



**Annual
Report**
2019-2020



SYMPHONIA
for South Africa

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Symphonia for South Africa was founded to mobilise active citizenship around the significant challenges that our country faces, and we have done so through enabling cross-sectoral collaboration, incubating thought leadership and initiating future-focused programmes to facilitate nation-building.

Through the dedication and support of an incredible community of businesses, donors, partners, principals, schools, sponsors and stakeholders, Symphonia for SA is able to continue to innovate in the way we deliver our programmes, inspire our people and celebrate the impact of our work.

Our impact is evident in our flagship Partners for Possibility programme which celebrates a significant milestone this year – the launch of more than 1,000 business-education partnerships in schools which have reached over

a million learners. PfP is now an official member of the Million Lives Club, a global initiative that celebrates entrepreneurs and social innovators who have positively impacted 1,000,000+ people.

We successfully hosted the School Leadership Forum, Business in Education Forum, Execs Back to School, Community Building and Outdoor Classroom Day. These complementary initiatives are part of our plan for cultivating the social field for collective impact.

In 2019, Symphonia for SA received the Old Mutual Partnership Award in the Best Corporate Social Investment category and, for the second year running, was ranked as one of the world's TOP100 NGOs.

We are proud of our team who continues to innovate, inspire and impact.



Message from Symphonia for South Africa's CEO

Dr Louise van Rhyn

CEO, Symphonia for South Africa's

It was exactly 10 years ago that Ridwan and I started our journey as Partners for Possibility. We had no idea that this first partnership at Kannemeyer Primary School would inspire thousands of leaders to get involved and that we would ultimately be acknowledged for impacting more than a million people across South Africa.

It is humbling to see how the idea has spread across the country – from Grassy Park to Letsitele, Modimolle, Kuruman, Potchefstroom, Parys, Hoedspruit and many other communities in all nine provinces.

We are celebrating 10 years of impact this year. This milestone has inspired me to reflect on the last 10 years and the many key moments on the journey:

- Ben and Roz Zander's visit to South Africa in 2008. The purpose of their trip was to re-ignite the conversation around **South Africa: Alive with Possibility**. We had no idea that it would spark the idea of partnerships for possibility
- The Dinokeng Scenarios were published in May 2009. Reading about the **Walk Together** scenario was a Damascus-like moment. We realised that it was the only way to achieve the future we are committed to
- Peter Block partnered with us in a series of community building workshops in 2009 and 2010. The idea of **School at the Centre of Community** emerged from our conversations. We could not have foreseen how this idea would inspire thousands of people to bring their gifts and contributions to nearby schools
- When the National Development Plan was published in 2012, Minister Trevor Manuel and his colleagues identified three key enablers for Vision 2030: **Active Citizenship, Stronger Leadership** and a **Capable state**.

Through **Partners for Possibility** we have been mobilising active citizenship, developing stronger leadership in schools and businesses around the country and we have been strengthening capacity in the education system. We have been experiencing the transformational impact of 'walking together' for possibility, pursuing the idea of school at the centre of community, witnessing and being inspired by the power of these ideas.

Many years ago Professor John Volmink challenged me to 'create artefacts' about our work. He said that it is important to do good work, but equally important to create new knowledge by writing stories about our work. It was an amazing experience to visit principals in Nelspruit and the Natal North Coast and have the privilege of capturing dozens of stories of impact for our second book about PFP.

It has been an enormous privilege to lead the PFP team and to be involved in facilitating this transformational programme. The most amazing group of people are involved in the work of PFP and it is such a joy to be part of a team where all of us are committed to playing our part to achieve the vision so beautifully articulated in South Africa's Vision 2030.

Through PFP we are supporting a very special group of dedicated leaders who have a very challenging task: to lead change in difficult circumstances. We continue to be inspired by the tenacity, commitment and resourcefulness of more than a thousand school principals across the country. It is a privilege to do work that builds our nation.



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Message from the Partners for Possibility Leadership Team

This year, PfP marks 10 years of work to enable co-action, co-learning partnerships between school principals and business leaders. In celebrating this milestone, we acknowledge our co-founders, Dr Louise van Rhyen and Principal Ridwan Samodien, for having boldly spearheaded this innovation that has gone on to impact over a million lives across South Africa

From their pioneering partnership, PFP has evolved into more than just a successful education improvement initiative. The programme has become a catalyst for cross-sectoral collaboration, nation-building, ecosystem strengthening and the development of resilient, socially conscious, empathic and inclusive leaders in both the public and private sectors.

In our tenth year, we exceeded our target by establishing 301 partnerships – the most we have launched in a single year. This achievement took us to a major milestone of 1,000 partnerships established, putting us firmly on track to achieve our goal of reaching 2,000 under-resourced schools by 2022.

Significant acceleration of PFP's expansion was made possible in large part by two of our biggest sponsors: The FEM Education Foundation and the Development Bank of Southern Africa. Their generous funding enabled us to enlarge our footprint in traditionally underserved areas. The roll-out of the programme into new regions would not have been possible without the efforts of a group of exceptional coaches who signed up as PFP Learning Process Facilitators.

Our dedicated monitoring and evaluation team continued to grow the body of evidence for the impact of PFP on principals and their schools, teams and learners and on participating business leaders. This was supplemented by a series of very positive findings from an independent evaluation¹ of PFP's impact commissioned by the FEM Education Foundation and undertaken by JET Education Services.

The publication of *Partners for Possibility: Stories of Impact*², a book inspired by PFP's decade-long journey, is another achievement that makes us particularly proud. This 'sequel' to PFP's first book, *Partners for Possibility*:

How business leaders and principals are igniting radical change in South African Schools, is a 10-year reflection of PFP's dedication to the ideal of quality education for ALL children in South Africa. It features a beautiful collection and celebration of many different voices that bear testament to the power and potential of South Africa's active citizenry.

We invite you to explore this report to learn more about the education challenges that our country faces and the important role that the PFP programme is playing to strengthen a key lever for positive change within the public education system, namely school leadership.

