



# Inkululeko



**2021-2022 Annual Report**



# Our Mission



Inkululeko's mission is to

provide South African township youth with the

**skills, support and guidance**

necessary to **apply, attend and succeed** in university; to

**challenge the bigotry** of low expectations

for township youth; and to provide

**sustainable,**

**positive change;**



**student by student,  
generation by generation.**



# Board Members

Madeleine Schoeman

Nicole Osborne

Mandilakhe Valela

Theresa Larre

Dida Copiso

Nomalanga Mashinini, PhD

Keith Davis

Mfundo Ntshwaxa

Kristin Toellner, CPA

Kirsten Bassuday

Adam King



# Staff

Jason Torreano  
Nomawethu Matiwana  
Zuko Gqadavama  
Julian Barker  
Leandra Fobe  
Vuyokazi Twani  
Nosi Dosi  
Derel Maswanganyi  
Sharanllely Echevarria

Bernadette King  
Zanethemba Mdyogolo  
Aurelio Soto  
Louis Corrente  
Kaizer Makhubo  
Andisiwe Mnyamana  
Noxolo Mata  
Sisipho Platjie

$=mx+b$   
 $+b=c$   
and  $c-b=a$   
then  $b=a$

- Study Vocab  
- Finish HW

- Don't forget!

Buy  
more  
Chalk

Buy  
LESS  
Chalk



↑  
Adam King,  
Co-Chair

**“When the world comes to a pause,  
Inkululeko continues forward.”**

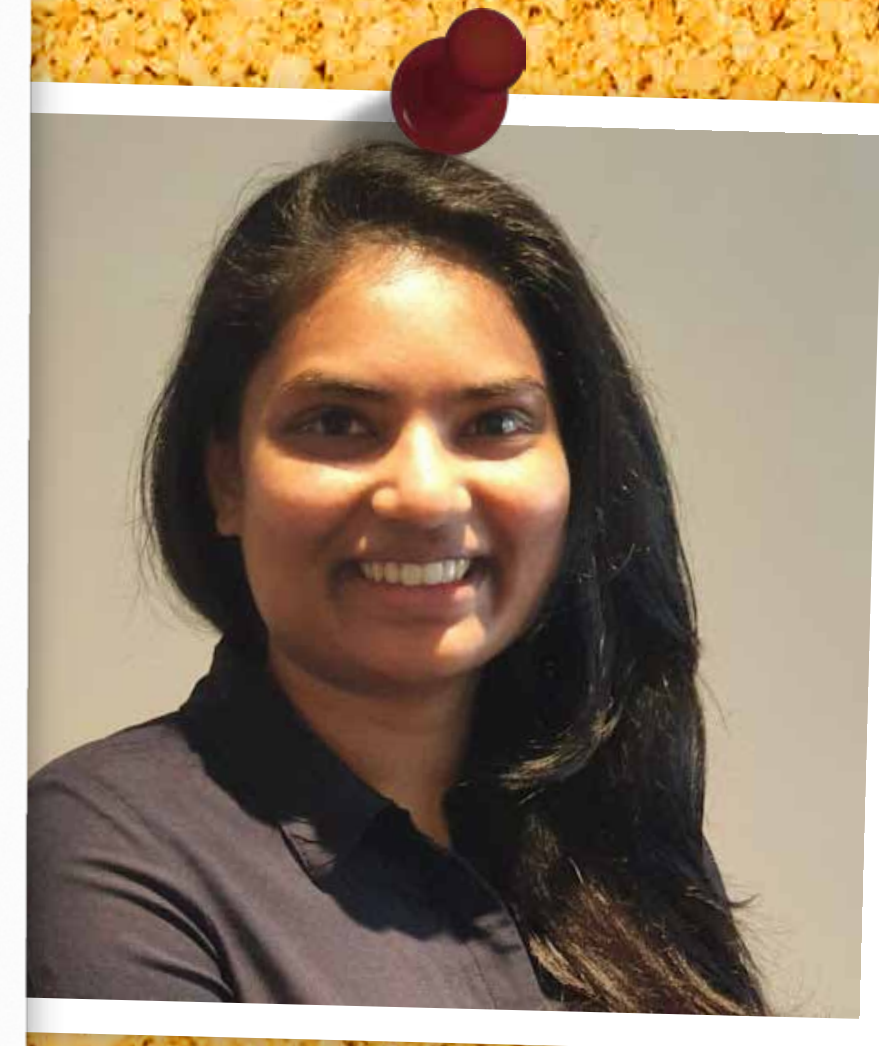
The pandemic created a host of challenges in delivering support to our learners. Despite these, we remain as dedicated as ever to addressing the systemic issues that threaten the future prospects of our learners. The pandemic presented an opportunity to discover our flexibility and creativeness as an organization. We were able to successfully extend services to our learners via virtual offerings. This delivery was not easy as our staff had to continuously adjust and adapt to the needs of our learners.

