

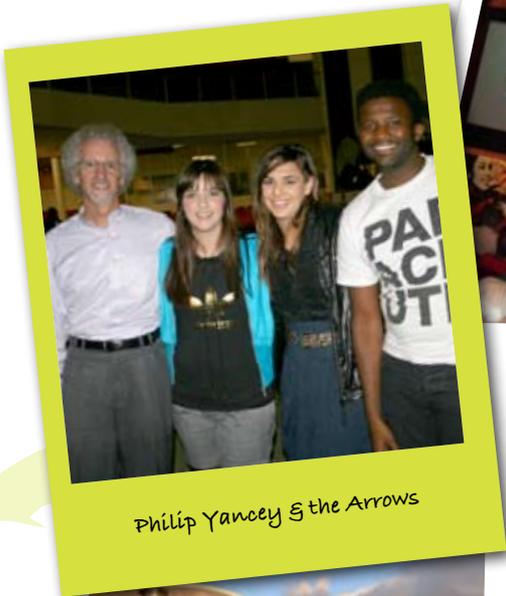


Learn to Earn

December 2009

a hand up - not a hand out

We seek to develop people, especially unemployed people, socially, economically, emotionally and spiritually.



Philip Yancey & the Arrows



Sunset cruise around V&A Waterfront



Learn to Earn™
Est 1989



A hand up not a hand out



The two weeks allocated in March 2009 for Learn to Earn's 20th anniversary celebrations were a whirlwind of activities, preceded by months of planning and preparation. While two weeks may seem like a long time to celebrate a birthday, we do serve a very big God and have many special people that needed acknowledging! We are grateful and humbled by the fact that LtE has reached this milestone, in an environment where the average NGO in our country lasts about 18 months. As mere existence is not good enough, the statistics and testimonies show that year after year, LtE has been able to deliver on our mandate to develop unemployed people - socially, economically, emotionally and spiritually.

There was a series of celebratory events including the Gala Golf Day with a formal dinner and prize-giving ceremony. A total of 27 four-ball teams (108 golfers) participated in this sixth consecutive Golf Day held at De Zalze Golf Club. There were many winners that day, but the main prize was a tie between Charl Marais' and Brian Devlin's teams. Philip Yancey - acclaimed Christian author and a long time supporter of LtE - was the guest of honour and keynote speaker at this event.

Mr Yancey also represented Learn to Earn at a number of talks he gave in Cape Town, Hermanus and Johannesburg. In Cape Town, his talks on prayer and finding God in the struggles of life were accompanied by a local music band, the Arrows. Being a die-hard Yancey fan and a recent convert to the Arrows' music - their combined presence was a definite highlight for me.

We had a number of LtE supporters from all over the world visiting us during this time. It was a privilege to show them around our beautiful city (one of our most fun outings included a sunset yacht cruise!) and to have them witness the growth of LtE over the years.

All in all, these were two very exciting and busy weeks and we are so grateful for everyone who gave of their time and resources to make this celebration a success!

Visit the LtE website for details of our events taking place in 2010!

Aleks Jablonska
Donor Developer

Indlala Iphelile - poverty is over!



In the words of **Andiswa Mankune** (Sewing)

"I was born in Tsomo in the Eastern Cape. I am 23 years old and have a son named Uzasakha (he will build us).

My friend told me about Learn to Earn and I was interested

so I also came and registered for the Sewing Course. I started the course on the 19th of January 2009.

I am truly happy for the opportunity to do the course, because now I am a contract worker for Zakhele. I'm no longer sitting in the sun the whole day without work. I can buy a few things that are needed at home and for my child. I'm no longer solely dependent on my mother.

I love this place because it is close to home so I don't spend lots of money on transport."



Siyabulela Nzuzo (Woodwork)

Siyabulela Nzuzo grew up in the Eastern Cape.

During the 17-week woodwork course at LtE the students went on excursions to different companies. After completing his training with

LtE, Siyabulela contacted a number of companies about Learnerships and now has a 14-month internship with Pierre Cronje.

Before studying at LtE Siyabulela was selling cigarettes. He has this to say of his experience: "LtE is amazing. Now I feel that I am ready to start my own small business. My life is different now because of Mr. Lesley (sic) and my aunt. They played a big role in my life. May God bless you."

LtE Introduces...

We asked four of our staff members who have never been featured in our newsletter before, some exposing questions. We wanted to know exactly what kind of colleagues we have, and we are glad to report that these four are all great to work with!

Each person was asked to answer the following, deceptively simple questions:

1. What is your full name?
2. How would your friends/family describe you?
3. Why are you excited about working at Learn to Earn?
4. Which LtE office are you based at and what do you do there?