We fervently hope that active citizens from all walks of life will be inspired to open their hearts and minds and join us in co-creating a more just, equitable, caring and joyful future for all.



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¹ For more details on the findings of the JET evaluation, please contact PFP@Symphonia.net

² Purchase *Stories of Impact* by visiting <https://krlibrary.co.za/product/partners-for-possibility-2010-2020-stories-of-impact/> or email PFP@Symphonia.net to request a copy. An electronic (Kindle) edition is also available on Amazon

What We Do

Symphonia for SA has launched a number of programmes and initiatives that contribute to developing leadership capacity, reducing inequality in education and ultimately creating a better future for all South Africans.

In addition to our flagship **PfP** programme, we implement the following initiatives:

Our six-weekly **School Leadership Forums**, which empower educators by providing practical solutions to challenges faced in schools, have become much anticipated. The series of panel discussions and talks reach not only school principals, but also members of school management teams, school governing bodies and teachers, who are all invited to attend and engage on various topics about school life. The participants' and presenters' wide range of different experience and expertise in education and leadership makes these events an excellent mutual learning and networking opportunity.

Symphonia for SA also runs regular **Business in Education** forums to champion the voice and contribution of business in education matters and to facilitate vital cross-sectoral collaboration between the business and education sectors.

Cross-sectoral collaboration becomes highly practical in Symphonia for SA's **Execs Back to School** initiative whereby executives are invited to spend one day with the principal, teachers and learners at an under-resourced school. This immersive experience, which is powered by Sphere Holdings, gives members of the business community the opportunity to see for themselves the challenges faced in South African schools.

Symphonia for SA hosts **Community Building workshops** that bring together South Africans from all walks of life who care about social cohesion and want deeper and more authentic engagement with each other. Participants learn Peter Block's powerful community building methodology for bringing people together and connecting them across divisive boundaries to transform their teams, organisations and communities and, ultimately, to strengthen the fabric of society.

As the approved partner and proud leaders of **Outdoor Classroom Day** in South Africa, Symphonia for SA successfully led a campaign which saw teachers across South Africa take at least one class outdoors in May and November 2019 to experience the numerous benefits of outdoor play and learning.

Symphonia for SA actively supports **Youth@work** to implement work placements and learnerships for unemployed young people into over 1,000 PfP schools nationally. The deployment of these valuable human resources into the PfP schools makes it possible for educators to focus on teaching, while simultaneously enabling young people to gain empowering experience and skills in office administration, communication, IT and teacher support.

The pages that follow further elaborate on the main initiatives delivered by Symphonia for SA.



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OUR PURPOSE

To mobilise active citizenship around the significant issues facing our country
Build our nation - Reduce inequality - Develop leadership capacity

OUR PROGRAMMES

Our flagship programme



A nation-building, leadership development and principal support programme improving education outcomes in primary and secondary schools through cross-sector collaboration

Other established initiatives



EXECS
Back To School

Thought leadership, national and international partnerships

Incubation of further initiatives



Community Building workshops

Impact-deepening initiatives in PfP schools

Potential for extension of the PfP methodology



In early childhood development



In TVET institutions



In agriculture



In entrepreneurship



In local government



In health

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Partners for Possibility, Our Flagship Programme

Partners for Possibility (PfP) is a nation-building programme that partners school principals with business leaders on a leadership journey to create a better future for all children in South Africa. The PfP programme is a carefully designed, 12-month leadership development programme in which much of the learning and development takes place while business leaders and school principals work together in partnership to address challenges in schools. Both partners attend a number of leadership training courses and facilitated sessions with other principals and business leaders. Through this leadership development, principals are empowered to embed their schools at the centre of their communities and to improve the quality of education being offered to our youth.

Most school principals have not been equipped with the skills they need to fulfil a leadership role that is both critically important and extremely challenging. While meeting this crucial need for skills development is a mammoth task, it is not an insurmountable one if the private sector offers its expertise and support. Without skilled leadership, schools cannot provide the quality of education that gives young South Africans the prospect of a bright future as productive members of society and the future workforce of the country.

By the end of February 2020, over one million learners were attending schools in which the leadership has been strengthened through PfP. Because the programme design makes it possible to address the unique challenges of every school while building leadership capacity, the benefits of PfP are both tangible and sustainable. Outcomes achieved in PfP schools include more support for teachers, improved punctuality among teachers and learners, increased levels of co-operation and innovation within teaching teams, greater involvement by parents in their children's education and improved academic performances. Support for PfP is a direct investment in meaningful and lasting structural change which creates school environments that are conducive to high-quality teaching and learning.



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What does PfP need?

We need three things:

1. Funding to ensure organisational sustainability and enable scale-up so that PfP can grow at an increasingly rapid rate and extend its impact.
2. Sponsorship of programme participants – predominantly for principals – but in some instances for business leaders who do not have the backing of a large corporate.
3. Many more corporates and individual business leaders who are prepared to commit to the programme and contribute to sustainable improvements in South Africa's education system.

How do I get involved?

Read more about PfP, its impact to date, and the need for more business leaders to become involved by:

- Visiting www.PfP4SA.org
- E-mailing us directly on PfP@Symphonia.net
- Following us on Twitter (@PfP4SA) or on Facebook (Partners for Possibility)
- Joining the #PfP2000 community and donating R200 monthly in support of quality education for all children in South Africa.

School Leadership Forum

Symphonia for SA's School Leadership Forum is an interactive, knowledge-sharing platform that connects, informs and empowers school leaders. The aim of the School Leadership Forums is to develop school leaders by providing them with knowledge and practical skills that empower them to deal with the formidable leadership challenges they often face. The School Leadership Forum programme is delivered through a partnership between Symphonia for SA and MySchool, with support from the South African Principals' Association.

