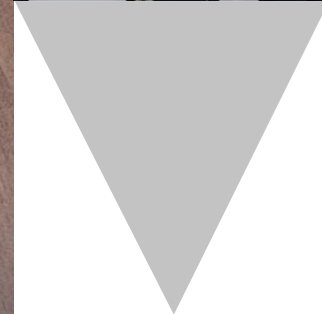
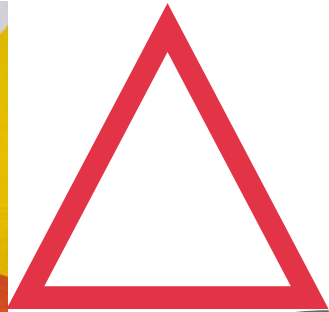


Annual Report 2020





A TSIBA Community

'I Am Because We Are'

- The African Philosophy of Ubuntu

The creation of an “innovative learning community that graduates entrepreneurial leaders who ignite opportunity and social change” was the founding mission of TSIBA. The threads of innovation, learning and community have thus always been integral to the soul of TSIBA. Through the unanticipated year which unfolded through 2020, our embedded leaning into innovation and learning proved to strengthen us in ways previously unimagined.

Not in our wildest dreams in the early part of the year had we considered the necessity to transition to delivering a full academic year with students completely off-campus. With no mean amount of learning and remodelling, however, this was achieved, and it is with significantly enhanced knowledge and understanding that TSIBA emerged into 2021.

Beyond innovation and learning, however, it was the strength of the TSIBA community which proved to be the intangible asset that held, supported, guided, and made things previously inconceivable at TSIBA possible.

The asset that is the expanded TSIBA community of donors, academic partners, board members, faculty, adjunct faculty, volunteers, trustees, and staff joined together to enable TSIBA to emerge stronger, faster, and with clarity and optimism on a path forward to increased impact and success.

It is not despite 2020 that TSIBA is now better positioned to embrace an exciting future, but because of 2020.

As we reflect on the previous year, it is evident that we are part of a connected global community. For what all of us have been through, perhaps more than ever, we appreciate now that we are community avatars with an understanding of how our consciousness, behaviour, interactions with others, institutions and the natural environment are fundamentally connected. How we interact in this global community will determine our collective future in profound ways. Is this not the very essence of Ubuntu? TSIBA is thus many things, a Social Enterprise, a Business School, an Ignition Academy, an Education Trust, an institution of learning, a campus in Woodstock.

But above all, we remain an innovative learning community that graduates entrepreneurial leaders and a globally connected community which holds education as a catalyst to unlock the best of what all of us can be. To be part of such a community is a gift and a privilege.

For this, we are humbled and grateful.



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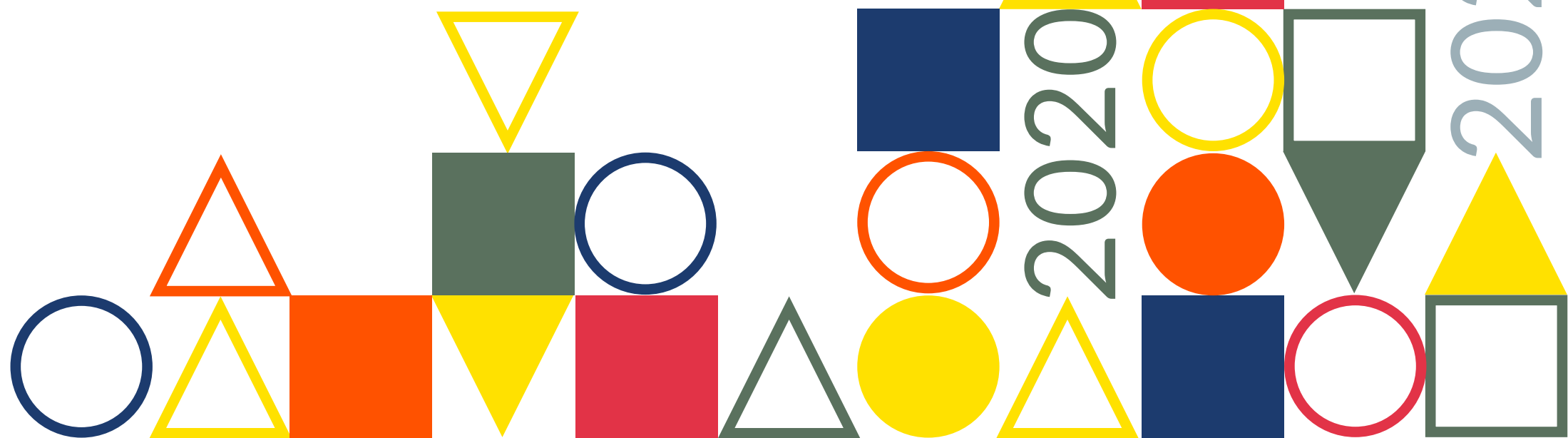
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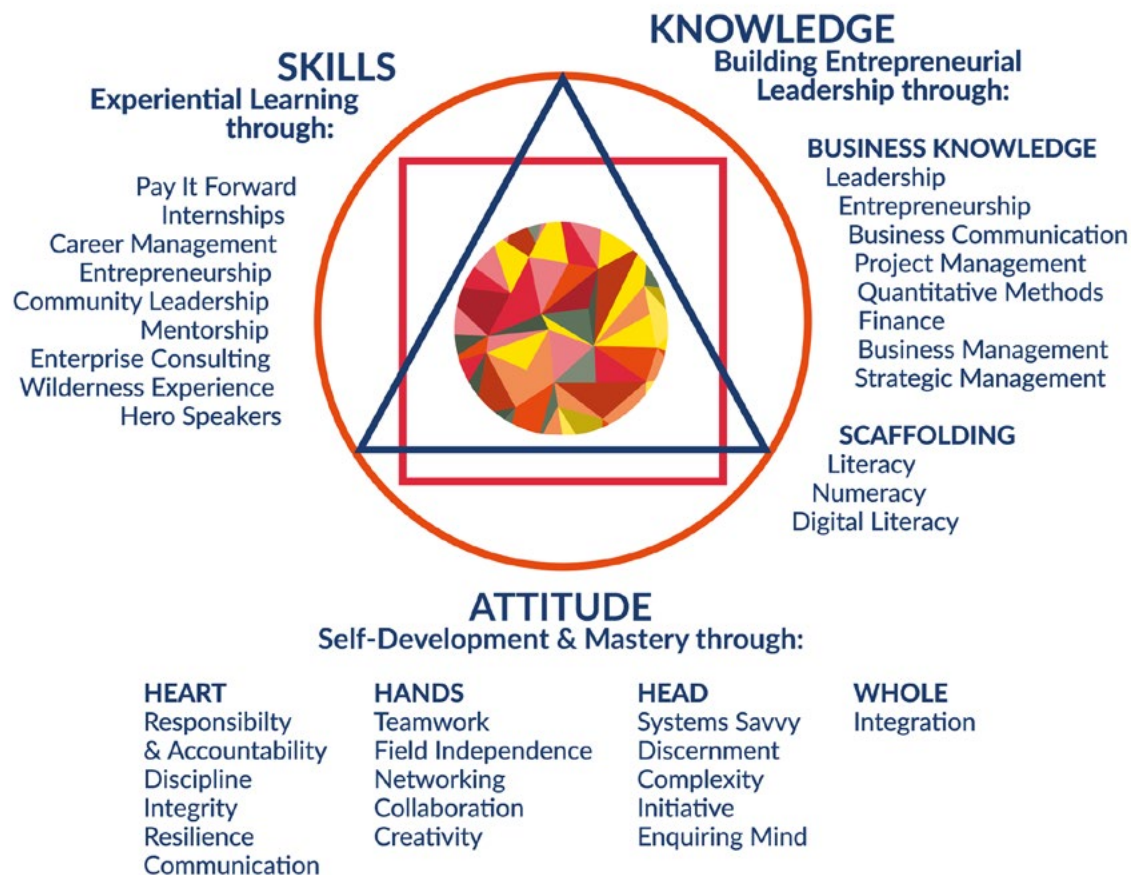
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Profile of Graduateness