Check out their answers below...



Loving, humble, caring, and honest with my feelings, crazy but God fearing.

Working for LtE it is great - I know LtE is changing people's lives for the better. I was unemployed for 4 years, and when God gave me this job this year, he knew this is where I belong, to change and bring hope to the community Zwelihle.

I am employed as Office Administrator/ Receptionist at the Hermanus Branch. I am the face of the Hermanus branch - friendly and warm, promoting LtE and good customer care.

'Been there, won that... and got the t-shirt!'



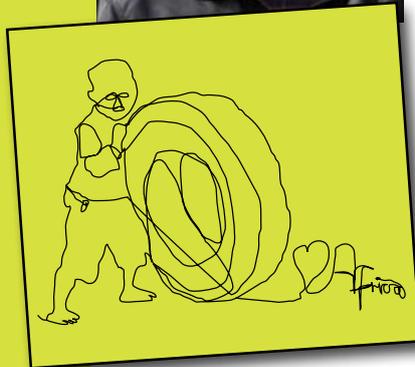
"It was one of the most exciting moments of my life! I never expected to win because I knew there were lots of entries, some even from professional designers!" – Thandeka Bobani winning designer on the Makhulu Polane 2009 t-shirt competition.

The graphics department is ecstatic! As a class exercise, with the theme "Love Africa", we entered the Big Blue competition. Big Blue received over 600 designs this year, and according to the judges 'the standard of design was the best we have ever seen. We thank you for your effort and applaud your talent - SA design is alive and well!'

Thandeka won R20 000 in cash and her t-shirts, bearing the winning design, are being sold in all Big Blue and Kitch & Kool stores during November and December 2009.

"I've given the money to my mum to help buy a house. It was a very proud moment for me!"

Well done Thandeka, I look forward to wearing the t-shirt!



Julia Baker Graphics Trainer



Serious with a seriously off-beat streak

Initially I was attracted to LtE by its funky bags and friendly, professional staff. Having worked here for a while now, I have witnessed the impact LtE's philosophy has on people - students and staff alike. And I still love shopping here, especially at the TFG Store!

I am the Donor Developer, based at the Claremont Head Office. My job consists of finding new and maintaining existing funders. It is a challenging and daunting task, but thank God He is faithful!

Staff Features



Rina Maree's Farewell

Although six years ago, it seems like yesterday – so fresh is my memory of my interview with Rina for the position of Branch Manager in Hermanus. During the interview, Rina expressed a real compassion and concern for people that were experiencing hardship. She was appointed as the third branch manager in the history of Hermanus, following Laura Allais and Joan McKee respectively.

With a background as a social worker, Rina's passion for people especially, those in need, was clearly galvanized by her faith. The hallmark of her tenure was the extra mile she went in helping students; from getting proper healthcare to attaining restraining orders to protect the students from abusive partners.

Due to a career opportunity for Deon, her spouse, they have re-located to Bloemfontein. We are certain that soon Rina will find expression for her compassion for the less fortunate. Go well and thank you for your service of compassion to the poor.

Roché van Wyk
Director

Ten Years on – a Learn to Earn Journey

The Xhosa saying 'Amaqobokazana angalala endleleni kunyembelekile' literally translates 'if a young lady sleeps along the road, then she had to' tells us about the strength of character of our Hermanus Sewing Trainer, Nomfuzo Gawulekapa. It is a long journey from a childhood in Mqaudali in the Eastern Cape to valued trainer at Learn to Earn, but as wife and mother of two daughters, she has persevered and completed 10 years of service this year.

"I did the sewing course at LtE in March 1999, after I graduated, I was called to do the training to become a sewing instructor", says Nomfuzo. Trained by Vanessa Masencamp, she soon became part of the LtE family, enjoying the caring environment and finding warmth and love. Having received this nurturing, Nomfuzo has been faithful in giving back to her students and colleagues - "I used to be poor and hungry with a very low self-esteem, but today I am somebody and I know I can make a difference in someone's life". We salute you, Nomfuzo and thank God for your presence in our lives.

Susan Wishart
General Manager



Rod Hopley

My family describe me as fun-loving, kind and caring – and a good cook!

Coming to Learn to Earn has fulfilled a dream I've had for many years of serving God. It is a privilege to be a part of the team of people who are committed to changing lives among the unemployed of Khayelitsha.

I am located at the Khayelitsha Training Centre and I am the Khayelitsha Branch Manager

William Bent

Committed family orientated, hard working and strict but fun loving.

