





Our Vision

We will be the leading non-profit institution to grow local philanthropy and build strong and sustainable civil societies in South Africa and on the continent, rooted in the African cultural heritage of sharing.

Our Mission

To build an enduring culture of 'giving' that results in a strong and stable society and democracy in South Africa.

'Energising Civil Society by Inspiring a Passion for Philanthropy'

Values

our RICH and FAIR values



r

RESPECT

We believe in treating all people with respect and dignity. We maintain an inclusive and involved approach to our programmes and our organisation. We value diversity. We oppose oppression in any form based on race, gender, or religion that is expressed physically, emotionally or psychologically and believe that it is destructive and should not be tolerated.

i

INFORMED RISK TAKING

We are driven to lead non-profit philanthropy by “pushing the envelope”, not being afraid to take risks (when we are properly informed) and pioneering our future and others. This is aligned with the whole notion of **Advancement** in helping to grow institutions beyond their existing boundaries. This belief also stimulates personal growth and development amongst our staff.

c

COMMITMENT

We are guided by a strong commitment to see tasks through to completion and to produce quality output whether it be through our programmes, stewardship with donors, with our beneficiaries and within our staff environment at Inyathelo.

h

HONESTY AND INTEGRITY

We highly value honesty and integrity in all of our relationships, dealings and transactions. We value accountability and this has led to the Inyathelo name being synonymous with trust.

f

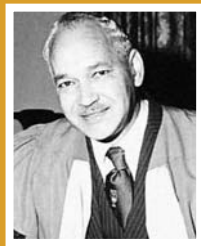
AND FAIR

We believe in fairness and we value justice. Being open-minded and reasonable makes up a strong component of our culture at Inyathelo.



Message from the Chairperson: Board of Trustees

RICHARD VAN DER ROSS

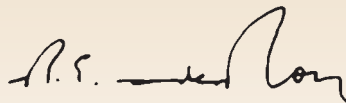


Inspiring others to succeed

the new and exciting ways in which Inyathelo is growing is what makes it unique. Its credibility in the non-profit and donor sectors has enabled it to expand into new programme areas and strengthened its commitment to grow local philanthropy.

The Inyathelo Philanthropy Awards, celebrated at a gala event in Cape Town towards the end of 2007, foregrounded the critical contribution philanthropic giving can make to building sustainable communities and organisations. Venturing into strengthening the nursing profession and the capacity of university-based nurse education institutions and enhancing the capacity of non profit organisations working with the poor in rural areas, demonstrates once again that Inyathelo lives by its commitment to empower and

inspire others to succeed in their philanthropic efforts. Inyathelo has achieved this through an energetic mix of hard work and dedication coupled with a spirit of adventure and moving forward. I would like to take this opportunity to thank the Inyathelo team, the board of trustees, our supporters and our partners for the role they have played in building this special organisation.

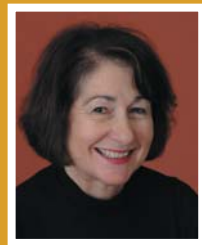


Richard van der Ross
**Chairperson, Board of Trustees,
The South African Institute for Advancement**



Message from the Executive Director

SHELAGH GASTROW



Building for the future

growing giving was Inyathelo's key theme in 2007 and was one of the core foundations for much of the new thinking that has taken place in the organisation in this time.

As we saw the South African context shift radically with a new political leadership as well as events occurring in the global arena where we do not have a great deal of control, we had to think strategically about how we adjust to this changing environment.

Whilst we continue to operate within the mandate set by our trust document with a focus on advancement and resource mobilisation,

the programmes that we implement need to be relevant to our context with an eye to possible future scenarios in South Africa. A clear fit is the establishment of the Inyathelo non-profit sustainability unit and our new programme to strengthen human rights organisations in South Africa that work within the rural poor sector.

Whilst we view strengthening the non-profit sector as a priority, its sustainability is under threat if we are unable to grow local giving, particularly strategic philanthropy. We therefore developed new relationships with other stakeholders through the growth of our philanthropy promotion programme and 2007 saw the launch of our philanthropy symposia series in Cape Town which will culminate in a conference in 2009. Bringing together

HOW OUR PROGRAMME
PARTICIPANTS VIEWED OUR
WORKSHOPS :

"It has achieved its stated objectives and exceeded my expectations."

"A must for all fundraisers to go through to be more effective and efficient."

