

Hillcrest Advice Bureau and Bursary Fund

A Better South Africa, One Degree At A Time...

Summary Report For 2017

Income from donations was **DOWN** 4% (R34,000)

Expenditure was **UP** 14% (R110,000)

Beneficiaries received 98% of donations.

69 Tertiary Students assisted achieving a **95%** pass rate

181 School Children in 15 schools assisted

12 Advice Bureau cases resolved **234** cases ongoing

Advice Bureau DOUBLED to include **St Agnes Anglican Church** employment bureau

CAO Project trialled helping **28** Matriculants access NSFAS funded university places

Admin Costs remain at just under **2%** of expenditure

Finance

Starting 2017 with a comfortable Reserves position we based our budget, and therefore the numbers of students taken on in the Tertiary Fund, on Donation income experienced in the previous financial year. Unfortunately 3 of our regular Donors were unable to contribute in 2017 resulting in a R100,000 reduction in Donation Income. This was redressed somewhat by new Donations however these were specific to particular new projects such as the CAO Project and the expansion of the Advice Bureau activities, i.e. new expenditure.

We were able to meet our financial commitments by using the Reserves, saving R125,000 for the January 2018 Tertiary Fund expenditure peak when Registration Fees, Residence Deposits and books need to be paid for by all Tertiary Fund students.

With minimum reserves available Tertiary Fund student numbers in 2018 will reduce and we may reluctantly have to reduce Advice Bureau hours.

Thanks to the **Ewing Trust** for donation of stationery, to **Hillcrest InkyShop** for donation of printer ink, to our team of **volunteers** for donations of Thank You gifts, to **Netelligent Consulting** email service providers for their discount and to **DebtIn** for bulk printing all of which has allowed us to maintain a less than 2% administration cost despite increases in bank charges and the new costs (albeit discounted - thank you **C&S Accounting**) of cloud based accounting.

Volunteers

We are very happy to have welcomed a number of new volunteers in 2017. **Marijke Merson** is a retired pre-school Principal now involved in the Tertiary Fund. **Keith Merson** is a retired businessman and has been involved in the Tertiary Fund, School Fund and CAO Project. **Wiseman Mabaso** retired as Principal of KwaBasothini High School (a school supported through the Schools Fund) in July and joined HABandBF as a Tertiary Fund volunteer in November. **Joe Mthembu**, a Member of our Management Committee, was able to be involved in more of the day to day activities including Tertiary Fund New Applicant screening and running the CAO Project.

With the increase in Volunteers our 'front office' work is becoming more sustainable, allowing Members time for grandparenting duties and other responsibilities without affecting the service provided to our Beneficiaries. There is still need for more help with the 'back office' work and we will work towards this in 2018.

New Activities

1. CAO Project

The Solon Foundation supported a trial 'CAO Project' in the latter half of the year. CAO stands for Central Applications Office and is the organisation which manages university and

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financial aid applications from Grade 12 Learners. Application for places through CAO increases the likelihood of obtaining a place on the chosen course at an Institution of the Learner's choice. If a place is granted and the applicant has requested Financial Aid in their CAO application they will receive National Student Financial Aid Scheme (NSFAS) support in tuition, residence and maybe living costs. CAO applications cost R200 to submit which can be an impossibly large sum for School Learners living well below the poverty line in families who often go hungry. The CAO Project sought to identify bright Grade 12 Learners who were unable financially to apply through CAO thus enabling them to access Tertiary Education funded by NSFAS. Without this support these young people would try to enter university and then submit appeals to NSFAS, meantime often living in squats attending lectures but without books or enough to eat, often giving up through sheer hunger.

2. Advice Bureau at St. Agnes Anglican Church, Kloof

St. Agnes Anglican Church has kindly supported HABandBF for a number of years and invited us to provide an Advice Bureau at their Employment Bureau which attracts over a hundred people a week eager to submit their C.V.s and hopeful to obtain employment. Previously our Advice Bureau staff have not been in a position to be able to take on additional hours but in mid 2017 with training in place and a change in personal circumstances both Winnie (Paralegal) and Nokuthula (trainee Paralegal) were keen to trial the new venue.

