

Acronyms

AIDS	Acquired Immunodeficiency Syndrome
CBO	Community Based Organisation
CSO	Civil Society Organisation
BEE	Black Economic Empowerment
EPWP	Expanded Public Works Programme
foYU	Fountain of Youth
HIV	Human Immunodeficiency Virus
HRD	Human Resources Development
HRM	Human Resources Management
MANCO	Management Committee
M&E	Monitoring and Evaluation
NGO	Non-Governmental Organisation
NPO	Non-Profit Organisation
SWOT	Strengths, Weaknesses, Opportunities and Threats
SADC	South African Development Community

The Chairperson's Report



South Africa's National Youth Policy (NYP) 2009 – 2014 is an essential planning tool guiding the country's approach to youth development. This policy document contains inherent commitments by government, young South Africans and society at large on interventions and services that would have to be rolled out to ensure effective and efficient mainstreaming of youth development in the socio-economic mainstream. In focusing on the needs of young South Africans, the policy highlights priority target groups that include young women, youth with disabilities,

unemployed youth, aged-out-of-school youth, youth in rural areas, and youth at risk. The policy further supports the key interventions that will provide for holistic development of youth. The four pillars upon which the policy proposes specific interventions are education, health and well-being, economic participation and social cohesion. This policy and many other local policies seek to promote the developmental state in South Africa, protect democracy, support economic development, moral and spiritual regeneration, wealth creation and distribution, and provide strategic leadership in the fight to eradicate poverty, unemployment and underdevelopment. South Africa's conception of youth development is influenced by the historical conditions that have shaped the country, and its democratic goals. It is based on the principles of social and economic justice, human rights, empowerment, participation, active citizenship, the promotion of public benefit, and distributive and liberal values.

For too long the understanding or view of youth development has been narrowly bounded by youth development work in specific programs or projects and the examination of development within specific contexts—whether within the relationship with the family system, a peer group, or the school. It is important to indicate that youth development happens everywhere and not just in programs; youth development programs are perhaps the most deliberate efforts to stimulate development. Through research spanning 3-years, Fountain of Youth now understands and views youth development differently – we have established the importance of relationships and contexts with the family system and surrounding environment. Nonetheless, development is still defined as occurring primarily *within* rather than *across* contexts. I recently read an article that tries to define what youth development is. According to Pittman & Irby (1996) in youth development is the result of the *accumulation of the everyday people, places and possibilities that youth experience*. It is true that youth development occurs cumulatively and depends on relationships with people as well as the opportunities youth experience every day across the places they inhabit. This means that development occurs whether or not the young person, the larger community, or anyone in the life of the young person is attempting to shape those everyday experiences or influence the nature of what accumulates.

Our organisation, Fountain of Youth's work will focus on strength-based or asset-building approaches to youth development instead of deficit-driven approaches focused on intervention or prevention of problems. This change means our work will emphasise deliberate investment in positive factors that research has shown to be closely tied to reduced levels of negative as well as increased levels of thriving attitudes and behaviours.

Youth of the 21st century must be able to build and sustain their own identities within their communities and society at large. Our vision is shifting to understanding the whole child and allows for a more balanced weighting of the multiple influences of different contexts. This approach recognises the importance of parents and the family without making it the only place where we can or should be intentional about development. We have come to realise that youth development must, at its heart, be about more than just the reduction or elimination of problems. While I may agree with Karen Pittman's crisp statement, "Problem free is not fully prepared," we need to frame what "fully prepared" looks like. Fountain of Youth has established a set of indicators or 'success factors' that gives testimony and evidence to the impact of our work, namely confidence, competence, caring, connection, contributing, and character. Through our work, we seek to contribute towards creating **confident** youth who exhibit a sense of self-efficacy, a belief that they can make a difference and that what they do matters. These youth will be in position to navigate through what comes their way. Our youth beneficiaries will also be **competent** youth able to demonstrate accomplishments through the ability, knowledge, and skills (including social skills) they have developed. Thirdly, our youth beneficiaries will display **caring** disposition by acting in caring ways towards others. These youth will be in position to work with people based on values that promote effective and caring relationships. Our youth beneficiaries will be **connected** youth with mutually beneficial relationships with people and organisations that provide them with a sense of belonging. Connection can be within the family, peer group or in a variety of other ways but is an essential part of their daily experiences as well as an outcome of quality youth development efforts. Our fifth indicator is **contributing** youth who have both the ability and desire to make a difference in their own development and in their communities. Such a contribution will enrich their daily experience and reinforce positive development. Lastly, our youth beneficiaries will have become youth with **character** by exhibiting a sense of who they are and what is important as they make decisions about their lives. These youth, Fountain of Youth's ambassadors are expected to be grounded in basic values and guided by a sense of responsibility and honesty. We firmly believe that youth with this combination of outcomes are most likely to thrive in a rapidly changing, increasingly diverse information age. Although our organisation is still at an embryonic phase of existence, the organisation's vision of quality programs and projects is what our staff strive to/for. Our quality programs/projects aim to:

- *provide challenging opportunities* where youth feel physically and emotionally safe to explore learning directly and with a likelihood of experiencing success and mastery appropriately,
- *provide age-appropriate youth leadership opportunities* that build effective youth–adult partnerships,
- *offer a balance of opportunities for youth to excel individually as well as cooperate together successfully, and*
- *help youth develop quality caring relationships* with people who care about and connect with youth in authentic ways.

Fountain of Youth views *youth as resources* and aspires to add value to their ability to contribute to the world and to their own development. Our work are *inclusive and serve youth of many types* hence, our mission is to help youths of all walks of life to understand and value differences as well as develop a sense of personal and shared values. The work and initiatives the organisation endeavours upon will always be *based on research, theory, and best practices* and seek to frame their work and improve it based on periodic assessments of what they are doing and how it is working. Our organisation with the support of its committed and dedicated staff, and our volunteers' ability to be caring and connected with youth and other vulnerable groups, is our secret recipe to having positive impact in/to all stakeholders involved. The organisation's ability to respond to these external opportunities therefore relies largely on its existing strengths, due to its diversity of skills and capacity across the organisation. This report gives a narrative description of what Fountain of Youth's progress since being registered in the year 2011 and its envisaged direction going forward from year 2012.

Are these visions too grand for us to accomplish or the challenges too great to overcome? Possibly, but visions are supposed to aim high and challenges are meant to make us strive harder. To help young people attain the developmental outcomes noted above while also contributing meaningfully toward achieving an objective of a better life for all young men and women in our country with the support and in partnership and collaboration of various role players; you (government, business, donor and development agencies, individual philanthropists and civil society) can support Fountain of Youth to accomplish and achieve good outcomes and impacts in our work. You can contribute towards poverty alleviation, economic empowerment and sustainable livelihoods, hence with your financial and non-financial support, South Africa can become a crime free country where our children and children's children grow, prosper and thrive. The organisation looks forward to forging creative, constructive and positive partnerships with government, business, donor and development agencies and civil society focused on delivering concrete and lasting solutions to the socioeconomic and development challenges faced by historically marginalised communities, young people in particular. To support the organisation here is our wish list:

- ✓ Flexible, long-term, direct financial support and non-financial support to Fountain of Youth to implement their organisational vision and plans for community development and nation building
- ✓ Capacity building opportunities to build and strengthen organisational capacity through collaboration with funders and other reputable organisations
- ✓ A large vacant land (to build /establish the organisation's office and operational space)
- ✓ Sponsor infrastructure development on secured land / title-deed, e.g. disabled friendly multi-floors multi-purpose centre featuring a meeting hall; a fully-equipped computer centre with some computers having Braille computer software and a Braille photocopier; an art hall; a nursery; a mega indoor multi-functional sports hall featuring a swimming pool; tennis / volleyball court, squash / action soccer court, a basketball court, mini-golf, skateboarding, roller-skating, etc
- ✓ Sponsor infrastructure development of a multi-media centre
- ✓ Sponsor infrastructure development of a crèche / child day-care facility
- ✓ Advanced IT infrastructure for administration block, meeting hall and child day-care facility