"Quality experience, well organised, practical and motivational."

individual philanthropists in South Africa has been a rewarding effort as this is the first time that many of them have had a chance to share their experiences and to explore how they fit within a global movement. Inyathelo will be developing a programme to provide support for local philanthropists.

Expanding our services more broadly has also meant that we have had to explore other ways to disseminate the knowledge that has been developed over the past five years. With support from The Atlantic Philanthropies we have been able to employ a full time person to assist us in developing training materials and manuals, publish booklets and "how to" pamphlets so that the knowledge can be disseminated more

broadly throughout South Africa and the rest of the continent.

As a growing organisation, Inyathelo has had to move premises to accommodate the new programmes. All moves are disruptive, but our staff endured this with wonderful grace and did not allow the inconvenience and stress to impact on their work and the delivery of our programmes.

During the 2007 reporting period we ran 24 workshops, cadetships, focus groups, symposia and retreats whilst over 50 different organisations entered our doors for mentorship, advice and assistance. Our open door policy enables us to engage with our beneficiaries on a very personal basis and provides us with a real

understanding of what is required to ensure sustainability in the non-profit sector. We continue our involvement with universities and hospitals through The Kresge Foundation Special Initiative for South Africa and were delighted that the University of the Witwatersrand became part of this programme. There is a huge shortage of trained institutional advancement personnel in South Africa and Inyathelo has been instrumental in ensuring that university advancement offices have the capacity, through our training and mentorship, to deliver significant funding through effective structures and business processes.

I would like to thank our staff who have contributed enormously to the success of Inyathelo and to the high quality of its programmes. More specifically, I would like to thank Bea Abrahams, our Programme Director, and Soraya Joonas, our Finance Director, without whom this transition and growth would not have been possible.

Thanks too to our trustees, donors and supporters who have ensured that Inyathelo continues to thrive and to deliver on its mission.

A handwritten signature in black ink, appearing to read 'S. Gastrow', written in a cursive style.

Shelagh Gastrow
Executive Director, Inyathelo
The South African Institute for Advancement



Message from the Programme Director

BEA ABRAHAMS



Leaving footprints...

■ Inyathelo has seen a significant evolution during the past year. On 28th November 2007, we hosted the inaugural Annual Inyathelo Philanthropy Awards event, marking the initiation of an expansive effort to grow philanthropy in South Africa.

The Call for Nominations for the Inyathelo Philanthropy Awards was sent out to over 4,000 individuals, non-profit organisations and educational institutions, asking for submissions in each of four listed award categories, namely, Youth in Philanthropy; Women in Philanthropy; Special Recognition; and Lifetime Achievement Awards. A total of 52 nominations were received, of which 29 were short-listed by the Review Panel. To ensure recognition of a greater number of nominees, the Review Panel expanded the Award categories from

the original four to include awards in the Arts; Health; Family Philanthropy; and Community Philanthropy. The publicity around the awards and the gala event resulted in excess of R4million worth of media coverage in mainstream and community radio, print and electronic media, catapulting 'philanthropy' into public focus.

Inyathelo's programmes mirrored the successes achieved in the philanthropic sphere. The impact of capacity development interventions, the leadership retreat and the extensive technical advice and support provided through the Kresge Foundation Special Initiative in South Africa (KSI) are effecting changes in grantee institutions beyond the operations of the development offices. KSI, originally comprised of the University of the Western Cape, the University of Pretoria, the Cape Peninsula University of Technologies

and the Children's Hospital Trust, was expanded in 2007 to include the University of Witwatersrand. As we are approaching the halfway mark of the programme, both the institutional leadership and advancement personnel are reassessing their ability to attract investment; how and where they are positioning their institutions within the wider socio-economic and political landscape; and what is required of them to build financial and institutional sustainability beyond the Kresge Foundation Special Initiative.

The programme recorded more than 80% compliance with respect to key policies and procedures that govern advancement operations. This, together with a significant increase in donor income, from a diverse funding base, is signalling the growing maturation of advancement practice in South Africa.

The Youth in Philanthropy Programme South Africa (YIPPSA) expanded its involvement from 3 schools in 2006 to 9 schools in

2007. Over the past year, YIPPSA hosted three training workshops, involving learners and teachers from 9 schools in the Western Cape. Training objectives were to inculcate an awareness of philanthropy; train learners in basic fundraising skills and practice; and to stimulate philanthropic practice and service among high school learners. Learners were encouraged to adopt a non-profit organization in their community, and throughout the year, to raise funds for the organisation of their choice. Collectively, YIPPSA learners raised R10, 643.20 and, in addition, learners from 2 schools contributed time, donations in kind and effort to renovate the organisations they selected.