The response has been very positive, possibly overwhelmingly so. Numbers have more than doubled and the cases are more diverse than those dealt with at Qadi. There may be a need for 'back office' hours to allow the staff to follow up properly on all of the cases, which would be another additional expense and may not be financially viable.

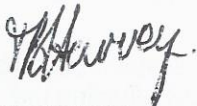
Thanks

As a voluntarily run organisation we are absolutely indebted to all of our Stakeholders without whose support we would not be able to help the most impoverished members of the Valley of 1000 Hills Community to help themselves out of the poverty cycle and into economic and social contribution to society.

This is something which we all believe passionately in: 'A Hand Up and not a Hand Out' to redress some of the disadvantages of poverty. Also that Education is the only way to break out of poverty.

As with every organisation every contribution is vital - the Donors for providing the finance and other goods, the volunteers for performing due diligence and distributing those donations carefully and wisely, the Management Committee and Auditors for ensuring good governance and Holy Trinity Anglican Church for providing the venue through which these services are delivered.

I would like to take this opportunity to thank you all.



Tanya Harvey

1st March 2018

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	<u>HAB and BF 2017 Donations Received</u>	<u>Non Financial Donations</u>	
January	Waterfall Methodist	Holy Trinity Anglican Church	Venue for Tertiary Fund Drop In Centres, storage of files and food parcels, use of photocopier and telephone
	Anonymous Individual	African Gospel Church	Venue for Advice Bureau
	Solon	St Agnes Anglican Church	Venue for Advice Bureau, use of photocopier
	Anonymous Individual	Kearsney College	Venue for meetings
	Laureate Foundation	Hillside Church	Venue for meetings
	Holy Trinity	C Drive	Discounted laptop repair and cleaning
February	Pinetown Rotary Trust	Netelligent Consulting	Email hosting
	Coker Family Trust	Webhouse	Website design and support
	Evening Women's Guild	C&S Accounting	Auditing and Accountancy
	Greenacre Foundation	31 Club	laptop
	MUGS Golf Society	InkyShops	printer cartridges
March	Edna Burford Trust	Ewing Trust	Printer, stationery
	R Paget Will Trust	Nhlonipho Shezi	Maths and Life Science Text Books
	Comburs Foundation (Ad hoc throughout the year)	Joan Burgess	2 laptops
	Gordon Allan	Gordon Allan	Notebook & 3 laptops
	Waterfall Methodist	Jenipher Lavender	Email hosting
	Mir Price Group	Alex Harvey	Maths text books, dictionary, calculator, ring binder files
		Lynette Reynolds	Interview Clothes
		Anonymous Individual	Graduation Attire
April	SPAR	Debt In	Printer paper
May	Fulton Trust		
	Holy Trinity Anglican Women's Fellowship		
	31 Club		
	Ramsden Trust		
June			
July	Beare Foundation		
August	Solon CAO		
September	Molly Reynolds Trust		
	Robin Hamilton Trust		
October	Kloof Rotary Anns		
	Grice Family		
November			
December	Key Group		
Monthly	Sue Keel *12		

YMSK

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Report of the Tertiary Fund For 2017

Highlights:

- **95% of our students passed** (60 out of 63)
- **29 Students Graduated** 15 of whom are employed, 5 in further study, 3 in work experience and 6 job seeking
- **63 Students** assisted towards the completion of their tertiary education
- **39 Distinctions** achieved by our students in the November 2017 exams
- 1 of the 2 students who failed in 2016 self funded and passed his failed subjects. We are assisting him with transport to attend his work experience job
- Student numbers **UP by 16**

Past Students News

Here is a sample of the activities of some of the HABandBF Alumni:

- **Thandeka Ngcamu** who completed her Enrolled Nurse qualification with our support in 2013 is working for Netcare in Cape Town. They are sponsoring her further studies for the Sister qualification.
- **Sanele Mpanza** who completed her B.Ed. through UNISA in 2014 is working at Kwachibikhulu Primary School.
- **Xolani Danisa** who completed his Law degree through UNISA in 2015 with support from HABandBF is now studying for his Articles with a Law firm in Durban.

