

SAYes
TO
YOUTH MENTORING

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Left: Our very first mentor training session 2010



WHY SAYes

Over the last decade, SAYes, a Cape Town-based NGO, developed Transition to Independent Living (TIL) as a formal one-to-one mentoring programme for young people in residential care, to support their transition to independence. Mentors are trained volunteers who offer guidance, advocacy and support for improved independence and well-being. We aim to see improvements in decision-making and healthy practices.

The TIL Programme's formal mentoring structure is an effective, scalable approach to interrupting the transmission of poverty for socially marginalised young people, thereby assisting South Africa's development goals of promoting equitable economic growth and social inclusion.

According to UNICEF, South Africa remains one of the most unequal societies in the world, with 59% of youth living in poverty. Deep-seated inequities perpetuate intergenerational cycles of deprivation, reflecting and contributing to the erosion of 'Ubuntu', the traditional family and neighbourhood support networks and culture. This erosion of support is sharply focused in the lives of young people living in child and youth care centres.

It is young people in the poorest households in South Africa who are most likely to be deprived of parental care (UNICEF, 2016). The estimated 21,000 young people living in residential care in SA typically experience fractured family relationships and disconnection from community, contributing to continued poverty and disadvantage. This is compounded with histories of abuse, neglect, abandonment and displacement. They also have poor future prospects: a third (35%) of residential care-leavers are not in employment, education or training, 79% do not have a liveable income, and 23% have been in trouble with the law (Dickens, 2017). There is an urgent need to identify, evaluate and scale-up approaches that can provide bridging relationships to enable vulnerable young people to access resources and opportunities and improve their economic and social well-being (Lake and DeLannoy, 2015). One such approach is formal mentoring.



Above: SAYes workshop



Above: SAYes partners, 2015 Graduation

2008

OTSK (Off the Street Kids) registered in England and Wales on 9th September 2008.

2009

Researching and developing the Transition to Independent Living (TIL) Programme.

Message from Executive Director and Co-Founder

MICHELLE POTTER

2018 was a momentous year for SAYes as we celebrated our tenth anniversary. Reaching the milestone of a decade of making a difference, I am amazed and humbled at how our volunteers, mentors, mentees, trustees, patrons and donors have pulled together to give young people transitioning out of care meaningful opportunities to confidently participate in their communities.

Year on year, our number of mentor-mentee matches has increased, as has the impact we have on the lives of young people transitioning out of care. Constantly striving to do good better, we now have over one hundred mentee-mentor matches each year. But it's not only the numbers that matter. We want to know that what we are doing is making a measurable difference.

Through the implementation of best practices, we ensure that the work we do offers every mentee the opportunity for meaningful change and a brighter tomorrow. It is this commitment to excellence that has spurred us on through the years and continues to inspire us to uplift and empower young people as they make the shift from care to independent living.

The life of a young person in care is fraught with challenges, the most significant of which is the transition to independent living. Many have been placed in children's homes as a result of abuse or neglect and leaving at the age of 18 can be a frightening and lonely experience. Without appropriate guidance, solid preparation and a base of positive relationships, the outlook is often bleak.

SAYes bridges the gap between care and independent living by providing a platform that guides, supports, encourages and inspires young people in care to reach their full potential as independent members of their communities. What these young people manage to overcome and achieve during their time with us and beyond is a constant source of inspiration to us all.

On our tenth anniversary, I would like to extend my profound thanks to our mentors, Boards of Trustees, donors, volunteers and staff for making this decade of difference possible. To all our mentees, you are the heroes of our organisation. We salute you all for your bravery and persistence in creating brighter futures for yourselves and all those you reach and inspire on your journey.



Message from Co-Founder

GILLIAN ANDERSON

On the tenth anniversary of SAYes I am reminded of where we began. In 2005, Michelle took a break from work and studies to volunteer coaching football in Cape Town. The young people she met were on and off the streets and in and out of children's homes, and football was their passion.

Wanting desperately to help these young people, we organised an overseas tour where the footballers had the time of their lives, including meeting Nelson Mandela, who spoke to each one of them in turn. He said presciently, "You can be no leader without education." Sadly, on their return to Cape Town, many of these young people returned to a life on the streets.