In August 2007, The Atlantic Philanthropies appointed Inyathelo to manage and administer two new programmes, namely the University-based Nurse Education in South Africa (UNEDSA) programme and the Non-Profit Sustainability Programme. The Non-Profit Sustainability programme is targeted at selected human rights organisations and

was borne out of the realisation that non-profit organisations working in rural areas are confronted with the challenge of implementing their mandates in a complex, multi-level context. Increased demands by the poor in rural areas for access to their constitutionally entrenched rights as well as shifting donor priorities are causing non-profit organisations to re-examine their own practices in order to ensure that they remain true to both their mandates and the need to mobilise the necessary resources that create a lasting social impact.

In consultation with human rights organisations, supported by The Atlantic Philanthropies, the NPO Sustainability Programme is being developed to address these challenges through the implementation of a comprehensive strategy to build the sustainability of non-profit organisations working with or on behalf of the poor in rural areas. The programme will be rolled out in 2008, starting with an intensive period during which eligible human rights organisations will compete for participation on the programme.

Similarly, the UNEDSA programme to strengthen the nursing profession and the capacity of university-based nurse education institutions was developed with input from the senior leadership at nursing schools, the South African Nursing Council, researchers in the nursing field and targeted government departments. The programme was formally launched on 13th February 2008 and nursing schools in attendance were invited to submit concept papers as a first step towards possible participation on the programme due to be implemented in 2009.

As the mandates of these very exciting programmes are advanced, I look forward to the new opportunities for learning both Inyathelo and the programme participants will be privileged to experience over the next year.



Message from the Philanthropy Programme Manager

GABY RITCHIE



Energising civil society

by inspiring a passion for philanthropy

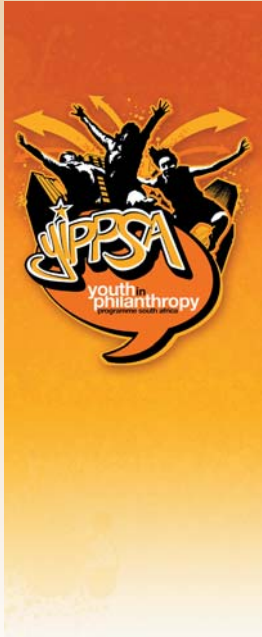
■ Inyathelo has positioned itself to energise civil society by inspiring a passion for philanthropy. Fulfilling the second core part of its mandate, Inyathelo's work in the area of philanthropic giving is based on the following foundational beliefs:

- that a strong democracy requires a strong civil society
- that it is every citizen's responsibility to build a strong society, and
- that all members of society can contribute in some way.

While South Africa has been shown to be a "nation of givers", much of this giving is charity-based and crisis-driven towards alleviating immediate needs. Formal philanthropic giving that is strategically directed towards ensuring longer-term sustainable social development is, however, still at a relatively low level in South Africa. There is enormous potential for Inyathelo to have a measurable impact in this area, and this last year has seen Inyathelo increasing its capacity to service its philanthropy-building focus through the strategic synthesis of a number of programmes designed to

1 See for example Habib, A. and Maharaj, B. (eds) 2008: Giving and Solidarity: Resource flows for poverty alleviation and development in South Africa.

encourage philanthropic giving in various sectors of South African society. These sectors include individuals (from low-income earners to high net worth individuals); private foundations (family and other); and corporate foundations or social investment initiatives. The three programmes that have been operational during this reporting period are (1) the YIPPSA programme; (2) the Awards programme; and (3) the Philanthropists' Network. In addition, we ran a major public relations campaign to highlight philanthropy and to build a philanthropic movement in South Africa.



1. The YIPPSA Programme

One of the main objectives of the YIPPSA Programme is to encourage individual philanthropy amongst youth. This is achieved by building an understanding of philanthropic giving amongst Grades 10, 11 and 12 learners. Based on a learning programme, and the raising of funds for a learner-identified programme, YIPPSA youth develop an understanding of social responsibility, the potential for individuals to make a difference, the importance of the youth in building society, as well as the fundamentals of fundraising and grantmaking. The goals of the programme go beyond the handover of cash/in-kind to beneficiaries, towards ensuring that YIPPSA alumni become “philanthropy ambassadors” and philanthropic practitioners as they move into their adult lives.

