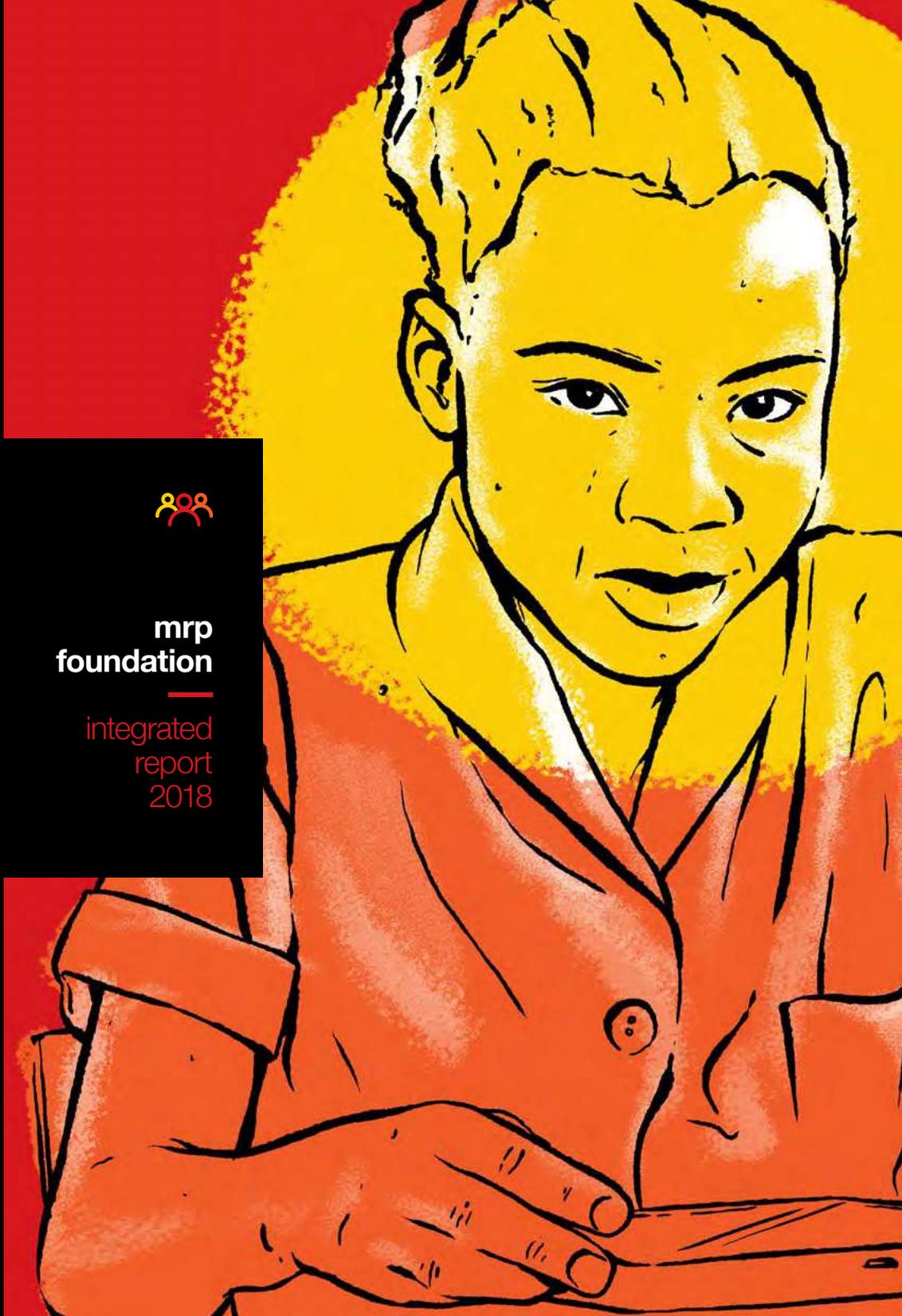




**mrp  
foundation**

—  
integrated  
report  
2018





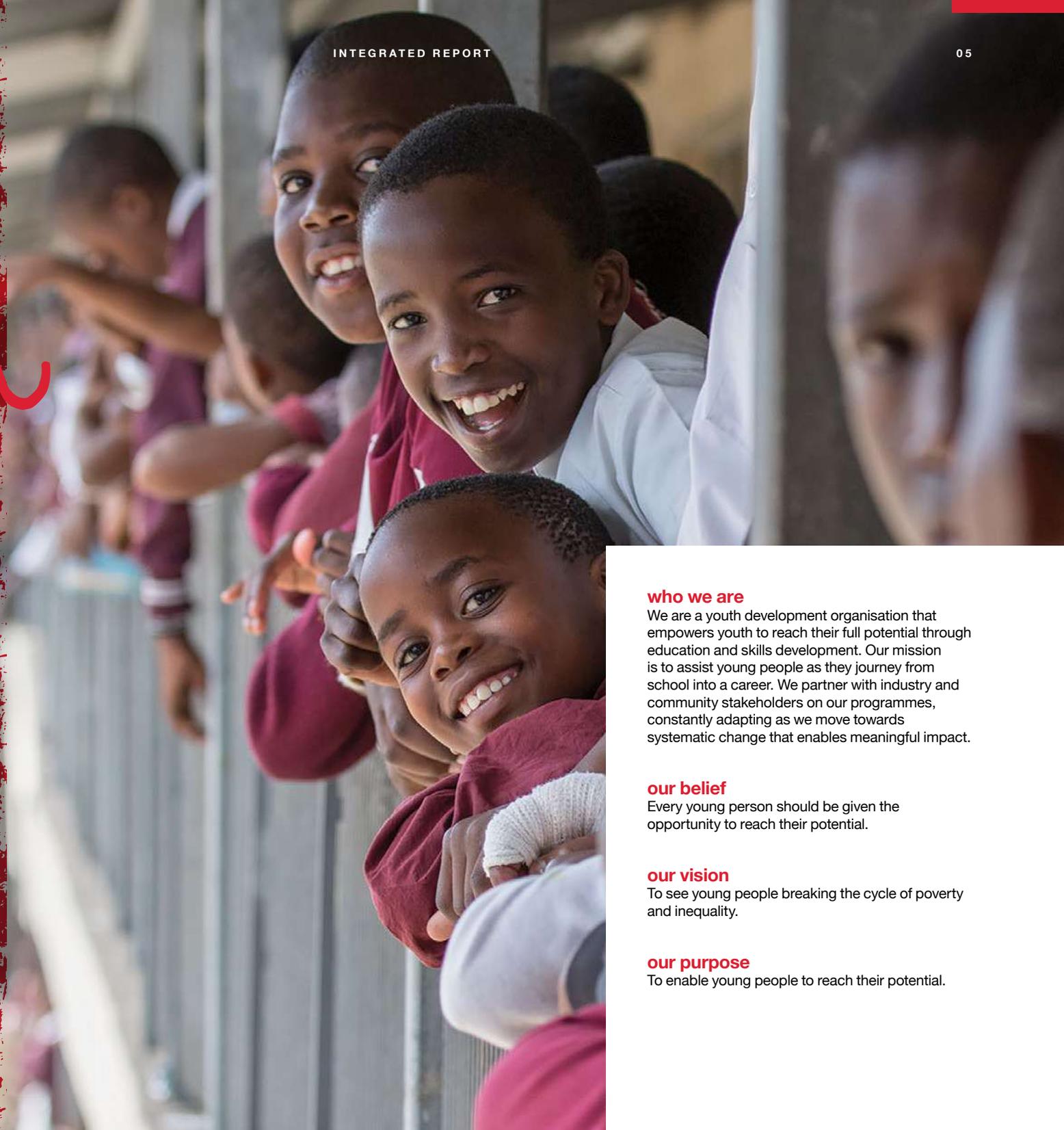
# contents



<b>06</b>	about us
<b>08</b>	welcome
<b>10</b>	director's letter
<b>12</b>	our team
<b>14</b>	year at a glance
<b>16</b>	our history
<b>20</b>	schools
<b>26</b>	schools   success stories
<b>30</b>	schools   map
<b>34</b>	jump start
<b>40</b>	jump start   success stories
<b>34</b>	jump start   testimonials
<b>46</b>	financials
<b>54</b>	our goals
<b>60</b>	donations and b-bbee

# about us

---



## who we are

We are a youth development organisation that empowers youth to reach their full potential through education and skills development. Our mission is to assist young people as they journey from school into a career. We partner with industry and community stakeholders on our programmes, constantly adapting as we move towards systematic change that enables meaningful impact.

