

IMBELEKO

PROPOSAL

**Contact Information:**

**Sbusisiwe Myeni** sbu@imbeleko.org **0739029324**

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Executive Summary

Qadi Nyuswa is a densely populated semi-rural community located in the Valley of a Thousand Hills, KwaZulu Natal, South Africa. The low-income community of approximately 200 000 is quite diverse, yet has very limited educational support facilities and no extra-mural activities' infrastructure whatsoever and therefore unable to provide special interventions that target children and youth development in the community.

The impact of HIV/ AIDS has had a devastating effect in the community, leaving many children in siblings, relatives and grandparents' led households and mostly living in abject poverty with their only source of income being the government social grant, which is mostly abused by relatives raising them.

The community also has a huge number of children with absent and unknown fathers, which has generally become a norm in most communities around South Africa. This has resulted in Imbeleko Foundation redefining orphaned and vulnerable children "OVCs" within this community, to include such children.

The Education of the world’s children is high on the global agenda. Unfortunately, the children referred to above do not form a special social category in poverty eradication intervention programmes. Acknowledging the need to reach out to the poorest yet high Academic achieving OVCs in the community with the objective to break the poverty cycle for them; Imbeleko Foundation embarked on Education Centric Programmes specialised specifically for these children.

We will be working with:

* **260** children in 2015, growing to **500** in 2020
* **9** schools in 2015, and planning to grow to **14** schools by 2020
* 30 learners in our Boarding School Scholarship Programme 2015 and planning to grow to **100** by 2020
* 10 students in our University Scholarship Programme and planning to grow to 50 by 2020

For us to achieve our target and set objectives for 2015 and beyond; we need funding assistance for:

**Short Term**

* Our operational expenses including increasing our Staff Complement for us to be more efficient and effective in running our Programmes
  + Programmes Co-Ordination
  + Increasing the outreach of our Programmes to more schools
  + Improving our Programmes
  + Improving the Nutrition Programme
  + Improving the Office administration efficiency
  + improving our office space for better operational efficiency including acquiring additional printers, computes,

**Medium term**,

* Infrastructure development - building our own multi-purpose centre where we can run all our Programmes under one roof as well as an Income generation project that will sustain all Programme that will run from this development. This site will also house the Administration Block of Imbeleko Foundation.

**Long Term**

* Infrastructure development – building our own state of the art Boarding School Campus and Holiday Camp Site that will sustain itself; based on a 70:30 model i.e. 30% of the children will be our top academic achieving beneficiaries, who will not pay fees.

We are pledging you to heed the call and assist in building a brand and network for Imbeleko Foundation to –

* Short Term - Raise funding for our Scholarship Fund and Programme and Operational Costs
* Long Term - Build an investor network for Income Generation Infrastructure Development Project that will ensure Imbeleko Foundation’s Self Sufficiency and Sustainability - thus contributing towards a better education in our rural community and ultimately poverty elevation.

SECTION A: CONTEXT

1. The History of our Organisation

IMBELEKO, The Dr Seni Myeni Foundation is a registered community based organisation as follows:

NPC - Sec 21 Reg No. 2010/0194838/08

NPO - No. 120907

Sec 18 a and SARS PBO status - 930044538

The organisation is based in Qadi Nyuswa, Botha’s Hill in the Valley of a Thousand Hills; where Seni, its Founder was born and raised by parents who both worked in Community Development and Health. She grew up with great support from a community of women (her mother's friends and colleagues as well as her Medical Doctor mentor), which inspired her to give back and mentor young children with huge academic potential. As a physician; living with brain cancer helped her to understand the challenges faced by parents who were diagnosed with terminal illnesses and the fears they faced about leaving their children behind; more especially in poor rural communities.

