

# Afrika Tikkun Times

Limited Edition

NPC



**Afrika Tikkun**

Developing Young People  
from Cradle to Career

22nd Edition 2017

[www.afrikatikkun.org](http://www.afrikatikkun.org)

May 2016 - March 2017

## TODAY'S YOUTH - TOMORROW'S PRODUCTIVE CITIZENS



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new Chairman**  
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**Awards to father  
and son**  
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**Afrika Tikkun's  
Talent Day**  
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Absa has been involved with Afrika Tikkun for a number of years and is truly pleased, once again, to be playing a role in the sponsorship of the 2017 Afrika Tikkun Times.

We are continuously honoured to support this organisation, thereby giving hope to our South African youth by furnishing them with the skills they need for gainful employment and success.

Youth unemployment is a major issue in our country. It is heart-warming, therefore, to see and feel the impact that Afrika Tikkun's youth development programmes have on the lives of our underprivileged youth, as well as their contribution in creating economically active citizens.

Within Barclays Africa, our own internal learnership and transformation programmes, such as 'Ready to Work', also aim to uplift and upskill disadvantaged youth in many communities. Additionally, the financial services industry plays an important role in enabling social and economic progress throughout the country. A key aspect of what we, as a business, look at is the way in which our business decisions impact on our society, and how we can further work towards solutions that have a shared growth benefit to our communities.

Afrika Tikkun's achievements fill us with a sense of pride, by association, and we have been particularly moved by the positivity of this hard-working team, as well as the impact made on the communities and young people who have benefitted from the good work they do.

We are very proud of Afrika Tikkun's fruitful and productive year, and continue to value our close association, and our collective efforts, to create a prosperous and vibrant economy that benefits us all.

**NOMKHITA NQWENI**  
Chief Executive:

Wealth, Investment Management and Insurance



## ReadytoWork

Upskilling you for  
the world of work.



# TODAY'S YOUNG PEOPLE; TOMORROW'S PRODUCTIVE CITIZENS.

Despite the gains of 23 years of democracy, the National Children's Rights Committee's (NCRC) position is that: "South Africa still has a long way to go to effect quality of life for the majority of her children".

Afrika Tikkun, through its 'Cradle to Cradle to Career' 360° model, is determined to ensure that children and young people have a different future: A future where they have the opportunity to be the best they can be; A future where their potential is identified, nurtured and channelled productively.

This edition of Afrika Tikkun Times seeks to remind our readers of the hope of a different and better South Africa; a South Africa where children's futures are assured because they will grow up under circumstances in which their educational, physical, nutritional, psychosocial and economic needs are met. These children, especially those from previously disadvantaged communities or impoverished homes, will grow into young adults with an assurance that their lives will be different from their parents, and that they may have an opportunity to end generational poverty in their lifetime.

This is the hope that Afrika Tikkun works towards. We believe that everyone can do great things, and that, with access to the economy and the right tools (which we help provide), they can all become productive citizens of South Africa. If we

can unlock the potential of our people, we strongly believe that South Africa will be a better place for all.

Afrika Tikkun seeks to actualise these beliefs by providing services that meet the Early Childhood Development (ECD), Child and Youth Development (CYD), Youth Skills Development and Placement (YSDP) and psychosocial needs of young people.

Through our programmes, Afrika Tikkun touches not only the lives of its direct beneficiaries, but also impacts the community as a whole. Approximately 85% of our employees are from the area surrounding our community centres. As a result, many households from these communities are sustained by their income from Afrika Tikkun. The hope we create is not just for a different future; it starts with changing the status quo in the present.

It is with great pleasure that we present the 22nd Edition of the Afrika Tikkun Times and, more importantly, that we use this platform to celebrate our vision of



**ONYI NWANERI**

*Group Executive: Strategy, Partnerships and Communications*

facilitating a different future for today's young children and young people. We know that young people truly believe that they can and will make a better future - not only for themselves, but their entire country as well. **They want to change the world. Our sole purpose for existing, and everything we do, is to make sure they can.**



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## OUR NEW CHAIRMAN

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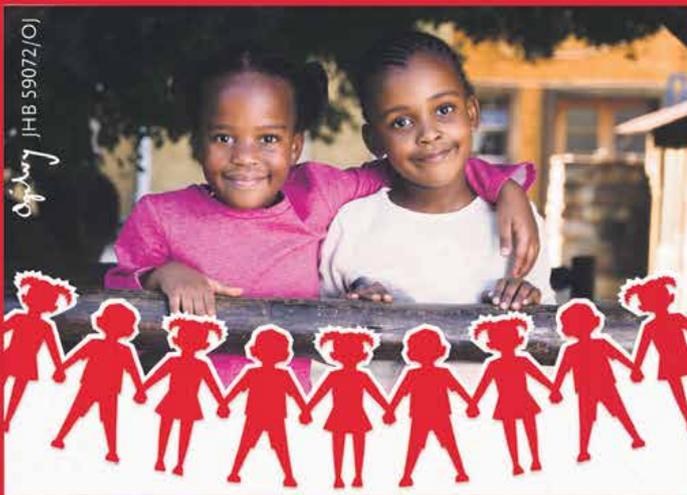
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children every day



## MEET ARNOLD BASSERABIE

Insurance Man of the Year, Marketing Man of the Year, Jewish Business Achiever of the Year, Jewish Lifetime Achiever, International Best of the Best, Regional Chairman of the World Presidents' Organization ...

These are some of the accolades and recognitions that have been bestowed upon Arnold Basserabie, and are indicative of the calibre of our recently appointed Chairman.

Arnold's involvement with Afrika Tikkun, in the days leading up to its founding in 1994, began when Bertie Lubner approached him to become a patron of Afrika Tikkun. He duly agreed and, having served in this role, he joined the board in November 2004. Arnold also served on the committee that chose a new chief executive of the organisation. "We went through a rigorous process and eventually chose Marc. For several reasons, he was the ideal candidate," says Arnold, warmly recalling how, when they took the news of this decision to Bertie, "he was so overcome with emotion that he burst out crying."

Arnold has always had much admiration and respect for Bertie, Marc and the whole Lubner family, and remembers Bertie with great fondness, admiration, and respect. "Whatever his situation, even when he wasn't so well, he would conduct himself in a very responsible and positive way," says Arnold.

Arnold sees Bertie as having been a man of great influence and love for South Africa. This was apparent to Arnold when they both attended World Economic Forum Conferences in Davos in the 90's. As Arnold recalls, "Bertie would not just attend – he made sure that the South African contingent was well-represented as a unit, and worked hard to achieve this. Africa did not feature much in the world at that time – Bertie led the way at Davos, so that South Africa's face would be put forward to the world community in the best way possible."