2017 Students News

Due to the health of the opening bank balance and the increase in NSFAS success the numbers of students supported increased by 16 to 63 studying and 6 graduates from 2016.

Current students were supported financially with books; top up of fees where NSFAS did not pay the full tuition; top up or full payment for residence; transport money for students to attend lectures, tutorials, residential trips, extra tuition and exams; and other expenses such as stationery, laptop repairs, safety equipment for practical workshops etc.. Perhaps more important was the qualitative support provided such as mentoring; advising students in how to resolve problems for example with the quality of teaching; assisting students to successfully appeal NSFAS; coaching students in how to write a good C.V. and providing interview practice. Some of the more difficult areas of support include dealing with students who are living with abuse or grief and guiding them to use the counselling services available.

The Graduates were supported with assistance for job seeking in terms of access to the internet for job seeking and online job applications as well as help towards printing and postage costs as well as transport to attend job interviews and to distribute their C.V.s. Three of the 2016 graduates need 18 months work experience in order to qualify for their Diploma certificates. Two are benefitting from work experience - one in a government office and one in a government hospital office. Neither receive pay or stipend or any contribution to their transport costs. HABandBF pays transport so that they can attend their work and we have helped them to earn some money to pay for living costs by encouraging them to do, for example, sewing and beadwork.

Fihlo Dladla, Dip. Chem Engineering, DUT, has been searching for a work experience job in his field without any success for the entire year. His marks were very good and he is a dedicated and hardworking young man. We want to support him in further study for B.Tech. but he cannot register for B.Tech until he has completed the 18 months work experience.

Challenges

Laptops We are deeply grateful to all of those people and companies associated with HABandBF who have donated laptops in the last year. One individual in the UK managed to obtain 4 laptops which he then reconditioned and sent, via friends visiting SA, to HABandBF!

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Laptops and internet connection are an essential requirement for all Degrees and Diplomas. Some Institutions (e.g. UKZN) provide free laptops for their NSFAS students, but repairs are at the students' cost. When students are surviving on a NSFAS living allowance of R700 for food, toiletries, stationery and transport there is no money left for laptop repairs. HABandBF funds necessary repairs through our trusted service provider, C Drive, in Hillcrest.

For students at other Institutions, especially UNISA which relies on Distance Learning to deliver much of its' curriculum, unlimited access to the internet via computer is impossible without a personal laptop. Many of the assignments are only accepted if submitted online. Access to the university library computers is time limited and has to be pre-booked.

One of our students, Amanda Manqele, B.Ed., UNISA was the focus of an appeal for a laptop in February 2017 and was lucky to receive a second hand laptop within a week of the appeal which enabled her to submit the urgent online assignment due March 2017. The second hand laptop was then replaced by a brand new laptop and bag donated by the 31 Club in May. Another UNISA HABandBF student then benefitted from Amanda's old laptop.

Amanda achieved distinctions in all of her modules that semester. Without the laptop she would have failed the online module.

Vocational Qualifications Two of our Donors specify that their donation should support vocational qualifications, which we are very happy to do. There has, however, been inconsistency in the quality of education of organisational management of some of the vocational institutions which has been highly frustrating for us and for our students.

We have had some excellent results in the past with, for example, Mboneni Madikizela who obtained full time employment in Mechanical Boiler Making even before his final results were out. Also, now that we are only supporting nursing students who are capable of completing the degree level Sister qualification, they are obtaining employment soon after completing their studies. However we have had some problems with Qadi campus with their Plumbing qualifications which has meant that very little teaching was available in 2017 and the delays in course start dates unfortunately led to one of our students dropping out completely.