- ✓ Solar and wind-powered office, multi-purpose centre and child day-care facility
- ✓ A mega outdoor sports field within the operational space that caters for soccer, rugby, cricket, etc
- ✓ Private Camp within the operational space with outdoor activity setup with space for mini-drive circuit
- ✓ Sponsor area-based community support centres
- ✓ Donate single or double-cab bakkies with canopies including some accessories, e.g. towbars, etc
- ✓ Donate 14 seater mini-buses with towbars to ferry/carry beneficiaries
- ✓ Sponsor infrastructure development of focused areas Drop-in centres that are solar powered

In support of the National Youth Policy (2009-2014), Fountain of Youth commits to *intentionally enhance the capacities of young people through addressing their needs, promoting positive outcomes, and providing integrated coordinated package of services, opportunities, choices, relationships and support necessary for holistic development of all young people, particularly those outside the social, political and economic mainstream – Goal of the National Youth Policy*

Members of Fountain of Youth believe that through such co-operations and partnerships, this will catalyse conditions for accelerated and shared growth and development while also providing sustainable socio-economic and development solutions catering for the needs of communities, young people and local governments in South Africa.

On behalf of the Management Committee of Fountain of Youth, we look forward to collaborating, cooperating and partnering with the various stakeholders with an interest in the development of our youth, the future leaders of our Rainbow nation.

Kind Regards,



Matome Mahasha

The Chairman

Chairman: Management Committee
Fountain of Youth NPO

THE ANNUAL REPORT 2012/13

This Annual Report covers period from March 2012 to March 2013. This 2012/2013 Annual Report is a product of a participatory SWOT analysis as well as an analysis of Fountain of Youth's external aspirations in how it wants to make a difference. It was necessary for the management committee to embark on a journey of assessing the resources and capabilities required to actualise its strategic objectives and the ways in which to strengthen and equip it to achieve such. The development of a 10-year strategy forms part of an internal alignment process to calibrate the organisation's business ethos, organisational structure and governance. This draft strategy has helped to establish appropriate risk management systems that minimises possible risks.

The overall aim of this report is to profile short-term and long-term interventions on how Fountain of Youth intends to improve the quality of lives of young men and women in local governments by mitigating against all social factors that put them at risk. This document is a product of engagement with Members of the Committee and office bearers. As such, it must be read as reflective of voices within the organisation. The method used to pull this document together began with regular monthly meetings since March 2011 to deliberate on a ten (10) year strategy. In June 2011, the MANCO met to finalise the strategy whereby other organisational issues were discussed, e.g. strengths and gaps within the organisation and opportunities of growth and development of the organisation.

The overall aim of this strategy is to conceptualise and map out short-term and long-term interventions on how Fountain of Youth intends to improve the quality of lives of young men and women in local governments by mitigating against all social factors that put them at risk. Our strategy document seeks to define the unique value adding role of Fountain of Youth as it positions itself to proactively and holistically contribute toward the achievement of a better life for all young men and women, including youth living with disabilities in the country. The ideal is a society where all social factors that put young people at risk have been significantly reduced or completely eradicated, thus allowing them to enjoy a visible better life guided by the democratic principles enshrined in the Constitution of the Republic of South Africa.

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ORGANISATIONAL PROFILE



FOUNTAIN OF YOUTH NPO

"Cultivating new seeds of the future and hope"

ORGANISATIONAL PROFILE

Fountain of Youth also referred to as foYU is an independent non-governmental non-profit organisation (NPO) that is positioned to offer, provide and render an inter-sectoral and integrated developmental social service to meet the human and social needs of vulnerable communities, in particular children, youth and their respective families within SADC. Our long-term goal is to actively contribute towards a new dispensation that deliberately supports and strengthens families in the country by eliminating all conditions eroding the family, inter alia, poverty and inequality, unemployment, Human Immunodeficiency Virus (HIV) / Acquired Immunodeficiency Syndrome (AIDS), gender inequality and gender-based violence, domestic violence and child abuse.