Looking for a research-informed way to do good better, Michelle completed a dissertation comparing the support for young people leaving care in South Africa with the UK. Through much discussion, we kept coming back to the compelling people in our own lives: those people who really listen, who guide, who look for ways to move you forward and back you up time and time again.

That's when our journey with structured youth mentoring and the SAYes Transition to Independent Living Programme really began. In 2008, Michelle left London for Cape Town and started SAYes Youth Mentoring formally, starting with just a handful of mentor-mentee matches.

There are so many of us who want to create social change, but doing so effectively takes solid guidance, hard work and commitment over the longer term. From the start, we built SAYes to provide a professional service not only for young people in transition, but also for those who want to make a difference that lasts; the mentors.

Celebrating our tenth year, we are proud to serve over one hundred mentor-mentee matches a year and to be making a measurable, significant and lasting difference. The impact has been astonishing, and this is just the beginning. As we move into our second decade, we hope you will join us in creating lasting social change for yourself and others.

We would like to extend our sincere and humble thanks to our mentors, patrons, donors, trustees, Boards of Trustees and staff, and above all, to our mentees who make it all worthwhile.



2010

Trust registered in South Africa on 14 October 2010 – start of three year pilot.

OUTCOMES

- 76% of matches graduated from the SAYes programme in 2018. 58% of graduating mentees have re-enrolled.
- 36% of graduating mentors are back again in 2019 (up from 27% in 2017).
- 92% of mentees successfully completed an education grade/level.
- 89% of our mentees in their final year of school passed their exams. 75% obtained a university pass.
- Of the 18% of mentees placed back in the community, 50% of graduating matriculants are now studying at a university or at a vocational college, while 38% are employed.
- 32% of mentees had a job-shadowing or internship opportunity in 2018.
- 89% of mentees are not using drugs (including alcohol) in a harmful manner. 78% of mentees are not using cigarettes.
- 83% of the graduating mentees are still living in care in 2019. Of those who have returned to the community, none are homeless.
- 97% of graduating mentees have not been in conflict with the law.

We asked our partner homes to gauge our impact on independence and well-being with a measurement scale which ranged from "No positive Impact" to "Life-changing".

We achieved a positive impact rating for independence of 95% (some 56%, much 35%, life-changing 4%). Mentors impact on Education & Learning is highest at 88% positive impact (some 42%; much 39%; life-changing 7%), followed by Community & Citizenship (87%). We are helping our youth to become independent, to complete their high schooling and to enrol in further education. We are helping them understand the world of work and find jobs, and we are inspiring them to become active citizens purposefully engaged with their communities.

The overall rating from our partner homes for well-being was 97% (some positive 57%; much positive 28%; life-changing 11%). Mentors impact on Identity Health is highest at 93% positive impact (53% some; 41% much; 1% life-changing) followed by Social Health (93% positive) and Emotional Health (91% positive). We are helping our youth to understand who they are, to have healthy social relationships, and to think and feel better.

Positive rating scores from our partner homes, who work with the young people daily and know them closely, is some of the best evidence for the impact of mentoring in the care setting. We will continue to work to bring positive impact to the lives of youth in care in South Africa. Our goal has been, and remains, to have life-changing impact by doing good better.

FOUNDERS



MICHELLE POTTER

Michelle Potter is the Co-founder and Executive Director of SAYes. Michelle graduated from Roehampton University with a BA (Hons) in Education in 2007 and received the Froebel Guild Award for her dissertation on children in care in South Africa and the UK the following year. She has lived and worked in Cape Town, leading SAYes Youth Mentoring, since 2008.



GILLIAN ANDERSON

Gillian Anderson is an actress, writer and activist based in the UK. Gillian is a dedicated philanthropist who places an emphasis on outcomes-driven initiatives. In addition to co-founding SAYes, she supports numerous charities, including Artists for a New South Africa, Treatment Action Campaign, Buskaid and Neurofibromatosis, Inc.

PATRONS

RAHLA XENOPOULOS

A published author and one of 34 women profiled in *The Power Within Companion*, Rahla has extensive experience counselling marginalised children. She has facilitated writing workshops for children in Soweto and Khayelitsha, and gives talks on mental health and empowerment. Rahla now lives in New York with her husband and three children.