I love giving and have always been a part of community and team building. Working at LtE allows me to "kill two birds with one stone"

I am Project Manager of The Feel Good Project. I ensure that all aspects of the project run according to plan. Currently I am based at the Khayelitsha training centre, but also split my time between TFG Store in Claremont and the Foschini distribution centre.

Chairmen past and present

After the formalisation of Learn to Earn in 1995, a board was formed to oversee the running of the organisation, with Mr. Ian McDonald appointed as the first chairman.



Ian McDonald

Ian McDonald became involved with Learn to Earn through his friendship with Doug Fisher, the founder of the project.

“Doug wanted a pastor to continue running the project after he retired and the man he had in mind was Roché van Wyk. His prayers were answered when Roché took over in August 1995. As the organisation grew, so also its needs grew and in 1996 a generous donation from the Lombardi Trust enabled LtE to purchase its first vehicle. In 1999 a dedicated LtE training facility was built in Khayelitsha and the vision of the organisation extended to Fisantékraal and Hermanus where training programmes were set up. Increasingly students that completed the training programmes found employment as they left LtE, armed with a valuable skill and the knowledge of God’s love for them.”

“My life has been enriched as I have got to know many of the staff and students personally and have seen how they have risen above their circumstances. The commitment of the staff to their task of improving the lives of those who come to LtE has been both a challenge and an inspiration.”

Ian continued to serve on the Khayelitsha Training Board until 2003.



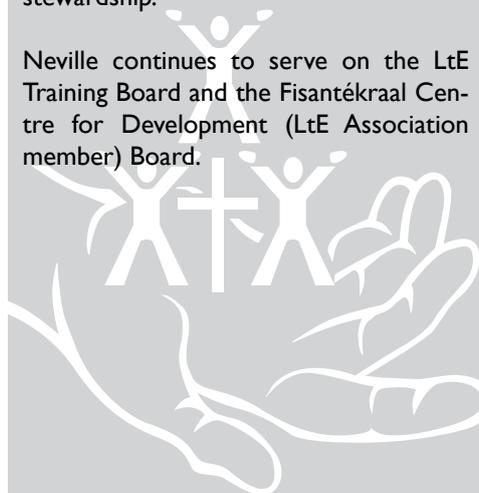
Neville Goodwin

“Serving on the LtE committee in various capacities through the years, I was always impacted by the pride and joy of students graduating at the end of a training course, as they were now equipped to earn a living.

I have been challenged by the staff that show such compassion and love in all their interactions with students. I believe that the culture of serving others runs deep in LtE.

As the funding of LtE is by way of donations, I have always admired how well management understands the principle of good corporate governance and stewardship.”

Neville continues to serve on the LtE Training Board and the Fisantékraal Centre for Development (LtE Association member) Board.



Neil sporting a 'movember' as a fundraiser for LtE!

Neil Macdonald

“Since my first visit to Learn to Earn years ago, I remain humbled by the staff of this extraordinary organisation. Their absolute trust in God as their cornerstone enables them to be real and practical in their daily tasks.

The staff are critical in inspiring the students they train. They encourage their colleagues, volunteers and visitors to LtE, with their faithful commitment to training unemployed people and living LtE’s motto - truly giving them a “hand up” in life.

This does not mean every day is smooth sailing, as in any organisation, there are constant challenges! However it is the staff’s genuine faith in Jesus and seeking of God’s will, in everything they do each week at LtE, which stands out for me.

As I said at the 20th celebrations and opening of the new Hermanus branch, I feel like the man on the stands: an enthusiastic and faithful supporter of LtE watching in awe on the sidelines. Mother Theresa once said “God asks us to be faithful, not successful”; I think the staff at LtE are both. It is they I think of as I reflect upon the privilege of being involved at LtE over the past few years.”



LtE on the move!

2009 has been the year for moving at all three of our offices. March saw the most dramatic of these changes: the Hermanus team moved from their home of ten years – an over-crowded warehouse – to a state-of-the-art facility, purpose-built for the training courses and job creation projects. The new premises include job creation hives and in the main centre a training kitchen and 'model' bathroom/ bedroom/ lounge facility for the Home Management course. The extra space will accommodate more students and allow for new courses to be run. The two major funders were the National Lotteries Board and PetroSA, with the balance generated from individual LtE supporters.