When Bertie passed away, Arnold was approached by the Lubner family to take up the position of Chairman. "I thought about it," he explains, "and felt privileged to be offered the opportunity to continue to contribute to the growth and development of Tikkun."

He continues, "The organisation has been doing such good work in developing youth using the 'cradle to career' concept. It's a great cause, and represents a positive response to a great need in South Africa. To be able to play a meaningful role in pursuing that vision is very appealing."



**ARNOLD BASSERABIE**  
*Chairman: Afrika Tikkun*

Without trying to replicate the creativity and passion that Bertie brought to the organisation, I welcome the opportunity to continue to contribute to its growth, and support the Lubner family in their endeavours and objectives relating to Tikkun."

Arnold sees Afrika Tikkun as a wonderful organisation, managed by competent people who are committed to its cause. "To be part of it and, hopefully, to add value to what they are trying to achieve will, as Chairman, be a privilege," he states proudly.

Arnold is a vocal proponent of the much-needed work which Afrika Tikkun does, ultimately striving to deliver well-developed, enthusiastic and educated young people to the workplace.

In Arnold's words: "Their strategy augurs well for their future, and the role they play in society and in enabling their donors and partners to achieve their own CSI objectives. Afrika Tikkun has become a multi-faceted organisation and, as it continues to achieve its objectives, can only go from strength to strength."



## VISION, MISSION, BELIEF



## OUR VALUES

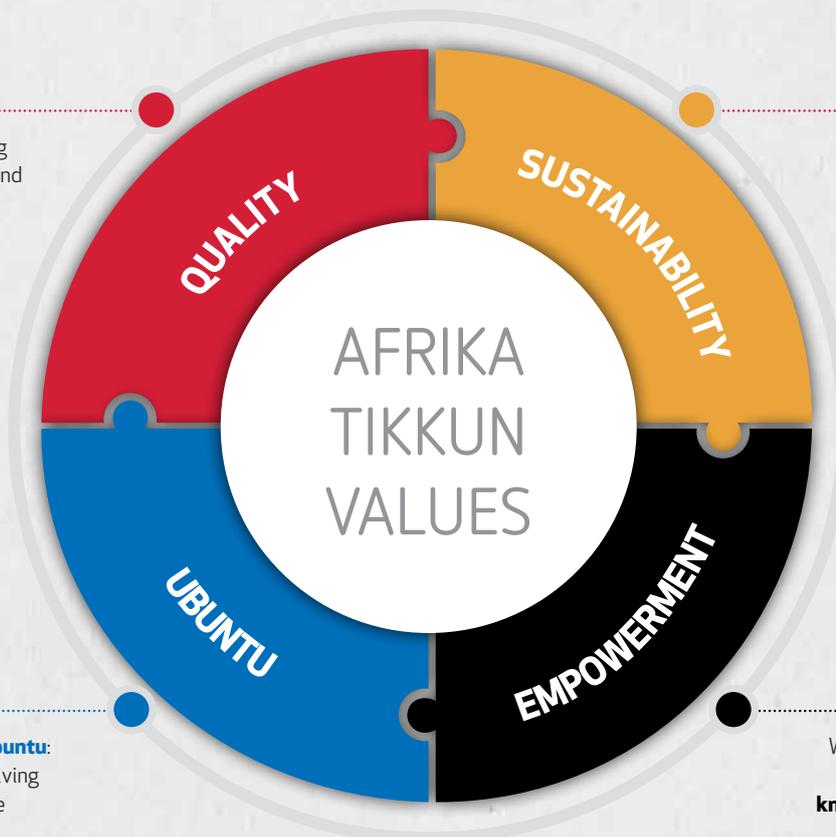
## QUALITY

In all of the work we do, we bring best **value**, best **performance** and strict **discipline**.



## UBUNTU

We embody the principle of **Ubuntu**: Not living just for oneself but living for one another and putting the needs of the **community** first.



## SUSTAINABILITY

We keep the **future** in mind in whatever we do.



## EMPOWERMENT

We will always strive to **empower** staff, children and youth with the **tools and knowledge** to be independent and stand free from the chains of poverty.

## FROM CRADLE TO CAREER

**EARLY CHILDHOOD  
DEVELOPMENT**  
(2 - 6 Years)
**KEY OUTCOME:**

To get children ready for school.

**CHILD AND YOUTH  
DEVELOPMENT**  
(7 - 18 Years)
**KEY OUTCOME:**

A higher matric pass rate, knowledge and information on career and further learning opportunities.

**YOUTH SKILLS DEVELOPMENT  
AND PLACEMENT**  
(19 - 35 Years)
**KEY OUTCOME:**

Young people being able to navigate the labour market, accessing sustainable employment or self-employment.

**SUPPORT SERVICES****KEY OUTCOME:**

Directing first time job seekers into appropriate jobs.

For the past 23 years, Afrika Tikkun has implemented development programmes to redress the inequities of apartheid, and to help disadvantaged young people to realise their inherent potential.

Within the changing South African context, our programmes have evolved - reflecting the needs of young people at each stage of their development from Cradle to Career. Our vision is a future where today's young people are tomorrow's productive citizens. We strive towards the achievement of this vision because we believe that every young person deserves an opportunity to be the best they can be.

From very small beginnings, we have grown exponentially and now reach over ±20 000 beneficiaries per annum, as well as employing over ±500 locally trained employees within five communities in South Africa. Afrika Tikkun's Cradle to Career model has earned us recognition as a leader in community development in South Africa.