Ideally we would like to be in a position where we could visit these Colleges to identify and support those which are well managed. We hope that with the new volunteers who have joined our team we will be able to do this in 2018.

Thanks

We are deeply grateful to the team of volunteers who give freely of their own time, petrol, ink, stationery, airtime, experience and emotional depths to run the Drop In Centre and assist students via messages and email on a daily basis. Many hands make light work when working together in harmony, which is a position we are lucky to be in.

Thanks of course to our Donors without whose money, laptops, cellphones and interview clothing we would not be able to do the work we do. With special thanks to Holy Trinity Anglican Church for donating space for our files and Drop In Centre as well as access to the telephone line and photocopier.

Report dated 1st March by Tanya Harvey.....J. Harvey
2018

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2017 STUDENTS, RECORD OF STUDIES

QUALIFICATIONS STUDYING FOR:

FORTY SEVEN DEGREES IN:

B.Ed	20	B.Tech Environmental Management	1
BSc. Biological Science	2	BSc. Geological Science	1
BSc. Agriculture	1	BSc Biochemistry	1
BA Soc Science	2	BA Philosophy, Politics, Law	1
B Com	3	B. Business Science	1
PGCE	3	BA Law	4
B.Tech Librarian Studies	1	B. Medical Science	1
BA IsiZulu & Management	1	BA Psychology	1
		Nursing Sister	3

TWO 2016 Graduates Assisted in Job Seeking

B.Com	1
B.Ed	1

TEN DIPLOMAS IN:

Marketing	1	Youth Development	1
Human Resource Management	2	Civil Engineering	1
Office Management	2	Internal Auditing	1
Electrical Engineering	1	Paralegal	1

FOUR 2016 Graduates Assisted with Work Experience

Pub Rel Man	2	Human Resources	1
		Chem Eng	1

SIX CERTIFICATES IN:

L4 Plumbing	3	Records Management	1
Child Care	1	N6 Electrical Engineering	1

INSTITUTIONS:

Universities

UKZN	31
UNISA	19
Univ of Zul	2
DUT	6
MUT	3

FETs

Phakamisa (Childcare)	1
Qadi	3
Damelin (Paralegal only)	1
Mpumalanga Inst of Nursing	2
Coastal	1

TWENTY NINE STUDENTS QUALIFIED DURING 2017:

NINETEEN DEGREES/DEGREE EQUIVALENTS

B.Ed.	8
PGCE	2
B.A. Law	2
B.Com.	2
Nursing Sister	2
Biological Science	1
Librarian Studies	1
Office Management &	1

TEN DIPLOMAS

Dip. Pub. Rel. Management	2
Dip. HR Management	2
Dip. Chemical Engineering	1
Dip. Marketing	1

2 CERTIFICATES

Childcare	1
L4 Plumbing	2
Records Management	1

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Report of the Advice Bureau For 2017

In August the Advice Bureau started a weekly trial additional morning located at St. Agnes Anglican Church, Kloof. St. Agnes holds an Employment Bureau, isiZulu morning service and a Health Clinic every Tuesday morning. A large number of unemployed members of the Community attend St. Agnes to benefit from these services and St. Agnes had suggested a few years ago that the Advice Bureau would be able to benefit a number of their clients.

At the time Winnie Mtakwende was not in a position to increase her workload for the Advice Bureau. We have since provided training for her to help her in dealing with the counselling aspect of her work and reviewed her pay in line with industry median Paralegal salaries. Additionally Nokuthula Sokhela, trainee Paralegal, is able to work alongside Winnie at an interns' rate. In April Winnie agreed that she would now be able to increase her workload and we approached St. Agnes to undertake a trial which started in August.