Inspired by her own "humble beginnings", Seni's vision was further motivated by seeing the burden that orphaned and vulnerable children in rural Qadi Nyuswa and surrounding communities had to carry – the hardship of living in poverty without parental guidance due to the devastating effects of the HIV/AIDS pandemic

The name of the organisation is derived from IMBELEKO, a Zulu word for a cloth that is used by African mothers to carry babies on their backs. Imbeleko provides warmth and allows the babies to hear the sound of their mother's heartbeat when they lay their heads against their mother's backs It also allows the babies to be exercised by their mother's movement and this strengthens the muscles and skeletal structure.

This is the very purpose of IMBELEKO Foundation - to give love, care, warmth and hope to orphaned and vulnerable children. Whilst Imbeleko is a holistic organisation; it is very education centric. Seni believed that by providing such children with a strong education foundation; you would have set them up for a much brighter future.

1. The Dr Seni Myeni-Offiah's story

Dr Seni Myeni-Offiah, best known as Seni to those close to her; was a South African Medical Doctor who lived and worked as a Physician in Saskatchewan and Manitoba, Canada. She was diagnosed with a Grade IV Gliobastoma Multiforme (a very aggressive brain tumor) in November 2003 after collapsing whilst consulting with a patient. Despite her poor prognosis and being given less than 6 months to live, she made it her purpose to:

* recount her experiences - to give hope into the lives of those living with GBM
* to give HOPE to orphaned and vulnerable children who either had terminal illnesses or whose parent(s) lost their lives to any form of terminal illness.

She ultimately lost her battle to brain cancer in November 2006 (3 years after being diagnosed). Every evening in those 3 years, she recounted her memorable life experiences with her twin sister and relayed a detailed vision for her Foundation.

At the end of her journey of life, she was blind and unable to walk but her spirit for her legacy to live on through her Foundation continued to shine through her words.

1. Mission Statement and Vision

Imbeleko Foundation exists to give love and hope to young orphaned and vulnerable children. It ensures that they realise their impossible dreams which would have been deemed impossible due to their families’ poverty related issues including HIV / AIDS that result in dysfunctions that erodes academic assistance, psycho-socio development, guidance and mentorship from these children.

Imbeleko Foundation identifies children from local schools that we have partnered with and provides holistic Educational Support and Scholarship programmes based on individualized assessments. Our Programmes has moved great strides in the fight against new HIV / AIDS infection in youth between the ages of 14 and 25 on the basis of Empowement through Education as an incentive.

**IMBELEKO's vision is to nurture at least 1000 DREAMS in the Valley of 1000 Hills.**

SECTION B: OBJECTIVES

1. Our Programmes

Imbeleko Foundation is an Education Centric organisation with AfterSchool classes and a Scholarship Fund at core of its structure. Dr Seni Myeni founded Imbeleko Foundation on the premise of a holistic Programme that comprised of the following Core Programmes and sub - Projects. Our Team identifies families and children who need our services through the Schools as well as a referral system. There's a detailed needs analysis that is embarked on to onboard the children as Imbeleko beneficiaries.

1. *Background*

Research shows that children who do after-school activities have more confidence, have a stronger sense of identity, and ultimately do better in exams. However a recent poll for Save the Children indicated that nearly two thirds of families can’t afford after-school activities and this rises to nearly three quarters in the poorest areas of the country.

In an effort to alleviate this problem, Imbeleko Foundation:

* Structured an AfterSchool Kids (ASK) programme that includes Homework assistance, Weekend tutoring, Holiday Classes, Personal Development Initiatives and other activities for Senior Primary and High Schools
* Promotes the improvement of English as a medium of communication through the introduction of Reading Lessons.
* Has a Scholarship Fund for A+ learners to enrol in historic boarding schools (well renowned for their continuous Academic Excellence) and universities

After School Programmes are not an extension of the school day. It's a place that combines fun and learning. Quality comprehensive after-school programmes emphasize fun activity-based learning that reinforces the knowledge and skills needed for in-school success. They also promote positive relationships among children and adults, create an engaging environment for children to interact with each other, and provide opportunities for children to make decisions and learn leadership skills.