JEAN DE VILLIERS

A celebrated name in South African rugby, Jean was captain of the Springboks in 2012, Player of the Year in 2012 and is the most capped centre player in Springbok history. He is now a dedicated philanthropist and youth advocate. De Villiers believes strongly in the power of mentoring to combat inequality and develop leadership skills in young people.



PHUTI MAHANYELE-DABENHGWA

The Executive Chairperson of investment holding company Sigma Capital, Phuti has held numerous senior positions in investment banking in the US and South Africa and has received multiple awards for her work, including being named by *The Wall Street Journal* as one of the "Top 50 women in the world to watch." She is actively involved in mentoring young professionals and is focused on re-enforcing the values of dignity in young people.



TRUSTEES



ANDREW PLANTING

Chair of the SA board and trustee of the UK board, Co-founder and Executive Director of Market Makers, a specialist venture capital company, Andrew has worked internationally for various management consultancies and was appointed managing director of two companies.



IAIN LOW

A professor of architecture at the University of Cape Town, Iain was a Fulbright scholar in the USA and visiting scholar in Rome. Iain is currently the editor of the *Digest of SA Architecture* and the *Digest of African Architecture*.



MARIT MOHN

Chair of SAYes UK and Trustee of SAYes SA, Marit is a qualified chartered engineer and solicitor specialising in civil litigation and employment law. She has worked in Canada, the UK and the US. Marit is a Trustee of the Rose Theatre, Kingston, and she is Co-founder of the Mohn Westlake Foundation, which supports young people by providing opportunities in education and the performing arts.



MASHUDU MATSHILI

Treasurer of the SA board, Mashudu currently works as a Group Financial Accountant for Alert Engine Parts and has extensive knowledge in the areas of cost accounting, management accounting and financial accounting. Mashudu has been a mentor in the SAYes youth mentoring programme every year since 2015.



PALESA NKABANE

Palesa's extensive career has spanned the fields of financial services, energy, grant-making, and currently, management and sustainability consulting in the social and public sector. Palesa places a strong focus on the education sector and is energised by opportunities to conceptualise and drive high-impact, outcomes-driven programmes.



RICHARD BUTTERFIELD

Richard is a consultant in retailing, was involved in mentoring and strategy with Wellness Warehouse for two years, and served as a non-executive director of the company in 2014. Currently he is part-owner of a chocolate manufacturer, retailer and coffee shop. Richard has been a mentor in the SAYes youth mentoring programme every year since 2015.

2011 OTSK name changed to SA-YES (South African Youth Education for Sustainability).



ALUMNI STORIES

NATHAN

My name is Nathan. I am a SAYes Alumnus, a tourism student and an Intern at Tourvest Destination Management.

Having a mentor had a positive impact on my life. My mentor helped me to think critically about aspects of my life and how they were affecting my well-being and my future. The SAYes programme lives up to being transparent, caring, professional, diligent and structured, so I could share my life experience with my mentor and trust his advice. I still rely on his advice when I struggle with issues in my life.

The Alumni group has also played a positive role in my life as I aspire to be independent like many of the other members of the group. I learn from their successes and their hardships and what is shared personally. Being part of the Alumni group has been one of my best choices so far.

SAYes has helped me and inspired me to become independent and make a better life for myself.



2013

Fifth birthday party with a Gala performance of the Andrew Lloyd Webber musical 'Sunset Boulevard'.

ZIZIPHO

My name is Zizipho. I am a SAYes Alumnus, a graduate student at the Magnet Theatre and a freelance actor.

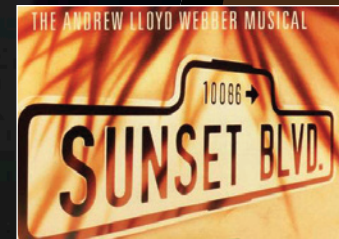
When I was in the children's home, I had a lot of family and school problems and it was difficult to come up with solutions. Having a mentor in my life changed everything. SAYes and my mentor became like family to me, sticking with me when I was in the children's home and when I turned 18 and had to leave it. My mentor helped me to change my thinking from problems to solutions and gave me a chance to do better in life and have a brighter future.

Through my mentor, I got involved in the Magnet Theatre and developed my acting skills. I learnt networking skills to get other acting positions and make new friends. I have performed in productions at the Baxter Theatre and at Artscape Theatre. In 2017 and 2018, I went on tour to Germany and China performing in a play titled "Aha" and a play titled "23 years a month and 7 days," where I was the main character.