FROM CRADLE  
TO CAREER



Thando  
4 years

Thando  
24 years old  
Lawyer



Mpho  
6 years

Mpho  
26 years old  
Accountant

## AWARDS TO FATHER AND SON

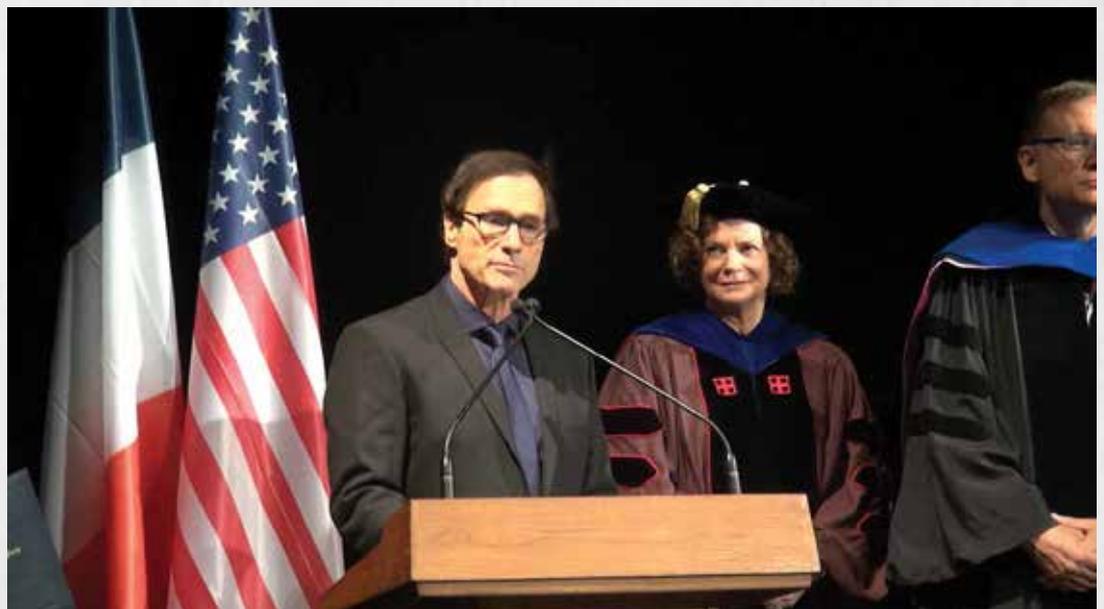
On May 31 2016, **Bertie Lubner**, who passed away just a month before, was awarded a **posthumous honorary doctorate** from the American University of Paris.

The award, received on his behalf by his son Marc Lubner and his granddaughter Takara Lubner, was in recognition of “lifelong devotion to the Cradle to Career development of South African children and youth as well as the contribution of three generations of the Lubner family to philanthropy, community development and social entrepreneurship.”

Celeste Schenk, the President of the University, explained that universities should not be judged by their inputs, their rankings, or the number of books in the library, but by the impact of graduates upon a world who has need of them. In this vein, she described Bertie as “a fearless boundary breaker, who laboured for the common good, a man who held the keys to a whole new humanity.”

This was the third honorary doctorate that Bertie had received; the two previous awards were from Ben Gurion University in 1987 and 2013. These awards are evidence of Bertie’s global commitment to building relationships between nations and diverse peoples. With his characteristic fairness and generosity of spirit, Bertie had insisted, in the days before his passing, that even in receiving this award, it be shared by his family. He gave honour to the role his son Marc has played as CEO of Afrika Tikkun in leading the organisation into its extant and most successful manifestation.

Awards, like good deeds, run in the Lubner family. In December 2016, Marc’s philanthropic work was acknowledged at the Congress of Business and Economics (CBE) Recognition Awards 2016. In addition to being CEO of Afrika Tikkun, Marc is also the founder and executive chairman of the Smile Foundation, which treats children with facial abnormalities.



*Above: Marc Lubner speaking about his father, Bertie Lubner*

Lubner’s selfless work earned him the award for Distinguished Service to Society.

The event, which was conceptualised to honour the contribution made by individuals to their communities, was hosted in Mayfair, Johannesburg, on 3 December. In a foreword for the brochure of the 2016 awards, Ahmed Kathrada

noted, “...we must celebrate our heroes. It is the lessons from the lives of such heroes that must assist in finding lasting solutions to the many socio-economic issues that we face today.”

Echoing Kathrada’s sentiment, Lubner had the following to say: “A society based on integrated solutions requires integrated strategies to truly support itself and its

capability. If we could develop the cradle to career model countrywide, through an integrated NGO sector working with the corporate sector and government, I envisage that we would see significant and effective change in future generations and the leadership in our country.”

## TRIPARTITE STRUCTURE

## AFRIKA TIKKUN INVESTMENT TRUST

BBBEE Equity Participation and Legacy Deals

## AFRIKA TIKKUN NPO (5 SITES)

EARLY  
CHILDHOOD  
DEVELOPMENTYOUTH  
DEVELOPMENTPRE & POST  
MATRIC CAREER  
DEVELOPMENTGENDER &  
DISABILITY  
EMPOWERMENTSOCIAL  
SUPPORT  
SERVICES

## AFRIKA TIKKUN SERVICES

BBBEE Consulting and Audits, Learnerships; Skills  
Development Services, Project Management and Placement

Our Tripartite Structure makes us more than a charitable organisation; we are a business partner and a central hub for different corporate social responsibility agendas.

"The model, developed over the last decade within Afrika Tikkun, that migrates youngsters from infancy into jobs is no longer a philanthropic luxury - it is an economic and social imperative." **Marc Lubner**

In essence, Afrika Tikkun builds and operates township centres at which we then develop children - starting with an early childhood development phase, and culminating, years later, with an employment phase.

Afrika Tikkun is more than just an empowerment organisation, it is a real business partner - offering a meaningful return on investment. There is an economic benefit for the partnership investments who support our empowerment model.

The Investment Trust is a Broad-Based Ownership Scheme that promotes empowerment while, at the same time, giving back to the community. We are the ideal vehicle to use to enhance ownership credentials in companies that are committed to transformation. A partnership with us ensures that 99% of over 20,000 beneficiaries, from previously disadvantaged backgrounds, receive the benefit of our Cradle to Career offerings per annum. As a result, they are able to break away from the cycle of poverty through various

structured programmes that enable them to access the economy.

Our Social Impact business unit specialises in Black Economic Empowerment scorecard optimisation, invariably offering learnerships and places for our youth to be developed. Our Equity Investment arm seeks to earn dividend income, while influencing companies to direct their CSI spend to the development activities of the charity, which ultimately results in economic benefits for those companies that are indeed investing in their future labour pool. We've structured a number of transactions where we own equity in companies such as Redefine Property Holdings, Multichoice, MTN, Barlow World, Sasol and Rockwell Technologies.

The tripartite structure is a three-in-one vision that is creating sustainability - and this is at the core of who we are.

- *Marc Lubner*



**Marc Lubner**  
CEO: Afrika Tikkun

Marc, who has an MBA from Western University's Kellogg Graduate School of Business, has worked in his family's business, the PG Group, as well as built a business in the entertainment software industry. He also managed the Umbono Investment Corporation, which was responsible for effecting and funding some of the first black empowerment deals in South Africa. Marc became CEO of Afrika Tikkun in 2006.