1. *Rationale for the implementation of the Core Programmes*

Lack of adult supervision and participation in self-care for both children and adolescents after school have been linked to - increased likelihood of accidents, injuries, lower social competence, lower achievement in terms of school results and greater likelihood of participation in delinquent or other high risk activities such as experimentation with alcohol, smoking, drugs and sex.

Imbeleko Foundation recently interviewed a group of teenagers from the Qadi Community, 50% of whom stated that their dreams were to complete their Matric and have children for a Government grant as they knew that the likelihood of finding a job was close to zero. Teens who are unsupervised during after school hours are 50% more likely to become teen parents before they even complete Matric.

Young people with nothing to do during out-of-school hours miss valuable chance for growth and development. The odds are high that with nothing positive to do and nowhere to go, youth will find things to do that negatively influence their development and futures.

Our AfterSchool, Saturday Classes and Holiday Programmes as well as our Boarding School Scholarship Programmes:

* keep kids safe, help families and inspire success among youth.
* have the power to reduce crime, increase safety, bring neighbours together, and foster community pride and ownership.
* help young people succeed by providing academic support and the chance to form meaningful relationships with adults from their community, and by encouraging them to get involved in their neighbourhood. This support, these relationships and the benefits to the community create a mutually beneficial relationship of immeasurable value.
* help kids earn higher grades, have improved attendance, behave better in school and are more apt to graduate in high school and pursue a post-Matric career
* provide our beneficiaries with –
  + the opportunity to engage in activities that help young people realize they have something to contribute to the group;
  + the opportunity to work with diverse peers and adults to create projects, performances, and presentations that receive accolades from their families and the larger community; and
  + the opportunity to develop a vision of life's possibilities that with commitment and persistence
* help kids show an increased interest in school
* help kids express greater hope for the future.
* help alleviate childcare worries for guardians.

Experts agree that investing money in after-school and scholarship programmes saves lives and taxpayers money in the long run.

1. *Programme Goal and Objectives*

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| --- |
| **Goal:** Senior Primary and High School learners (OVCs) who participate in the ASK and Scholarship programmes improve their academic achievement. |
|  |
| **Learner Achievement Objective 1A:** The average daily attendance, grades and school behaviour for learners who participate in the program for a minimum of one Term demonstrate improvement greater than the whole school data for the same indicators. |
|  |
| **Learner Achievement Objective 1B:** Learners involved in tutoring activities for a minimum of six months demonstrate academic improvement of results, utilizing instruments such the School's Term Assessment as a pre and post measurement. |
|  |
| **Prevention Objective 1**: The non-academic sub programmes improve the learners’ attitudes, and lower their risk for teenage pregnancy, HIV infections, substance abuse and involvement with crime. |

1. Core Programmes
2. **After School Kids (ASK) Programme (MidWeek, Saturday Classes and Holidays)**

To provide Educational Support to the 260 orphaned and vulnerable children we have structured all our Programmed in a holistic manner.



All our international volunteers live in community with host families, which makes them accessible to the children even outside the Programme, for guidance and mentorship.

1. **Scholarship Programme**

When children lose their parents and there is no sufficient income for the household, children sometimes drop out of school to support their younger siblings or simply can’t afford school fees anymore. Educational development is key to poverty alleviation and it is critical to support these children in paying their school fees, providing uniforms and stationery. Imbeleko has different concepts to provide Education according to the needs of the children.

1. **The Boarding School Programme** is one option that provides for A learners who have gone through the IMBELEKO Afterschool Programme. It provides them with better high school education than they would ordinarily get. This Programme is dependent on sponsorship commitments from donors. We currently have 30 children enrolled in 3 Historic Schools
2. **The University Programme** provides scholarships for A players from our Boarding School and High School Programme. We currently have 5 students enrolled in various universities throughout the country. These learners have a responsibility to be part of the Mentorship and Personal Development Programme as mentors and tutors during the holidays.
3. Sub-Projects

The projects below play a major role is supporting our beneficiaries in our Core Programmes to ensure that the assistance we provide them is holistic in its nature.