## our belief

Every young person should be given the opportunity to reach their potential.

## our vision

To see young people breaking the cycle of poverty and inequality.

## our purpose

To enable young people to reach their potential.

# hello & welcome



**"You can't change what's going on around you until you start changing what's going on within you."**

**Zig Ziglar**  
Author and Motivational Speaker

**Looking back over the past year, it can be best categorised as a year of change.** Given the current systemic constraints, we realised that to achieve our vision of seeing young people breaking the cycle of poverty and inequality, we needed to look inwards to ensure we are delivering our programmes effectively without compromising on impact.

We may be a non-profit organisation but we still need to run effectively as a business with strong governance and controls to help us accomplish our ambitious objectives. The difference between ourselves and business is that we do not make a profit. Instead, we impact lives. Our driver is to constantly strive to do better.

We realise our mission may seem impossible, given the current constraints, but what motivates us is receiving encouraging feedback from our beneficiaries about how our programmes have

changed their lives. I read every story in awe of what our beneficiaries have achieved; they are my heroes.

To our corporate partners, private funders and donors, thank you for your continuous support. To my trusted team and capable implementation partners, thank you for another epic year.

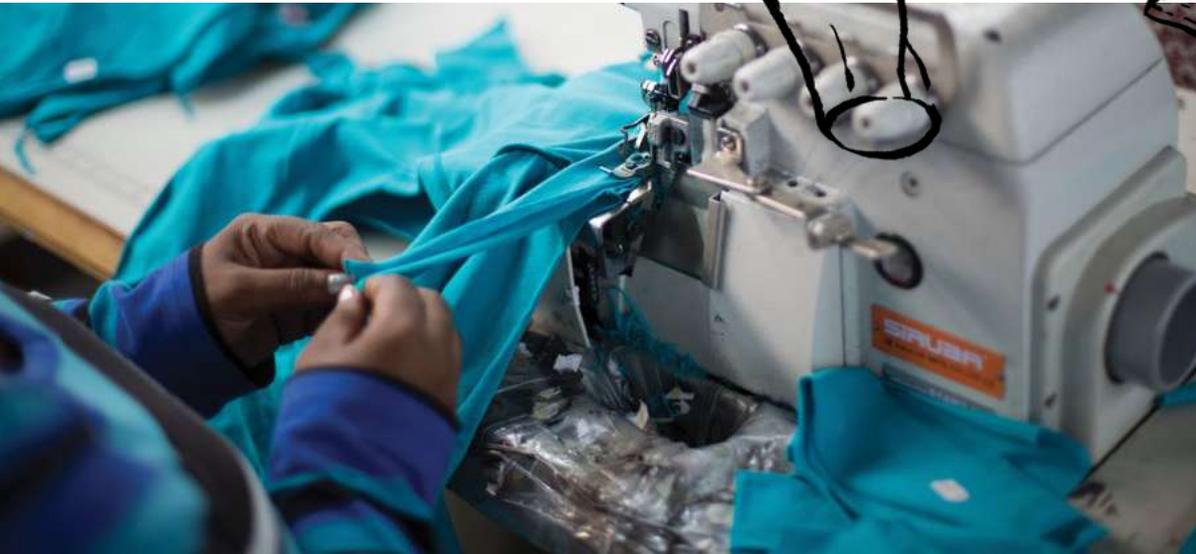
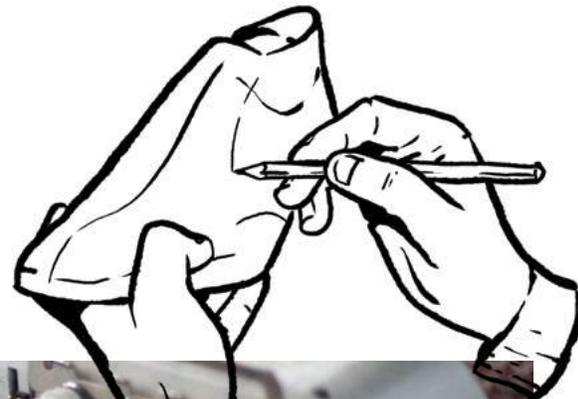
Change is not easy but once you reach the other side it is undeniably worth the struggle. Here's to many more years of responsibly scaling our programmes and empowering even more of South Africa's youth — there's so much more potential to unlock.



**Karen Wells**  
Head of MRP Foundation



# director's letter



**We started MRP Foundation in 2005 to address South Africa's national priorities and in particular, the concern for a generation of youth without quality education and for those who needed a jump start in life to help them unlock a job and care for their families.**

Through generous resources from Mr Price Group, we were able to action change, and for over a decade we've been working to create an environment that unlocks talent, builds high-impact programmes and develops skills. Through these programmes we are able to give young people hope and help them believe in themselves.

Our country remains challenged by rising unemployment, extreme

inequality and an ever-changing landscape, but we couldn't achieve what was necessary without our many valuable partners. A big thank you must also be said to MRP Foundation's Management team, along with our partners, for their passionate and tireless commitment to this organisation.

It has been so rewarding to see our partnerships grow over the years and we welcome more of these collaborations. By linking hands with industry, business and communities we can make a much larger impact than we could achieve alone.



**Natasja Ambrosio**  
Director of MRP Foundation

**" At the heart of what MRP Foundation does, is take youth on a journey out of the *cycle of poverty.***

**Natasja Ambrosio**  
Director of MRP Foundation

BOARD MEMBERS

**Verna Botha-Richards**  
*Chairman of MRP  
Foundation Board*

**Stuart Bird**  
*Director of MRP  
Foundation*

**Natasja Ambrosio**  
*Director of MRP  
Foundation*

TEAM MEMBERS



**Karen Wells**  
*Head of MRP Foundation*  
"Our responsibility is, and will always remain, to our youth. We look forward to being part of the solution to end poverty and inequality in South Africa."



**Thandeka Nala**  
*Head of Jump Start Programmes*  
"Seeing how lives are impacted, which then shifts families in a positive direction, has been life changing. It's been fulfilling to see beneficiaries moved from 'I can't do this' to 'Yes it's possible!'"



**David Churchman**  
*Finance Manager*  
"Working in an innovative space with an amazing team who are all striving to give the youth of this country an opportunity to reach their potential is a humbling experience!"



**Lisa Holloway**  
*Head of MRP Foundation  
School Programme (2012 - 2018)*  
"Our now tried and tested whole schools programme has scaled to schools across the country — a process that has truly been a career highlight."



**Bongive Tshwane**  
*Head of MRP Foundation  
School Programme (2018 onwards)*  
"It is a privilege to be part of a team that views education holistically and intervenes from early childhood development all the way to a career."



**Pierre Tostee**  
*Head of Communications*  
"Through working for a purpose-driven organisation I found my own purpose in life."



# our partners

We realise that we can't solve our country's most pressing challenges but have a greater chance of success if we work together with like-minded organisations that connect strongly on our purpose.

What makes us different is that we don't just fund programmes, we co-create them. We work closely with our implementation partners to find viable solutions, which they activate on the ground.

Strategic programme decisions are guided by robust discussions and supported by a strong monitoring and evaluation process. By playing to each other's strengths and continually building efficiencies through integration and