Since the introduction of YIPPSA in 2006 the programme has made significant strides. Over the past two years we have carefully

observed the impact that YIPPSA has made and the progress achieved by learners, particularly the outstanding contributions made to charity organizations in their local communities. In 2007 YIPPSA participants together raised more than R10,600.00 for non-profit organisations in their community. Collectively the fundraising activities of the 9 participating schools impacted on the lives of more than 7,000 people who benefited from services provided by the beneficiaries they had chosen.

During 2007 the YIPPSA learners were surveyed on existing levels of knowledge and practices of social giving, fundraising, and community engagement, and this analysis of levels of knowledge in core programme areas shows that, over the course of 2007, learners' grasp of philanthropy increased by more than 25%. All of them were actively involved in raising funds for the organisation of their choice. While only 35% felt they had a good understanding of fundraising practice at the start of the year, by the end of the

year more than 90% felt confident that they had a 'good' or 'very good' grasp of what fundraising entails. In 2007 the YIPPSA Programme was endorsed by both the Deputy Minister of Social Development, Dr Jean Swanson-Jacobs, and the Western Cape MEC for Education, Mr Cameron Dugmore. At the October 2007 YIPPSA Certification Ceremony, addressed by Mr Dugmore as the keynote speaker, he commented that YIPPSA "provides additional impetus to an already existing local and international volunteer spirit that is growing in our country". This kind of support from government opens up a range of possibilities for partnerships to expand and deepen the work of the YIPPSA programme.

Also providing possibilities for programme partnerships is YIPPSA's membership of, and participation in, the Caring Schools Network (CASNET). This is a national umbrella networking structure that brings together NGOs, universities, research institutes, government departments, donor organisations, UN agencies and private sector

organisations supporting education. The network strives towards building a child-friendly society and focuses on ensuring integrated and comprehensive care and support for vulnerable children in South African schools. YIPPSA was invited to attend and participate in the CASNET quarterly meetings, and will be assisting in setting up the Western Cape branch of CASNET during 2008. Samantha Castle comments: "It is a wonderful forum of learning and sharing of experience and resources."

Amongst YIPPSA successes for 2007 is the YIPPSA website "Go Live" in October 2007. The site provides a space for YIPPSA to communicate key foci and achievements, and is a platform for the programme to build greater interactivity for, and engagement with, youth who are active in philanthropy worldwide. This site is accessible on www.inyathelo.co.za/yippsa for detail on the programme. YIPPSA's Programme coordinator, Samantha Castle, travelled to New York and Washington DC in April 2007 to

investigate and establish relationships with role players in youth philanthropy and with a network of youth organizations keen to engage with YIPPSA more actively. One of the outcomes of this trip was a visit of university students from the Student Movement for Real Change (SMRC) based in Washington DC. Students visited two of the schools on the YIPPSA programme and engaged with YIPPSA participants around their philanthropic initiatives, commenting: "We are definitely inspired by the YIPPSA participants and the programme." We would also like to extend our gratitude to the nine schools that participated in the YIPPSA programme in 2007.

These schools are: Cape Town High School, St Andrews High School, Luhlaza High School, Manenberg High School, Langa High School, Zwaanswyk High School, Herzlia High School, Milnerton High School and Oude Molen Technical High School. Thank you to the YIPPSA learners and teachers who work with us consistently to develop and improve this programme. YIPPSA would also like to

take this opportunity to express great appreciation to its sponsors for their support during 2007. A special thanks to Dial-A-Nerd, Kult Creative, Sekunjalo Investment, the Zenex Foundation and the City of Cape Town.

YIPPSA Quotes from participants

"A life changing experience which makes me look at who I am and what I can do for others without expecting something in return".

"A stepping stone for greater things to come in life about philanthropy, even beyond Inyathelo".

"A programme that changes the views of learners to become a better person".





2. The Inyathelo Philanthropy Awards Programme

The Inyathelo Philanthropy Awards Programme has been established to grow local philanthropic giving for sustainable social development by identifying and awarding local role-model philanthropists who have demonstrated vision, innovation, sustainability and leadership in their giving. Launched in March 2007, this programme was established specifically to identify philanthropic role-models who, through their leadership and excellence in giving, can stand as examples to encourage other South Africans to initiate their own forms of giving. Through this, Inyathelo seeks to break down traditions of reluctance in South Africa on the part of individuals towards having

their giving publicised and profiled. The programme is based on “once others see what you are doing, they can also see what they could be doing”.