1. **Nutrition Programme**

We ensure that all our beneficiaries get nutritional food during our Programmes to ensure that they have healthy minds and bodies.

1. **Personal Development and Mentorship Programme**

The Board members and Friends of Imbeleko are playing an active mentorship role in giving the learners the support and skills they need. Our Saturday Classes, Winter School and Spring Break Programme include a Personal Development and Mentorship Component, which we are planning to develop further once we have necessary resources in place.

1. **Healthcare (Medical/Psychological) Programme**

All children are screened for TB and counselled for HIV testing. The Programme ensures prevention and proper treatment of any illnesses as well as psycho-social and medical support.

1. **Family Support Programme**

Most of the children are raised by unemployed relatives /older siblings and are receiving government grants, which are not always sufficient for their wellbeing. We therefore provide them with extra supplies such as food parcels and clothing, when necessary.

1. **Physical activities - Sports Programme**

We currently only offer the children physical training sessions and Saturday Soccer Clinics since Imbeleko Foundation currently does not have any recreational or sporting facilities. We are working towards establishing a proper Sports Programme including a Soccer League for both boys and girls in the near future, once we have the Infrastructure in place.

 SECTION C: SIGNIFICANT STRENGTHS AND CHALLENGES

1. Highlights

Over the last four years, Imbeleko Foundation has done exceptionally well in implementing a diverse range of projects and programmes:

|  |  |
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| **2014** | **2015** |
| Our Scholarship - High School Programme grew from **2** girls in Historic Boarding Schools (Inkamana High School and Adams College) in 2011 to a total of **8** in 2014 (with 3 beneficiaries dropping out of the Programme) | Various organisations and individuals contribute towards the Scholarship Fund on an annual basis. The number of kids on-boarded are based on the funds raised.  We have confirmed 30 learners on this Programme. |
| Imbeleko Foundation also introduced a Scholarship - University Programme in 2012 which had **4** students enrolled in various universities in KwaZulu Natal in 2014. | We have partnered with various organisations who currently sponsor **5** university students. |
| Our AfterSchool Programme kicked off at 1 Senior Primary School, Nyuswa SP in 2012 (**+/-60** learners per year) and grew to reach out to **3** primary schools in 2014 (approx **100** learners per year) | Afterschool Programme - Senior Primary   * No. of schools - **4** * No. of learners - **100**   **NEW** - 5 High School (Saturday Classes, Winter School, Spring Break, Summer Camps)   * No. of schools - **5** * No. of learners - **125** |
| Total Number of Beneficiaries = **112** | Total Number of Beneficiaries = **260** |

1. Partnerships

We have also amassed a number of sponsors and partners over the 4 years we have been in operation, which has helped us to increase our coverage from 2 children in 2011 to 260 children in 2015; and implement holistic programmes across the board.

The following are our some of our partners:

**CORE PROGRAMME PARTNERS**

1. **Lions Club Lueneburg** - who contribute towards our Scholarship and ASK Programme as well as the Family Support Project specifically for the children they sponsor
2. **Jacob G. Zuma Education Trust** – have adopted some of the children who are in the Boarding School Programme
3. **Nedbank Foundation** – contributed towards the purchasing of textbooks and stationery for the Board School Programme
4. **Friends of Imbeleko Foundation** (individuals mostly in South Africa, Lueneburg, Germany and Regina, Canada - who have adopted the "Sponsor A Child" approach towards our Boarding School Programme)
5. **Adams College** – 70% of our Boarding School beneficiaries attend school at Adams College with whom with have a partnership and they understand the circumstances and challenges of our children.
6. **Moses Kotane Institute and Ohlange High School partnership** – 30% of our Boarding School beneficiaries are enrolled at Ohlange High School on a full scholarship (Science Programme) funded by Moses Kotane Institute, from Grade 10 through to University.
7. **Moses Kotane Institute –** 
   * funds some of our University students who are studying towards their Engineering qualifications
   * provide Programme content for the Grade 10 **–** 12 Science and Maths tutorials
8. **HCI Foundation –** funds some of our University students at various institutions
9. **Neema Foundation –** provides the extra English lessons material based on a Model they built and also trains our tutors
10. **St Mary’s DSG –** a local prestigious private school that assists our t Grade 8 and 9 with English and Maths Homework through the SMILE Programme
11. **Zoe Life** – provides overseas volunteers and Personal and Career Development Material
12. **UKZN Enactus** – provides tutors for our Saturday classes
13. **International Citizen Service Volunteers** - All our Programmes are tutored by ICS volunteers, mostly from Europe. They live in community with host families, which makes them accessible to the children even outside the Programme, for guidance and mentorship.

