka
 Martin and Patti Ganek
 Alfred and Irene Garber
 Alan and Marsha Garfield
 Garfield High School, NHS
 Natsuko and Ronald Garner
 James and Gigi Garnett
 Lisa and Bradley Gaven
 Jane Geiser
 Ken and Sue Gelinas
 Jeff and Ellen Gendelman
 Scott Gendelman
 Shirley Gendelman
 Randi Genderson
 Becca Geyerman
 Andrea Giannetta
 Connie Gill
 Roopinder and Raminder Gill
 Mrs. Gilman
 Howel and Susan Glick
 Linda Goland
 Vivian and Glenn Golbus
 Aaron Goldman
 Alan Goldman



Workplace Wellness Programme

As an NGO responding to the HIV/AIDS epidemic, Ubuntu is committed to keeping our employees and their families healthy. Our Workplace Wellness Programme promotes a supportive environment at work, ensures access to treatment for those living with HIV/AIDS, and encourages all staff to know their HIV status.

Ubuntu's Workplace Wellness Program includes:

- A progressive workplace HIV/AIDS policy of zero tolerance for stigma and support for employees living with HIV/AIDS
- Comprehensive medical aid for all employees, their spouses and dependents, including access to voluntary counselling and testing and provision of antiretroviral therapy
- Ongoing communication and training activities
- Access to health resources including free condoms, a health library, information on area services, posters, and pamphlets
- Human Resources Director and staff trained in addressing employee concerns
- Gender balanced steering committee composed of staff at every level and including those living with HIV
- Yoga, meditation, self defence classes, choir and running clubs



UBUNTU DONORS

Robyn Goldman
 Linda Goldwater
 Laurel Gonsalves
 Anthony Goodchild
 Brooke Goodchild
 James and Denise Gordon
 Kimberly and David Gordon
 Madalyn Gordon
 Richard and Cindy Gordon
 Dorine and John Gorski
 Robin Gorski
 Margaret Grace
 Debra Gradick and Daniel
 Abrescia
 Charlie Graham
 Francis and Eudella Grant
 Edward and Jane Gray
 Ivan and Noreen Green
 Lois Green
 David and Barbara Greenberg
 Nathan and Barbara Greenberg
 Helen and Bruce Gregory
 Jane Griffin
 Lauren Grossman
 Judith and Robert Habeeb
 Mary Hackett
 Eric and Lynn Hagerbrant
 Douglas Hamilton
 Samar Hammam
 Gary and Andrea Hara
 Jeff Harbison
 Betty and Davis Harris
 Leola Harris and Mxolisi Malunga
 Selig and Barbara Harrison
 Elliot and Judy Hartstein
 Cindy Hazell
 Hebrew Institute of Riverdale
 Donnie and Cheryl Heckman
 Allison Heiken
 Rachel Heisler
 Marc and Monica Heller
 Stephen Helpem
 Thyra Henry
 Barbara and Louis Henston
 Jan Herchold
 Patricia Herman
 Jill Hessell
 Scott Hessell
 Lynn Highland
 Carol and Richard Hill
 Inga and Lee Hirsch
 Leona Hoelting
 Steven and Joyce Hoffenberg
 Diane Holder
 Joan Horner and Arthur Wilde
 Peter and Andrea Horowitz
 John Ehlis and Mary Kate
 Horrigan
 Bob Howard
 Fred and Beulah Howard
 Mark Howard
 John and Barbara Hoyt
 Johanna Polenska and Kevin
 Huberty
 Heather Hunter
 Nathan Inventor