Another major hurdle was ensuring that learners had access to mobile data to participate in virtual sessions. Mobile data plans in South Africa can be prohibitively expensive, especially in our program where consistent interaction is key to educational development. Your continued support of our work enables us to meet these challenges despite the difficulties that beset our world.

Our learners have mostly returned to in-school learning, but the adversities they face in accessing effective education remain. It is now more than ever that we need to support those who are the most vulnerable and provide them with the means to live safe, purposeful, and meaningful lives.

Many thanks,

Adam King & Kirsten Bassuday  
Inkululeko Co-Chairs



Kirsten  
Bassuday,  
Co-Chair ↑

# Statement From CEO



Jason Torreano,  
CEO and Founder

Dear friends,

Inkululeko began nearly 11 years ago as an idea rumbling around in my head. At first, it was just me. Then, it was me and one other. Then, it was me and two others. Today, we're a dynamic team of a dozen people scattered around the globe, united by our belief in the transformative power of education.

Like all our organizations, we've had our share of successes and challenges. We have the \*best\* learners in the world who come to our program. We have the \*best\* entrepreneurs who work in our cafe.

The team you see pictured with me also has to pivot on an almost daily basis to continue programming despite massive service delivery issues ranging from lack of water, regular power outages, rapidly deteriorating infrastructure and sky high unemployment in the community we call home. South Africa's President addressed this unemployment issue in remarks he made last month to commemorate Youth Day. In his address, he acknowledged the millions of youth who are unemployed as being one of the biggest challenges facing the Rainbow Nation at present.

President Ramaphosa shared: "The fact that millions of young people are not in employment, education or training is the greatest challenge facing our country today."

Despite these challenges, our work continues. Our learners are worth it. Our entrepreneurs are worth it. Our team knows this. So, we pivot. And then we pivot again. And again.

Our Common Ground Cafe, located in Extension 7 and part of our social enterprise unit, was shut down for two years to comply with COVID-19 public health regulations. Earlier this year, Zuko Gqadavama worked with our team to re-imagine what our cafe might look like and how we could begin to chip away at the unemployment problems that exist in our community. He envisioned an incubator sort of environment where early stage entrepreneurs in Makhanda come to us, collaborate with (not work for) our organization, receive mentorship, use our cafe space in return for a modest weekly rent.

It's working. In fact, it's working better than any previous iteration of Common Ground Cafe has ever worked before.

We have taken on several local entrepreneurs who show up, who receive mentorship, who engage with our organization and who are creating employment pathways for themselves.

And we'll continue to do this - capitalize on what's working and finding ways around the challenges that inevitably arise. We hope you'll join us in this effort - as a donor, as a volunteer or as a collaborator.

Yours in education,

Jason Torreano  
Chief Executive Officer and Founder



Since the start of the Covid-19 pandemic, the academic support program has adopted the hybrid model for learning. This model consists of both in-contact and remote learning.

We are fortunate to have a number of tutors that volunteer from the United States to do the remote learning model and they are under Aurelio Soto's supervision. Remote sessions have greatly helped our learners because we now have a digital copy which they can revisit whenever they need. With in-contact tutoring, we have three consistent tutors who assist our learners with their homework and assignments. So far the Academic Support Program is going very well.

2022 has been a success for the Inkululeko organization. There's a new program that has been introduced, which is the OLICO program. OLICO program is a Math program which was implemented 1st February 2022. It focuses on grades 8 and 9 learners in the township area. Recruitment was done to six of our local schools, which are Nyaluza, Ntsika, Nombulelo, Khuhliso, Mrhwetyana and Mary Waters high school. The program is very interesting and learners love it.