Hermanus Building

With the growth of LtE Khayelitsha in the last few years; the introduction of new courses such as graphic design and new projects such as The Feel Good Project (TFG), the building we've occupied since 2000 was just about bursting at the seams. We have been fortunate to be able to expand by building a new double storey structure and adding another level to the existing Admin Block. The new building will house additional skills development training rooms, Zakhele workshops, a new coffee shop/restaurant and admin offices. LtE's existing coffee shop and kitchen will be converted into a training centre for our expanded baking course. The original admin building will become the IT Training Centre; housing the Graphic Design, Office Administration and Basic Computer Skills courses. The main funders behind this development were the Lombardi and the DG Murray Trusts, followed by Indigo Cosmetics, ACUCAP Properties and private individual donors from the USA.



Khayelitsha Building

Through the generous involvement of many; from support group members to technical experts, architects, builders, corporate and private donors Learn to Earn has been able to focus on its goal of a whole new level of service delivery to the unemployed across Khayelitsha and Hermanus alike. LtE has trained on average 300 people per year – we are planning to increase this number by at least a third in 2010.

The final move taking place in December 2009, is the LtE Head Office. Operating from offices at a Rondebosch shopping centre for the last three years, the move was necessitated largely by the escalating costs of tenure. A decision was taken in mid-2009 to purchase an old property in lower Claremont, renovate it and sub-let to a tenant. We believe that this is a financially sound investment and look forward to seeing the fruit of this decision. We are ever grateful for God's grace and provision. We look forward to showing you around these new facilities!

Aleks Jablonska



This has been a year of celebration, breaking new ground and realizing dreams.

Celebrating our 20-year anniversary, in recognition of God's faithfulness, with renowned author Philip Yancey, was a highlight and an inspiration. It was our privilege to host and celebrate with visitors from the USA and Ireland as well.

The completion of the new facilities for the Hermanus branch was a fitting way of celebrating its 10th anniversary and with the expansion of the Khayelitsha complex LtE now has two fantastic facilities that will contribute significantly to a positive environment that facilitates the restoration of dignity and self-respect of unemployed people. For these facilities and those who made it possible we thank God.

We have initiated a new programme called The Feel Good Project (TFG), in partnership with the Foschini Group – a national clothing retailer. This amazing project has already given us glimpses of its potential to become a wonderful example of consumerism with a conscience and a leading social enterprise initiative. The retail shop has out-performed its operating budget from day one – an astounding feat in the current economic climate. Well done to the team! In addition, reaching the main goal of training and placing unemployed people has also been reached sooner than anticipated.

As the year draws to a close, LtE head office will be moving into a house we purchased at 79 Belvedere Road in Claremont. We will partly sub-let to TAG (www.tag.co.za) as part of our affordability plan. Sharing these premises extends our existing partnership where LtE manufactures TAG rugby belts as well as being a 26% share holder in their business. Our new contact details are on the back page of this newsletter.

All that remains is to wish you, our supporters, friends and staff a wonderful Christmas. Thank you for the role you have played in making this the most memorable year of our 20-year existence. Ebenezer – Hitherto God has helped us – Merry Christmas!

Roché van Wyk
Director

Khayelitsha Report

Since joining Learn to Earn I have stood in amazement at God's great goodness to the staff and students at Khayelitsha. We have been blessed with fantastic new premises and staff and students are delighted. Some final finishing touches need to be completed and the "old" BRC building is also receiving a face-lift. Indeed we have been blessed!

Including me, some new faces have joined our staff. It gave me great pleasure to welcome Sibongile Tyani-Sikenjana and Molly Mapendere. Sibongile started in March as our Basic Computer and Office Administration instructor, respectively Molly joined our finance team in July. They have both fitted in seamlessly and have added greatly to LtE.

Apart from our regular training courses, Learn to Earn was asked to perform two offsite training interventions. We successfully ran a Business Skills course at the Mowbray Presbyterian Church as part of their initiative to provide entrepre-

neurial skills to unemployed and other interested people. Ten students attended, many from the congregation, and some from outside the church. We have had encouraging feedback from the church Pastors and many of the students, with some even visiting our branch to receive advice and help. I believe this could be an area of growth for us, particularly with other churches and organisations.

A highlight for me has certainly been the graduations, and in Khayelitsha the celebrations are moving and very colourful! It was amazing to see so many students receive their certificates. We were entertained during lunch by the sewing students fashion show, what a showcase of LtE's creativity!

My prayer is that all at Learn to Earn will continue to be God's workmanship to unemployed people and "do what we can with what He has placed in our hands".