Marc pioneered and oversaw the development of Afrika Tikkun's Holistic Child and Youth Development model, growing beneficiary numbers from 1200 to almost 20 000. Staff numbers have more than quadrupled and annual spend has increased threefold! Most importantly, Afrika Tikkun now has a model which develops young people into jobs, thereby breaking their dependency on social security and breaking the poverty cycle.



**Arnold Forman**  
Financial Director

Arnold Forman is a Chartered Accountant who completed his articles with Arthur Young, in 1989, and remained in the profession until the end of 1994 when he left Coopers Lybrand Canada. He joined the Lubner Group in 1995, as a Financial Director, and remains in the group, currently as the Chief Executive Officer, responsible for a multitude of companies ranging from property developments, direct property investments, nurseries, office automation, private equities, share trading companies and other financial services.

In 1998, he took on the role of Financial Director of Afrika Tikkun when the initial R100,000 was raised to start the organisation. Today, this organisation has a fundraising target of R80 million and a staff of over 500 employees. The time Arnold gives is pro bono and his input is considered invaluable in taking the organisation forward. He plays an active role in the Exco and the group as a whole.



**Herby Rosenberg**  
Executive Deputy Chairman

Herby, who was among the earliest founders of Afrika Tikkun has, over the years, become Afrika Tikkun's Ambassador, loved and deeply respected within the organisation, and far beyond its walls.

Herby is a retired attorney, who has also served as the Director-General of the South African Zionist Federation. Herby's list of patronages and directorships include Worcester School for the Deaf and Blind, Medunsa University and the Jewish Telegraphic Agency in New York, where Herby was the only South African on the board.

When Herby is told, "We can't do that!", his response is "Never mind – we'll do it, we'll do it!" Herby's philosophy is to 'listen to the donors and understand their diversities'. As a result, Afrika Tikkun aligns itself with sustainable relationships and reflects a 90% donor retention rate!



**Onyinye Nwaneri**  
HOD: Development & Marketing

Onyi has experience in diverse fields including legal practice, business development, marketing and communications, as well as NGO management. The work she has done includes strategy development & implementation, resource development, marketing & communications and strategic stakeholder relationship management. She has also helped major non-profit organisations, corporations, international and national foundations and funders to meet their mutually-beneficial strategic objectives. Onyi has achieved this by identifying shared objectives and facilitating ways for them to pursue and meet their goals creatively and efficiently.

As a member of the Executive Management of Afrika Tikkun, for the past 8 years, she has gained extensive experience in the optimisation of core business processes on a cross-functional basis, financial management and driving operational excellence. Onyi holds a Master's Degree (LLM), from the University of Pretoria, specialising in Human Rights and Democratisation in Africa.



**Patricia Chiu**  
Financial Manager

The earlier stages of Trish's employment history were a precursor to her current role in that she gained experience as a consultant at PricewaterhouseCoopers, analysing and implementing financial systems, and thereafter in roles not dissimilar to her current appointment, being involved in financial management at Netcare 911 (a listed company), Kraft Foods (a multi-national company) and Cohesion (a project management company). Prior to joining Afrika Tikkun, Trish was the financial manager at Raizcorp, a business incubator. She held this position for five years.

During the course of her employment, Trish has been responsible for the full financial accounting and reporting function at both regional and national levels. Trish is an 'accountant with heart', interested in the numbers, as much as the people!



**Leonie van Tonder**  
Chief Operating Officer

Leonie, who is a qualified professional nurse with midwifery and psychiatric qualifications, has deep levels of experience within large, highly complex organisations. Her proven expertise and experience enable her to deliver required business results effectively through the creation of a wide-range of structured and disciplined environments.

Leonie's naturally strong and highly supportive leadership presence achieves financial, operational, and human relations business objectives. This approach is underpinned by one of her significant strengths: her ability to connect with people of all ages and across all demographics. Leonie believes in the Care & Growth® philosophy as a basis for Legitimate Leadership®. This philosophy has been rolled out at Afrika Tikkun with resounding success.



**Errol Pillay**  
CEO: Afrika Tikkun Services

Errol, who has worked extensively in the Human Resources field, is the CEO of Afrika Tikkun Services, the sustainability arm of Afrika Tikkun, which is focused on the career mandate of the 'Cradle to Career' model.

Errol grew up in Eersterust, an under-resourced community, and was fortunate to be offered various opportunities that contributed to his becoming the man that he is today. These opportunities, coupled with a strong faith and values base, assisted him to understand, early in life, that a person's life can never be limited by where they come from.

It is no surprise, therefore, that Afrika Tikkun Services has seen hundreds of careers unlocked, with many graduates pursuing entrepreneurial development opportunities. Errol is elated when he sees youth shifting in their awareness of the world, understanding how they can contribute, and acting on this.



**Shaun Newman**  
Executive Afrika Tikkun Investment Trust

Shaun qualified as a Chartered Accountant in 2006. After completing his traineeship at Grant Thornton he moved to London where he worked at Credit Suisse. Shaun joined Genesis Capital Partners in May 2008. He was made a partner in 2012 and helped grow the group into the successful diversified investment holding company it is today.

During his time at Genesis, Shaun was appointed the MD of PRS Scaffolding, which he ran and successfully corporatised. He was also appointed chairman of Genesis Media Partners LLC, which he helped build and expand. Shaun left Genesis Capital Partners in 2015 to focus on consulting to a diversified range of businesses with a specific focus on strategy, financial structuring and deal executions.



**Elizabeth Ngonzi**  
CEO: Afrika Tikkun USA

Liz's role, as CEO of the US affiliate of Afrika Tikkun, is to create concentric circles that connect people, ideas, cultures, continents, companies, organisations and technologies to grow Afrika Tikkun's USA brand presence, as the leading and most supported next-generation, non-profit organisation serving Southern Africa.

Liz, who has a Bachelor of Science degree in Information Systems from Syracuse University and an MMH degree in Services Marketing from Cornell University, is a recognised authority on leadership, entrepreneurship, and philanthropy, as well as technological innovations advancing international development. Liz was listed as one of the "25 Smartest Women on Twitter 2015" by BRANDf0! Since 2009, Liz has taught at NYU Heyman Centre for Philanthropy & Fundraising-- developing courses for NGO leaders and grant makers seeking to leverage technology to more effectively engage with their various stakeholders.



**Jennifer Miles**  
ED: Afrika Tikkun UK

From her base in London, Jennifer develops strategic partnerships, engages supporters, and increases awareness of Afrika Tikkun's work, across Europe.

Jennifer has a BSc from the University of Wales, an MSC from Birmingham University and is currently completing further academic study. Jennifer has extensive experience of education, nutrition, health and development programme management and fundraising in the UK, Asia, Middle East and Sub-Saharan Africa. Jennifer has spent many years working at a grassroots level, building the capacity of community organisations, and has also worked in collaboration with governments, UN agencies and consultants, on national and international projects.