Regards,

Nomawethu Matiwana  
Operations Director



*Nomawethu Matiwana,  
Operations Director*



*Julian Barker,  
General Manager*

Inkululeko continues to grow, despite the many challenges that it faces in its operating environment – particularly Covid-19 and loadshedding. On the “fundraising front” we had several successes. To name a few: The Learning Trust (TLT) awarded an increased operational grant, TLT-Olico Maths appointed Inkululeko as an implementing partner for a two-year mathematics program (for grade 8 and 9 learners) and the US Consulate, Cape Town, awarded Inkululeko a two-year grant to refine and implement our Business Skills Course (BSC). We are grateful to our local partner Awarenet which has partnered with us on the TLT-Olico Maths project and BSC.

Over the last year we put considerable effort into improving operations, administration and management by developing new policies and internal procedures. This included our first working weekend / retreat, which we held at the Spinning Reel in Port Alfred. Special thanks go to the Spinning Reel, which gave Inkululeko a special rate for the weekend. The working weekend was used to reflect on recent challenges, progress, and plan for the months ahead. We are also grateful to Mfundo Ntshwaxa, one of the local board members, for participating in the weekend.

Sincerely,

Julian Barker  
General Manager



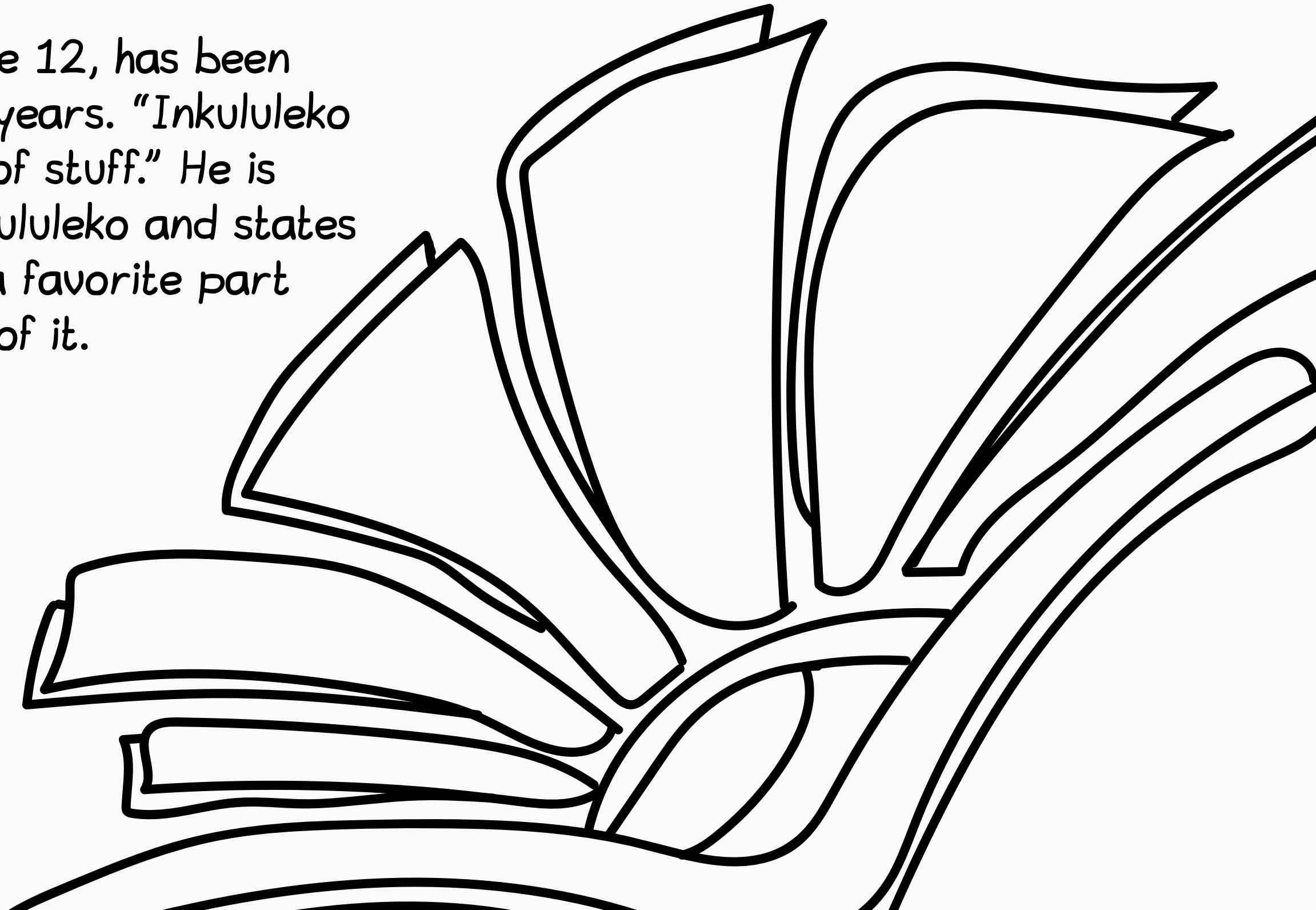
# Opuopkwayo Mfecane,



a learner in grade 11, began working with Inkululeko last year. She states that Inkululeko, "has helped her a lot with her school work." One of the subjects that she struggles most with is history. She is grateful that Inkululeko has provided her with tutors to help her understand the subject more.

# Yonwaba Ntleki,

a learner in grade 12, has been with Inkululeko for 5 years. "Inkululeko has helped with a lot of stuff." He is truly grateful for Inkululeko and states that he doesn't have a favorite part because he enjoys all of it.