Now in its eighth year, the programme offers panel discussions and presentations delivered by different respected speakers every six weeks. These sessions expose school leaders to new ideas and practices and inspire them to try something different. They also learn from each other, extend their networks and receive guidance on education-related matters in a professional but relaxed environment. The highly practical format of these events boosts their value, and school leaders often report that they were able to immediately implement solutions to challenges they were facing in their schools and communities.

During 2019-2020, the diverse themes of the School Leadership Forums included:

- Health, safety and security at schools
- Financial literacy
- Conflict management and effective communication
- Leading with care and inspiration: lessons from leading PfP
- Dealing with the consequences of bullying and trauma
- Promoting a culture of reading among teenagers
- Understanding citizenship



As part of our efforts to extend our reach to more school leaders, Symphonia for SA now hosts School Leadership Forum events in Nelspruit, Mpumalanga and the Western Cape Winelands. This is in addition to our Johannesburg, Cape Town, Tshwane and Durban sessions. Attendance at School Leadership Forums has grown steadily, and we reach an even wider audience by recording the sessions and posting them on the PfP YouTube channel, where they are actively promoted.

We would like to express our heartfelt gratitude to our School Leadership Forum partners and particularly to MySchool MyVillage MyPlanet for their generous sponsorship of this empowering programme.



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Community Building Workshops

With the need for social cohesion high on the national agenda, Symphonia for SA is privileged to offer Community Building workshops to leaders from corporates and SME's, government, the non-profit sector, communities and faith-based organisations as well as the education sector.

These two-day workshops are based on the methodology and work of world-renowned author Peter Block, known internationally for his work on empowerment and citizenship, leadership and community-change processes. They create opportunities for South Africans to discover powerful ways of connecting across divisive boundaries, which ultimately strengthens the fabric of South African society.

When participants partake in the *Six Conversations of Community* and perceive how they can transform their teams, organisations and

communities, they begin to understand that they have the capacity to create an alternative future while “walking together” as active citizens.

For many, engaging in these conversations and practising this powerful methodology has been life-changing. Feedback from PfP principals and business leaders during the last 12 months has been overwhelmingly positive with many reporting increased levels of unity within their staff teams. PfP principals often note that they have succeeded in raising the levels of support for their schools from parents, local businesses and other community members, and NGOs.

Our wish is that every leader and citizen in South Africa could experience this practical, profound and creative process.

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Execs Back to School



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Execs Back to School is a Symphonia for SA initiative that is modelled on US-based PENCIL Charity's Principal for a Day event which is held in New York City. Our local spin-off of this school immersion experience is generously powered by black-owned company, Sphere Holdings.

Execs Back to School is an opportunity for the business community to connect with schools and begin to build the understanding and relationship framework upon which meaningful change can be mobilised. It is also a novel way to support Symphonia for SA's work in improving education, and to raise awareness about the internationally acclaimed Partners for Possibility leadership development programme.

The 2019 Execs Back to School event saw principals from schools across the length and breadth of Gauteng – and for the first time in Cape Town – hosting senior business leaders from prominent companies. Participants were unanimous in their praise for the initiative and the awareness it created.

We were proud to host much-loved footballing legend and role model, Lucas Radebe. He spent the day at Soweto's Nomzamo Madikizela Mandela Primary School. His participation helped him realise that supporting education should be a "national imperative" and that "schools are the centre of our communities and are an essential building block for the nation's future."



Outdoor Classroom Day



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Since 2018 Symphonia for SA has been the approved partner and proud leader of Outdoor Classroom Day in South Africa.

In November 2019 teachers in over 1,000 schools across South Africa took part in the increasingly popular campaign by holding at least one of their lessons outdoors.

Outdoor Classroom Day is a global campaign to inspire and celebrate outdoor learning and play. When teachers take learning outdoors, they report powerful impacts: children's behaviour improves, whole classes are excited to learn, and individuals who feel inhibited by the curriculum often thrive in an outdoor environment.

In 2019 more than three million schoolchildren across the world took part in Outdoor Classroom Day, including over 259,000 children in South Africa. By

getting involved, our learners helped send a message to the world that time outdoors every day is important for every child.

Symphonia for SA's CEO, Louise van Rhyn, is a passionate supporter of the initiative. "In a world where our children are spending more and more time in front of screens, we believe that schools are perfectly placed to be powerful advocates for more time outdoors. Not only is outdoor learning and play great for children's health and happiness, it is integral to the future of our planet. Research shows that children will protect the things they know and love, so fostering a connection to the environment as early as possible is critical in addressing the climate crisis," she says.



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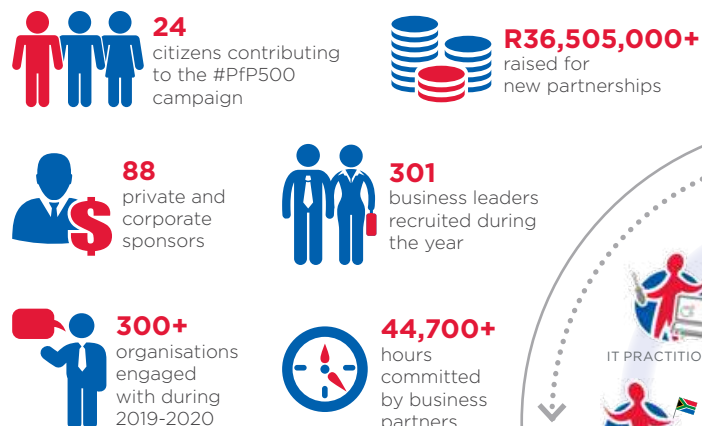
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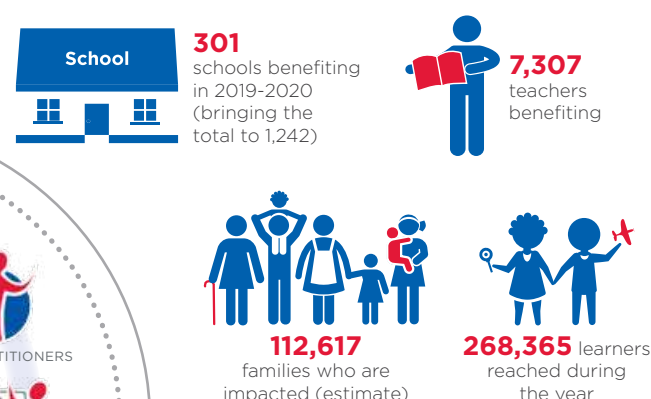
Mobilising active citizens

What if every citizen took responsibility for educating our children?