Jennifer is committed to addressing the underlying causes of poverty through empowering young people to improve their lives.

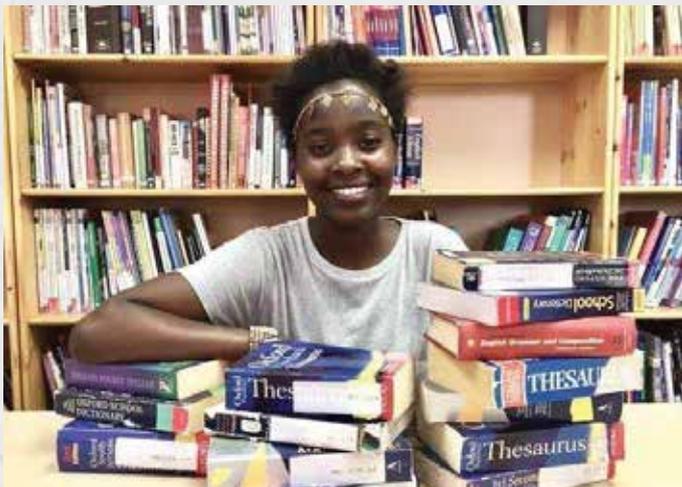
## EARLY CHILDHOOD DEVELOPMENT (ECD)

“**Ligotywa lisemanzi**” is an African saying, alluding to the fact that you can only change the shape of a tree while it is still small.

It is in this vein that Afrika Tikkun’s Early Childhood Development (ECD) programmes endeavour to change the lives of small children, believing that teaching works best when children are still young and adaptable. In a country, with widespread poverty and lack of access to services, many children are not given the opportunity to access early learning that

can provide stimulation and development. Afrika Tikkun’s ECD programmes cater for children, aged 2 to 6 years, by providing safe facilities, and giving children the opportunity to develop numeracy and literacy through play and creative activities. The health and well-being of the children are also improved through social, nutritional and health services.

## CHILD & YOUTH DEVELOPMENT (CYD)



### Nokukhanya Maposa

Nokukhanya Maposa, from Uthando Centre, out-spelled skilled competitors from Afrika Tikkun’s other centres to win the 15-18 age category at the Second Annual Afrika Tikkun Spelling Bee.

After weeks of preparation and having toughed it out in their own semi-finals, 15 spellers from each of the four Afrika Tikkun centres in Gauteng met in Orange Farm to compete in the Spelling Bee. And even the Zolile Malindi Centre in the Cape didn’t let the distance get them down, competing via live streaming.

Nokukhanya and the final speller from the Zolile Malindi centre went a gruelling seven rounds before Nokukhanya finally

won on the word “unequivocally”. “When I won I just felt the audience go crazy behind me, I felt Ma’am Chichi jump on me. It was an emotional moment. I cried,” said Nokukhanya smiling.

Uthando’s Library Facilitator Chidima Acholonu, who coordinated the preparation for the Spelling Bee, says that literacy is important at a time when there is so much emphasis on technology. Following the competition, Chidima has also seen more children reading and writing their own stories. “The children’s vocabularies are improved, they are more confident, and they know what words to use when. Their hard work has paid off,” Chidima said.



### Partnership is key to child’s success

Successful partnership between teacher, parents and speech therapist help little Lethabo shine.

exercises which involved gross motor skills, and was reluctant to engage in outdoor play.

When Lethabo started in Teacher Pumla’s Grade R class in January 2016, at Uthando Centre, her speech and fine and gross motor skills were very poor. “Lethabo couldn’t even speak English, she only spoke Sepedi and she stuttered terribly. I couldn’t talk with her, another child who spoke Sepedi would have to translate for me,” said Pumla. As a result of not being able to speak English, Lethabo became isolated from the other children. Only being able to communicate with one other child in her class, who spoke Sepedi, took a toll on the confidence of a child who was already so insecure that she couldn’t feed herself properly. “At meal times she would just stuff the food into her mouth whole and that would often cause her to be sick afterwards,” added Pumla.

Recognising Lethabo’s difficulties, Pumla consulted with Uthando Centre’s Speech Therapist, Basheera Surty, and Lethabo’s parents, and together, as a team, they have helped Lethabo make incredible improvements. After consulting with Basheera, who equipped Pumla with tools and exercises to improve Lethabo’s speech, Pumla put these into practice in the classroom and passed them on to Lethabo’s parents to use at home. Thanks to Pumla’s assistance with fine motor exercises involving play dough, which helped strengthen Lethabo’s hands and fingers, she can now also grip a crayon properly and colour within the lines. Outdoor play has also become a pleasure for Lethabo and Pumla says she now does bicycle kicks with flair.

Lethabo’s fine and gross motor skills were also a problem. Pumla noticed that she could not easily hold a crayon or pencil, and had difficulty colouring inside the lines of a simple shape. Lethabo also struggled with

Pumla is very proud of how much Lethabo’s English has improved, and although Lethabo still stutters, there is now an open flow of communication between teacher and child.

# YOUTH SKILLS DEVELOPMENT (YSDP)

In an endeavour to **minimise the high rate of youth unemployment**, Afrika Tikkun introduced its Youth Skills Development Programmes (YSPD).

The programme provides participants with career readiness and employability training to enable them to be productive in an entry-level job.

## Noxolo Nkomfe

Noxolo Nkomfe, who hails from the Eastern Cape, was unemployed and volunteering at a library when she heard that Afrika Tikkun was looking for a librarian in her area. Although she did not qualify for the librarian position, she was given an opportunity, in 2012, to be an intern librarian at Mfuleni. Because of her performance in this position, Noxolo was given a post in the learning support programme. Due to support from Afrika

Tikkun, Noxolo has completed courses with the National Association of Child Care Workers and is now empowering children and youth in her community. Noxolo's dream is to become a mentor to children. "I never had a mentor growing up, and Afrika Tikkun has been my mentor. Since I started working at Afrika Tikkun, I have found a second home. It was God's will for me to work here," she states proudly.



**Now is the time to start thinking long-term**

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EI 4233/9

## FROM ZERO TO HERO: OUR TRIATHLETES

Each year, as part of an initiative sponsored by the Belron Group (trading as Safelight in the USA and Carglass in the Germany), four Afrika Tikkun beneficiaries are invited to participate in Triathlon events in the USA, UK and Germany respectively. Each beneficiary gets an opportunity to participate in one leg of the race, or in the fun run/walk.