The St. Agnes work has brought in 59 new cases in just over 3 months (closed the majority of December). Qadi bureau cases increased from 130 to 175, with the total number of Advice Bureau cases in 2017 being 234. Of the 12 cases resolved clients reported back on the value of settlement/ grant/ payment received. A total of R145000 was reported to the Advice Bureau, up R107000 on the previous year.

The donation of a printer to the Qadi office has made it much easier to deal with cases more quickly. Previously clients were asked to go to the post office to make copies and then come back with their paperwork. For clients who do not have R5 for food let alone taxi fare this requirement would lead to a long delay. Now that there is a printer it is used for photocopying paperwork at the client's first visit allowing the Advice Bureau staff to process the case much more quickly. At St. Agnes the Employment Bureau photocopy machine is made available for copies.

There was a problem during August and September in that the Fixed Line Lookalike telephone broke and could not be repaired. Telkom did not have replacement phones so no 'phone calls could be made during this period which caused delays in all pending cases. The phone contract has since been changed to a Telkom mobile contract using a mobile 'phone. If problems occur with the mobile 'phone it will be easy to repair or replace it.

We would like to thank the Donors who fund our work and make it possible for us to help the Community. We would also like to thank the Members of St. Agnes Church for allowing us use of their premises so that we can help more members of the Community.

Report dated 1st March 2018 By Mrs. W. Mtakwende W. Mtakwende

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Problem	2017	R	2016	R	2015	R	2014	2013
Qadi								
Birth Certificate	2		0		0		0	0
Civil Pensions	0		0		2		0	2
Child Support Grants	10	5174.83	6	2500	17		3	2
Motor Vehicle Accident	2		0		0		0	0
Foster Care Grants	9		0		10		3	1
Death Benefits	0		0		6	8000	2	0
Disability Grant	108	22245.48	80	21000	73	26692	99	24
Surplus Apportionment	9	110200	0		0		0	0
Identity Book	15		16		2		2	3
Dependent Benefits	2		2		0		0	0
Provident Fund	1		0		0		0	0
Land Claim	2		0		0		0	0
Issupol Insurance	2	7000	0		0		0	0
Maintenance	0		0		3	6200	1	
Miscellaneous	10		2	6000	2			
UIF	2		1	7500				
Old Age Pension	1	2476.77	1	2100				

St Agnes, Kloof - Started August 2017, all cases still pending

Birth Certificate	7							
Child Support Grants	6							
Disability Grants	10							
Pay Awards	9							
Provident Fund	10							
Pay Deductions	10							
UIF	7							
Total	234	145097.08	108	38100	115	40892	110	32

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Example Advice Bureau Case - Identity Document

Thabethe Slondiwe Precious who has no parents and has been trying to get an ID since 2013. Pinetown Home Affairs told her that she must get a Birth Certificate. They interviewed her and told her to come back in 2015 for another interview which she did. She kept checking and was always told to come back.

Then she came to us in 2016 and we have been trying to sort this matter out. She even went to Isiphingo Home Affairs as there was no progress in Pinetown Home Affairs. She got a birth certificate from Isiphingo Home Affairs and they told her that another one had been issued in 2013 in Pinetown. When she took the Isiphingo Birth Certificate to Pinetown to apply for the ID the Pinetown office said that she had bribed Isiphingo in order to obtain the Birth Certificate and so they refused to assist her in applying for an ID.

Ms Thabethe needs an ID to get a job because all employers need to register their employees. We continue to work on this matter.

In the meantime she makes heads of the people to earn her living.

Example Advice Bureau Case - Identity Document

A man called Blöse Bhékukwenza is trying to apply for an ID. He was born 2nd January 1962 and has never had an ID. He is not well and attends the clinic. The Doctor advised him to bring an ID and he does not have one to bring. **Without an ID he cannot receive Disability Benefit.**



He decided to see the counsellor in March who sent him to people running the War Room project which is a project which helps people with their problems, like the Advice Bureau. There was no progress so Mr. Blöse decided to come to us in September. We spoke to the people at the War Room and understand that they are working on the case. We continue to follow up and are pushing the matter.