Impacting learners and communities

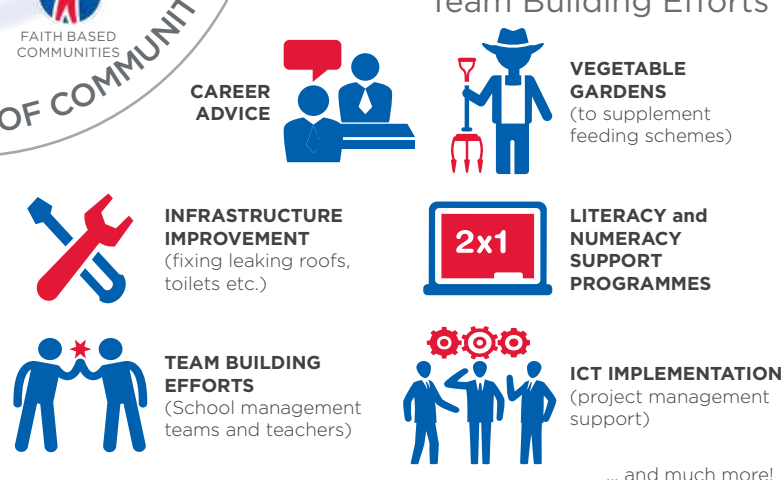
When a school fulfils its role, a whole community is uplifted



Building leadership



Leading change at schools: Team Building Efforts



PfP's Theory of Change

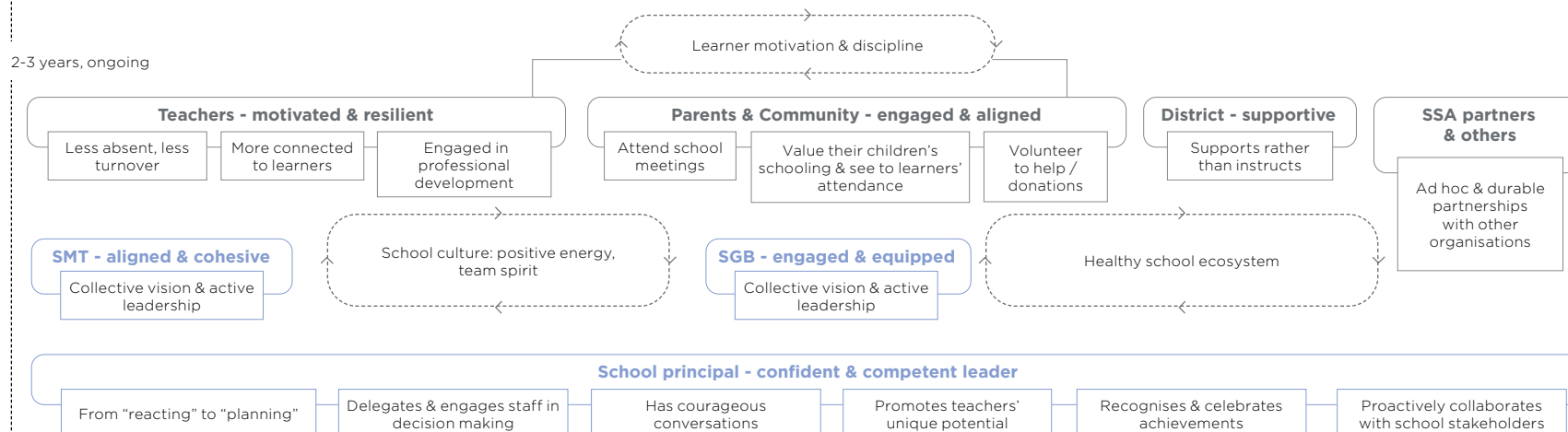
Quality education for all children in South Africa by 2025



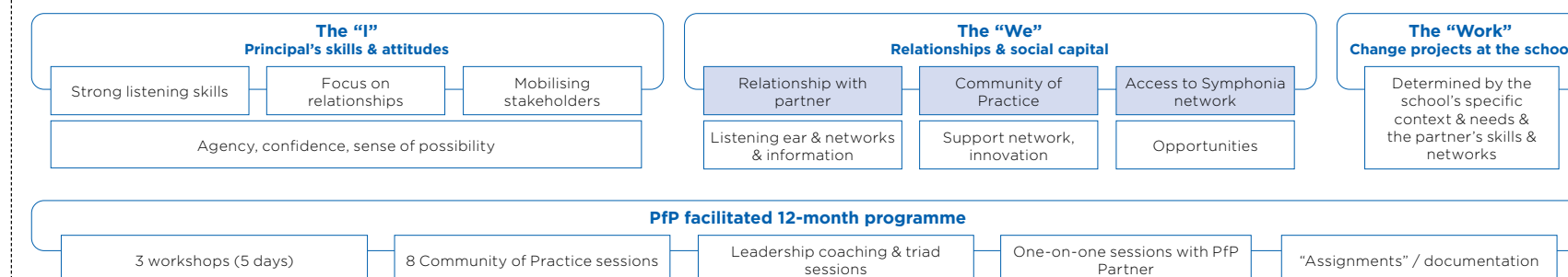
3-5 years



2-3 years, ongoing



1 year, ongoing



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PfP Story in Numbers

The launch of 301 PfP partnerships and the transformative impact they have had on the lives of our participants and their respective communities remains our stand-out achievement of this financial year. These additional partnerships bring the total number launched to 1,242.