*Above: Morongwa Ramasobane*



*From left: Benefactor, Asemahle Mndini, Faith Sendenge, Vanessa, Khanya Sibanda*

### Faith Sendenge

Faith Sendenge participated in a 5km fun walk/run in the UK, in September 2016. Faith has been attending the Uthando Braampark centre since 2013. Faith loves school and sport. It is no surprise, therefore, that she hopes to become a teacher or sports journalist when she completes school.

Faith loves meeting new people. "I am a people's person," she says confidently, before continuing, "I am up for any challenge and I want to prove to people who thought I would not make it that I am more than what they think!"

### Khanya Sibanda

Khanya Sibanda, who lives in Hillbrow and attends Afrika Tikkun's Uthando Braampark centre, participated in the triathlon in London, in September 2016. "In London, I loved the experience of running against opponents who were not of my nationality," says Khanya.

His entire family has benefitted from Afrika Tikkun, which they discovered after his younger brother attended Afrika Tikkun's pre-school. Khanya's proudest achievement is obtaining full colours in Athletics at school!

### Morongwa Ramasobane

In April 2016, Morongwa Ramasobane became the first child from her school and family, not only to fly in an aeroplane – but to fly to the USA! "Seeing the Delta airline logo made me even more excited. The American accent has always fascinated me," says Morongwa. "Meeting the air hostess was an experience to die for. The accent made me feel like I was in a movie with Will Smith! When the plane took off,

the speed of the motion was like being in a rollercoaster ride. I love food and ate a lot! It was also the first time I tasted sprite lemon!" she exclaims excitedly.

Morongwa participated in the triathlon in Las Vegas and went on to deliver a speech, which was warmly received by all.

### Asemahle Mndini

Asemahle Mndini participated in the running portion of the UK event. She

hails from Cape Town where she attends the Afrika Tikkun centre in Mfuleni. Asemahle's favourite school subject is Life Sciences. "I love school," says Asemahle "as it gives me comfort and knowledge about life and the world."

Asemahle has great ambitions, hoping to become a civil engineer. Having passed Grade 10, she knows that the next two years will mean a lot of hard work for her. But this dedicated and determined young lady is up for the challenge!

## HIGH-ACHIEVING STAFF

### Dr Jean Elphick

Jean Elphick, the General Manager of Afrika Tikkun's Empowerment Programme, holds a BSc Physio from the University of Cape Town, an MSc in Global Health and Development from University College London and has recently completed a PhD in Development Studies at the University of Johannesburg. In 2013, Jean joined forces with seven co-researchers (all mothers and members of Sidinga Uthando Self-help Group) to conduct a doctoral study entitled 'Empowerment Outcomes: Evaluation of a Community-based Rehabilitation (CBR) Programme for Caregivers of Children with Disabilities in a South African Township'. Prof Zosa Gruber of the University of Johannesburg's Department of Anthropology and Development Studies supervised the study.

Dr Jean Elphick's research and inclusive development practice demonstrates the

power of partnering at a community-level with families of children with disabilities.

### Dr Paul Chappell

Paul Chappell serves as Afrika Tikkun's Civic Education and Research Coordinator. Born and raised in the United Kingdom, Paul had had a strong desire to go to Africa, since the age of twelve. After qualifying as a registered nurse, Paul was given an amazing opportunity to work in a remote rural hospital in the Democratic Republic of the Congo (DRC).

"Working in the rural hospital, which had no electricity, running water and limited medical supplies, and living in a small village, gave me valuable insight into some of the everyday hardships and joys of living in rural Africa. Just after finishing my year working in the village, I was involved in a tragic motor vehicle accident on the outskirts of Lubumbashi

in the DRC. As a result of the accident, my good friend died, and I was left paralysed from the chest downwards, and now permanently use a wheelchair. This was not the end, but rather a new beginning," says Paul.

Having a disability certainly did not slow Paul down! He completed his Master's Degree, before getting a job (again as a volunteer). Paul then went on to complete his Doctorate, and also began working at Afrika Tikkun in September 2016.

Paul's message is an inspiring one: "Through my life journey so far, the one thing I've learnt is never give up on your dreams...you never know where it might take you!"

### Nellie Zembe

Nellie Zembe began working for Afrika Tikkun as a proposal and report writer before joining the monitoring and

evaluation team, where she is currently pioneering tools for measuring change in the Child and Youth Development Programme. Nellie is passionate about finding practical solutions to development issues.

Nellie has since obtained three degrees from the University of Johannesburg, two of which were obtained with a cum laude! Her research interest is the education and development of children and youth, specialising in the intersectionality of challenges, as well as theoretical monitoring and evaluation techniques.

### Sipho Mamize & Catherine van Schoor

Special mention must be made of Sipho Mamize who completed his MBA, and Catherine van Schoor who completed a Masters in film and videography.

## BUDDING SOCIAL WORKERS GAIN ON-THE-JOB EXPERIENCE WITH AFRIKA TIKKUN

Afrika Tikkun internship helps prepare social work students for careers in **empowering communities, families and individuals.**

Both Angelinah Ralebipi and Nomcebo Dladla knew they wanted to be social workers from a young age. For a very young Angelinah, it was observing the tangible change a single social worker brought to her rural Limpopo community that set her on her chosen career path. Originally from Mpumalanga, Nomcebo gained a great sense of fulfillment from interacting with and helping others. Now, years later, and hundreds of kilometers away, Angelinah and Nomcebo are fulfilling the final practical requirements of their social work degrees through an internship with Afrika Tikkun.



## CAUSE-RELATED PARTNERS

It's been a long day, a bad day, a running-late-for-everything day!! It's raining, traffic is a nightmare, you're fighting against the taxis...why don't they understand that you are just trying to get to school to fetch the kids? You get to school. You're frazzled. You race inside, ready with your apologies and ... the kids have detention and have to stay an extra 15 minutes! How are you going to make that 2 pm meeting?

In addition to all of this, you have been approached by 5 beggars, 4 car guards, 2 newspaper sellers, all wanting your money. Did you see them? Did you say, "no sorry"? Did you even compute that 11 people have asked you for money?

At Afrika Tikkun we understand how overwhelming our lives have become. It's non-stop, on-the-go, all the time. We also understand that, while everyone would like to do their bit to create change in South Africa, donor fatigue is real.

What if we told you that simply by going about your normal (frantic) day, you can help us in assisting our approximately 17 000 beneficiaries? Yes, you heard right!

Afrika Tikkun has recently launched a new division. 'Cause-Related Fundraising' is a simple, fun, and easy way of giving to a worthy cause, without having to do anything you wouldn't normally do.