As a youth focused non-governmental (NGO) with not for gain objectives, foYU focuses on the rural and peri-urban context where it is positioned as a youth sector implementing agent, social services provider as well as a policy-orientated organisation that aims to influence policy development and good practice. The organisation's scope of work targets both historically disadvantage communities in rural and peri-urban setting where we are positioned to act as an implementing agent on behalf of government or through its own initiative. Our target group is as follows;

- *Homeless youth (living and working on streets)*
- *Youth from poor households,*
- *Unemployed youth,*
- *School aged-out-school youth,*
- *Youth women,*
- *Youth at risk, i.e. young people living with HIV and AIDS and other communicable diseases, youth heading households, youth in conflict with the law and youth abusing dependency creating substances,*
- *Youth in rural areas,*
- *Orphaned youth, and*
- *Youth with disabilities.*

Youth or Young People: Our Target

Fountain of Youth believes that young people need support and guidance in facing the many challenges of today as well as emerging ones. At the same time youth should be encouraged and actively engaged in addressing societal problems. These grouping puts the organisation in the position to also work closely with families, e.g. child, single-parent and female headed households. The organisation's strength lies in its community-driven and people-centred approach to its delivery of its services, projects and programmes.

Youth Segmentation

An attempt to profile this social group foYU has categorised its various target youth groups as follows:

Youth segment	Description of foYU's youth segment
School Going Youth	Young people in institutions of learning both at high school and tertiary institutions. They present special needs such as for information in general, life challenges, need for resources to pursue further education need to understand employment trends or economic opportunities post schooling-life.
Young people living and working in the streets	Forced out of their families and communities by whatever conditions, they have opted to live and work in the street. They are generally subjected to harassment, brutality and sub-human living conditions.
Young women	Young people who are at risk because of their gender in a violent patriarchal society. These are young women subjected to rape, sexual abuse, violence, harassment and unplanned teenage pregnancy. Young women experience unemployment more frequently than their young male counter-parts and tend to have fewer occupational/entrepreneurial opportunities. Issues of gender are an impediment to social development of this group if they are not attended to.
Young men and women trapped in drug and alcohol	At times, being victims of specific circumstances and realities over which they have no or little control, these young men and women are found trapped in drugs and alcohol abuse vicious cycle.
Unemployed Youth	<p>This constitute two broad categories</p> <ul style="list-style-type: none"> i) Young people who have not completed their education to the level initially planned (i.e. young people who are out of school and not in any employment) and are usually subjected to under employment and chronic unemployment as some of them are likely not to be employed or involved in any economic activity that is income generating in their lives if no intervention is made. ii) Young people who have acquired a specialised skill but are unable to access employment. Generally known as unemployed graduates. <p>The experience of unemployment can bring with it a number of social ills including participation in crime, drug and alcohol abuse and the loss of confidence and interest to participate in meaningful activities of the broader society.</p>
Rural and urban young men and women	Young women and men in rural areas are often more disadvantaged than those who live in urban settings. They have less access to services and facilities and the opportunities for employment are far less than in urban areas. Dropping out of school to join the army of unemployed youth who have no hope of ever working in their lives is not uncommon in this group. Where one is borne somehow dictates life destiny and this becomes a vicious cycle that must be broken.
Young men and women heading households	In most cases these are young men and women who are orphans as a result of HIV and AIDS related diseases and other social problems and they find themselves looking after siblings. Although this is not a new phenomenon in our country as migrant labour system did create this group of young people but the magnitude is alarming with HIV and AIDS and other social challenges. If these young people are not attended to as a special group, long-term impact will be unbearable.

Youth segment	Description of foYU's youth segment
Young people with Disability	Finding themselves in the midst of a vulnerable group, they become even more vulnerable given stigma associated with some forms of disability.
Young ex-Offender/Inmates	Youth with a criminal record, e.g. offenders, ex-offenders, etc. Society in general or potential employers is likely to reject solely due to their record.
HIV and AIDS Infected and Affected Youth	Young people who are affected and those who are living with HIV and AIDS. In some instances, those who are affected are looking after family members, mainly parents living with HIV and AIDS. A slightly different group from the previous one because adults are still alive but too sick to assume their parental responsibilities

What has emerged convincingly is that youth is not a homogeneous group. Different age categories have specific needs and challenges, which must be addressed as such in any policy or strategy that seeks to advance this group in society. Despite segmentation of youth Fountain of Youth's five (5) years of extensive research reveals that there is general knowledge and acknowledgement of the challenges and threats associated with this group as a whole.