I am part of the SAYes Alumni group, and it has a positive impact on my life. The stories of other Alumni inspire me. The Alumni group is a place where we can support each other and hear words of wisdom because we understand what it's like to live in a children's home. Thank you SAYes for changing my life and giving me a chance for a better future.



Above: SAYes' fifth birthday celebration



Above: SAYes' fifth birthday celebration

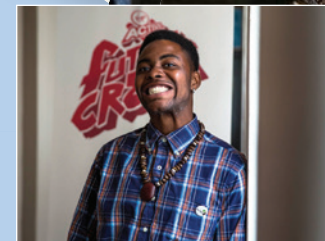
2012

End of three-year pilot. Each returning mentee gets a new mentor to increase their network.

SAYes PARTNER CHILD AND YOUTH CARE CENTRES

- 1 Al-Noor Orphanage Centre
- 2 Cape Town Multi Service Centre
- 3 Durbanville Children's Home
- 4 Girls and Boys Town
- 5 Heatherdale Children's Home
- 6 Home from Home – Khayelitsha
- 7 Home from Home – Masiphumelele
- 8 Home from Home – Ocean View
- 9 Home from Home – Westlake
- 10 Lawrence House
- 11 Percy Bartley House
- 12 SA Children's Home
- 13 SOS Children's Villages
- 14 St. George's Home for Girls
- 15 St. Michael's Child & Youth Care Centre

SAYes works with the majority of Child and Youth Care Centres in the Western Cape. We work closely with the directors, social workers and child and youth care workers at the residential homes to understand their specific needs and policies, whilst also standardising our programme support through a signed Memorandum of Understanding. We know our partners want to improve the care system for young people as much as we do. Together we are working to implement optimal principles of care for youth in transition.



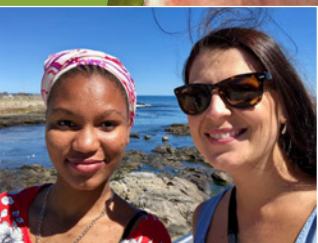


Photo: Fiona MacPherson



2014

Ruby Wax performs her one-woman show, 'Sane New World', with the proceeds going to SAYes.

2015

A promotional and informative documentary is made, including mentors and mentees.

ROSE & SARIETHA

1. Tell a story about an experience that meant a lot to you:

Rose: I had a show at my school and was performing my poetry. I invited Sarietha and she was happy to buy a ticket to come to watch me. I was very happy to see that she cared so much and it made things so much easier for me to perform knowing that there is someone familiar in the crowd, because I was new at my school. It made me feel really special and loved that she came in the evening to watch me perform.

Sarietha: Rose loves to perform and one of the career options that she is considering is becoming an actress. While the performing arts are very important, I wanted to expose her to other options that could provide a more stable income. She is also very politically conscious, so we arranged a job shadow for her at the Department of Cultural Affairs & Sport. She spent the whole day with Stacy and the minister and when I picked her up she could not stop talking. She even made an appearance on the evening news (in the background, but still!). She was bubbling with excitement and that moment just really stands out for me. It was so great to see her so happy and inspired and it reminded me of how important it is to expose young people to different options.

2. Top 3 things that you learnt this year from the programme:

Rose: My mentor taught me that there are a lot of people in this world that want to help children like me who had a disadvantage in life. And she taught me that staying in a children's home does not mean my life is doomed. All I need to do is dream, work hard and succeed. I can do anything that I put my mind to.

Sarietha: I learnt how incredibly privileged I am and how important it is to use your own

privilege to uplift others. You lose no light by lighting someone else's candle and we all have a role to play in creating a better South Africa for everyone, especially the youth. Secondly, I learned how easy it is to make a difference in the life of someone else. By just donating your time and using your existing networks you can play a meaningful role in the life of a young person and help shape their future. In one instance I wanted to arrange a job shadow for Rose in an industry in which I had no immediate connections. I posted about it on Facebook and within minutes a few people had reached out to me with leads. It really is as easy as that. And for the rest, you just need to show up and listen. We underestimate how important it is to have someone to talk to. Lastly, I learned just how much potential lies in the young people of this country. There is so much negativity in the news, but if I look at the young people that I met through this programme, I know the future is bright. We just need to give these young people the opportunities that they deserve.