Rod Hopley
Khayelitsha Branch Manager



Babalwa Madikane LtE trainer and Susan Wishart, LtE general manager



Students modelling Learn to Earn designs at graduation fashion show

Hermanus - Beginnings and Endings



Hermanus building opening



Rina and Roché



Dan Marokane (Petro SA)



Hermanus students



Sershan Naidoo (National Lotteries Board) & Neil Macdonald

As related elsewhere in this newsletter, there have been many exciting developments at our Hermanus branch this year. We have welcomed the addition of our wonderful, new, purpose-designed building and the staff moved in during April. We have said hello to a new team of trainers and administrators as Connie Smit has come on board as Home Management trainer, Nomawethu Lamani joined as Receptionist & Administrator and Leeanne van Vuuren as Zakhele Supervisor. Nicole Bekker filled in as Sewing trainer for Nomfuzo Gawulekapa as we said a temporary goodbye to her for 8 weeks while she enjoyed her long leave due at the end of 10 years of service. And, of course we said goodbye to Rina Maree as she moved to join her husband in Bloemfontein.

Beginnings and endings are always challenging, we may find them stressful or sad or hard to face. It is with pleasure that I can look to Rina and her team of staff and loyal supporters and say well done for the smooth transition. We look forward to many more new beginnings for the people of the community we serve!

Susan Wishart

TFG

BRC

the feel good store



The Feel Good Project

The Feel Good Project is an innovative partnership between The Foschini Group and Learn to Earn, aimed at combating poverty by training unemployed people in skills relevant to the retail supply chain. In addition to retail training, there is also a warehousing and production component to the project. This project is a first in South Africa; with a JSE-listed retail company entering a formal complementary partnership with a NPO.

Over-runs, samples, rejects and customer returns from the various Foschini brands are refurbished at TFG Project sewing department in Khayelitsha and stocked at The Feel Good Store, based in Claremont. TFG Store is the public face of this corporate social investment project. Since its launch in May 2009, TFG Project has provided an opportunity to unemployed people to acquire skills relevant to the retail supply chain. It has been designed to be self-sustaining with all revenue generated from sales going back into the project.

The aim is to take on a new group of 20 trainees every six months, who will receive skills training and 'on-the-job' experience to equip them for the formal employment sector. The training offered focuses on a holistic and practical training experience.

To date we have had consistent sales turnover, successful recruitment and retention of previously unemployed people in all aspects of the project and favourable customer feedback. The Feel Good Project is proving itself to be a sustainable model for success.

William Bent
TFG Project Manager

The BRC again saw amazing development and growth in 2009. Through participation in various trade fairs throughout SA, we have expanded our market with our Khanya Bags. It is a pleasure seeing how people constantly get excited about our products. Consistent orders from SA Rugby, UCT and Stellenbosch University for conference bags has been the biggest source of work in the sewing department, with more room for growth.

Through Mandela Park Mosaics we have been privileged to do work for HSBC Lions Tour, Really Great Brand Company and One & Only Resort at the Waterfront amongst others. The Coffee Shop has had a revitalising injection by Noxolo and Noktula; they are running their own cc called Sweet & Lovely Catering. Wonderful aromas continually waft through the BRC as they make fresh baked muffins, curries and pizzas. They cater for our visitors and our students.

We have truly been blessed this year and look forward to the New Year and what it may bring.

Andrew Lane
BRC Manager,
Khayelitsha



Models for Africa



Bukelwa Kaleni, Xolane Magadla & Zoleka Mxomi



Xolane Magadla & Roxy Ingram



Dress by Xolane Magadla

Photographer: Adrian Baillie-Stewart

The glitz and glamour of an event held at Moyo, Spier can only end up being amazing! The evening started with a lavish buffet dinner, followed by a fashion show where top South African models showcased designer-quality dresses that were auctioned off to the highest bidder. This is the second time that LtE was asked to participate. Nine of our graduates selected designs and made the garments that went up for auction. The evening raised funds for Sharing Abundant Life Together (SALT).

This was a great opportunity for LtE and the participating students. The students learnt the hard work it takes to produce garments of exceptional quality. LtE received excellent public exposure, aside from the guests present, we benefited from the television and magazine coverage of the Models for Africa event.

Three of our graduates, Bukelwa, Xolane and Zoleka particularly excelled in the preparation and final execution of their garments. They were involved in the whole process of getting the garment together. It was once again highlighted that self-confidence allows one to tackle any challenge head on if you have the right support and self-belief.

Andrew Lane

Staff Retreat 2009

In September the Learn to Earn staff embarked on a journey of discovery on our annual staff retreat, this year at Wortelgat, just beyond Stanford in the Western Cape. Our theme was integrity, and we were all certainly challenged by having to reflect how we go about our daily lives. It was a particularly special time as staff shared their histories with each other; revealing their most intimate and often painful personal stories. The 2009 staff retreat will be held dear to us all as our bonds as the LtE family were strengthened.

Mica La Vita



Learn to Earn

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SA SUPPORTERS

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