All we ask is that you enjoy a cappuccino, order a bottle of water, enjoy a burger, sign up at a gym, have your nails done, get your hair washed etc., at any one of our cause-related partners. By doing this, either our partners will donate an amount to Afrika Tikkun on your behalf, or you can donate using our Snapscan/Zapper barcodes found on your table. Yes, it really is that simple!

Signing up to become a Cause-Related partner is simple. Give Pam Green a call and she will create a custom campaign for your business.

Cause-Related fundraising: Instead of reaching for your change, visit one of our partners, and be the change!

**PAINTING OUR HOUSES PURPLE IS OUR WAY OF MAKING A STATEMENT THAT LIVING WITH DISABILITY IS NOTHING TO BE ASHAMED OF.**

**PAINT IT PURPLE**

A self help group comprised of the parents or caregivers of children with disabilities and facilitated by Afrika Tikkun launched the Paint it Purple Campaign to educate the community and challenge stigmas around disabilities.

"Stigma and superstition are perhaps the greatest challenge to those living with disabilities in South African communities," Jean Elphick, Manager of Afrika Tikkun's Empowerment Programme

*All we want is for our children to be treated with dignity, respect and equality*

To find out more about Afrika Tikkun's range of programmes for holistic development, visit [www.afrikatikkun.org](http://www.afrikatikkun.org) or email [info@afrikatikkun.org](mailto:info@afrikatikkun.org).

**Afrika Tikkun**  
Developing Young People  
from Cradle to Career

## MATRIC PROFILES

Afrika Tikkun's pride in its CYD matriculants is reflected in the **stunning 2016 results.**

Against a backdrop of an overall national pass rate of 76%, 175 students, across five centres, achieved a 98% pass rate, with 158 tertiary acceptances. In addition, 64 distinctions were achieved!

As part of Afrika Tikkun's cradle to career model, particular attention is given to young people during their secondary school years. Working in schools, as well as from its five Centres of Excellence in Johannesburg and Cape Town, learners are given career guidance, taught study skills, and counselled with resources

about paths that can be followed in pursuit of chosen career paths. Yandisa Mtsewu and Nizole Kondlo are two learners who both matriculated with distinction, after participating in the CYD Programme at the Mfuleni Centre of Excellence.

Yandisa joined Afrika Tikkun's Tutorial Programme while he was in Grade 11. This programme gave him a solid foundation in Maths, Physics, English and Geography. According to Yandisa, "this foundation contributed significantly to my matric results. But I also participated in fun activities that shaped me into a better person." Yandisa's achievements include 98% for Physical Science and 91 and 93% for Geography and Life Sciences respectively!

Like Yandisa, Nizole Kondlo also attributes her achievements to the help she received at Afrika Tikkun. "They provided me with free access to computers and internet to do my research and assignments," says



**NIZOLE KONDLO**



**YANDISA MTSEWU**

Nizole. She also credits the "undying support from the CYD staff, who were very encouraging and motivated me to work harder and do my best," as being

integral to her success. This success included 6 B's out of 7 subjects!

## AFRIKA TIKKUN'S TALENT DAY

**2500 beneficiaries** at Bidvest Wanderers Stadium, in Johannesburg, and **1200 beneficiaries**, at the Malindi Community Centre,

in Mfuleni, Soweto, showcased their skills at Afrika Tikkun's Talent Day, held on 23 July 2016, to commemorate Mandela Day.

The day, a highlight of the year for many of our children and youth, provides a platform for them to showcase their skills and talent through education, arts, culture, music and sports.

Because we recognise that academics alone are not enough to build character within our young people, we encourage them to participate in extra-curricular activities. At Afrika Tikkun's Talent Day our young people compete against

each other on a grand scale and receive accolades for their talents and hard work.

Beneficiaries, who prepare for and host the big day, have the opportunity to build confidence and leadership qualities. In addition, the practising and training for the day builds discipline and consistency, as well as enhancing teamwork skills.

These are lifelong lessons that participants carry with them into their future careers.



# CORPORATE BREAKFASTS

Afrika Tikkun held the following corporate breakfasts in 2016:

On 5 April, Marc Wainer, Executive Chairman of Redefine Properties SA, South Africa's second-largest Real Estate Investment Trust, spoke on the topic of "Is business doing enough for South Africa?"

According to Wainer, "The South African economy is facing a myriad of challenges including increasing urbanisation, growing unemployment, and the threat of a sovereign downgrade. Whilst the government, over the past years, has made significant strides, improving the living standards of many impoverished South Africans, they have also failed in many respects." At his talk, Wainer posed the questions: "Can the government do enough on its own to meet these challenges and how will they be funded?" and "Does business do enough and play its part in helping South Africa to achieve its potential and how can this be done?"

On 1 June, Trevor Manuel unpacked the Government's NDP Vision 2030 in a talk entitled: "Is South Africa charting its course successfully towards Vision 2030?" Vision 2030 seeks to eliminate poverty and reduce inequality. According to Manuel, "The National Development Plan is the catalyst that will drive us toward that vision, with a key focus on building the capability of our youth, investing in their growth, and providing a platform for entrepreneurial development."

*From bottom left: Mark Wainer (Executive Chairman of Redefine Properties), Trevor Manuel, Mark Barnes (CEO of the South African Post Office) Right: Wendy Lucas-Bull (Chairman of the Barclays Africa Group) with Herby Rosenberg (Executive Deputy Chairman of Afrika Tikkun)*

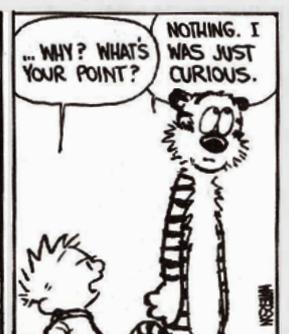
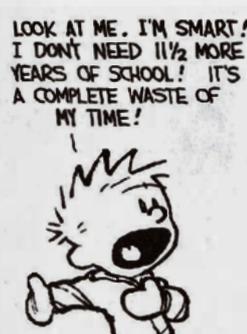
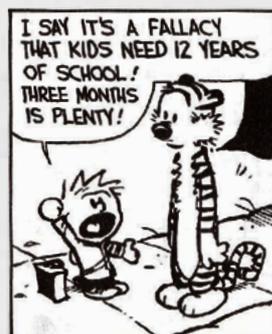
On 14 July, Mark Barnes, the CEO of the South African Post Office, spoke on the intriguing topic of: "The need for organisations to change with the times". According to Barnes, "For organisations to survive in today's competitive and fast paced environment, you need to identify that change is needed and be prepared to accept the consequences of change. Standing still is not an option!"