3. A message for a new mentor/mentee:

Rose: I encourage young people to be a part of this life-changing programme because it gives you so much insight and you get to have your own personal mentor, someone to guide and help you. Someone who will just listen to how rough your day was. It is an amazing programme and you get to network with different people and make good friends!

Sarietha: This is one of the most enriching and rewarding experiences that you will ever have. Your mentee will inspire you like you won't believe, and in the process, you will meet some amazing people (I managed to expand my own network in the process), you will learn some new skills and you will build a very special bond.

ACKNOWLEDGEMENTS

Our work would not be possible without the ongoing support SAYes receives. We are fortunate to have such a long list of supporters and unfortunate to have limited space to acknowledge them all. Please accept our gratitude, each and every one of you. Your help means the world to the young people who take part in the SAYes TIL Youth Mentoring Programme. We hope that you will continue to offer support where it's possible.

While you may fall under more than one category below, your name will only appear once. This is so that we can include as many supporters as possible on this page.

Major donors

- National Lotteries Commission
- Hardy Boys/Unilever
- The Valentine Charitable Trust
- Gillian Anderson
- Friends of SAYes Germany

Friends of SAYes who contributed monthly

- Allison Harse
- Andrea Gonzalez
- Carmen Schaefer
- Catherine Verney
- Daniela Soares
- Diana J. Gerald
- Jillian Brule
- Louise Ivory
- Michelle Murphy
- Sabine Suerig
- Shoshi Korman
- Stephen Bentley-Gockmann
- Tamara Case

Special thanks to

- Caroline Skinner
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- Harriet Price
- Keith Shone
- Lena Whitaker at Oscar Rae
- Rowan Gordon & Trevor Jacobs at Nimble Group
- Sabine Schmidt
- Sandy Naude at Independent Newspapers

- Xavier Lablaude and Louise Pheiffer at Belmond Mount Nelson

Donors/Fundraisers

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- Eddie Villiers
- Ashley Owen
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- Ewan Mackenzie at The Wine Thief
- Gadija Ajam at Two Oceans Aquarium
- Lita Brits at Gold Restaurant
- Reinder and Elsabé Nauta at Stanford Valley Guest Farm
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- Kristy Anderson
- Beatriz Fernandez
- Norma Parry
- Sarietha Engelbrecht
- Nattaka Chaisinthop
- Isabella Westerberg
- Yvonne Huber at Universe Direct
- Carey Clanton

2017

London Summer Party with Gillian Anderson and Ruby Wax. Football Festival.

FUNDING PARTNERS



- Jakub Smetana
- Janet Menko
- Kandi Rehard
- Karen McKenna
- Melissa Black
- Monique Gibson
- Simon Freemantle
- Tracy Rushton
- Audrey Vorburger
- Erin Allen
- N. Lang
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- Jeanette Harper
- Lisa Hoffmann
- Jennfer Schwartz
- Nokuthembela Khowa
- Susana Martinez
- Emily Hamilton
- Anniko Arnold
- Krista Hoogendijk

- Aigul Adrahmanova
- Kimberly Robinson

Our Partners

- Al-Noor Orphanage Centre
- Cape Town Multi Service Centre
- Durbanville Children's Home
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- Lawrence House
- Percy Bartley House
- SA Children's Home
- SOS Children's Villages
- St George's Home for Girls
- St. Michael's Child & Youth Care Centre



To our mentees – for choosing to SAYes and for seeing your commitment through, **and to our mentors** – for believing in SAYes and for caring about social change – **thank you!**

A huge thank you goes to our boards of trustees in South Africa and in the UK.

Designed in the UK by Lena Whitaker at Oscar Rae.

2016

Name changed to SAYes. A fundraising performance of 'A Streetcar Named Desire' in New York. A mindfulness workshop by Ruby Wax for mentees.