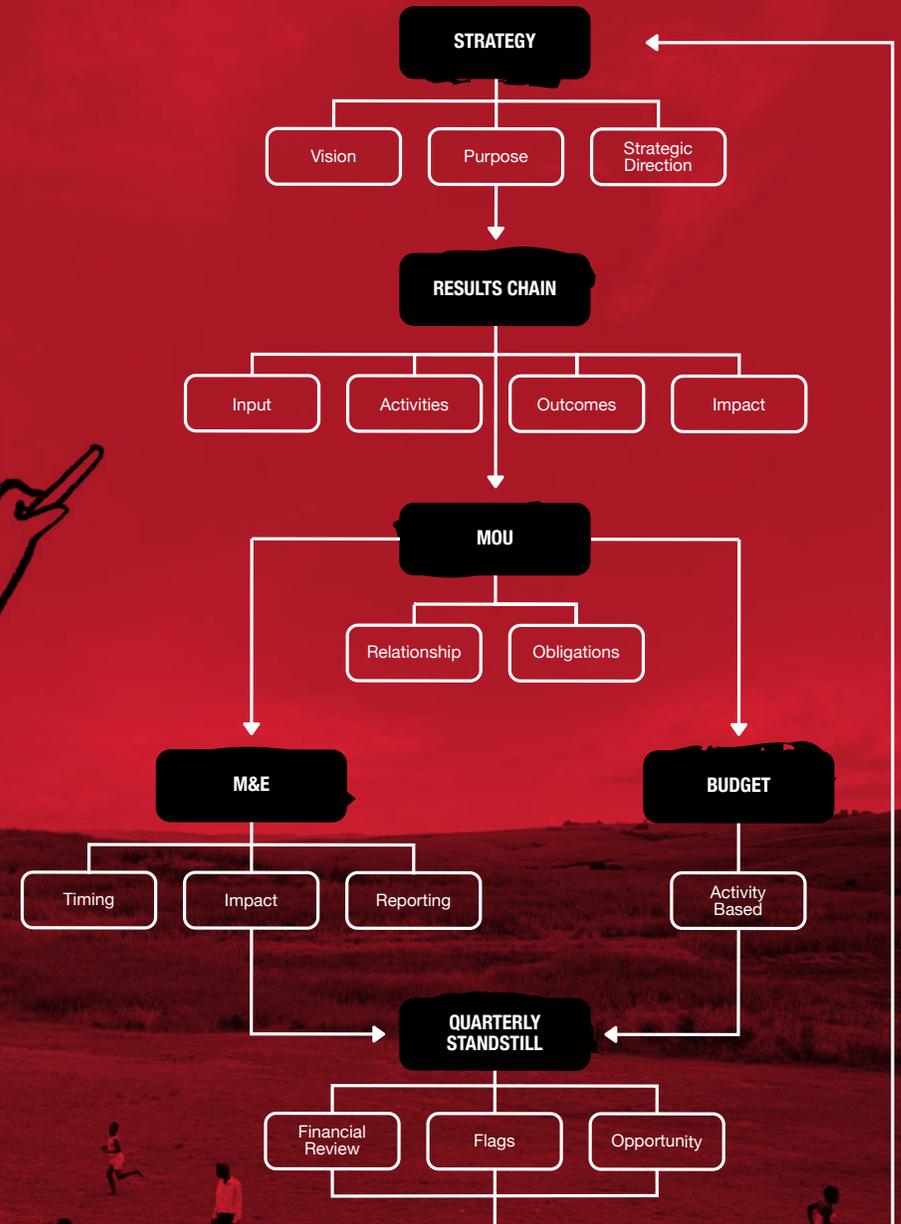
alignment, we can ensure we stay on course with our programme goals.

**Implementation partners:**

- Catalyx Foundation
- Jet Education Services
- Sportstec
- The Unlimited Child
- B&M Analysts
- Creative Madness
- Coach Evolution



## HOW WE PARTNER



# year at a glance



## Creative Arts Manual Launched

With the help of theatre legend, Peter Court, MRP Foundation has developed and distributed a Creative Arts Manual for educators teaching Grade R to Grade 6. It complements CAPS, which is part of the national curriculum, and has been well received by schools, assisting educators to deliver inspiring and engaging dance, drama, music and visual arts lessons.



## Schools Expansion

The MRP Foundation Schools Programme expanded into the Hammarsdale and Tongaat areas in KwaZulu-Natal, and the QwaQwa schools cluster in the Free State has also expanded. This means that schools in low income communities are equipped with the knowledge, tools and assistance to provide an improved level of education to its learners.



## Completion of the Inaugural Professional Retail Programme

The inaugural Professional Retail Programme had a 100% employment rate. The ten-month internship was designed to develop young graduates into well-rounded professional retailers for buying, planning or store management. The programme's success has been shown by the number of job offers that graduates received, before even completing the programme, showing the demand from business for our programme.



## A Ride with a Purpose

The Ride for MRP Foundation, a 606 km cycle ride from Johannesburg to Durban, united cyclists and industry partners to raise close to R1 Million Rand for MRP Foundation. One of the highlights from the ride's eighth edition was welcoming some of SA's rugby legends, including former Springbok Captain John Smit, into the 50-strong peloton.



# our history



## 2005

- Mr Price Group establishes the RedCap Foundation.
- YoungHeroes, a Physical Education programme, starts as a pilot in five schools in Durban.

05

06

## 2009

- Jump Start expands, becoming a national project.
- RedCap Foundation sign a Memorandum of Understanding with National Department of Basic Education (DBE) for Physical Education to be part of the curriculum in schools. RedCap Foundation Physical Education manuals are printed for all nine provinces.

07

08

09

## 2007

- RedCap Foundation becomes a Non-Profit and Public Benefit Organisation.
- Jump Start Entry Level Retail Programme begins in Johannesburg, Durban and Cape Town.

## 2010

- RedCap Foundation joins the national Safety Campaign during the Soccer World Cup and Mr Price Group Divisions stores become designated safe places for lost children.
- KwaZulu-Natal Department, Embury College and RedCap Foundation partner to train 69 Life Orientation Subject Advisors in Physical Education.
- Physical Education (YoungHeroes) Centres of Excellence are implemented in nine provinces. The Foundation starts to have systemic influence on the PE curriculum.
- Ride for Redcap launches as a fundraiser.

10

11

12

## 2013

- Jump Start Production and Pre-Production Programmes begin, working closely with local manufacturers.

13

## 2012

- YoungHeroes partners with the KZN DBE to train educators in Physical Education and school sports.
- MRP Associates, in partnership with the Foundation, start a voluntary Creative Arts Programme at the five KwaDukuza (KDM) schools.
- Redcap Foundation receive a R3.5 million grant for Jump Start Retail Entry Level Programme from National Treasury to place 3,600 unemployed youth into jobs (actual number of placements were 4,600).



## 2014

- RedCap Foundation becomes MRP Foundation.
- A Social Impact Study is done with participating local manufacturers and beneficiaries of the programmes, to fully understand the impact of the programme in communities of operation and manufacturers workers.
- The educational technology research project, TechED, launches in five MRP Foundation Schools in KwaDukuza, KZN.

14

15

## 2015

- Jump Start forms a partnership with the national retailer, SPAR.
- MRP Foundation commissions independent impact research on the Schools Programme and Physical Education, which forms the basis of a decision to scale schools programmes beyond one cluster.

16

17

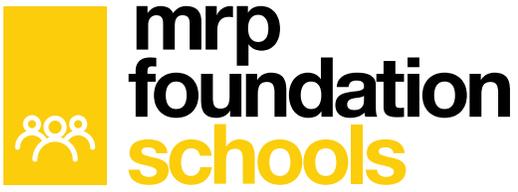
## 2016

- MRP Foundation commissions a Social Return on Investment study on Production and Pre-Production Programmes, with results concluding that every R1 invested in Production yields SROI of R6.50 and every R1 spend in Pre-production yields R5.50.
- MRP Foundation invests in building Jump Start's online platform.

## 2017

- Jump Start Professional Retail Programme is piloted and achieves 100% employment.
- Jump Start Retail Entry Level pilot at Toys 'R' Us Durban in surrounding stores.
- Jump Start programmes extend to include Sales Associates development.
- MRP Foundation sets up its Jump Start training centre at Ambassador House in Durban.
- Finalisation of MRP Foundation Schools Programme for Primary Schools.
- MRP Foundation Schools Programme expands to the areas of Hammarsdale and Tongaat in KZN.
- A Creative Arts Manual is developed for educators as part of the Schools Programme.





Our heart is to make a significant impact in the education space by assisting children to unlock their full potential.

MRP Foundation Schools programme is holistic and aims to cultivate an educational environment where children can learn effectively, and be supported by confident teachers in schools that strives for excellence. The programme focuses on four key areas: parent and community involvement; school

management and leadership; learner development and educator development. It is designed to unlock learner potential through quality education and interventions in: Physical Education, Maths, Science, English, Creative Arts and Environmental Awareness programmes.



**parent & community involvement**

Active and beneficial partnerships between schools and communities are encouraged.



**management & leadership**

Mentors provide support for school governance and management.



**learner development**

Classroom support and after-school activities help develop knowledgeable, healthy and creative individuals.



**educator development**

Educators are empowered with valuable professional skills and content knowledge through workshops, tutorials and mentorships.