The Inyathelo Philanthropy Awards are based on a nomination-and-review process. The inaugural Call for Nominations was sent out on 31st May 2007, with two reminder follow-ups in June and July, to about 4,000 recipients largely from the NPO sector but also including many individuals and some donors. In response to this call, Inyathelo received 52 nominations for individuals doing remarkable social development work across South Africa. The first Awards Review Panel comprised 8 panel members, as follows:

Ms Shelagh Gastrow, Executive Director, Inyathelo; Dr Iqbal Surve, Inyathelo Trustee; Dr Mills Soko, Inyathelo Trustee; Ms Taweni Xaba, Editor, The Deal magazine; Ms Sizile Mabaso, TBS Consulting, BoE Private Bank; Ms Amelia Jones, CEO, Community Chest Western Cape; Ms Tracy Fortune, CEO, NonProfit Consortium; and Mr Nkosingithi Biko, CEO, Steve Biko Foundation.

The panel met three times, to agree the process, to review the submissions and to finalise the awardees. Of the 52 nominations, approximately 56% met the criterion of having used their own personal money to initiate or support a strategic social development initiative. From these 29 submissions, taking into account both the specific criteria for the four award categories and the excellence of the nominees, the Awards Review Panel decided to make eight awards, as follows:

- a. **The Inyathelo Award for Youth in Philanthropy**
– Lindela Mjenxane
- b. **The Inyathelo Award for Philanthropy in Health**
– Amanda Bloch
- c. **The Inyathelo Award for Philanthropy in the Arts**
– Vivien Cohen
- d. **The Inyathelo Award for Women in Philanthropy**
– Dudu Myeni
- e. **The Inyathelo Award for Family Philanthropy**
– Raymond Ackerman, Wendy Ackerman, Kathy Robins and Suzanne Ackerman-Berman
- f. **The Inyathelo Award for Community Philanthropy**
– Mufumbe Mateso
- g. **The Inyathelo Award for Community Philanthropy**
– Anthony and Hillary Hamburger
- h. **The Inyathelo Award for Lifetime Philanthropy**
– Edgar Droste

The Inyathelo Philanthropy Awards programme has highlighted the dearth of information available on individual philanthropic giving in South Africa.

GABY RITCHIE, PHILANTHROPY PROGRAMME MANAGER

Using the services of an event management company, Inyathelo hosted its inaugural Awards dinner on 28th November 2007 in Cape Town. With 360 guests, and with Tumi Makgabo as Director of Ceremonies, Inyathelo was very pleased to have the Hon Minister of Finance, Mr Trevor Manuel, as the keynote speaker. In addition, Prof Brian O'Connell addressed the audience, challenging South Africans to increase giving.

The Inyathelo Philanthropy Awards programme has highlighted the dearth of information available on individual philanthropic giving in South Africa, and the extent to which we rely on stats, figures and giving models from the US and the UK. This will assist in shaping key research questions for the Philanthropy Programme for 2008 and

beyond. The Awards programme has already highlighted significant information gaps, and specific donor needs, and has touched on potential sector- and culture-specific differences with respect to privacy, confidentiality, anonymity, sensitivity etc in individual giving.

3. The Philanthropists' Network

While there have been initiatives in the past to encourage networking amongst individual South African philanthropists, there has been no formal local network since the closure of the Southern African Grantmakers Association in 2006. To address this gap, Inyathelo has kickstarted a networking initiative to create an experience-sharing, peer-learning opportunity for local

philanthropists to get together to discuss opportunities, challenges and experiences in the local grant-making environment. Further, Inyathelo will be broadening the scope of its engagement with local philanthropists by developing a number of specialised services to include training, distribution of research and other philanthropy reports and resources.

The first network meeting was held on 28th January, attended by 11 local philanthropists and two journalists. This meeting took the form of a focus group, guided by specific questions, to assist Inyathelo in formulating a suite of products, services and workshop topics to offer to South African philanthropists towards effective grantmaking. Inyathelo was fortunate in having an opportunity in March 2008 to host a meeting between South African philanthropists and philanthropists from the USA. This meeting provided a forum to share experiences of and challenges within the respective philanthropy environments.