Islesford Congregational Society
 Renee and David Israel
 Fern and Bob Izenstark
 Al Jackson
 Zara Jackson
 Barbara and Martin Jacobs
 Ken and Gail Jaffe
 Christine James
 Kim Janice
 Allison Janson
 Neil and Mila Jasey
 Tema and Ken Javerbaum
 Shelley and Philip Jenis
 Rebecca Johnson and
 David Plourde
 Suzanne Nora Johnson
 Tiffany Jones
 JustGiving
 John and Mindy Kacavas
 Toni and Jerry Kallison
 Herbert and Kathleen Kanter
 Dan and Pam Kaplan
 Harriet and David Kaufman
 Alice Kay
 Patrick O'Keefe
 Susan L. Keegin
 Peter Keel
 Steve and Heather Keller
 Courtney Kelso
 Doron Kempel
 Erin Kessler
 Amy and David Keyes
 Jane Kier
 Janice Kim
 Peter Kim
 Brian King
 Evelyn King
 Edward and Beth Kipperman
 Andrew Klaber
 Wendy Klein
 Marjorie and Dan Kobrin
 Ann Kopple
 Cora Kopple
 Dr. Paul Korshin and
 Dr. Pataky-Kosove
 Helen Koskinas
 Anthony and Dawn Kowal
 Mark Kozak
 Bess Kricheli
 Deborah Krol
 Richard and Nancy Kudler
 Susan Kunkel and Alan Stein
 Susan Leviton and Jeff Lauren
 Gertrude Lasden
 Donald and Jodi LeBlanc
 Bradley and Jami LeBlond
 Kristen Leblond
 Robert and Jenique Leblond
 Eric Lee
 Richard and Jan LeFrancois
 Adele Legere
 Patricia Allison Lehr
 Judith Lerman
 David Levenberg
 Levin Club
 Eric Levine
 Joel and Ivy Levine
 Leonard and Cheryl Levine
 Charlotte Levy
 Stan Levy and Ira Gurell
 Ken and Judy Levy
 Leanne Levy
 Noah Levy
 Marci Lief and Clay Oliver
 Matthew Lief
 Rabbi Seth Limmer

Jeffrey and Kathleen Lindenbaum
 Frank and Janice Lipman
 Sheldon Litowsky
 Harold and Sharon London
 Linden Longino
 Philip Loughlin
 Harriet, Stephanie and
 Steve Lowe
 Jennifer Luby
 Ryan Lukas
 Edward and Deborah Mace
 Doug Mackenzie
 Larry and Donna Mahr
 Allison Maier
 Nan Maier
 Mallow
 Teresa Mambu
 Elizabeth Manchester
 Diana and Jon Marcus
 Robert and Carol Marcus
 Sue Marcus
 Celia Marder Recovable Trust
 James and Cheryl Marion
 Nancy Marselis
 Meaghan Marshall
 Kathleen Martin
 Walter Martin
 Marymount Manhattan College
 Eve Mason
 Pamela Massad
 Rita Mathias
 Barbara Mauer
 Doug and Betty May
 Georgia and Alan Mayerson
 Colin McCafferty
 Stephanie McCallum
 Heather McClintock
 Courtney McCuningham
 Yanari Watson McGoughey
 Catherine Mckenna
 Michael McKinnon
 Tanya McKinnon and
 Richard Simmon
 Jim Meacham
 Edith Mehiel
 Theo and Lisa Melas-Kyriazi
 Katie Melcher
 Megan Melcher
 Michael and Sharon Mell
 Patrick and Sue Meredith
 Alison Mermel
 Scott and Eve Mermel
 Jack and Erica Merrill
 Lynne Meyer
 Jeanette Meyers
 David Michelson
 Jeffrey and Karla Milanette
 Allen and Clara Miller
 Lillian Miller
 Scott and Heather Miller
 Charles and Toby Milner
 Future Black Nurses Association
 of Milwaukee
 Jeffrey Mindes
 Laura Minnich
 Ross and Jennifer Mitchell
 Ethel Mittenhal
 Richard and Patsy Mittenhal
 Merafe Moloto
 Lorraine Monroe
 Gerry and Terry Moons
 Brian and Roz Moore
 Harrison and Martha Moore
 James and Carol Moran
 Amanda Morison
 Wendy Moro