# Academic Programs



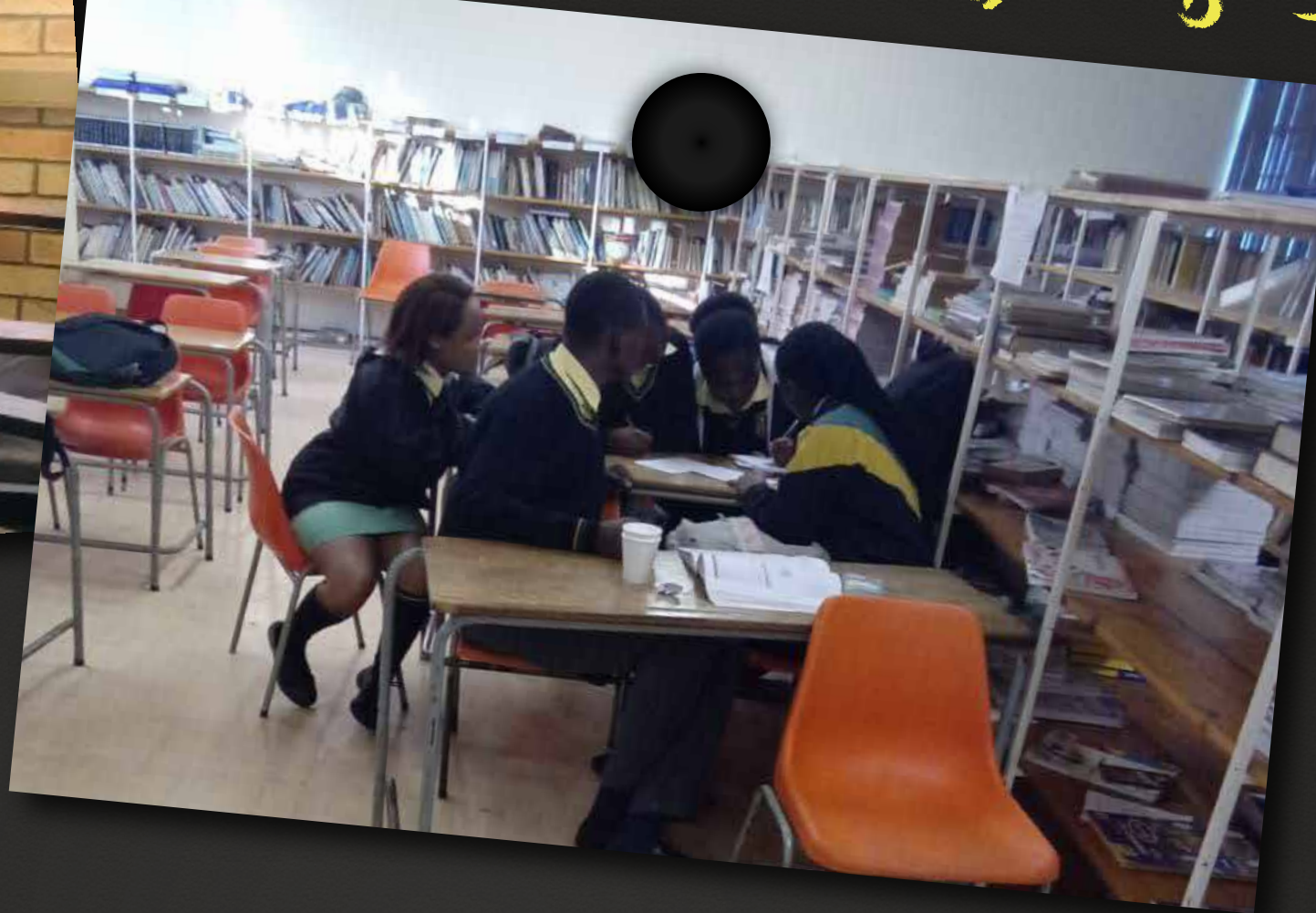
# Inkululeko's Main Academic Program



Inkululeko carries out its mission through after school programs (ASPs) which offer academic support and business skills training for school-age learners who come from severely under-resourced environments.

The organization has classroom spaces in both Nathaniel Nyaluza Senior Secondary School and at its primary branch, Ntsika Senior Secondary School. At these locations, Inkululeko can provide learners with access to resources, including books, desktops, laptops, tablets and internet access.

Through their academic programs, learners have the opportunity to work with tutors from both South Africa and the United States through GoogleMeet and WhatsApp. Noma joined the team for these programs in 2020, amid the COVID-19 pandemic. During her time spent with learners, Noma witnessed huge academic improvement in the schools, from 35.3 % to 63.5%. She truly believes that Inkululeko's involvement in these underserved communities has provided learners with the chance to succeed.



## Inkululeko's Main Academic Program (cont.)

According to Leandra Fobe, who serves as the Social Enterprise lead, governmental changes in the learners' syllabi have made educational attainment more challenging. Inkululeko's academic programs serve to directly address school needs through these changes by providing supportive tutoring services and essential resources. Leandra believes that these programs play a huge part in the lives of the learners, parents, and the larger community of Makhanda as a whole. Most importantly, the program is vital in giving them the recognition they deserve.

# NOREC Partnership



Inkululeko has a multi-year partnership with the Norwegian Agency for Exchange Cooperation (NOREC). NOREC is an executive body under the Norwegian Ministry of Foreign Affairs that works to combat global problems by addressing the local needs and conditions of impoverished areas around the world. Through NOREC, Inkululeko has collaborated with Day Africa (formerly known as DEYI-K) in Nairobi, Kenya, to develop entrepreneurship training and job placement activities.