# OUR PRIMARY SCHOOLS IMPLEMENTATION APPROACH

## ASSESSMENT YEAR 0

- Selection of schools
- Need analysis and baseline assessment
- MOU signed with selected schools

## IMPLEMENT PE PROGRAMME YEAR 1

- Implementation of Leadership & Management
- Implementation of Physical Education
- Deliverable Review in Term 4

## YEAR 2

- Educator Development
- Creative Arts & PE continues
- Leadership & Management Development continues

## YEAR 3

- Environmental Awareness
- Educator Development continues
- Creative Arts continues

## YEAR 4

- PE — Sustainability phase
- Leadership & Management and Educator Development sustainability phase
- Environmental Awareness continues

## YEAR 5

- Environmental Awareness & Creative Arts— Sustainability phase

## MONITORING YEAR 6



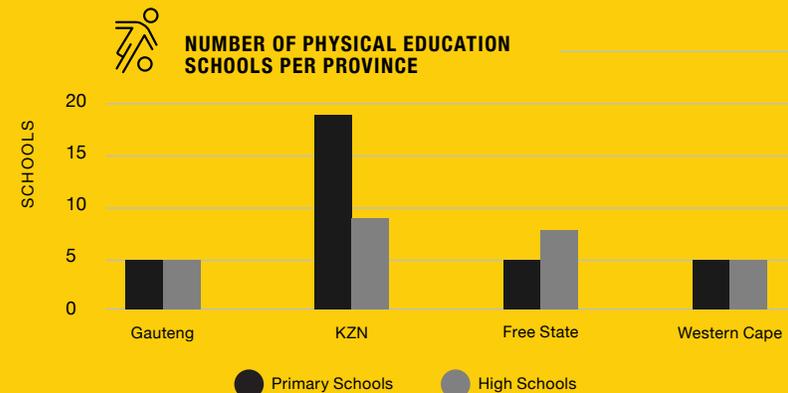
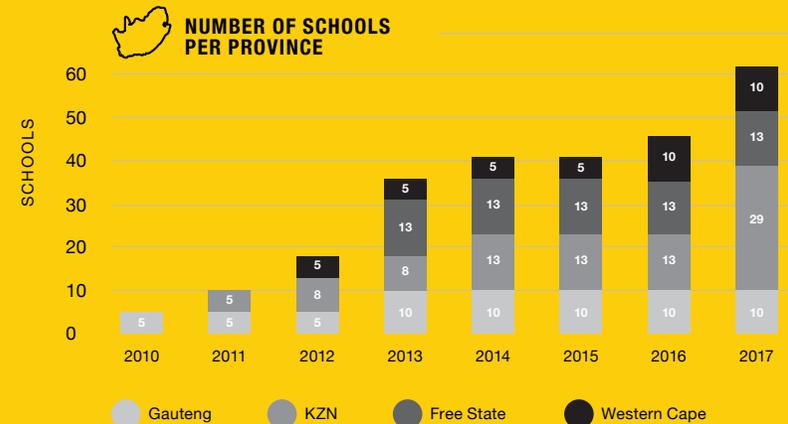
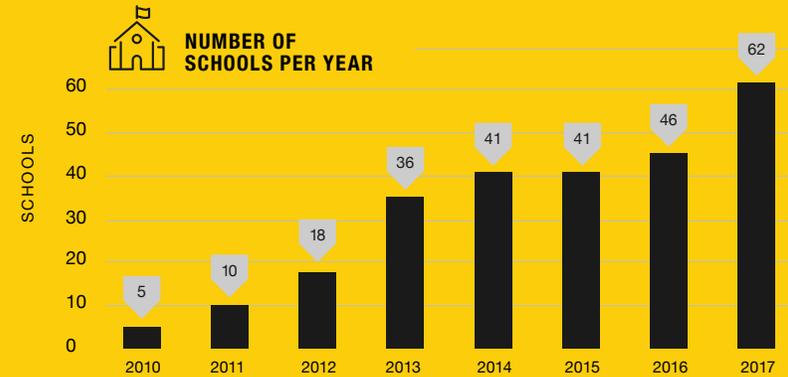
## Impactful change through partnerships

The need for sustainable development is considered, therefore we understand the need to work within the education department and in partnership with all key role-players in everything we do.

This means our programmes are gradually introduced through annual stages based on the school's commitment to the programme and whether they have achieved previous milestones.

The MRP Foundation Schools programme has been implemented in selected primary and high schools based in low-income communities of South Africa. The initial pilot was based in KwaDukuza Primary Schools where eventually five schools outperformed other schools in the district, province and national average performance while being involved with the programme. (ANA 2011 - 2014)

Through our work in primary schools, we've also discovered a need for subject choice advice and career guidance in high schools, as well as an opportunity to better prepare school-leavers for the world of work. We are currently piloting our High Schools Programme, focusing on life skills programmes and after-school activities. We aim to finalise and roll out the programme to high schools in the near future.



**"Sustainable development is at the heart of our programmes and we need to ensure that we have a robust model that creates accountability in schools.**

We can't scale up and reach more schools, educators and children if there's a sense of dependency. Our passion for education and our belief that children are the future, means that we are serious about investing in the education space and seeing as many children as possible receive a quality education.

**Karen Wells**  
*Head of MRP Foundation*





**Physical Education for over 300,000**

The PE component of the whole schools programme, which is endorsed by the Department of Education, has equipped educators to teach PE and **encouraged the development of healthy minds and bodies for over 300,000 young South African learners** across 260 schools since it started in 2005.

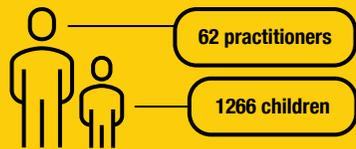
**Early Childhood Development Centres**

We believe that early education builds a foundation for a successful future. We invested into 31 Early Childhood Development Centres through The Unlimited Child, impacting 1 266 children and 62 practitioners and supervisors in the KwaZulu-Natal Hammarsdale community.



**PE Lessons for the Learners**

Thousands of learners from sixty-five schools across the country are active through regular PE lessons.



They upskill practitioners and impact children in the KwaZulu-Natal Hammarsdale community.



**Positive Impact for Educators**

Over 1,500 educators have been positively impacted by the MRP Foundation Schools Programme.



**50,409 learners**

benefit from the MRP Foundation Schools Programme.



**Success stories**





# standing tall for education



Retired principal and MRP Foundation Schools mentor, Mr Abednego Khumalo, is helping build stronger schools by coaching principals in school management. With his wealth of educational experience spanning 35 years, he adds value to both learners and educators from five MRP Foundation supported schools in KwaDukuza, KwaZulu-Natal. He first embraced the holistic education programme in 2010 as principal of Zilungisele Primary School when the school joined the programme.

“I’ve seen a tremendous improvement in the schools. Before the programme started we couldn’t use computers but now everything, including daily preparation, is done with computers. The learners use it for maths, science and searching for information. Technology in schools has changed the lives of learners.

The programme also did a great thing by re-skilling teachers in their learning areas, particularly Maths and English, which has improved classroom practice tremendously. Now they’re arriving to class with pride, better equipped to deliver lessons. In future, we will have empowered learners who are critical thinkers instead of learners that just regurgitate knowledge.

My dream is to transform these schools to be well-managed by principals so that they can lead their schools in the right direction. I can contribute to the betterment of our education and reignite the love of the teaching profession despite the fact that there are challenges. A school can be poor in terms of infrastructure but if it’s strong with curriculum delivery then that school is successful.”

## Marching confidently into the future

Anele Dlodla is a Grade 8 learner at Kearsney Primary School in KwaDukuza. This once shy thirteen-year-old is now a confident young teenager, who enjoys drama, poetry and dance, which are part of the MRP Foundation's Creative Arts Programme.

Her confidence has grown so much that last year she was selected to be the narrator in her school's drama production. "Although I was a bit scared, I loved that I could tell the audience the story. It made me feel cool," says Anele.

Writing poetry is her passion. "I want to be a television actor when I finish school. I would also like to try and write scripts for plays," she says. Anele adds that arts, drama and dance have helped her understand her culture and religion in a fun way and, "it has helped me discover my roots".



## Empowered to teach

Nozipho "Zipho" Ncengwa, is an HOD and foundation phase educator in English and Creative Arts at Kearsney Primary School in KwaDukuza. Zipho has been at the school since 2005 and involved with the MRP Foundation Schools Programme since its inception.

With no background or training in drama, dance and visual arts, Zipho, together with other educators, spent their weekends training voluntarily for these subjects. "There were things that I could never do, like draw and dance, but through the programme, I have been empowered to teach these subjects," said Zipho.