**SUB-PROGRAMME PARTNERS**

* **The Hillcrest Aids Centre Trust** - our partner in the Health and Psycho-Socio Programme, and play a major role in counselling our children. Their Education Department provides input in our Holiday Programme in terms of Sex Education and HIV / AIDS Awareness.
* **Libalele Foundation** - our partner for the Nutrition Programme
* **Jes Foord Foundation** - who provide counselling as part of the Psycho-Socio Programme. Due to the nature of the family backgrounds of our beneficiaries, a number of our girls have been sexually abused and Jes Foord Foundation provides ad hoc counselling based on our girls’ needs.

1. Expansion of our coverage

We are planning to build upon this success and continue our work to build a sustainable organization in a community that is experiencing breathtaking socio economic change. We will strengthen the organization by focusing on programme-matic improvement and building our capacity. We plan to secure the future of the organization by:

* Careful monitoring and evaluation mechanisms in order demonstrate the impact of our work and facilitate replicability;
* To continually improve the existing Programmes for the provision of a holistic approach to all our children's needs.
* Increase our outreach to more children

1. Challenges

We have somewhat struggled to provide the best quality programmes due the following challenges.

1. **After School Kids (ASK) Programme**
2. Lack of Infrastructure

We currently utilise schools for our AfterSchool and Holiday Programme, which is not always practical –

* Due to security issues, schools allow us in their premises for short periods which are not conducive to our programmes
* Some of the education programmes especially Mathematics require computers, which we cannot sources without our own building
* Our Nutrition Programme is a critical component of our organisation but without a building with a kitchen, it’s not easy to provide and store food for all our children
* Whilst we receive some clothing and other donations for our children, we do not have suitable storage facilities to keep these items safe.
* Despite its huge population of over 150 000, the Qadi Nyuswa community does not have a single Library and Recreation Facility to the detriment of its children especially over the holidays. Whilst Imbeleko Foundation does a lot of good work during the school term, this is often reversed over the holidays due to the lack of extra-mural activities for the youth.

1. Inadequate resources -

* The Finance and Admin Officers currently co-ordinate all Programmes due to lack of resources
* International volunteers currently run Programme which does not allow for transfer of skills

This is further exacerbated by the fact that all staff are being paid stipends whilst they work over 40 hours a week; raising a concern that we might lose trained and skilled staff.

1. Lack of Infrastructure for Physical Activities

Imbeleko recognizes the needs of the whole child for optimum health and wellness. Nutrition, healthy lifestyles and physical activity that all children can engage in will make an impact on better health and development of young bodies and the whole child. Children learn to teach others and this helps them to apply the principles of physical literacy to their lives and to educate other children. We however do not have sufficient resources and training for our tutors to fully deliver these principles to our kids.

1. Limited Nutrition Programme

We are currently unable to meet the full nutritional needs of our learners. We sometimes do receive food donations, however lack of sufficient space and refrigeration thereof does not allow us to keep the food for more days than it is usually sufficient for. We also do need a consistent supply of nutritious food.