Zuko Gqadavama serves as the Evaluation and Research Coordinator. As he continues to work with Inkululeko, he takes into consideration the past imbalances and injustices that have impacted youth and uses this insight to motivate his work. He supports the advancement of African children and expresses gratitude to be a part of Inkululeko.

This organization has allowed him to be pragmatic in developing solutions to the problems that these learners are facing. He states that Inkululeko is intentional in gaining insight from the communities that they serve so that their programming meets the needs of their beneficiaries. Inkululeko has taught Zuko what community development/engagement is and how to do it right. He hopes that Inkululeko can recharge the parts of the country and reach places that really need these services, especially those with no libraries, running water, or internet. Because Zuko comes from a community lacking such resources, he understands first-hand the hardships these learners may face.

# US Consulate Business Skills Program

*Seeds of the Future: a Transatlantic Cooperation on building the Green Economy among youth in the Eastern Cape is a business skills training course that is funded by the US Consulate in Cape Town.*

*This course has four parts. In the beginning, learners work to understand and comprehend relevant definitions. The following three parts are composed of contact sessions for learner involvement. Its design is a result of collaboration, including work from partners in both the United States and South Africa.*

*Gabe Khan, a junior from Syracuse University, was one of three interns that helped with this project. He states, "as a whole, we envisioned this curriculum to give a baseline understanding of the green economy and how we, as individuals, contribute to it." A lot of thought and creativity went into creating this course. Gabe and his colleagues wanted to ensure that the course was both "informative and interactive, which would be engaging and enjoyable for the learner." His involvement in the creation of this course is a testament to his vision of Inkululeko's potential. He states,*