"This programme has changed the way I teach and how children learn. It has

improved learners confidence and marks and become a motivating factor in their lives. I have seen an incredible difference in my learners, especially those with learning difficulties. They have had a confidence boost."

The Creative Arts Content, developed by Creative Arts Implementation Partner, Peter Court, gives Zipho the confidence to know exactly what she's teaching, making her life easier. "I love what I do. I teach drama music and dance. With a programme like this, rural learners now have unlimited opportunities in any field. This is going to uplift learners from poor backgrounds. My dream is to see these learners being prosperous **in their future.**"





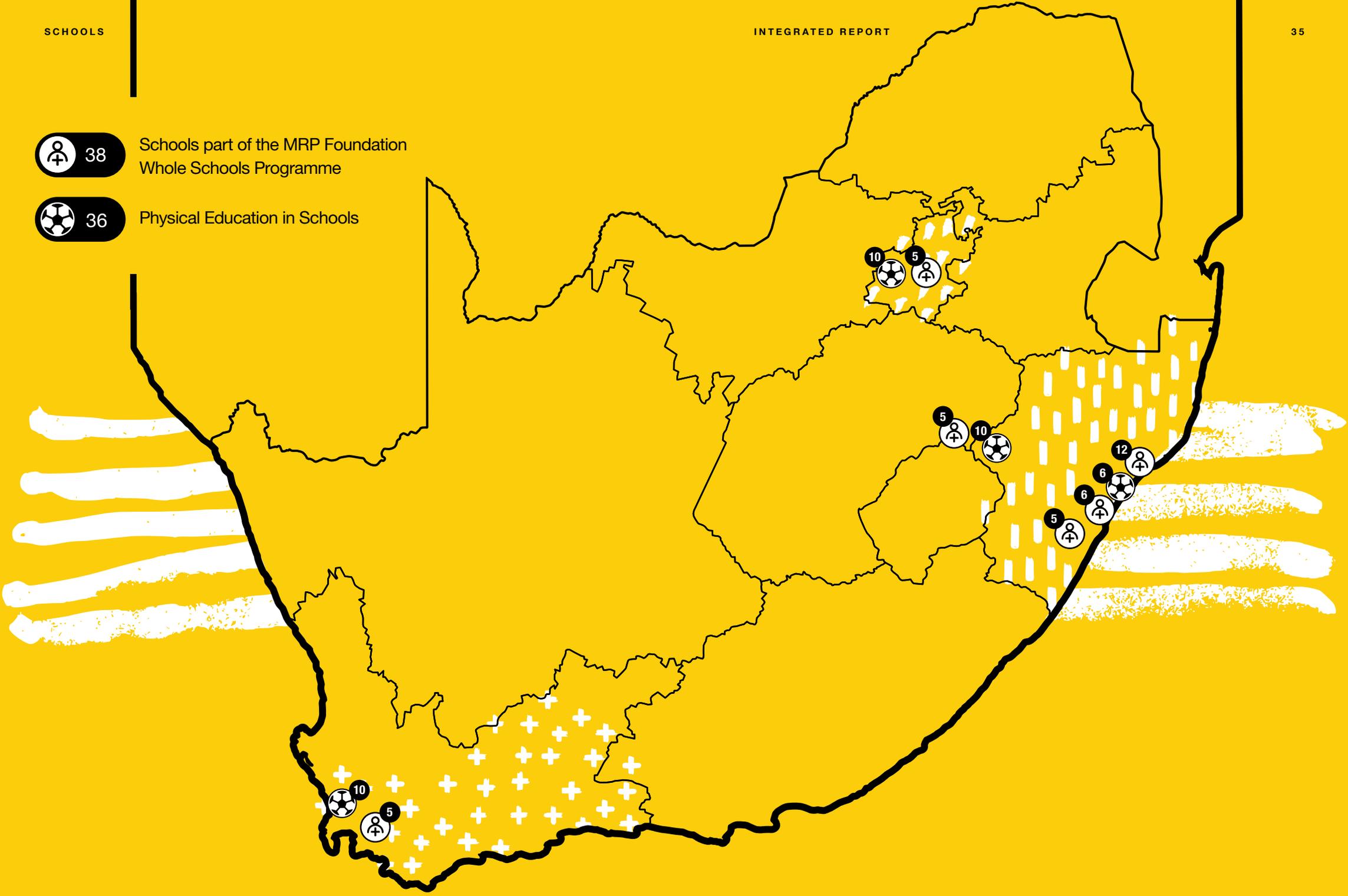
38

Schools part of the MRP Foundation Whole Schools Programme



36

Physical Education in Schools





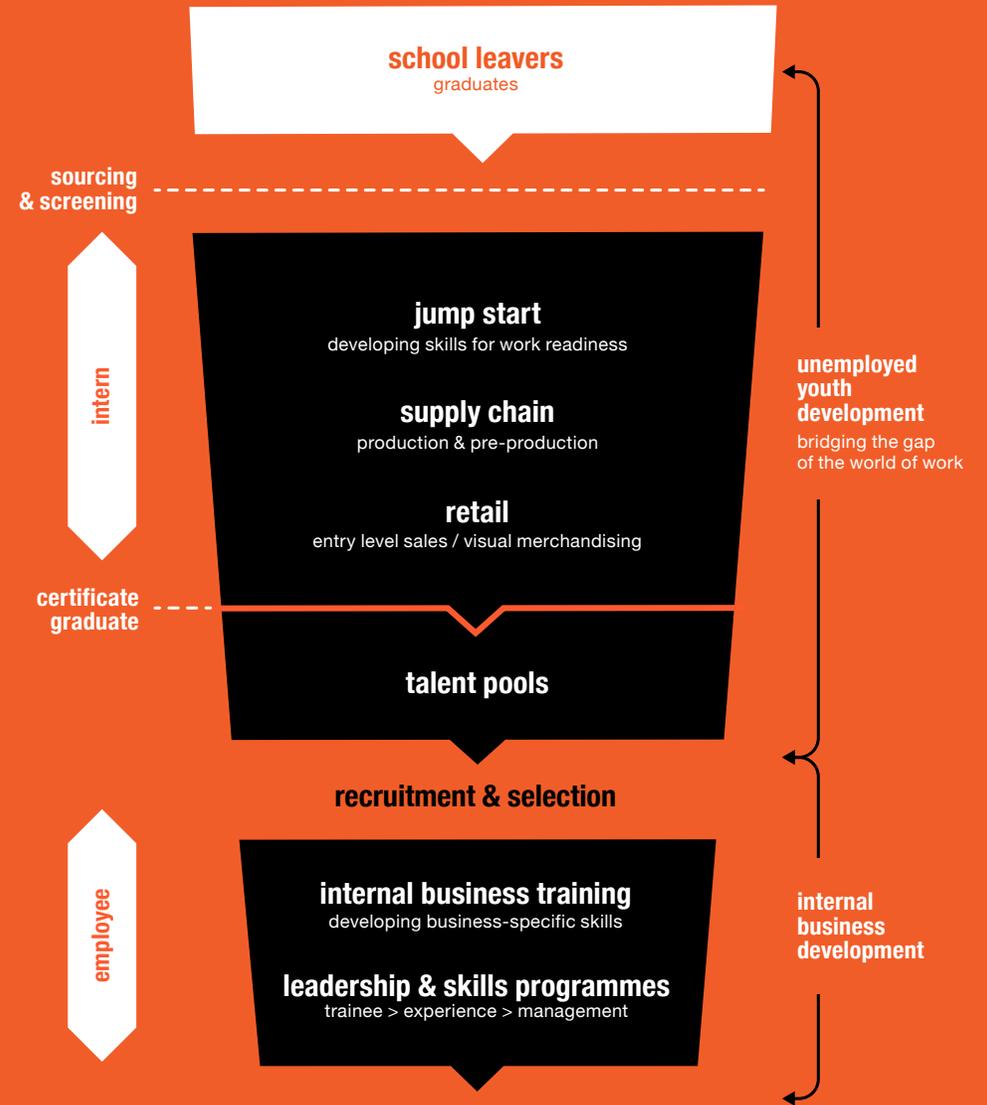
Unlocking career potential through skills development

Jump Start is a work readiness programme that develops the skills of unemployed youth in preparation for the working world. It was developed to assist a disheartening number of unemployed young people, without hope of a future career. The widening skills gap

between school/tertiary education and the working world, and a need for critical skills in Retail and Supply Chain, created an opportunity for this programme. By working closely with industry and Employment Partners we link Jump Starters to career opportunities.