The Philanthropy Media Campaign 2007

A main thrust of the Philanthropy Programme, along with identifying individual awardees, has been to raise the levels of exposure of, and debates around, philanthropy in the media – towards encouraging discussion and debate about, and practice of, philanthropic giving, and to educate various sectors of the South Africa public about philanthropy. Inyathelo's philanthropy-focused media campaign was launched in April 2007 with the contracting of PR services of Total Media, a dedicated PR company. The media value to date, based on an investment of approximately R300,000 resulted in more than R4.5 million worth of media coverage (based on standard media formulae of column centimeters and on-air minutes). Media coverage is set to continue throughout 2008 with radio and TV interviews, and magazine and news articles.



Message from the Senior Programme Coordinator

NAZLI ABRAHAMS



A year of exceptional growth

2 010 is the final year for the Kresge Special Initiative in South Africa, a programme which involves four universities and one hospital developing their Advancement capacity to ensure long-term institutional and financial sustainability.

The question on participants' minds is "Is there a clear vision as to the ultimate goal for 2010?". This raised even more questions as grantees asked themselves and each other "What does programme success look like for the Kresge Foundation?", "What does programme success look like for grantees" and, "How will grantee institutions continue to deliver on the programme's overall goals within the Kresge programme?".

The other question that has often been asked is, "How is learning and practice related to experience and how should it be related?" In other words, is experience reconstructed to match existing and changing contexts and is the relationship between thinking and learning fundamental in that it asserts the notion that no experience can have meaning without a strong element of thought and analysis?

As a result of lively and rigorous debates amongst the grantees, building on the lessons learnt over the past year and in attempting to answer the above questions, it was felt that the strategic shifts articulated by Inyathelo and grantee institutions earlier in the year remained both necessary and relevant. These shifts included

identifying the need to create time and space within the KSI Programme for reflection on Advancement practice and its application, the assessment of broad impact as it relates to the grantee institutions and any possible ripple effect, and the development of Advancement models for differing contexts.

There continue to be shifts in the way Advancement is practised and understood. Grantees are starting to define, redefine and refine what the advancement of their respective institutions means – as it relates to the broader institution and its particular context, and not only to its fundraising operation.

Incredible progress has been made toward instituting comprehensive advancement structures. However, lessons learned during the course of the programme point to a difficulty in understanding and working with a number of factors which include

the overall institutional culture, human capacity, group dynamics, and the business of cultivation and solicitation. Institutional culture and the systemic positioning of advancement are more critical now than ever before to the overall success of the programme and are catalytic for embedding the business of advancement into the wider university consciousness and operations.

While the initiative has certainly changed the way grantees talk about and view their advancement practices, it has not been without considerable challenges along the way.

What is abundantly clear is that the advancement operation cannot operate in isolation of the larger institution; that advancement is about the promotion of real systemic organizational change; and that an alignment with larger institutional strategic priorities is critical to the success of the advancement operation. The Kresge

Special Initiative in South Africa Programme has highlighted the shortage of information available on advancement practice and its application in South Africa, and the extent to which we rely on best practice models from the US, Canada and the UK. In trying to consider all of the above-mentioned alignments and the scarcity of information as it relates to a South African experience, institutions are only too aware of the challenges it presents.

In an effort to implement the identified strategic shifts, Inyathelo developed a set of milestones and articulated "success" indicators for the Special Initiative that would come under review annually for the duration of the programme. Having articulated a clear set of Inyathelo milestones, the beginnings of a strong support network is becoming evident in the way grantee institutions engage with and support each others' work.

Knowledge Dissemination

Knowledge dissemination is an invaluable component of this Initiative and is of key importance. Not only are we involved with dissemination of knowledge, we are also involved with the transfer of knowledge. Over the course of the year, two key concerns were noted with regard to current processes and practices of dissemination within the KSI programme. These are:

- › to make knowledge accessible and
- › to make knowledge usable.

Without discounting the importance of the annual publications, we have recognised the importance of dissemination, diffusion and transfer of knowledge much more broadly than only traditional

The Kresge Special Initiative in South Africa Programme has highlighted the shortage of information available on advancement practice and its application in South Africa.

NAZLI ABRAHAMS, SENIOR
PROGRAMME COORDINATOR,
KRESGE FOUNDATION SPECIAL
INITIATIVE IN SOUTH AFRICA

academic refereed publications (what is the link between “annual publications” and “traditional academic refereed publications”).