Mr. Blöse is staying on his own. We are giving him a food parcel. He has got a hand sewing machine which he has been using to sew shorts and tops for children but unfortunately he is short of the sewing material. Though he is not well he is trying to do that for a living. He lives in a muddy, falling down house.

He is not begging. Any one with some pieces of material to give him would be appreciated. See the pictures of him with some of the clothes he makes and sells.

Example Advice Bureau Case - Disability Grant and Child Support Grant Application

Mazibuko Nezi Buyelaphi is not well and is trying to apply for Disability Grant. Also her sister's daughter died and left her with 3 children. Her sister died too. She is trying to cancel the child support grant from Johannesburg SASSA and move it to Pinetown SASSA.

The social workers from SASSA do not help her. She goes up and down to the offices which costs transport money she does not have since she is not working due to the illness. She has been to SASSA and Child Welfare several times without getting help. She was told to go to Isolezwe and make an advert to look for the children's father but nothing has been done to assist her with transport. We continue to work on the matter.

HILLCREST ADVICE BUREAU & BURSARY FUND SCHOOLS PROGRAMME

The uniform programme got off to a busy start in January with requests through the drop-in centre involving 5 schools and 8 learners.

At Vusumuzi School in Embo we heard of a young 6 year old girl from Lesothu who had been abandoned by her parents. A woman in the area who speaks the language has taken her in and is caring for her. We were able to buy her a full set of school uniform and have been monitoring her progress.

Our good friend Paul Govender from Inkazimulo sent us his uniform requirements list in Jan informing us that the school would be supplying dresses for the girls and golf shirts for the boys. The other items of clothing namely shoes, jerseys and shorts for the boys were bought from our supplier. We waited patiently for the go ahead from Mr Govender to come and fit and purchase the remaining uniform which by April had not come. Upon enquiring what was happening, we were told that the parents and governing body had insisted on having the uniforms made by a local dress maker but unfortunately the fabric was not available. After endless delays we finally were able to fit the children with these items in May. We had a further request from this school for jerseys which we supplied. (photos sent separately).

As well as paying R1000 transport costs for Thandeka Ngema to attend Zimele Molweni Centre for the Physically and Mentally challenged children, we bought her a school dress and shoes. We also supplied 7 others with shoes. (photo sent separately)

Winnies' needs for food parcels has decreased and we have only purchased 15 for her during this reporting period – the average price being R157.30 each. If the need does not increase during the second half of the year, we would like to use some of the allocation for food for uniforms.

Pinetown Bargain Bazaar has been our main supplier and we have a good relationship with them and get discounts on most items. It has however become increasingly difficult collecting the goods as the 'Whoonga Boys' are active in this area. Rosemary has been asked to phone the shop when arriving in the area and is escorted to and from the store. We might have to make arrangement to have the uniforms delivered if visits to this area remain dangerous.

To date we have provided certain items of school uniform to:

Kwadinabaduba High School	2
Siyajabula High School	3
Khanyakhwezi Primary	22
Khabazela High School	1
Inkazimulo	26
Kwabazothini	32
Vusumuzi	22
Empilweni	3
St Leo	1
Nyuswa	1
Botha's Hill	2
Zimele	8
	123

Keith Merson – a new member of HAB&BF volunteered to help Rosemary and together 4 schools have been visited. This assistance is greatly appreciated and we hope to be able to work together next year.

Whenever possible we have been supporting Gloria Zulu whose sewing business is called Imagxabashe. She makes school dresses and attaches school badges to shirts, jerseys etc using her embroidery machine. She is willing and efficient and when we discovered a little boy with no underwear and very tatty clothing, she personally supplied him with extra clothes, whilst we supplied the school uniform and underwear.