*" **Inkululeko** is the necessary force that bring the **power of education** to young South African students. This program allows students to become aware of how important their decisions are in the scope of the green economy, and such knowledge allows learners to **incite the change they want to see.** "*

# ~ US Consulate Business Skills Program (cont.) ~

Awarenet, an eLearning nonprofit organization that offers online discussions and work spaces to learners, collaborated with Inkululeko on this program. Julian Barker, who serves as General Manager, has worked behind the scenes to establish it. To him, this program is crucial to the lives of their learners. He states, "Makhanda is very poor, possibly one of the poorest provinces in the Eastern Cape. The unemployment rate is extremely high for the youth. Therefore this program aims to empower learners to think of other ways, besides looking for jobs, to make way for themselves."

Nomawethu Matiwana, who serves as the Program Director of this course, states that "learners are doing very well." She has witnessed learners incorporate the concepts that they've learned in this course when tasked with developing their own business ideas.



Some of their projects range from efforts to combat climate change – like how to save water in a community that lacks resources. Others have planned to do their businesses. While the start of this course was online, the transition to in-person has allowed the staff to see how well learners are grasping the information.

According to Noma, partnering with the US Consulate has provided learners with the opportunity to visit unique architectural places, like a house made of recycled glass and bricks made of clay. She states, "learners are interested, engaged, and learning a lot from this course." Her hopes are that with this partnership, "learners can strengthen their skills so that even if they don't want to attend universities, they have the skills to establish their own business and still prosper within their communities."



# OLICO

The OLICO Math Education Program designs high quality math resources, using a sense-making and confidence building approach customized to SA realities. These methods have been put into practice with teachers, tutors, and non-governmental organizations (NGOs). This model makes math more accessible and meaningful to learners in grades 8 and 9. Inkululeko began a partnership with this program to address the struggles learners face when advancing to grades 11 and 12. Since then, Inkululeko has managed OLICO programs in six different schools, thus providing more resources and overall assistance.



*"It's exceptional  
and beneficial  
for all grades"*

*- Nosi Dosi, Program Coordinator*

## *OLICO (cont.)*

*Nosi Dosi, who serves as the OLICO Math Program Coordinator, has received exceptional feedback from the learners and staff within these schools. She has witnessed remarkable improvements in math. One student has even shared that he received a high mark in his class. When the COVID-19 pandemic began, loadshedding (rolling blackouts) challenged these programs during the first term. However, with help from OLICO, Inkululeko was able to adjust and overcome such challenges.*

*Nosi envisions that Inkululeko will grow into a bigger organization and extend their programs to other grades. As stated, OLICO is only for grades 8 - 9, but Nosi sees its promise and wishes to expand the program. She wishes for this program to one day accommodate at least grades 9-12. She states that, "it's exceptional and beneficial for all grades." Another wish she has is for the program to employ more people to combat the high rate of unemployment.*

# Online Tutoring

## The Beginnings of Capitalism

In the early 1900s, business and manufacturing took off as the United States rapidly industrialized. Jobs were plentiful and people were making a lot of money.

This is the one of the first examples of modern-day capitalism. Capitalism is an economic strategy in which private enterprises own a product and the means of production for that product to make a profit.

Due to the growing wealth and influence of corporations, the United States was pressured and convinced into a laissez-faire type of capitalism.

Laissez-faire, "hands-off", is a type of capitalism where the government does not regulate or investigate the practices of major corporations.



9:59 AM | hys-lfbg-ngj

meet.google.com is sharing your screen

Stop sharing

Hide

Turn off microphone (ctrl + d)



Louis Corrente has been a math tutor for Inkululeko since Spring 2022. Louis recently transitioned from engineering to an accelerated education career through the UBTEACH Program at the University of Buffalo.

While he has only been with Inkululeko for a semester, Inkululeko's Tutoring Coordinator, Aurelio Soto praises Louis' progress as a tutor. He shares weekly teaching materials to foster an environment of growth and mutual collaboration amongst his fellow tutors. The greatest challenge Louis has faced is planning for lessons on topics he is unfamiliar with, especially since he has no prior experience in education. However, a chance geometry lesson allowed Louis to learn how to approach teaching new content areas. He has navigated technical issues, such as spotty wifi and asynchronous teaching, without formal orientation to cultivate his time management and interpersonal skills.