2018

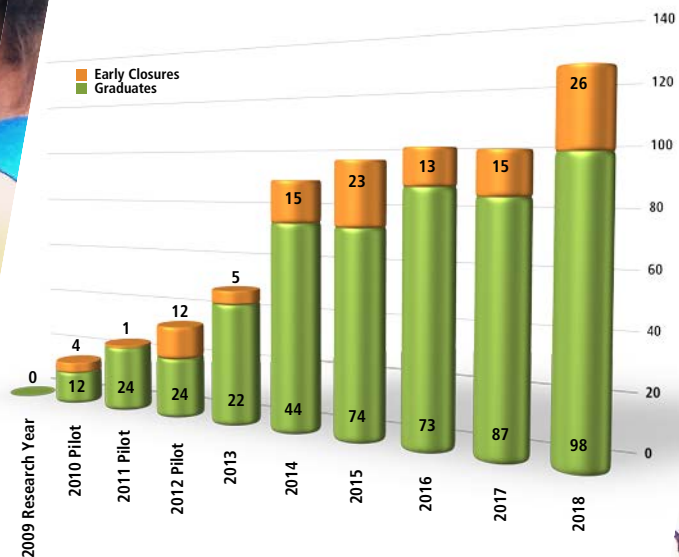
10th anniversary celebrations! One mentee completed her sixth year, six mentees their fifth year and eight mentees their fourth year at this year's graduation!



Above: Graduating mentors

MATCH STATISTICS

Graduates and Early Closures



Above: Tenth Anniversary celebration



Above: SAYes team



Above: SAYes alumni



FINANCIAL REVIEW

YEAR END 2018

Income

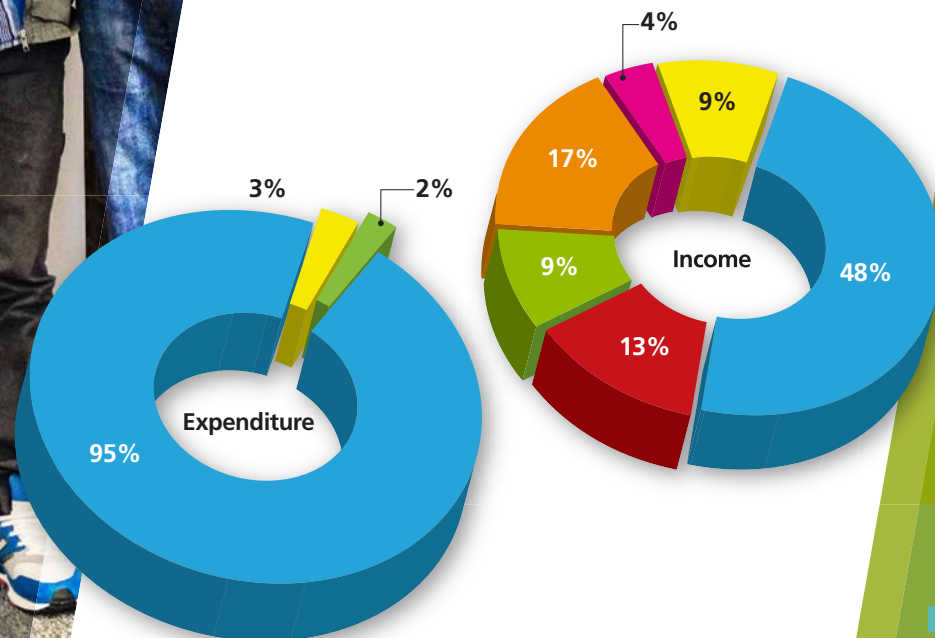
Overseas donations (48%)	ZAR 900,092
Corporate (17%)	ZAR 312,508
Lotto funding (13%)	ZAR 250,000
Events (9%)	ZAR 157,766
Other donations (9%)	ZAR 162,822
Interest (4%)	ZAR 68,874
Total	ZAR 1,852,062

Expenditure

Cost of generating voluntary income (2%)	ZAR 53,725
Charitable activities (95%)	ZAR 2,085,529
Governance (3%)	ZAR 58,867
Total	ZAR 2,198,121

Deficit for the year - ZAR 346,059

Total funds carried forward as at 31/12/2018 ZAR 852,577



MENTEE FEEDBACK

The impact of mentoring can be measured in many ways. One way we measure impact at SAYes is by asking mentees about their experience of transition over the year. We randomly surveyed 75 of 127 mentees who participated in our 2018 mentoring programmes from Child and Youth Care Centres in Cape Town, South Africa.