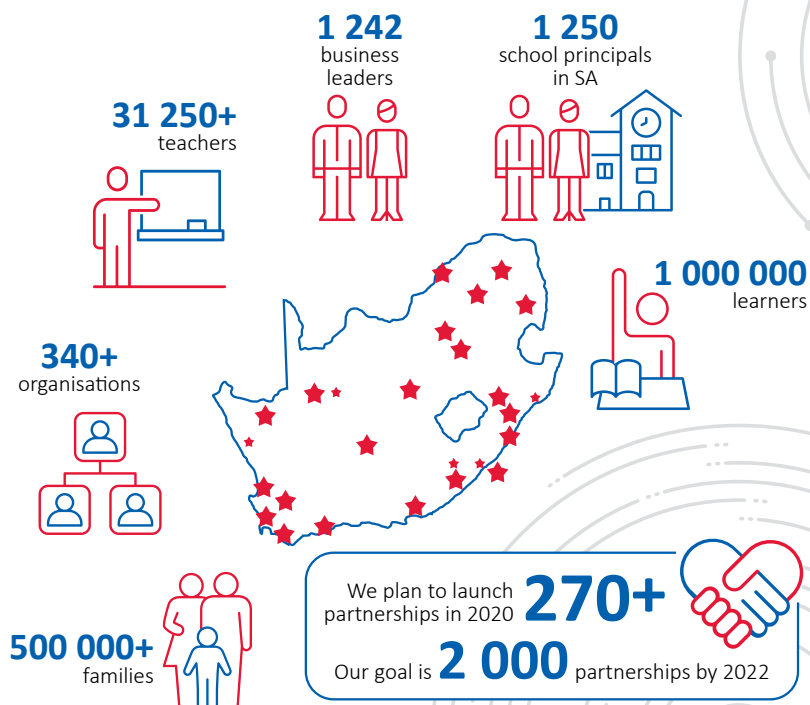
To put this into perspective, PfP has now reached 1,000+ under-resourced schools, 30,000+ teachers, 500,000+ families and 1,000 000+ learners within a 10-year period.

This tremendous feat is a reminder of what is possible when citizens actively embrace responsibility for the creation of their own futures and also serves as a source of motivation and inspiration to the PfP team to continue striving for even greater impact.

PfP STORY IN NUMBERS

1,000+ co-learning and co-action partnerships between school principals and business leaders launched in the following areas:

- **Gauteng:** Johannesburg, Tshwane, East Rand, Far East Rand and Vereeniging
- **Western Cape:** Cape Town, Cape Winelands, West Coast, Garden Route and Hermanus
- **Eastern Cape:** Port Elizabeth and East London
- **KZN:** Durban, North Coast, Pietermaritzburg and Midlands
- **Limpopo:** Hoedspruit, Polokwane, Letsitele and Lephalale
- **Mpumalanga:** Kruger and Nelspruit
- **Northern Cape:** Upington, Kimberley, Kuruman, De Aar, Kathu and Pofadder
- **Free State:** Bloemfontein and Parys
- **North West:** Klerksdorp and Potchefstroom



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PfP acknowledged as Voyager Member of the Million Lives Club.

In recognition of its far-reaching impact, PfP has been designated as an official member of the Million Lives Club (MLC). The MLC is a global initiative that celebrates innovators and social entrepreneurs who are scaling up to improve the lives of those living on less than \$5 (approximately R74) a day.

This recognition underscores a year of accelerated growth for the PfP programme. In 2019, PfP reached an important milestone when it launched its 1,000th partnership. The increase in momentum is significant because it has put PfP on track to realising its goal of impacting 2,000 schools by 2022. By achieving this, the programme will have reached 10% of the estimated 20,000 under-resourced schools in South Africa.



PARTNERS FOR POSSIBILITY
is officially a member of the
MILLION LIVES CLUB

.....
www.PfP4SA.org
www.millionlivesclub.org

We are thrilled to be selected for Million Lives Club, an initiative that recognizes and raises awareness of innovators and social entrepreneurs who are impacting and improving the lives of many.

We thank each of our supporters for helping us reach new horizons of impact!



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Other external awards

We are also gratified that our work continues to garner recognition from respected local and international bodies. During the 2019-2020 financial year, we received the following awards and recognition:

- In December 2019, PfP was the recipient of the Old Mutual Partnership Award. As the winner in the Best Corporate Social Investment category, PfP, through its partnership with Old Mutual, was recognised for its active participation in nation-building, social upliftment and civic activism for the benefit of the most vulnerable in South African society.



- In March 2019, Symphonia for SA was ranked as one of the Top100 NGOs in the world (number 86) in the 2019 Geneva rankings of the world's Top500 NGOs. These rankings showcase the best practices and newest ideas in the NGO and social impact sector, with each organisation ranked against a range of criteria that include the strength of its impact, governance and innovation.



Symphonia for South Africa NPC
has been announced as

#86 OF THE WORLD'S
TOP100 NGOs

in the Geneva Rankings –
Top 500 Best NGOs in the world for 2019.



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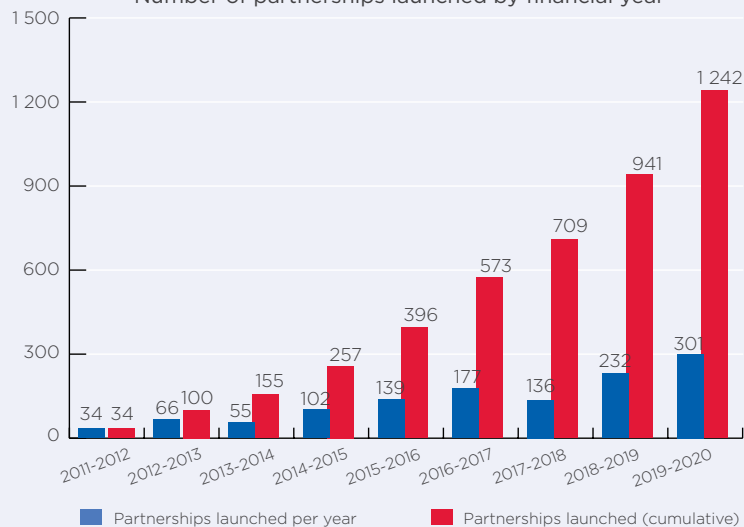
Financials