In this regard, alongside the programme’s regular annual publication, we are working at developing tangible training and instructional materials, much in a multimedia mode. We have since explored gaming, animation, 3D, video and virtual reality aspects of educational products. To this end we have completed the production of an interactive multi-media CD titled “The Advancement Challenge”. This CD is based on the experiences and learnings of the Kresge Special Initiative participants. This tool is not just a documentation of learnings, but is also an attempt to disseminate knowledge in an interactive and usable way.

Monitoring And Evaluation

An integral part of this Initiative’s success is the continued process of monitoring and evaluation. It is important to iterate that Inyathelo programmes develop annual operational plans with defined milestones towards the achievement of the overall strategic programme goals. The Programme Coordinator therefore not only tracks and monitors the progress of participating institutions, but also Inyathelo’s progress in line with its own programme milestones. This is towards ensuring that the desired outcomes are achieved in line with the criteria, aims and objectives of the programme. We will continue to define long term programme success not only as it relates to The Kresge Foundation’s vision of success, but also as

it relates to the visions of the grantee institutions. A monitoring framework was developed over the course of the year and piloted at the end-of-year site visits. The framework was further used by the assessor to cross check against the evaluation framework.

The coordinator continues to review the current site visit schedule and assessment schedule to fit more strategically with grantee's own review processes so that within the programme we indirectly encourage and start building internal evaluative practice at each of the grantee institutions.

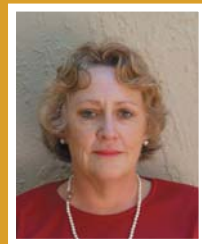
The 2007 – 2008 reporting year has seen major advances both in how the Kresge Foundation Special Initiative is being implemented, and in terms of how grantee institutions are grappling with – and addressing – the challenges they face in developing Advancement practices applicable to our various local contexts.





Message from the Senior Programme Coordinator

DR VICKI PINKNEY-SMITH



Strengthening the nursing sector

The Atlantic Philanthropies has implemented a series of interventions in South Africa to strengthen the nursing profession. The ultimate aim is to inspire and enable nurses to transform nursing from within by assisting with targeted support and capacity building.

This is particularly pertinent at a time when the profession faces many major challenges especially in the educational arena.

One part of the intervention is the approval by The Atlantic Philanthropies of a R70m four-year programme to strengthen nursing education at South African universities. Inyathelo was appointed by The Atlantic Philanthropies in September 2007 to manage and administer the programme.



Inyathelo's contribution to this broad transformation vision is to manage and administer the University-based Nursing Education in South Africa (UNEDSA) programme. UNEDSA has the following goals:

The ultimate aim is to inspire and enable nurses to transform nursing from within, by assisting with targeted support and capacity building.

DR VICKI PINKNEY-SMITH, SENIOR PROGRAMME COORDINATOR, UNEDSA

- › To strengthen the management, strategic planning and leadership capacity at university-based nursing education institutions to build responsive, innovative and sustainable entities;
- › To increase the supply and capacity of nurse educators;
- › To reinforce the relevance of nursing education in meeting the changing needs of:
 - the public health system,
 - its primary care orientation,
 - improved equity in access to health care.
- › To support the capacity of the training institutions to attract and recruit a higher

volume of student nurses from a broader social and academic base.

- › To improve job satisfaction and facilitate career development of nurses.
- › To strengthen the ability of nursing education institutions to engage with government, particularly on issues relating to nursing education, including its funding and resourcing.

The appointment of the Senior Programme Co-ordinator, Dr Vicki Pinkney-Atkinson, a registered nurse, in January signified the commencement of the programme. Significantly, all but one of the 20 university nursing departments attended the inaugural meeting in February 2008. The

participants were clearly excited by the prospect of being selected to receive only five four-year grants. Significantly 78% of the workshop participants completed the first phase of the application! Applicants are invited to dream of what they can do to achieve transformation in nursing education at this critical juncture. In particular, phase two of the application process is aimed at grounding the dreams in reality and concurrently meeting the health needs of the country. This is achieved by the staggered selection process which involves visits to the applicant organisations by The Atlantic Philanthropies, Inyathelo and an external consultant. Two visits per organisation will help to get a 360° view of each individual situation.

This is simply the beginning of the stewardship of the grants that will have a major impact on the transformation of nursing at this critical juncture.