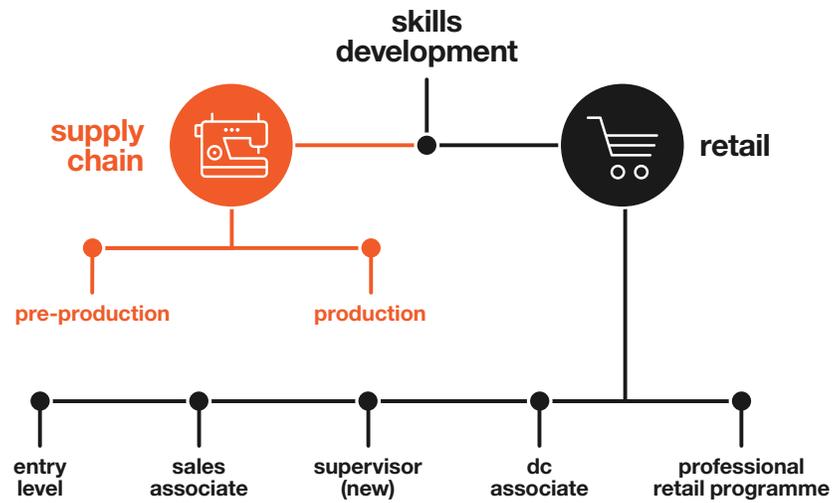
HOW WE DO IT



## Jump Starting Careers

Our programmes teach **valuable workplace and life skills**, helping unemployed young people become active job-seekers with a greater chance of being employed in Retail and Supply Chain.

Starting with one programme in 2007, Jump Start has subsequently expanded to seven programmes addressing the needs of Retail and Supply Chain and progresses from entry level all the way to management.



### Since 2007...



28,010 young adults benefited from Jump Start



12,714 Jump Starters were placed in Retail and Supply Chain positions



# THE SEVEN STEPS TO EMPLOYABILITY

Activated through our longest-standing skills development programme, Jump Start Retail Entry Level.



**STEP 1**  
Requirements



**STEP 2**  
Life Skills



**STEP 3**  
Post  
Assessment



**STEP 6**  
Certification



**STEP 5**  
Completion  
of Logbook



**STEP 4**  
Work  
Experience



**STEP 7**  
Work  
Readiness

" Our measure of success  
is how many people are  
*employed not trained.*"

**Karen Wells**  
Head of MRP Foundation



## Supply Chain

Supply Chain programmes develop the skills of unemployed youth for employment in local Clothing, Footwear and Textile manufacturers. Through providing a pool of skilled entry level employees, the programmes addresses the scarcity of critical skills in the manufacturing sector.

**The Production Programme** develops unemployed

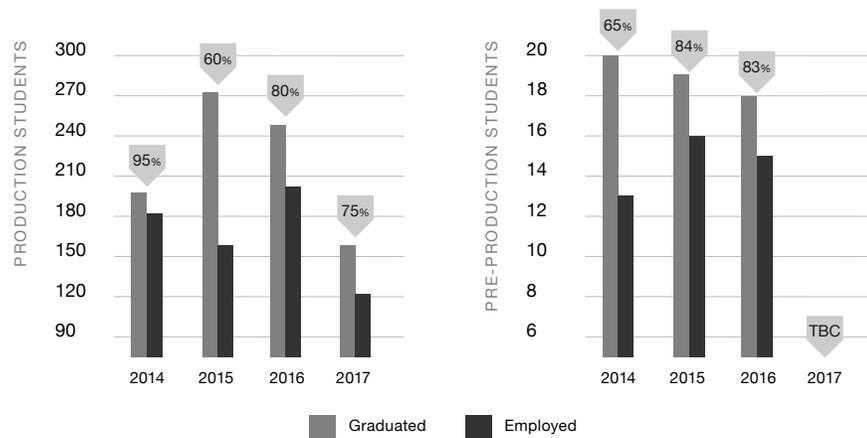
matriculants as multi-skilled machine operators, while meeting increased local demand for quick response garments.

**The Pre-Production Programme** develops clothing and fashion graduates in pre-production elements — design, costing, pattern making and planning — and offers them an invaluable workplace experience in a local firm.

Over the past five years we've worked closely with manufacturers, collectively developing much needed critical skills for hundreds of unemployed youth. Unfortunately a lagging economy in South Africa has contributed to low growth within the sector, which in

turn negatively impacted employment opportunities for our graduates, so we had to decrease internship opportunities to fall in line with industry demands. We continue to partner with key manufacturers to develop skills when they are able to commit to employment opportunities.

Since the inception of our Supply Chain programmes, we have impacted **hundreds of unemployed youth** in this sector:



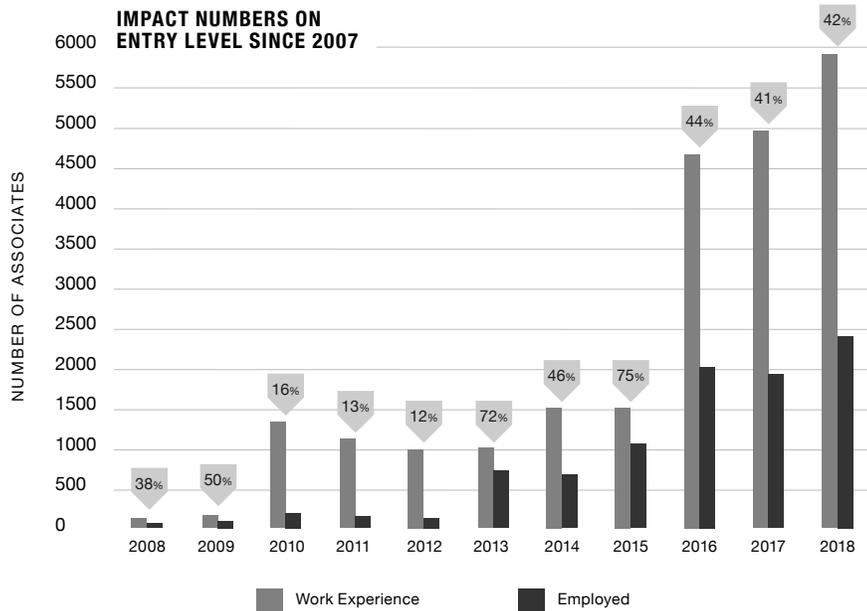
## Retail

There are many dynamic career opportunities found in the retail industry. The **Entry Level Retail Programme** trains for junior positions in stores, sales and distribution centres.

The **Professional Retail Programme** is an internship for graduates to expose them to the Retail Value Chain and develop their professional retail skills for careers in buying, planning, operations and store management.

Similar to Supply Chain, job growth in the retail sector has slowed down, negatively affecting employment opportunities. Through partnerships with various Employment Partners, we establish suitable training

and employment targets by region to address employment equity demographics. Our main aim is to ensure that we deliver well trained Jump Start candidates based on actual job opportunities.



The pilot of the Professional Retail Programme successfully placed 100% of its graduates in 2017.

## Developed by industry for industry

More than ten years of industry and programme experience has enabled us to build programmes specifically based on industry demand, rather than operating out of a push model. We work hand-in-hand with Employment Partners to meet their needs of suitable Jump Start candidates, while offering Jump Starters a tangible career start.

However, despite having a pipeline of ready and waiting employable youth, employment opportunities have been low due to the low growth within the Retail and Supply Chain sector. To prevent training for the sake of training, the number of internships has been reduced to align with industry demands.

Over the years we've gathered invaluable learnings that continue to shape our programmes:

- We want to place Jump Starters in meaningful jobs that go beyond the life of work experience.
- Skills development alone can't solve youth unemployment but rather, local industry needs to be capacitated to compete with global players. A healthy economy equals greater job opportunities.

## Impactful change through partnerships

We are passionate about building a talent pipeline in the greater retail value chain and our decade of experience sourcing talent for industry has taught us to identify high calibre candidates that possess the right attitude and drive to build their careers. We are always searching for more opportunities to link youth to career opportunities and welcome interest in new retailers becoming a Jump Start Employment Partner.

### Our Retail

#### Employment Partners

- Mr Price Group Limited
- MRP
- MRP Home
- MRP Sport
- Miladys
- Sheet Street
- SPAR

### Our Supply Chain

#### Employment Partners

- Labora Shoes
- Celrose Clothing
- Eddels Shoes



Entry Level Retail



**Aubrey S'khumbuzo Makhaza**

*Career Start: Entry Level Retail Programme  
Current Position: Dell Section, SPAR Main store in Pinetown, KwaZulu-Natal.*

"It's a nice environment to be in and I have learned that if you humble yourself, people will like you in a minute."