Our Vision, Mission and Organisational Ethos

The principles of Fountain of Youth stems from the organisation's vision that seeks to create;

- A culture that values young people primarily as resources in which to invest, not emerging problems to be solved.
- A deliberate approach to shaping healthy environments of people, places, and possibilities within which youth can develop.
- A support system for families and young people as they work to engage in and manage these environments in age appropriate ways.
- A robust sense of identity that values and utilizes inclusivity and diversity to strengthen youth's individual and collective development.
- An alignment of policies, practices, and priorities to assure positive youth development outcomes for all youth.

Fountain of Youth has a strong desire to live and actualise the principles of an NGO approach to development. The purpose of the organisation is as follows:

- To contribute towards the creation of enabling and supportive environments that present young men and women with a wide choice of positive role models personal / individual development and capacity building of community-based youth organisations.
- To instil in all young women and men an awareness of and respect for as well as an active commitment to the principles and values enshrined in the Bill of Rights and a sense of national identity and pride.

- To develop an effective, co-ordinated and holistic response to the issues facing young women and men.
- To enable young men and women to initiate actions that promote their own development and that of their communities and broader society.

The organisation's mission is translated into the following objectives:

- To enhance the participation of young people in the economy through targeted and integrated programmes and support for social enterprises that focus on job development and placement, and other programmes that support youth development, including income-generating activities,
- To promote access to quality education and skills to both in-school and out of school youth,
- To advance and deepen the engagement of youth in activities that (1) build their social capital and networks and strengthen the relationships that bind people and communities together; (2) assist them in reaching their personal goals and developing their full capacity; and (3) build awareness of themselves and their rights and responsibilities,
- To enable youth to initiate actions that promote their own development and that of their communities and broader society,
- To assist targeted youth to access information about various interventions aimed at improving the living conditions of young people, including information and career guidance services, and
- To respond to youth development challenges, by identifying needs and building on local strengths

Overall Objectives

The overall objectives of the organisation are;

- to apply people-centred approaches to our projects, programmes and initiatives
- to develop, design and implement projects, programmes and initiatives that reduce social, economic and environmental factors that perpetuate poverty and encourage social ills
- to support local government in the delivery of sustainable social services in poor peri-urban and rural communities
- to contribute to a crime free country by alleviating poverty and combating different cause factors of poverty
- to provide an opportunity for targeted vulnerable communities to actively participate in activities of our work

Geographical Spread

Fountain of Youth was founded in Soweto where its head office is located. The organisation has established two satellite office, one in Galeshewe (near Kimberley under the Northern Cape Province) and another in Wolmaransdad (falling under North West Province), both managed by a small but effective team of local community development officers. In the near future, the organisation intends to establish satellite offices in various peri-urban and rural areas in all nine (9) provinces of South Africa.

CORPORATE GOVERNANCE

Fountain of Youth is a non-profit entity registered in terms of the Non-Profit Organisation Act No.71 of 1997 and is therefore regulated by the Department of Social Development as a non profit organisation. Members of the organisation strongly believe that compliance to sound corporative governance principles as set out in King III and Acts that govern non-profit organisations, form the essence in ensuring beneficiaries that government and NGOs deem to serve are indeed served with dignity and urgency. The management committee commits to act in the best interest of the organisation and its beneficiaries by focusing on its mission to promote and create conditions for accelerated and shared growth and development by providing sustainable socio-economic and development solutions catering for the needs of communities, young people in particular and local governments. This will be achieved through strategic leadership and sound judgement in the design and implementation of projects and programmes.