1. Opportunities for Academic Enrichment

Almost 90% of our learners are struggling with Mathematics - from lower grades up to high school. Whilst there might be opportunities to partner with other organisations who tutor in Mathematics, the lack of the right infrastructure and transportation for the learners or tutors from nearby universities still preclude us from embarking on such partnerships.

1. Commitment to Ongoing Staff Training and Development

We currently fully rely on overseas volunteers to offer our Programme to our learners. We need to put a model in place that will ensure that a bigger percentage of our tutors remain with us on a permanent basis for growth and continuity. We also acknowledge that we will need to commit to providing ongoing training, support and development to them.

1. Mentoring Opportunities and Youth Development

We have high school learners who graduated from our Primary School Programme in 2013 that we promised to onboard onto our High School ASK Programme. However due to lack of financial resources for more tutors as well as lack of the relevant infrastructure, we have put this programme on hold.

The High School ASK Class is proving to be the most critically needed programme as we cannot enrol all our learners in boarding school. It is the best way to support our beneficiaries while they attend local schools and still be able to provide ongoing holistic support like we do to our Boarding School beneficiaries.

1. Outcome Measures/Evaluation of Program Goals

Lack of a full time project co-ordinator and Operations Manager with capabilities to evaluate and collate the required data and statistics is a big challenge for us. The recruitment of such a resource will also allow our Programme to:

* Foster Effective partnerships with various organisations where feasible
* Ensure strong involvement of our beneficiaries' families
* Seek extended learning opportunities for our learners
* Linkages between school-day and after school personnel
* Evaluation of programme progress and effectiveness

1. Transportation Support for our Programme

Lack of in-house transportation for our beneficiaries especially from other schools to host schools where our Main Hubs are based, remains one of our major challenges.

1. **Scholarship Programme**
2. Scholarships

The number of qualifying learners exceed the number of scholarships that we currently have. We need income generation projects that will sustain on Scholarship Programmes.

1. Transportation Support for our Programme

Lack of in-house transportation for our beneficiaries to and from various Boarding Schools and Universities

1. Basic Supplies

Boarding School and University Students frequently need basic supplies i.e. groceries, cosmetics, etc. The Funding we get for them only caters for tuition, boarding and a book allowance.

1. Lack of funding for Sub-Projects

We don't have sufficient funding to effective support our beneficiaries as we should i.e. psychologists, social workers, on a need to have basis.

SECTION D: MARKETING PLAN

1. Organizational Goals

For Imbeleko Foundation to achieve the following over the next 5 years –

1. **260** children in 2015, growing to 10**00** in 2020
2. **9** schools in 2015, and planning to grow to **14** schools by 2020
3. 30 learners in our Boarding School Scholarship Programme 2015 and planning to grow to **100** by 2020
4. 5 students in our University Scholarship Programme and planning to grow to 50 by 2020

we need to achieve the following –

**Short Term**

* Meeting our Programme and operational needs

**Medium term**

* Infrastructure development - building our own multi-purpose centre where we can run all our Programmes under one roof as well as an Income generation project that will sustain all Programme that will run from this development. This site will also house the Administration Block of Imbeleko Foundation.

**Long Term**

* Infrastructure development – building our own state of the art Boarding School Campus and Holiday Camp Site that will sustain itself; based on a 70:30 model i.e. 30% of the children will be our top academic achieving beneficiaries, who will not pay fees.