**Sthabiso Khumalo**

*Career Start: Entry Level Retail Programme  
Current Position: Store Manager, MRP, Pinetown*

"Jumpstart has help me realise that I have a career in retail. And I have achieved a lot in life through Jump Start."

Professional Retail Programme



**Suhail Rajah**

*Career Start: Professional Retail Programme  
Current Position: Allocator, MRP Home*

"This structured programme, designed for graduates, certainly pushed the boundaries, putting us through our paces and allowed us the opportunity to learn."



**Lutfiyya Gafoor**

*Career Start: Eddels Shoes, Pietermaritzburg  
Current Position: Coordinator - Excess Raw Materials, Eddels Shoes*

"Jump Start has impacted my life tremendously. I am independent and on my own two feet."

Pre-Production Programme



**Martin Steenkamp**

*Career Start: Boxer Superstores  
Current Position: Junior Accountant/Designer, Mozimax Interior Textile Manufacturers, Tongaat*

"After the programme I felt more aware of myself and of those around me and that is just one of the greatest things to achieve as a person."

Production Programme



**Nkosisiphile Vilakazi**

*Career Start: Production Programme  
Current Position: Multi-skilled machinist, ZA Gear Clothing*

"This programme has opened our eyes and led us to an environment of great opportunities."



# success stories



# Bound to succeed

Jump Start Pre-Production graduate, Martin John Steenkamp, believes the intensive ten-month practical and theoretical course opened his mind and instilled a wealth of knowledge in him.

He saved up to attend the Pietermaritzburg School of Fashion by working at a local supermarket chain, Boxer Superstores, for seven years. His simple but challenging upbringing — he grew up on small farm outside Matatiele in the Eastern Cape — has only made him more determined to follow his fashion dreams.

In his final year, he moved to Durban to join Jump Start, using his last bit of savings. He later graduated in November 2016 as the top clothing graduate, winning a

trip to Europe in September 2017 as part of his career development journey.

For Martin, the programme enriched both his mind and spirit and has taught him self-awareness and leadership skills: “I have evolved so much after the programme. Mozimax Textiles, my employer, has created an amazing position tailored to my skills because they’ve seen my commitment to grow and not just evolve as an employee. After the programme I felt more aware of myself and of those around me and that’s one of the greatest things to achieve as a person.”



## MILADYS

### Micaela Miller rapidly climbing the retail ladder

Jump Start graduate, Micaela Miller, is a shining example of how a positive attitude and enthusiasm to embrace challenges are essential in climbing the retail ladder. The young professional completed her Jump Start Entry Level Retail course in 2015 and was promoted to an Assistant Store Manager at Milady's at Parow Centre at the end of 2017.

Being empathetic, especially with customers,

is a skill she has learnt from the programme. She explains how, "Every situation is a learning curve. My manager has been my mentor in the workplace. I have learnt so much, just by observing her!"

Shirley Arendse, her Store Manager, explains why she was promoted to a supervisory position at the store. "I recognised her potential because of the interest she shows in

everything she does. She is always trying to figure out how things work and is genuinely interested in learning more. In the beginning, it was stressful for her but she has learnt a lot, including how to handle the store on her own without my guiding her the whole time. Her willingness and eagerness to learn has made her stronger and she trains other Jump Starters now."



### Partnerships can change the course of youth unemployment

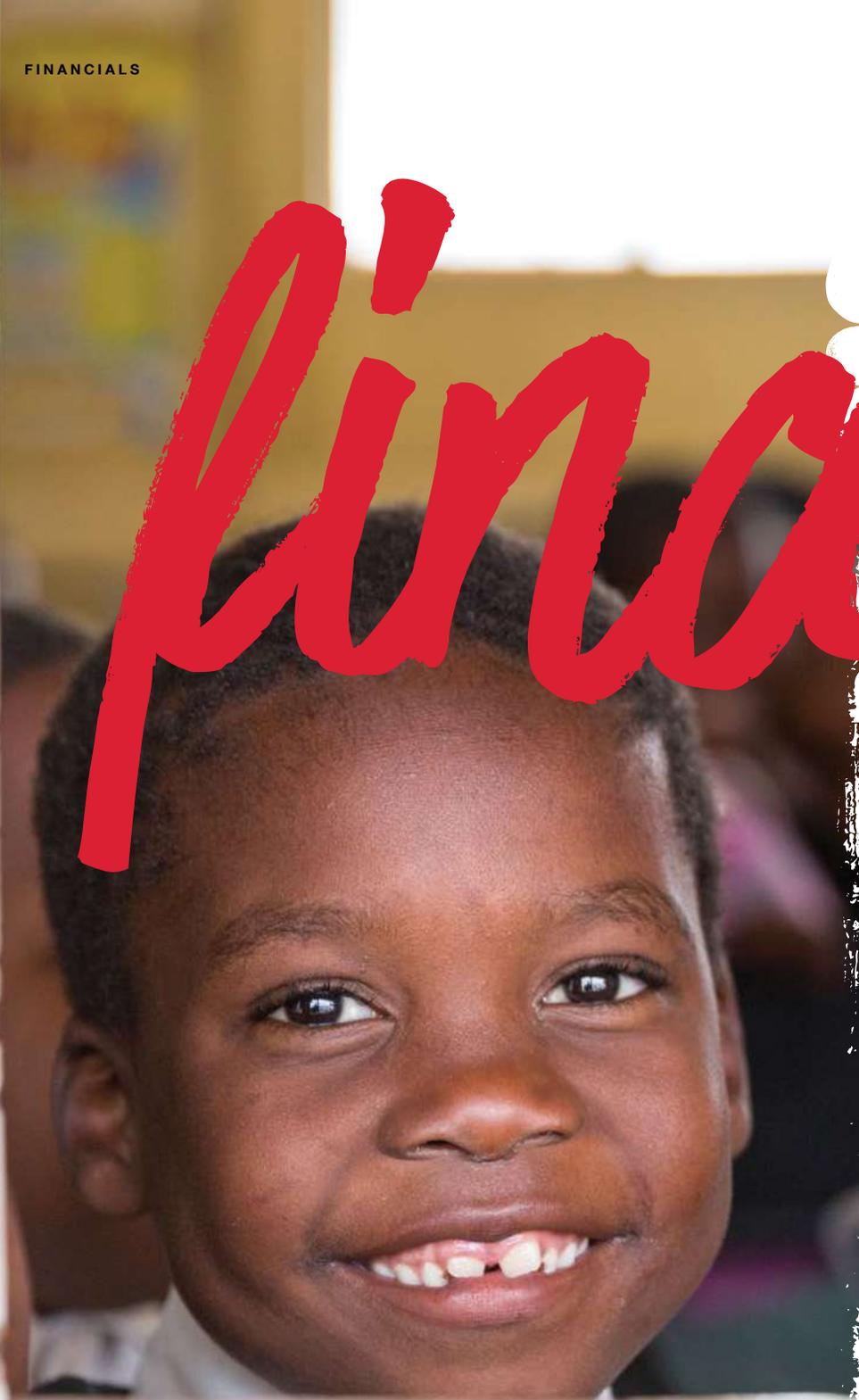
Jump Start, together with The SPAR Group, are providing invaluable retail work experience for unemployed youth for retail entry level positions in store. Thanks to the success of the programme, it has recently expanded to include training for bakers and confectioners.

Thuli Tabudi, SPAR Group's HR Executive Manager, spoke at the inaugural SPAR Bakery

Graduation, where she encouraged the thirteen graduates on their career journey. "This is the beginning of your journey. What are your dreams and aspirations? Do what you must do today in order to realise your dream in ten years time! Our relationship is an example of how two passionate South African retailers can actually partner to find a way to deal with major social issues such as unemployment."

Most of the graduates, like Cebo Ngubane, a baker at Avonmore SuperSpar in Durban, found employment. "For me, the internship had many ups and downs. At times I wanted to give up but imagining myself graduating as a proud baker is what motivated me to keep going."





# Financials

Like all NPOs, a portion of our funds are spent on implementation costs, which include employing a small but highly efficient team along with partners on the ground to activate our programmes. We've kept our administration and fundraising costs at a modest 18% of our total overheads and we continue to

find innovative ways to devote as much budget as possible to our dynamic programmes. All this good work requires significant financial resources and a very BIG thank you must be said to all those who have and continue to support us so generously.