The organisation is therefore committed to an open governance process and espouses the following values, namely; *community-orientation, cooperation and teamwork, effective communication, empowerment and inclusive participation, professionalism and efficiency, socially responsible, and transparency*. As an independent non-profit organisation governed by a Management Committee and has no shareholding, the organisation meets the requirements of Black Economic Empowerment (BEE) ratings. In terms of its BEE scorecard, the organisation is therefore measured on the composition of its staff, and beneficiaries of services rendered. The organisation's procurement policy support corporate and professional entities run and owned by HDPs as viable suppliers to source services and products from, including wherever possible the services of black owned consultants or services providers will sub-contracted.

This report tries to highlight how Fountain of Youth envisage to play a unique value adding role contributing meaningfully toward achieving an objective of a better life for all young men and women in our country with the support and in partnership and collaboration of various role players.



HUMAN RESOURCE DEVELOPMENT & MANAGEMENT



FOUNTAIN OF YOUTH NPO
"Unlimited Youth Spirit"

HUMAN RESOURCES MANAGEMENT

Fountain of Youth is committed to a culture of professionalism and performance management throughout its structures. As a development-based non-profit organisation, Fountain of Youth strongly believes in affirmative action (AA) and associated policies or legislation; this includes skills development (personal or professional). The firm's AA policies are aligned with the country's policies (requirements and regulations). The 10 year (2012 – 2022) projected **employment equity status** of the organisation is as follows;

Category	African			Whites or Other			Total
	Female	Male	Total	Female	Male	Total	
Senior Management	1	1	2	0	0	0	2
<i>% of sub-total</i>	50%	50%	100%	0%	0%	0%	100%
EE targets for 2022	50%	50%	100%	0%	0%	0%	100%
Professional & Middle Management	4	6	10	0	0	0	10
<i>% of sub-total</i>	40%	60%	100%	0%	0%	0%	100%
EE targets for 2022	40%	60%	100%	0%	0%	0%	100%
Skilled and Junior Management	8	10	18	0	0	0	18
<i>% of sub-total</i>	40%	60%	100%	0%	0%	0%	100%
EE targets for 2022	40%	60%	100%	0%	0%	0%	100%
Semi-skilled	10	10	20	0	0	0	20
<i>% of sub-total</i>	50%	50%	100%	0%	0%	0%	100%
EE targets for 2022	50%	50%	100%	0%	0%	0%	100%
No formal qualifications	10	10	20	0	0	0	20
<i>% of sub-total</i>	50%	50%	100%	0%	0%	0%	100%
EE targets for 2022	50%	50%	100%	0%	0%	0%	100%
TOTAL	33	37	70	0	0	0	70
<i>Cumulative %</i>	40%	60%	100%	0%	0%	0%	100%
EE targets for 2022	40%	60%	100%	0%	0%	0%	100%

Note: - 1. Africans refer to individuals from historically disadvantaged racial groups
 2. There are prospects for employable staff with disabilities.
 3. foYU will work also with independent consultants and/or associates

Organisational Structure

Fountain of Youth consists of the following staff composition, namely;

- The Management Committee

All members of foYU's management bring a number of close relationships with various key contacts

- The Project Management Team

Fountain of Youth has staff with social science skills and development practice who can facilitate sustainable livelihoods and community mobilisation. The organisation as a whole has a scattering of the social development and technical skills required to drive this programme but could use mentorship regions, which has particular strengths in this regard.

- Projects Coordination Team

The volunteers from various communities have been identified, recruited, trained and supported to assist with frontline service delivery. These volunteers work with local schools and in the community, assist with implementation of the various projects. The volunteers and the project management team members also participate in ongoing training and capacity building to ensure effective and efficient delivery, while this should be seen as an indirect and direct incentive to them.

- Office Support Team

- The Administration Support Team

- Volunteers

The organisation is committed to promoting and maintaining the health, safety and well-being of its employees. The organisation commits to take a proactive approach to workplace well-being by ensuring the mechanisms are in place to prevent work-related occupational health injuries and to promote good health amongst the workforce.