Our Supporters

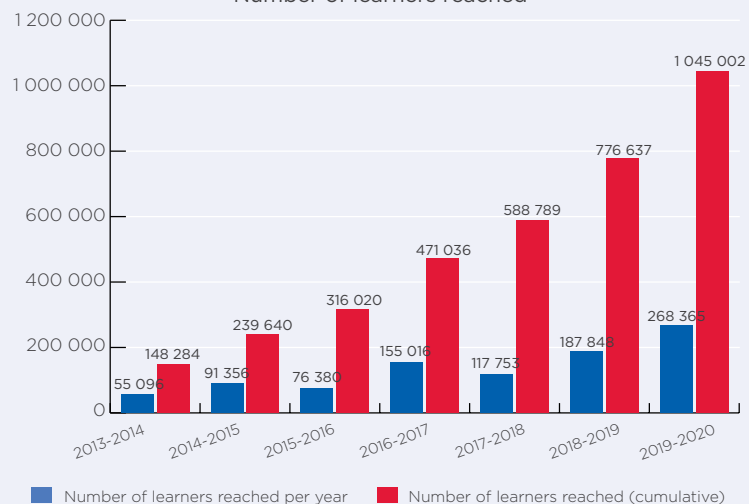
PfP's Impact

A year of sustained growth

Number of partnerships launched by financial year



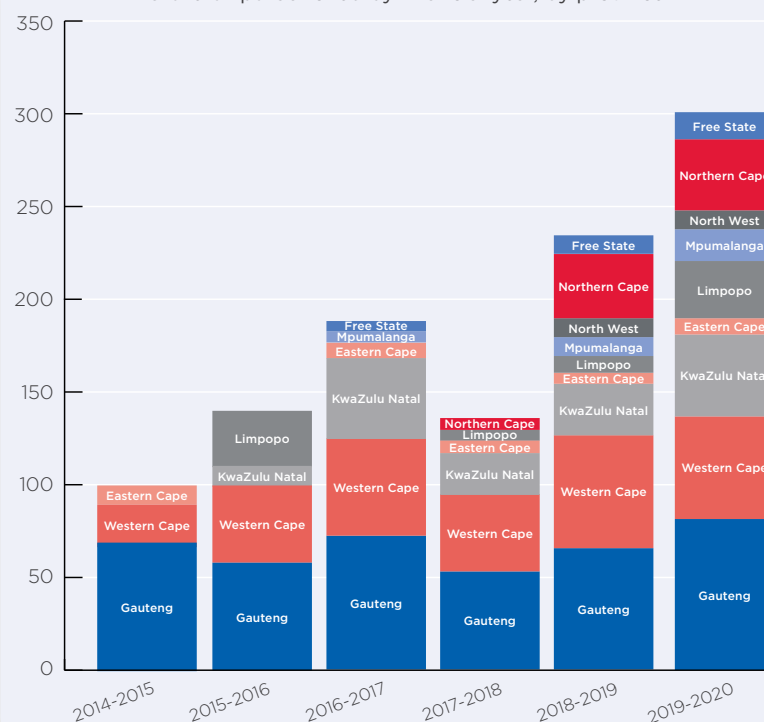
Number of learners reached



Continuing on the trend from 2018-2019, and thanks to the generous funding received from our enabling partners, we maintained our growth trajectory in 2019-2020, reaching the milestone of 1,000 partnerships in May 2019, and 1,000,000 learners reached in January 2020.

Also in continuity with the trend of last year, we expanded our spread across the nine provinces, with 16% of our new partnerships being launched in KwaZulu Natal, 12% in the Northern Cape and 11% in Limpopo. This was made possible by the support of dedicated funders coupled with the commitment and leadership of our extraordinary team of local facilitators. This opportunity to extend our activity in more areas across the country offers valuable learning about the diversity of our country and the importance of context in implementing the programme.

Partnerships launched by financial year, by province



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In line with previous years, we had a consistently high programme completion rate in 2019-2020 among the partnerships launched in the previous financial year. Of the 232 partnerships launched in 2018-2019, 94% completed the programme. Although slightly down on last year, the completion rate remains well above our target of 90%.

New evidence of in-school impact

Our programme continues to have a transformative impact on business partners and school principals alike – and this ripples out to the teams and the organisations that these individuals lead.

In 2019, we were privileged to work with evaluators from JET Education Services, through the generous funding of FEMEF, to assess PfP's impact on participating schools. The JET team is still busy with the longitudinal component (looking at schools that participated in 2018/19), but they have completed the retrospective component of the evaluation (looking back at schools that participated in 2014). The findings from the retrospective component confirmed that in-school changes were significant:

- Principals' leadership skills and leadership practices have improved
- A large majority of **school management teams** have improved their work practices as a result of PfP, and there has been a noticeable increase in motivation and teamwork among teachers
- About half of the schools saw some definitive improvement in the level of **involvement by parents and community members** at the schools
- Conclusive evidence of a positive impact on **learners' academic performance** in primary schools was found.

The evaluation also shed light on some areas of concern, especially principal attrition – which helped us to further strengthen the PfP Programme.

In addition to the story of the Mokolo Primary partnership that we share in this report, we have documented many other stories of PfP's impact, some of which are featured in a new book entitled *Partners for Possibility 2010-2020: Stories of Impact*.