---

The following summarised financial information has been extracted from the audited financial statements of MRP Foundation NPC. The complete set of audited financial statements are available online on [mrpfoundation.org](http://mrpfoundation.org)

The Directors of the Foundation take full responsibility for the preparation of the financial information and that the financial information has been correctly extracted from the underlying annual financial statements.



# a year of *prosperity and joy*



In 2018:



**R18,036,573**  
invested into  
skills development



**R16,360,427**  
invested into education

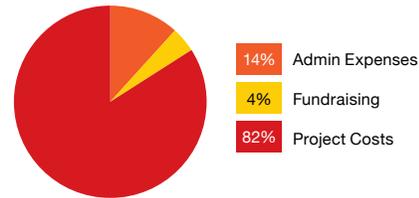


99% of individuals participating  
in programmes are  
**previously  
disadvantaged**

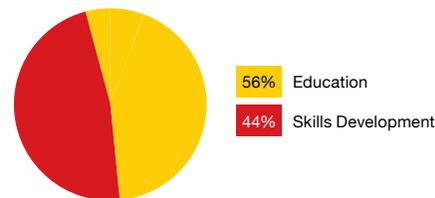


**82c of  
every rand**  
goes to beneficiaries

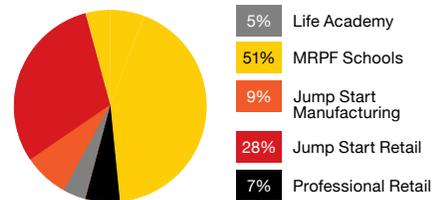
**BREAKDOWN OF MRP FOUNDATION EXPENDITURE**



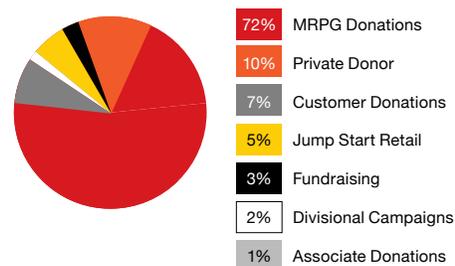
**BREAKDOWN OF PROJECT COSTS**



**BREAKDOWN OF PROJECT COSTS PER PROGRAMME**



**BREAKDOWN OF REVENUE 2018**



**STATEMENT OF FINANCIAL POSITION**

AS AT 31 MARCH 2018

Figures in Rands	2018 R	2017 R
<b>Assets</b>		
Non-current assets	2 689 564	2 134 020
Property, plant and equipment	425 150	101 281
Intangible assets	2 264 414	2 032 739
Current assets	14 017 044	14 432 146
Other receivables	2 127 850	3 616 827
Prepayments	1 364 048	840 468
Cash and cash equivalents	10 525 146	9 974 851
<b>Total assets</b>	<b>16 706 608</b>	<b>16 566 166</b>

**Equity and liabilities**

**Equity**

Accumulated funds	12 669 139	10 846 580
Current liabilities	4 037 469	5 719 586
Trade payables and other payables	972 061	2 634 229
Leave pay and incentive accruals	775 614	300 857
Deferred income	2 289 794	2 784 500
<b>Total equity and liabilities</b>	<b>16 706 608</b>	<b>16 566 166</b>



**STATEMENT OF COMPREHENSIVE INCOME**

FOR THE YEAR ENDED 31 MARCH 2018

<i>Figures in Rands</i>	2018 R	2017 R
<b>Revenue</b>	39 133 930	33 874 997
<b>Expenditure</b>	37 398 058	33 526 992
Project expenditure	32 502 579	29 864 476
Administrative Expenditure	4 895 479	3 662 516
<b>Profit before finance income</b>	1 735 872	348 005
Finance income	86 687	94 927
<b>Surplus for the year</b>	1 822 559	442 932
Other comprehensive income	-	-
<b>Total comprehensive income for the year</b>	1 822 559	442 932

**STATEMENT OF CHANGES IN EQUITY**

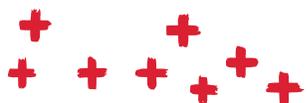
FOR THE YEAR ENDED 31 MARCH 2018

<i>Figures in Rands</i>	<i>Accumulated funds (R)</i>
<b>Balance at 02 April 2016</b>	10 403 648
Total comprehensive income	442 932
Surplus for the year	442 932
Other comprehensive income	-
<b>Balance at 01 April 2017</b>	10 846 580
Total comprehensive income	1 822 559
Surplus for the year	1 822 559
Other comprehensive income	-
<b>Balance at 31 March 2018</b>	12 669 139

**STATEMENT OF CASH FLOWS**

FOR THE YEAR ENDED 31 MARCH 2018

<i>Figures in Rands</i>	2018 R	2017 R
<b>Cash flows from operating activities</b>	1 389 783	2 852 879
Cash generated from operations	1 303 096	2 757 952
Finance income	86 687	94 927
<b>Cash outflows from investing activities</b>	(839 488)	(2 045 286)
Additions to property, plant and equipment	(417 517)	(58 591)
Additions to intangible assets	(421 971)	(1 986 695)
<b>Net increase in cash and cash equivalents</b>	550 295	807 593
Cash and cash equivalents at the beginning of the year	9 974 851	9 167 257
Cash and cash equivalents at the end of the year	10 525 146	9 974 851





# our goals



As a visionary youth development organisation, we are always searching for ways to ensure our programmes truly prepare the youth for a successful future — **one where they are able to unlock their full potential.**

With this in mind, here are our goals for expansion over the next five years.



Providing quality education in South Africa is a difficult task with numerous obstacles.

Despite the matric pass rate increasing to 75.1% in 2017\*, the number of children dropping out of the school system is increasing\*\*. Through our Schools Programme, we dream of creating even more learning environments that benefit learners, educators and school management.

\*<https://www.education.gov.za/Newsroom/Speeches/tabid/950/ct/Details/mid/7006/ItemID/5526/Default.aspx>  
 \*\*<https://businesstech.co.za/news/general/149291/shocking-drop-out-rates-where-in-south-africa-the-fewest-kids-make-it-to-matric/>



We dream of reaching as many schools as possible and our goal is to expand our schools programme to 200 schools in South Africa.

We aim to roll out the MRP Foundation Schools Programme into selected high schools.



As youth unemployment rates continue to soar, catapulting it further into national crisis status, it is becoming even more crucial to link youth to **meaningful employment** opportunities once equipping them with workplace skills.



**The Entry Level Retail Programme aims to achieve a permanent employment rate of 60%.**

**The Professional Retail Programme and Pre-Production Programme aim to achieve a 75% employment rate after graduation.**

**We aim to roll out Supervisory Internships developed specifically for retail, as well as bring on more employer partners.**

# donations & b-bbee



## The Joy of Giving

MRP Foundation also extends a helping hand to many organisations and non-profits across South Africa. Last year we gifted them with over R300,000 worth of value, through Mr Price Group Divisions, to help these organisations meet the needs of their beneficiaries.



## We help companies achieve points on their B-BBEE scorecard

As a Level 1 B-BBEE Service Provider, we assist companies with their Broad-Based Black Economic Empowerment goals and help them achieve points on their B-BBEE scorecard under the Socio-Economic Development element. We assist 99% black beneficiaries through our youth empowerment programmes and by dealing with a Level 1 company, you may spend less but claim more against your preferential procurement scoring – a 135% recognition. Donations to MRP Foundation are tax deductible with Section 18A certificates being issued.



## Donate

Want to be a part of our plan to overwhelm South Africa with goodness?

SMS the word "MRPF" to 38417 to make a R20 donation or by scanning the Zapper QR code and entering your own amount.



To donate in the traditional way, please use the following details:

### South African Banking Details

Name	MRP Foundation
Bank	ABSA
Branch	Kingsmead
Acc. No.	4075526746
Code	632005
Swift Code	ABSAZAJJ
Ref Donate	[your name or company name]

### Sound Governance

MRP Foundation is a Non-Profit and Public Benefit Organisation established in 2005. NPO number: 053-536-NPO | Registered 6 March 2007

### Commitment Statement

The MRP Foundation subscribes to sound values of good corporate governance and supports, where applicable, the principles and practices of the King Code of Governance for South Africa 2009 (King IV).





 **mrpfoundation**

MRPFOUNDATION.ORG