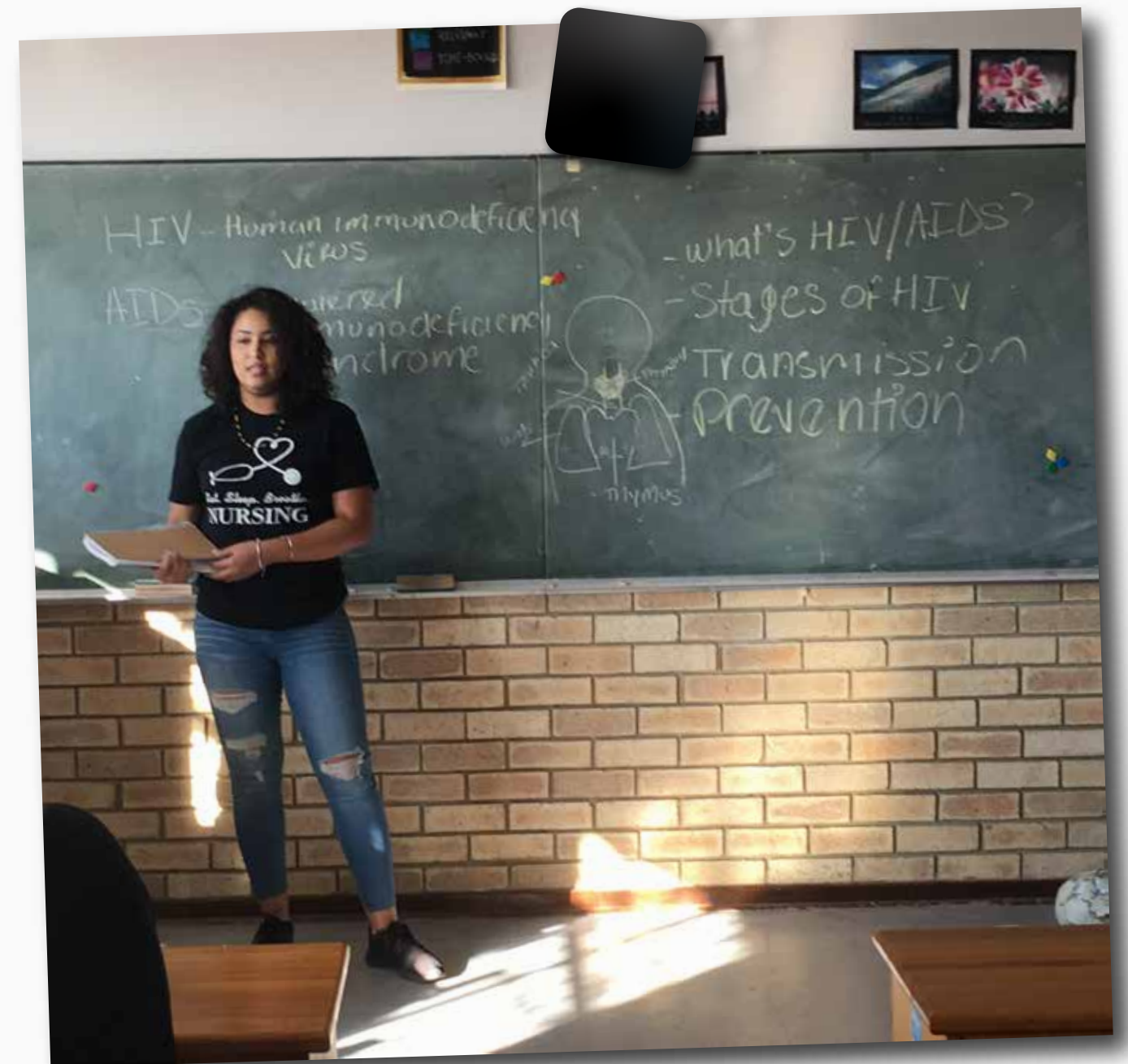
Louis' most memorable experience was the first lesson he taught. He hopes to continue inspiring other tutors as he transitions to a mentorship role starting in Summer 2022.