Becky and Jeff Morris
 Morgan and Wendy Moschetti
 Ronald and Jason Moyer
 Yolanda Mozdzen
 Hugh Murphy
 Paul and Marjorie Murstein
 Chad Musolf
 Richard and Mary Myers
 Lana Nasser
 Lawrence Neher
 Marlene and Jeff Nett
 Dena and Daniel Neuwirth
 John Newell
 Paul Newell
 Michelle Newman
 Karen and David Newton
 Byron Nimocks and Emilie
 Murphy Foundation
 Kelebohile Nkereanye
 Catarina Norman
 Velile and Robin Notshulawana-
 Mqota
 Howard and Joanne Nusbaum
 Oakton Community College
 Okwudiri Onyedum
 Orphans Against AIDS
 Barry and Bobbi Ostrowsky
 Thomas Paine and
 Christina Costas
 Gina Pak
 Brooke and Julia Parish
 Krista Parris
 Marguerite and David Persky
 Justin Peters
 Jennie Peterson
 Lucille Peterson
 Samuel and Fayne Petok
 Carolina and Trinh Pham
 Philadelphia College of Medicine
 —Biomed Club
 Carol Phillips
 Fred and Beverly Phillips
 James and Joan Phillips
 Ariana Pieper
 Anna Ling Pierce
 Daniel Pike
 Kenneth and Margaret Pinsky
 John and Kimberly Pistner
 Dawn Plumb
 Nicholas Pogany
 Jon and Kathleen Pool
 Constance Porteous
 Jennifer Potter
 Stephanie Pottruck
 Roy and Jocelyn Pozan
 Julie Poznansky
 Linda and Randy Poznansky
 Miguel Pozo
 Joni Praded
 Howard Holtz and Laura Prato
 David and Elisabeth Pratt
 Princeton High School
 Pritchett Elementary School
 Jeff and Janice Pritikin
 David Prystowsky
 Puget Sound and Hearing
 Joseltio Pujol
 William Purdy
 Stephen Putt
 Joell Pyle
 Tom Quinby
 Dena, Robert and Wendy Radin
 Susan and Kanti Rai
 Pamela Randall
 Sharon Rasof
 Amanda Ravenhill

Miriam and Victor Reff
 Sarah Reid
 John and Hillary Reimnitz
 Michele Renchner
 Ernest and Phyllis Ring
 Christine Rhodes
 Max Ria
 Ethel Richard
 Sara and Eric Richelson
 Charlie Ried
 Tim Riemer
 Right Management Consultants
 Adam Ring
 Denny and Lynn Rissman
 Don Ritchey
 Melvin and Mildred Rivkind
 Amy Rizman
 Drs. Woldman and Rizman
 Sarah Roberts
 Sarah Robertson
 Grant Rodney
 Stuart Rodney
 Diane Roepke
 Albert Roer
 Deborah and Romualdo Roldan
 Ralph and Eileen Rosamilia
 Margot and Boykin Rose
 Ruth Rose
 Steve Rose
 Richard and Carol Rosen
 Donald and Helen Ross
 Eddie and Florence Ross
 Frank and Debbi Rossi
 Richard and Martha Rowland
 Jason Rubin
 Judy Rubin
 Michael and Dee Dee Rubin
 Philip and Lotti Rubin
 Karma Ruder
 Steven and Denise Rudman
 Leslie Sage
 Jeanette and Earl Saltzberg
 Herbert and Harriet Sandberg
 David and Barbara Sando
 Jerome and Wendy Santoro
 Susanna Saul
 Theda Saxton
 Susan and Philip Schneider
 Peter and Jeannine Schoeffer
 Portledge School
 School of the Holy Child
 Alan and Susan Schulkin
 Bernard and Regina Schultz
 Carolyn Schulyer
 Adam Schwartz
 Jonathan Schwartz
 Seattle Central Community
 College
 Mr. and Mrs. Richard Seder
 Michelle Seefeldt
 Mr. and Mrs. Sergeson
 Patricia Segerson
 Cullen and Rosemary Seltzer
 Annabel Seymour
 Robert and Ellen Shafer
 Carole Shapero
 Frank and Barbara Shapiro
 Samuel Shaw
 Chris Sheban
 Mr. and Mrs. Sherman
 Andrew and Cheryl Sholl
 Caroline Sholl
 Kirby Sholl
 Mark Shottland
 Marcia Shulman
 Carol Shutt