OVERALL IMPACT

We asked SAYes mentees about the overall impact of having a mentor in 2018.

43% of them said it was... LIFE-CHANGING

Not a single mentee thought the experience of mentoring produced a negative impact.

We then unpacked the experience of mentoring impact in relation to two main programme objectives –

IMPROVING INDEPENDENCE AND IMPROVING WELL-BEING.

IMPROVING INDEPENDENCE

(Making Informed Choices)

When it comes to independence, the quality of decision-making predicts long-run positive outcomes.

93% of SAYes mentees felt that they experienced **much positive to life-changing impact** in their decision-making over the year.

We then unpacked aspects of decision-making by looking at the impact of mentoring on awareness (and acceptance), on the range of options explored together, and on goal focus.

For more than **90% of mentees all aspects** of their **decision-making improved** over the year.

The highest proportional endorsement was for improvements in **awareness (and acceptance) (98%)**, followed by **seeing and exploring more options (97%)**, and more **focus at 91%**.

The biggest gain for any one aspect of decision-making was for **goal-directed focus**.

69% of mentees said **'yes - they improved a lot' on focus** over the year with their mentor.

INDEPENDENCE

IN WHICH DOMAINS DID MENTEES EXPERIENCE THE MOST POSITIVE IMPROVEMENT FROM MENTORING?

As gauged by mentees themselves, **Education & Learning (51%)** is still the area of greatest impact followed by **Work & Money (20%)**.

17% of mentees (all care-experienced and most still in the care system) thought that the biggest impact of mentoring was in the area of **Home & Family**, especially moving.

When we also assessed the impact in each domain separately:

- **32% of mentees** rated the **impact in Education** as **life-changing**, and
- **31% of mentees** rated the **impact in Career** as **life-changing**.

HEALTHY PRACTICES

(Well-Being)

When it comes to well-being, the consistency of healthy practices predicts long-run positive outcomes.

78% of SAYes mentees felt that they experienced **much positive to life-changing impact** in their **healthy practices** over the year.

We unpacked aspects of healthy practices by looking again at the impact of mentoring on awareness (and acceptance), on the range of options explored together, and on goal focus.

For more than **90% of mentees** all aspects of their healthy practices improved over the year.

The highest proportional endorsement was (again) for improvements in **awareness (and acceptance) (96%)** followed by being **more focused (93%)**, and then **seeing and exploring more options (92%)**.

The biggest gains for aspects of healthy practices was for improvements in **focus** as well as for improvements in **awareness and acceptance** (45% said 'yes - they improved a lot' over the year with their mentor in both these aspects).

WELL-BEING

IN WHICH DOMAINS DID MENTEES EXPERIENCE THE MOST POSITIVE IMPROVEMENT FROM MENTORING?

As gauged by mentees themselves, **Emotional Health (40%)** is the area of **greatest impact** followed by **Social Health** and **Identity Health (19%)**.

When assessing the impact in each domain separately:

- **41% of mentees** rated the **impact in Identity Health** as **life-changing**, and
- **32% of mentees** rated the **impact in Social Health** as **life-changing**.

RESILIENCE

We know that one way to build resilience is to improve the quality of your decisions and behavioural practices.

SO DID THESE IMPROVEMENTS LEAD TO A GREATER SENSE OF RESILIENCE?

Yes, 93% of mentees felt they **were able to cope with challenges, setbacks and changes** now more than before the year of mentoring.

The same was true for challenges related to well-being, with **92%** feeling they could **cope better now than before**.

Mentee feedback is a metric that we really care about at SAYes. We will continue to report impact at multiple levels, ensuring there is ongoing and comprehensive monitoring and evaluation of our programmes.



Henley MBA students, 2015



Michelle Potter & Phuti Mahanyele-Dabengwa



SAYes at Unilever event for young women



SAYes MISSION

Aiding the empowerment of marginalised children and young people in South Africa.

SAYes VISION

A society in which children and young people are given the opportunity to reach their full potential socially, emotionally and physically, and where they will contribute to society as independent, self-sustaining adults.



SAYes

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South African Youth Education for Sustainability (SAYes)

Trust Registration no. IT 2774/2010

NPO no. 088-299-NPO

PBO no. 930 035 691 & Section 18A

Level One (135% B-BBEE procurement recognition)