HDI Participation

The participation of HDIs forms the core of the implementation strategy of Fountain of Youth. The organisation will strive to ensure a substantial number of the volunteers fall under the historically disadvantaged individuals (HDIs) category. HDIs who have graduated or have skills or competencies that are re-trainable will be accommodated. The organisation is however committed to sourcing a substantial of its human resources from other HDGs, such as women, youth and people living with disabilities; however relevant and appropriate qualifications or/and experience forms part of the recruitment policy of the organisation.

Human Resources Development (HRD)

Capacity building and human capital development across the organisation is necessary to ensure there are strong skills within each programme areas. Central to foYU's interest in promoting sustainable and effective youth development and social services, the nature of the relationship established between the organisation and the beneficiaries will be empowering. The organisation is putting in place policies that demonstrate it as a caring partner with personnel it employs. This will impact in how the organisation relates to the communities it serves.

OUR FOCUS AREAS

Fountain of Youth has conceptualised and developed 9 programmatic areas that shape and define the work of the organisation in the coming 10 years from the current year of 2011 to 2022:

- ***Youth Development through Sports, Arts, Culture and Recreation programme***

The programme uses sports, arts, crafts and recreation initiatives with its objective being to empower and develop participating youth. Desired outcomes (what should be achieved in 10 years time)

- Design, implement, establish and then replicate the identified initiatives
- Develop and use a toolkit to measure if the initiatives are achieving desired outcomes
- Visible impact (behaviour changes) in youth participating in the initiatives, e.g. young people and youth at risk leading longer and healthier lives

- ***Youth Skills Development and Career Preparedness programme***

- ***Life Planning and Social Skills Development programme***

A key element in driving foYU's approach in this programme is through our tailor-made mind-mobilisation skills development toolkit. The programme consists of regular workshops, practical exercises coupled with dummy projects.

- ***Youth Entrepreneurship Development programme***
- ***Reunification of Homeless Children and Youth project***
- ***Crime Prevention through Youth Empowerment programme***
- ***Vulnerable Children, Youth and Family Services***
- ***Local Economic Development Youth Support programme***
- ***Youth Leadership programme***

Currently this programme has initiated;

- Awandla-Awethu Future Leaders & Achiever club

To implement these programmatic areas, foYU is focusing its energies in so that it builds depth and capacity in thematic areas that the organisation has identified as critical to sustainable youth development and social services delivery.

RISK MANAGEMENT

Fountain of Youth is mindful of a number of risks that may impact on the successful implementation and sustainability of its programme or the existence of the organisation. In order to move the organisation away from its current unease with its identity and the public perceptions about it, the next two-years will focus on overcoming the organisation's weaknesses and threats that contribute to this current unease.

Firstly, the organisation due to its infancy does not have a well established strategic human resource capacity. However, the organisation has put in place progressive and capacity-building recruitment process to ensure that proper induction and relevant training and development for staff does take place. The organisation has developed an induction programme that helps to educate new staff in understanding the identity, principles and systems of the organisation. Developing and strengthening a quality management system forms part of the solution, hence the organisation is striving to ensure that the system is evenly understood and applied across the organisation to strengthen internal controls.

Secondly, the organisation is making great efforts to be financially viable while also avoiding branching out to many different areas in which it does not yet have the expertise. Should the organisation do branch out too quick without adequate capacity it may lose focus on what it seeks to do well. The organisation in general does have strong skills particularly in relation to project management and organisation development which affects the ability of the organisation to bring in work and to manage it effectively. Furthermore, the organisation is working on establishing a diversified but firm funding model that is not only based on contract work for projects that fall largely under youth development thematic umbrella. The organisation's envisaged financial model will safeguard against reactive approach to funding by relying on a single client to continue doing project related work has prevented the organisation from investigating innovative funding approaches. It is important to note that the ability to improve foYU's work is leveraged by its internal risk management system and integrated risk management strategy.