1. Marketing Strategy

We will use the following platform to meet our organisational goals -

* Partner with the relevant Government Departments i.e. Education, Social Development and Health
* Create awareness of our organisational needs through our website, social and print media
* Build a network of Funders and Sponsors
* Forge partnerships with key Corporates for Programme and Scholarship Funding
* Build a self-sufficient business model for Infrastructure Developments and pitch to potential investors

SECTION E: OPERATIONS PLAN

1. Key Strategic Partners

The critical success factors that will ensure that we meet our goals are our key strategic partners that are a huge value add in assisting us to ensure that:

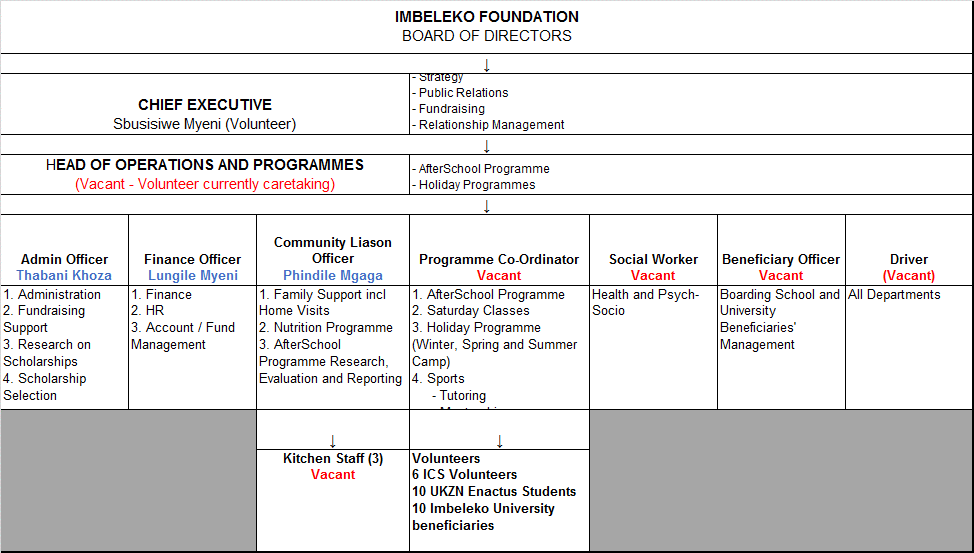
* We continuing to offer Programme that give hope and enrich our community and its children
* Attract participants on a return basis throughout their kindergarten through their high-school years.
* Be perceived by the community, partners, sponsors and funders as a valuable organisation that not only complements the Education system but changes lives of children

SECTION F: HUMAN RESOURCES PLAN

1. Our Team

Imbeleko Foundation is operated by a combination of full time staff and volunteers; most of whom are based within the community. Some projects, such as the Saturday School, Winter, Spring and Summer Camps Programme, are co-ordinated almost entirely by volunteers.

All functions are overseen by the Executive Committee and managed by the Chief Executive, Sbusisiwe Myeni.



As detailed in our organisation chart above; due to lack of resources, we only have 3 full time staff members, who have been caretaking some of the vacant roles. Despite being university graduates, these staff members are being paid very low stipends until we can source funding for operational costs. Over and above funding for existing staff, we have vacant positions that have to be filled.

1. Management Plan

Imbeleko Foundation has all the management and control in place to manage all Donations and administration thereof. We also have a Board that plays an oversight role for all funds received. We also have a function that overseas all Programme related activities, maintains evaluations and records.

Detailed quarterly reports are prepared by the Program Coordinator, and reviewed by the Schools and Imbeleko Executive Team prior to disseminating to the Funder.

1. Governance

Imbeleko Foundation is governed by a 12 member Board of Directors. The Board meets at least quarterly to oversee the organisation’s finances and strategy, and play an ongoing advisory role to the organisation. All members are volunteers, including the CEO. The Foundation is audited externally on an annual basis.

Our Board is comprised of business leaders and professionals whose tags include the SA Apprentice Winner, the Business Women Association Business Achiever Award Winner, an Attorney, an Accountant, 2 Event Co-ordinators, a Marketing Specialist; a Personal Development Specialist; a Business Strategist, a PR and communications specialist, 3 Medical Doctors, a physiotherapist, entrepreneurs, and management consultants

SECTION G: FINANCIAL PLAN

1. The Budget and 5 year Forecast

Adequate infrastructure, facilities, human resources, equipment and supplies are required to meet the needs of our increased beneficiaries as well our organisation as a whole, as noted above - Challenges. Imbeleko Foundation is currently under-resourced with the following being key for us to meet our objectives.