For more details on PfP's impact, to order your copy of the new book, or if you wish to request a copy of the latest PfP Outcomes and Impact Report or a summary of JET's partial evaluation findings, please contact PF@Symphonia.net

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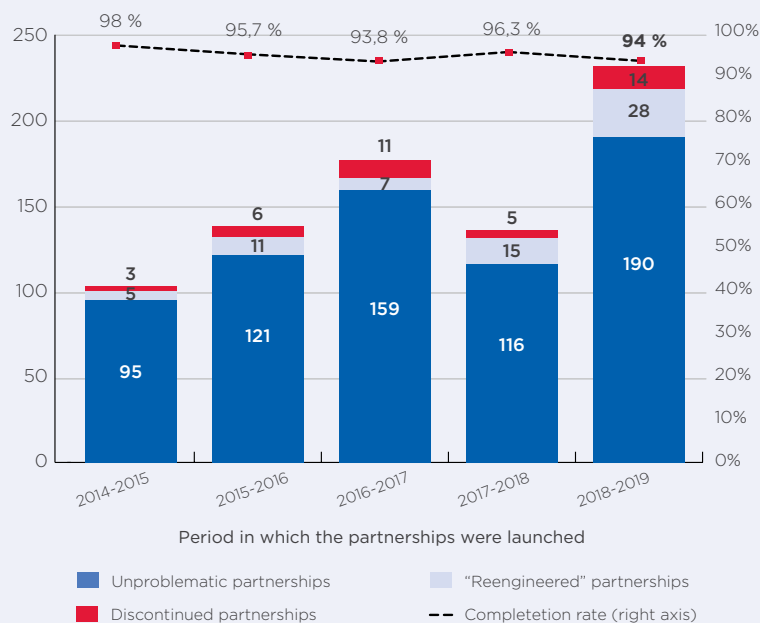
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Partnership completion rate, 2015-2020
(partnerships launched in 2014-2019)



Source: Symphonia for SA monitoring data

A Story of Possibility

Mokolo Primary School

The PfP partnership between Busisiwe Moshupya, principal of Mokolo Primary School, and Marlene van Staden, the mayor of the Modimolle-Mookgophong municipality in Limpopo, perfectly embodies the African proverb, 'If you want to walk far, walk together'. Through a sharp focus on leadership development and partnership, they have gained the collective support of the school's teachers, parents and broader community, and this has boosted the quality of education provided to the school's learners.

School context

Situated in the largely impoverished town of Vaalwater, Limpopo, Mokolo Primary is a quintile 1 (no-fee) school employing 38 teachers and serving 1,295 learners. The school's most pressing challenge, a lack of parental involvement, stems from the fact most of the learners' parents are forced to seek work outside of the Vaalwater community.

On the upside though, the school and its staff pride themselves on their "team working spirit" and a willingness to be "a support structure" to each other.



Shared goals: forging a bond

Busisiwe and Marlene embarked on their PfP journey in June 2019 as members of the first leadership circle launched in Modimolle.

Busisiwe joined simply because she wanted to be better equipped to manage her school. Marlene wanted to play a part in improving education.

A journey of learning

The three formal training courses cemented the foundation upon which their relationship blossomed.

Of most practical value to Busisiwe, her school governing body (SGB) and teachers was the Community Building (CB) workshop.

After that workshop, the school hosted its AGM. The learners were encouraged to personally invite their parents with an invitation crafted using CB techniques.

Busisiwe remarked that the large turnout was "a huge surprise to our educators and the community." After the meeting, Busisiwe and her teachers contacted every parent who had participated in the AGM, and reports that "they were ecstatic".

Applying the CB principles again, the school hosted a successful parents' meeting in February 2020.

"Our learners, together with their elected educators, were responsible for ensuring that the invitation posters were created and sent to the local radio station for announcement. We had so much support from our parents," said Busisiwe.

Busisiwe has continued to apply CB principles in staff meetings and points out that "the power of small groups has worked well for the school. The SMT (School Management Team) understand their roles and now take ownership of the things that happen at the school."

"This was an eye-opener. The workshop has helped me to be a better active citizen," she added.

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Mokolo Primary School

School improvement

Busisiwe and Marlene have worked collaboratively to address different facets of teaching and learning at the school.

Leadership among learners

The partners introduced the idea of a monitor for every class. The Lapalala Wilderness School was invited to assist with the selection of a leader for each class and then to facilitate a leadership development workshop for the chosen learners. The SMT and SGB were also in attendance.

Improving literacy

Their Reading MAMs initiative that encourages parents and caregivers to support learners with reading has gained momentum. Busisiwe noted that, "Every day the list of parents who want to join this programme is increasing."

Another of the partners' ambitious plans for improving literacy is to establish a library. In February 2020, Marlene met with representatives of the Waterberg Nature Conservancy who subsequently offered to sponsor library shelving. The partners have also attracted book donations from various sources to stock those shelves.

Borehole repair

In January 2020, Marlene arranged to have the school's borehole repaired. Now, there is adequate water for the school's vegetable garden which supplements its feeding scheme.

Donations

Through proactive networking, Busisiwe and Marlene have secured a donation of seeds and garden tools from the Limpopo Economic Development, Environment and Tourism department, board games from the Association of Christian Schools International and school shoes through a business partner in their circle who is involved with the Hands of Hope and Happy Feet projects.

To prevent girls from missing school, the Waterberg Welfare Society, and Marlene herself, generously donated sanitary products to the school.

The school has also received three television sets and DVD players for the three Grade R classrooms and materials to build a greenhouse in the existing vegetable garden.

Partners' reflections

Busisiwe's reflection of the time spent with Marlene reveals a marked change in her mindset.

"I thought collaboration and change were impossible, but now I am more engaged with my stakeholders and parents. The community is at ease.

I have learned to be more accommodating, collaborative with other stakeholders and appreciative of my colleagues."

Meanwhile, Marlene's learnings from her PfP experience have permeated her work and personal life.

"I have a better understanding of the impact of good listening. My family has noticed that I listen more attentively. My colleagues at work find that I say thank you more often, and I appreciate what they do.

At work, I pose more questions before meetings to get my team thinking even before we start."