Shirley Siff
 Lila Sigman
 Danny Simons
 Jennifer Sinclair
 Sherry and Alan Singer
 John and Cathleen Sinnott
 Eliot Sirkin and Joanne Taube
 Daniel and Debbie Sklar
 Robin and Mike Slavik
 Michael and Carol Sleeper
 Mitchell and Peggy Sleeth
 Ashley Smith
 Clifford and Jeanne Smith
 Jared Smith
 Hayley Smith-Rose
 Joseph Snider
 Andrew and Susie Sollinger
 Sarah Sommer
 Cristina Souza
 Stacy Spinack
 Elizabeth Spindel
 Melchior and Loudes Stahl
 Judith Steinbock
 Ashley Steinhart
 Renate Stephan
 Jon Sterling
 Natalie Stern
 David and Maureen Stolman
 Felicity Stone
 Stanley and Ruby Strauss
 Lisa and Scott Stuart
 Sullivan Blue Ridge
 Daniel Sullivan
 Shinning Sung
 Wendy and Gregory Supron
 Liz Suran
 Berde Sutchar
 Darlene and Chad Sutton
 Mrs. Swartz
 Bernard and Charlene Tabatznik
 Mary and Michael Taylor
 Judith and Anthony Tedesco
 David and Cindy Teicher
 Temple Chai

Gavin Tench
 Erik Terjesen
 The Community Volunteer Club
 The Fremont Group
 The Prairie School
 Nancy Theeman
 David and Cindy Thomas
 Nsega and Joseph Thompson
 Van Thompson
 Paul and Joanne Thormann
 Jillian Thorpe
 Tien Chih Yao
 Patricia Tierney
 Elois Tobras
 Jerod Tolbert
 Stacy Tolos
 Adele Torreano
 Carter Townsend
 Mike and Sue Trotter
 Marion and William Turner
 Randy Udell
 Frank Ulrich
 Nancy Urtz
 Thelma and Jerome Vanderberg
 Ashley Vandiver
 Jennifer Vaughan
 Vermont High School
 Tari Vickery
 Tim Vickery
 Dragos Visan
 John Voigtmann
 Voz Entertainment
 Jenni and John Vravick
 Lynne Waldera
 Reggie and Peter Waldren
 Anna and Sherwood Waldron
 Gudrun and Burkhard Walesch
 Sherry Wallace
 Brad Wallin
 Brian and Angela Walsh
 Tom and Kathy Walsh
 Robin Ward
 Rodman and Susan Ward
 Thomas and Leslie Watson

Mr. and Mrs. Wecker
 Eric Wei
 Kristin Weigel
 Ronald and Ann Weikers
 Karen and Geoffrey Weiland
 Sue and Arvin Weindruch
 Elizabeth Weinstein
 Lindsay Weinstein
 William Weinstein
 Nick Weinstock
 Clara Weiss
 Cora and Peter Weiss
 David Weiss
 Don and Barb Weiss
 Herbert and Sevana Weiss
 Mary Welch
 Adrienne and Walt Whatley
 Alan and Lynne Wheat
 Avery Whidden
 Madeline Whitaker
 Susan and Chris White
 White Plains High School,
 Key Club
 Linda Whitlock
 Tracy Williams
 Emily Wilson
 Marci Wilson
 David and Gwendolen Winder
 Gary and Betsy Winter
 Don and Patty Wolf
 Alan Wovsaniker
 Charles and Edith Wright
 Jane and Larry Yogel
 Joyce and John Zimmerman
 Marissa Zindell
 Steve and Adriane Zindell
 Stuart and Bette Zindell
 Victoria Zodo
 Rhetta Zoog
 Adriane and Kevin Zucker



UNITED STATES

Ubuntu Education Fund
32 Broadway
Suite 414
New York, NY 10004 USA
646 827 1190

SOUTH AFRICA

Ubuntu Education Fund
PO Box 14526
Sidwell, 6001
Port Elizabeth, South Africa
041 459 0627

info@ubuntufund.org
www.ubuntufund.org



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.

—Sipho Gumede