# NYPACE Partnership

Historically, Inkululeko has utilized grants or funding programs that have limited fund usage, capping the organization's ability to invest in the critical infrastructure needed to support the township youth (e.g., stable electricity).

This spring, Inkululeko worked with a team of volunteers to identify ways to increase unrestricted income sources for the organization. The program was coordinated by the New York Professional Advisors for Community Entrepreneurs (NYPACE), a non-profit organization formed to stimulate job creation and sustainable economic development by providing pro bono consulting to entrepreneurs in New York City.

Alongside Jason, the team quickly focused on the opportunity with Kunye, a new experiential learning trip to South Africa. To supplement Kunye's solid foundation, we focused on identifying a more tailored segmentation and value proposition to drive program awareness and participation.



# NYPACE Partnership (cont.)

The team utilized a participant survey to identify potential unmet needs, conducted brainstorming sessions to identify relevant segments (e.g., undergraduate internships, corporations, etc.), and interviewed representatives. They delivered specific guidance on customer-perceived value proposition, segment-level primary marketing channels, and segment-level tactical recommendations. To jump-start efforts, they crafted internship descriptions, organized a list of programs for outreach, shared high-level websites and marketing suggestions to drive conversion.

The program went well, and the output from the discussions and work gives Inkululeko actionable next steps to continue to build Kunye and help it achieve its full potential.

“ It was a pleasure to work with Jason to help advance Inkululeko’s mission. Jason was a true thought partner, and his passion and energy for the organization were contagious. We look forward to seeing the impact Kunye has on Inkululeko. ”

- Parth, Lea, Aaser, Kai



# NTT Data Collaborates with Inkululeko

NTT DATA team members volunteered their consulting expertise to assist Inkululeko in the development of its fundraising plan. The team is currently testing various fundraising events to identify events that are not only profitable, but scalable as well to provide a sustainable source of cash flow. In addition, the fundraising team has been reviewing various grants to identify capital campaign funds that align with Inkululeko's long term goals and vision.

## Fundraising

Through partnership with restaurants, the fundraising team has instituted a profit-sharing model based on a percentage of revenue. This event is currently being tested in Atlanta and will be scaled to New York, Chicago, and other large cities. The team is also coordinating a charity golf tournament across 6 US cities, targeting popular activities to maximize turnout and donations.





# Recruiting

*NTT DATA has helped advance the recruiting initiatives for the Kunye Campaign, supporting the annual trip to South Africa.*

*We have identified young individuals who have a passion for supporting education or learning more about South Africa, specifically Makhanda. We have crowdsourced contacts from our own networks at NTT DATA to spread the word of the trip and tapped into our personal networks to further investigate who might be interested in traveling with Inkululeko. Our team has reached out to various universities that support their students' efforts to volunteer with organizations that have similar values to Inkululeko.*

*We hope to continue inspiring young individuals to travel with Inkululeko through our Information Session with Jason Torreano this June and successfully recruit for the upcoming trip.*





For the Inkululeko initiative, NTT DATA team members have been working with Keith Davis to revamp the existing newsletter and developing strategies on how to utilize it for better engagement. We have received positive feedback from Jason Torreano and others on the new template and are waiting for approval.

Furthermore, we have been devising key words & phrases to be used in the Google Ads campaign to promote Inkululeko and raise awareness for the upcoming South Africa Trip.

Our goal is to identify gaps in the existing marketing streams and work to bridge that gap to increase engagement and to raise awareness for Inkululeko and the impact on the community in Makhanda. The NTT DATA team is excited to be making progress and we are incredibly grateful to have this opportunity to work with Inkululeko and be a positive influence for the generations to come!

# Marketing



# Interested in Supporting Inkululeko?

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Credit Card Number:** \_\_\_\_\_

**Expiration Date:** \_\_\_\_\_ **Security Code:** \_\_\_\_\_

**100%**

of your money goes to  
support programs for  
young people!

**Please mail checks to:**

INKULULEKO, INC.  
4400 Upper Mountain Rd.  
Lockport, NY 14094

**Online donations can be  
made at:**

[inkululeko.org](http://inkululeko.org)



*Inkululeko*  
*With freedom comes hope*

**For more information, head to  
[www.inkululeko.org](http://www.inkululeko.org)**