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We are extremely proud of the tremendous growth that Symphonia for SA has experienced over the past 10 years. Our flagship programme, PfP has launched 301 partnerships during the past financial year, with a plan to launch a further 274 partnerships during the financial year ending 28 February 2021.

Our financial statements for 2019/20 reflect a surplus of R 6,815,228, with Retained Income of R4,536,598 – a huge achievement under very difficult economic circumstances.

The board of Symphonia for SA continues to work with the management team on securing the necessary unrestricted funding (donations), other sources of revenue and sales of PfP partnerships to enable Symphonia for SA to continue to make a significant impact on the lives of our fellow South Africans.



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ASSETS

Non-current Assets
(property, plant & equipment)

CURRENT ASSETS

Inventories

Trade and Other receivables

Cash and cash equivalents

TOTAL ASSETS

EQUITY AND LIABILITIES

Retained Income

LIABILITIES

Non-Current Liabilities

Current Liabilities

Total Liabilities

TOTAL EQUITY AND LIABILITIES

	2020	2019
	R	R
ASSETS		
Non-current Assets (property, plant & equipment)	307 647	165 926
CURRENT ASSETS		
Inventories	0	24 468
Trade and Other receivables	2 899 205	3 437 507
Cash and cash equivalents	4 802 064	357 924
	7 701 269	3 819 899
TOTAL ASSETS	8 008 916	3 985 825
EQUITY AND LIABILITIES		
Retained Income	4 536 598	(2 278 630)
LIABILITIES		
Non-Current Liabilities	615 000	675 000
Current Liabilities	2 857 318	5 589 455
Total Liabilities	3 472 318	6 264 455
TOTAL EQUITY AND LIABILITIES	8 008 916	3 985 825

REVENUE GENERATED

Circle Event Revenue

Partners for Possibility

Community Building workshops

PfP Book sales

School Leadership Forum

Donations Received

TOTAL INCOME

Other Income

Investment Revenue

Operating Expenses

OPERATING PROFIT (LOSS)

Finance Costs

PROFIT (LOSS) FOR THE YEAR

	2020	2019
	R	R
Circle Event Revenue	650	700
Partners for Possibility	30 692 817	20 828 421
Community Building workshops	434 792	82 190
PfP Book sales	26 988	200
School Leadership Forum	550 500	213 000
Donations Received	1 239 233	1 272 432
TOTAL INCOME	32 944 980	22 396 943
Other Income	6 078 373	807 739
Investment Revenue	42 800	10 531
Operating Expenses	(32 250 925)	(23 788 443)
OPERATING PROFIT (LOSS)	6 815 228	(573 230)
Finance Costs	0	0
PROFIT (LOSS) FOR THE YEAR	6 815 228	(573 230)

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A huge thank you to our PfP500 crowd funding campaign contributors.

We could not do our work without the support of active citizens like you. We are inspired by people who are willing to contribute to the future of South Africa and our beautiful children.

- Pippa Downing
- C Buntzen
- Jackie Carnow
- Adventure Works
- Chamu M'kombe
- Laura Bergh
- Kay Vittee
- Dina Cramer
- Yolandi Strydom
- Peter H Radcliffe
- Harro V Blottnitz
- Ken Mackenzie
- Louise Britts
- Megan Palmer
- Melanie Burke
- Nina Wellsted
- Steuart Pennington
- Ranyaka Community Development
- Shine Literacy
- Irma Jacobsz
- Louise van Rhyn
- Sandi Bennett
- Sharon van Schalkwyk
- Green Logik
- Celetse Bennett
- Northern Cape Tourism Authority
- Globalgiving Foundation, Inc.
- Theo Meintjes
- Ana Forssman
- Ian Gray
- The Makelane Foundation NPC
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- Priscilla Venn
- Shane Hunter
- 36one Asset Management (Pty) Ltd
- Digital Planet
- MORE Community Trust
- Pandrol SA
- Thesele Group (Pty) Ltd
- 99er Cycle Race
- Citadel Investment Services
- Transaction Capital Business Solutions
- Federal Airlines (Pty) Ltd
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- Richvibes Education (Pty) Ltd
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- New Media Labs Services (Pty) Ltd
- ATTI Nelspruit (Pty) Ltd
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- Bird Machines (Pty) Ltd
- Contour Logistics (Pty) Ltd
- Wesbank
- Bateleur Capital Foundation Trust
- Frederick Wartenweil
- The Lombardi FC Trust

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- Diane Atherton
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- The Firststrand Volunteers Programme
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- Project Dirt
- Robert Niven Trust
- Michaelhouse Community Partnership Trust
- Advantage Management Consultancy
- Afrisam SA (Pty) Ltd
- Atlantis Foundries (Pty) Ltd
- Bestmed Medical Scheme
- MMI Holdings
- Multotec (Pty) Ltd
- Netafim
- Pepkor Properties
- Remgro Limited
- SCOR Africa Limited
- Sigalo Foods
- Smollan Group SA (Pty) Ltd
- Dell Computer (Pty) Ltd
- Mimecast South Africa (Pty) Ltd
- Fareda Franks
- Black Mountain Mine
- Cape Wine Auction Trust
- Swiss Re Life and Health Africa Limited
- Liberty Community Trust
- Humulani Operations (Pty) Limited
- Humulani Empowerment Trust
- Consol Glass (Pty) Ltd
- R B Hagart Trust
- Nutrifeeds Pty Ltd
- Longyuan Mulilo De Aar 2 North (Rf) (Pty)
- Solar Capital De Aar Community Trust (Pty) Ltd
- Virtual Market Place (Pty) Ltd
- Capitec Foundation Trust
- Julius Baer Foundation
- Sphere Holdings (Pty) Ltd
- Assmang Limited
- Famous Brands Management Company
- Economic Development Solutions

- The Victor Daitz Foundation
- Julius Bär Stiftung
- Mapula Trust
- Petra Diamonds Foundation NPC
- Exxaro Resources
- ABSA Bank Limited
- Nedbank Foundation Trust
- Development Bank of Southern Africa
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