Once again Mr Zaca from Gwadu Zenex requested track suits for 36 learners and with Gloria's help we delivered and fitted them, changing sizes where necessary.

It is interesting to see some changes in the schools in the 14 years that Rosemary has been involved with this project. The buildings have not changed although certain schools keep them constantly looking good but several schools have secretaries and better office equipment including computers and more English seems to be spoken. I cannot comment on the standard of teaching but note the big improvement in the condition of the teacher's cars!

Our heartfelt thanks as always to our Funders for their continued support to the HAB&BF and we like to think that although it may only be a drop in the ocean, we are making the children we clothe happy and give them confidence and dignity.

Rosemary Dickinson
Administrator – School Programme
Hillcrest Advice Bureau & Bursary Fund



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Central Applications Office (CAO) Project Report

We are grateful to the Solon Foundation for approaching us mid 2017 asking for a Tertiary Fund project proposal which would meet their criteria of assisting School Children.

We highlighted that our proposal was to overcome one of the many barriers to tertiary education experienced by academically able students .

Our intention was to initiate an early process whereby the learner completes an CAO application during their final year of high school ensuring a more positive outcome with Nsfas - Nsfas pays registration, tuition and residence costs.

The approved project was for up to 10 Grade 12 Learners from up to 4 Quintile High Schools in the Valley of 1000 Hills geographical area. Each school nominated a short list of suitable applicants in their matric year with the following criteria:

1. Be academically able, likely to achieve university exemption in their matric exams.
2. A financially impoverished background unable to afford the CAO fee, and wary to risk such costs.

If HABandBF helps them with the CAO application fee that this was not a commitment to help throughout their studies + that the student should contribute R25 (10%) towards the CAO costs, and if not possible they would be expected to participate in work of some kind.

As arranged, we visited the principals and Head of Departments of four schools in the Valley of a 1000 Hills area:

Kwatebeni High School: 10 Students. Total amount: R 2600

Thabela High School: 3 Students. Total amount : R 600

Khabazela High School: 9 Students. Total Amount : R2800

Hlahlindela High School. 4 Students. Total Amount : R1400

Final Total: R7400

Issues we needed to deal with :

1. Deciding which pupils required CAO financial assistance... as few appeared on the positive side of the poverty bar.
2. Thus, we had concern over which applicants needed to be supported financially and in looking at household income it became apparent that most would qualify.
3. The possibility that the info we received from the students, was completely valid, and not enhanced by an 'understanding' the student were encouraged to bring into their application.
4. We did receive verification from a deputy principal who sat in on a interview, that all the nominated students, were in need... as this requirement was pertinent and requested in the initial interviews with principals and HOD's.

JL Mthembu

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5. There was value in placing reliance upon those in charge (HOD) to accurately interpret the financial dependence of each nominated student.
6. Some students approached the interview as if they had been nominated for a bursarys, and whilst this was corrected we have taken note of this interpretation, and now leave a memorandum with those in charge of our proposal regarding the CAO assistance.
7. Might students not be better positioned to consider their CAO application after they return from their July break, bolstered by their mid-term matric results.
8. Although conditions to reciprocate towards the HABandBF financial contribution were discussed, and positively received, we feel these conditions should be re-visited, mainly because of impracticality some situations.
9. We also choose the wrong timing to help these students because they were about to start exams we didn't have more time with them
10. Most students were aware about the CAO process but didn't have means to register online
11. We also had to pay some students R400 instead of R200 because they were late in registering they had to pay some penalties
12. We also had some problems in regarding the R25 contributions from the students because they didn't have to time spare since they were busy preparing for their exams but if we start early next year I'm sure they will be able to give their time in contribution for the R25.
13. I paid the students using the envelopes

I think we have to start early next year in order to have some more time with students and have them to register online on time to avoid have to pay for penalties.

Thanks We are looking forward to be working with Solon Foundation in future.

Report Compiled by J. Mthembu