A full budget is attached.

SECTION H: MONITORING AND EVALUATION PLAN

1. Evaluation and Reporting

The Imbeleko Team provides a year-end evaluation for all Programmes and sub-projects. These reports are in addition to the quarterly reports that will be prepared and submitted by the Project Coordinator.

The year-end reports provide a detailed analytic comparison of all program activities and also evaluate how well the Programmes has met the proposed objectives. All programmes and activities will be examined, and recommendations will be made for programme modifications, as necessary. In general, the evaluation will examine how the program impacted the learners, the schools and the community.

The quarterly reports will allow all stakeholders to receive feedback on the success of the project, and develop strategies to make adjustments to address issues and problems.

Imbeleko Foundation has a registered Accountant that manages our books and prepares financials on an annual basis. An independent process and control review is also conducted annually by an external auditor and financials are audited accordingly.

SECTION I: CONCLUSION

The 2015/16 period promises to be peppered with sentimental moments for Imbeleko Foundation as we grow our organisation to new heights.

Imbeleko funders have the opportunity of associating themselves with significantly impacting, giving hope and interfacing with hundreds of orphaned and vulnerable children thus majorly contributing to South Africa's future social investment.

As such, this is a project for you to play a role in any way you deem fit, by simply picking a task and / or programme that resonates with your requirements, and then determine how your organization will be contributing.

We look forward to fostering a long and mutually beneficial relationship with you and your organisation.

Sbusisiwe Myeni

Managing Executive

**Appendices**

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| **List Board Members** |
| Ms Sbusisiwe Myeni  Entrepreneur and Philanthropist  *Founder and Managing Director, Kamusa Consulting*  *073 902 9324* |
| Dr Itumeleng Moutloatse-Makine  Medical Doctor and TB/HIV + Aids Expert  *HOD: Primary Health Care; Harmony Gold Mine*  *079 885 6289* |
| Ms Zanele Modiba  Marketing Specialist and Personal Development Speaker  *Founder and MD;The Alter.Native*  *079 522 9965* |
| Ms Rehema Isa  Business Strategist, International Consultant (Africa) and a Professional Speaker  *Chief Executive Officer at Hadithi Media*  *084 588 5525* |
| Dr Lungi Gabuza  Radiologist, Johannesburg General Hospital  *Medical Doctor, specialising in Radiology*  *082 494 1186* |
| Mr Dumezweni Mncwabe  Professional Accountant and Entrepreneur  *Founder and Managing Director, Dumezweni Accountants*  *082 382 6782* |
| Ps Nokulunga Ntombela  Physiotherapist and Entrepreneur  *Director; Beth Designs and PhysIo Private Practitioner*  *083 587 5183* |
| Ms Bongiwe Dube  Communications and Events Management Specialist.  *Jhb Regional Manager ; Ikhono Communications*  *082 432 0262* |
| Ms Siphesihle Linda Nyoka  Attorney and  Events Consultant  *Governance, Risk & Legal Executive, RoyalMnandi*  076 511 1349 |
| Mrs Sbahle Simelane  Public Relations Specialist  *Public Relations Officer; Moses Kotane Institute*  *076 301 5148* |
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| Dr Ausie Nkhi  CEO, [Nkenke Healthcare and Consultancy](https://www.facebook.com/pages/Nkenke-Healthcare-and-Consultancy/362735147191181?ref=br_rs)  *Medical Doctor, specialising in tuberculosis (TB) management*  *076 673 2435*  Mr Lungelo Radebe  Managing Director, Point Above Consulting Services  *Civil Engineer*  *084 994 2604* |

1. **List of Board Members**

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1. **Children’s Stories in Pictures**



1. **Infrastructure Development**



1. **Operational, Programme and Phase 1 Infrastructure Budget**

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