In addition, foYU has also developed a monitoring and evaluation as a critical means for improving the quality of work it will do so that it can to assess the impact of its work. The organisation is in the process of finalising integrated M&E systems to ensure project goals met. Strengthening the M&E systems is meant ultimately to improve the *accountability* of foYU to the beneficiaries and its funders. Fountain of Youth assures future donors and granters that the organisation does not subscribe to corruption and the MANCO has committed to ensuring that this principle is not compromised. The organisation has developed internal controls in order to prevent poor performance leading to corruption. This was done by creating and establishing organisational systems and internalising standardised approaches to project management and delivery. The organisation believes it has efficient oversight measures that will not be easily manipulated.

Being in a fast changing globalised world, Fountain of Youth is positioning itself to adapt to a changing external environment in terms of having positioning strategy in how to deal with the new institutional environment of the youth sector. From here, foYU will identify the training needs of the organisation and which training programmes are best suited to meet these needs. It must then set internal targets for how swiftly and comprehensively we can integrate this M&E approach across the organisation.

FINANCIAL STATEMENTS: Fountain of Youth

Statement of Financial Position

Figures in Rand	Notes	2011	2012
Assets			
<i>Non-Current Assets</i>			
Property, plant and equipment	0	0	0
Current Assets			
Contracts in progress	0	0	0
Trade and other receivables	0	0	0
Cash and cash equivalents	0	0	0
		0	0
Total Assets		0	0
Equity and Liabilities			
<i>Equity</i>			
Accumulated surplus		0	0
Liabilities			
<i>Current Liabilities</i>			
Trade and other payables	0	0	0
Total Equity and Liabilities		0	0

Statement of Comprehensive Income

Figures in Rand	Notes	2011	2012
Revenue	0		
Cost of sales	0	0	0
Gross surplus		0	0
Other income	0	0	0
Operating expenses	0	0	0
Operating (deficit) surplus	0	0	0
Investment revenue	0	0	0
Finance costs	0		

Surplus of the year	0	0
Other comprehensive income		
Total comprehensive income for the year	0	0

Statement of Cash Flows

Figures in Rand	Notes	2011	2012
Cash flows from operating activities			
Cash generated from operations	0	0	0
Interest income		0	0
Finance costs		0	0
Net cash from operating activities		0	0
Cash flows from investing activities			
Purchase of property, plant and equipment	0	0	0
Sales of property, plant and equipment	0	0	0
Net cash from investing activities		0	0
Total cash movement for the year		0	0
Cash at the beginning of the year		0	0
Total cash at end of the year	0	0	0

Financial Model

Although the current business climate in South Africa and SADC is unfavourable for NGOs, characterised by limited independent funding and competition with the private sector, Fountain of Youth's envisaged sustainability model incorporate a strong marketing and branding angle that allows it to take a proactive leadership role in the youth and social services sector by driving a select number of programmes where the core method of delivery are innovative, cutting edge and best practice models. The organisation will be exploring other possible funding models as part of the organisations resourcing to enable it to implement its ten year strategy. One example could be to nurture a few key donors in a long-lasting partnership that can allow the organisation to further build its capacity.

CONTACTS

NPO name: Fountain of Youth (abbreviated as foYU)

NPO Registration Number: 086/977

Our Staff

Matome Mahasha	Acting CEO
Matome Mahasha	Acting CFO
Annah Mokoena	Office Assistant
Rebecca Mantele	Projects Support Officer
Obakeng Makoti	Projects Management Support
Robert Kok	Project Coordinator 1
Elsinah Mkhize	Project Coordinator 2
Bongani Regginald	Project Coordinator 3
Volunteers	Contract related / Service Level Agreement
Outsourced	Financial Administration

Our Address

Main Office

PO Box 11257 Johannesburg 2000

Physical Address: 1633 Mokotong Street, Corner Jwara Avenue
Protea North, Soweto Gauteng Province 1818

Tel: +27(0)74 107 4585 Mobile: 084 074 8557

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e-mail: fountainofyouthnpo@gmail.com

Website: <http://fountainofyouthnpo.yolasite.com/>

Satellite Office/s

Galeshewe – New address being finalised

Contact Person

Matome Mahasha Acting CEO/CFO: Telephone +27(0)74 107 4585

Contact details of Members of the Management Committee have not changed as per our Constitution.