On 15 September, Wendy Lucas-Bull, Chairman of the Barclays Africa Group, Absa Bank, and Absa Financial Services, spoke on the topic of "How your business leadership can enable transformational societal change". In her talk, Lucas-Bull addressed what responsible business should be doing in the context of the current challenges facing South Africa



## JUST FOR LAUGHS

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## OUR DONORS GET INVOLVED!

Here are the ways in which some of our donors interacted with our beneficiaries in Cape Town and Johannesburg in 2016.



### Cape Union Mart / K-Way Manufacturers

Employees from the Cape Union Mart/ K-Way Manufacturers spent their Mandela Day, in a career guidance session, at the Zolile Malindi Community Centre in Mfuleni. The employees addressed the beneficiaries, of Tikkun Afrika's Youth Skills Development and Placement Programme, about the day-to-day running of the business and described what it is like to be an employee at Cape Union Mart. The beneficiaries were left feeling positively inspired by the presentation.



### Shuls' Creative Cooking and Baking at Mfuleni Centre

As part of the Mandela Week build-up celebrations, a group of shuls (Morasha, Marais Road and Clarewyn synagogues), supported the Mfuleni Centre by doing a Creative Cooking and Baking Session. The Creative Cookers, Ivan Klitzner and Eric Berger, cooked food for over 500 people! They were ably assisted by Afrika Tikkun's esteemed board member Ann Harris in this endeavour. The beneficiaries tucked into the food that was prepared with a love and passion befitting the memory of the man in whose honour the event was held.



### Netsurit Cape Town Easter Egg Drive Fundraiser

Netsurit Cape Town is a donor at the Mfuleni Centre in Cape Town. The Netsurit team does a series of fundraising collections for the Mfuleni Centre throughout the year. They are a formidable and dynamic team, managed by Barbi Goldblatt, and all fundraising drives are co-ordinated by the philanthropic Geradine Volkwyn.

On the 18th March 2016, the centre was the recipient of hundreds of marshmallows as part of the Easter Egg Hunt that took place at the centre.



### Acceleration Cape Town Easter Egg Hunt Drive Fundraiser

Acceleration Cape Town is a truly remarkable and philanthropic company with employees that match its ethos. Acceleration was proud to support the Mfuleni Centre, once again, with an amazing collection of Easter Eggs and marshmallows. The happy faces of the children in the Early Childhood Development Centre says it all!



### CQS Technology

During the 'Random Acts of Kindness' month, CQS Technology empowered our university students with laptops, to use for their assignment and research purposes, as well as donating laptops to Afrika Tikkun.



### Cummins SA

Cummins SA planted trees with our beneficiaries at the Diepsloot Centre on our internal 'Tree Planting Day'.



### Sage Foundation

The Sage Foundation constructed a 'traffic land' at the Uthando Centre on Mandela Day with the aim of educating our 2-6 year olds about road safety. They also donated 60 motor scooters which the children can be seen enthusiastically riding on every day!



### Total SA

Total SA hosted a Christmas party for both the Diepsloot & Alexandra Centres catering for our 2-6 year old beneficiaries. They brought clowns, jumping castles, magicians and gifts. The children enjoyed every minute of the day!

## GONE BUT NOT FORGOTTEN



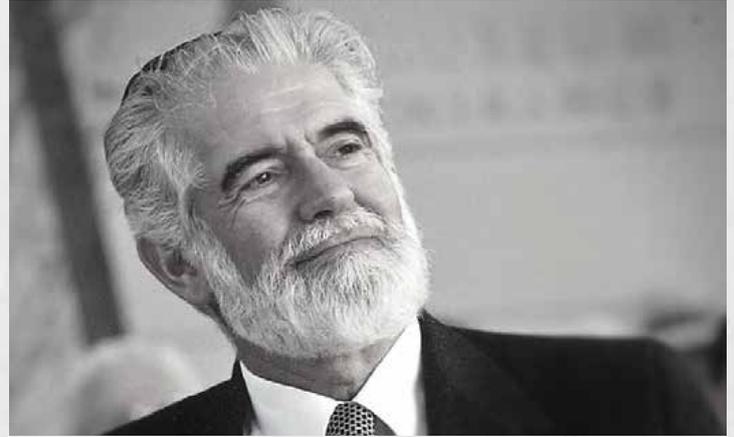
### Bertie Lubner

Bertie Lubner, who passed away on April 18 2016, was the Chairman and Founder of Afrika Tikkun, Smile Organization and the Field Band Foundation, as well as a recipient of numerous awards, including the President's Order of Meritorious Service.

Described by the late Chief Rabbi Cyril Harris as a man who had "an infectious commitment to the new South Africa," Bertie Lubner used his significant influence within the private sector to play a meaningful role in the transformation and reconciliation of this nation. He believed that, if reconciliation was really

to work, this affluent sector of society would "have to change its priorities radically". Afrika Tikkun was formed to spearhead meaningful transformation.

Bertie Lubner epitomised genuine care. He was a pathfinder for peace and reconciliation. With his characteristic integrity, he wanted to ensure that peace meant something substantial. In Lubner's words, "Afrika Tikkun was the Jewish community's contribution towards the upliftment of previously disadvantaged communities post 1994. We wanted to do this because we were always huge opponents of apartheid. The Rabbi spoke out, his wife demonstrated and I did too, for a very simple reason, any policy that discriminates one person against another is an unacceptable policy".



### Cyril Harris

What kind of man would leave a comfortable, secure job as rabbi at one of the UK's most prestigious synagogues and plunge into the unpredictable maelstrom of change that was South Africa in the late 1980s, to lead a wary local Jewish community uncertain whether to pack its bags and run for safer shores, or put its hopes and energies into building a new country?

This question, posed in the book "Chief Rabbi Cyril Harris - How humanity, morality and humour helped lead a community", edited by Geoff Sifrin, epitomises the character of the late Cyril

Harris, who co-founded Afrika Tikkun with Bertie Lubner.

For seventeen years, from 1987-2004, the Chief Rabbi brought gravitas, passion and humour to bear on political, social and religious issues in South Africa. He delivered a prayer at the inauguration of President Nelson Mandela – with whom he developed a special bond. Harris drew on the Jewish tradition as a rich source of ethical and practical imperatives to help build a non-racial society. His memory lives on in the work of Afrika Tikkun. Harris' wife, Ann, continues to serve on the Board of Afrika Tikkun.

Rabbi Harris passed away on September, 2005.

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