TSIBA's Profile of Graduateness places Attitude at the heart of a student's development and surrounds this with layers of Knowledge and Skills. TSIBA seeks to ensure students are equipped not only for further study and the working world, but also provided with practical opportunities to incubate and manage businesses while studying. Entrepreneurship and Leadership are integrated into all programmes, with the aim of developing leaders and entrepreneurs who will take South Africa forward into the future.



2020 Student Demographics

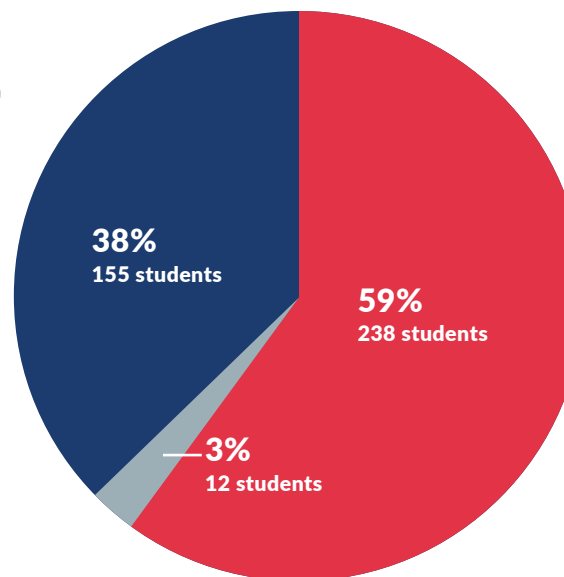


Our student demographics in 2020 remained in line with our historical trend of attracting students mostly from the two larger race groups in the Western Cape (African and Coloured).

While TSIBA welcomes students from all walks of life, our roots in attracting students from at-risk communities, and particularly those and around the communities we have supported since inception remain. We also continue to offer financial support to every TSIBA student based on a model of relative levels of affordability, with no fees payable for undergraduate students whose monthly after-tax Parent or Legal Guardian household income is less than R350 000 per year.

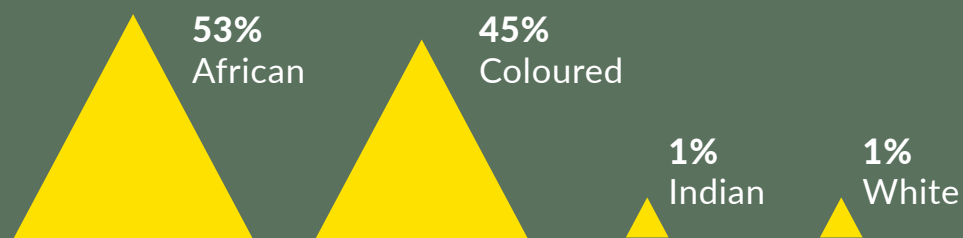
Our longer-term strategy to support 1000 students in-studies remains firmly on track. This strategy was significantly enabled with our migration to digital and blended learning in the 2020 academic year. In addition, the broader TSIBA project of bringing all South Africans together in diverse yet shared citizenship continues.

405
Total
registered
students



- **HCBA - Higher Certificate in Business Administration**
- **BBA - Bachelor of Business Administration in Entrepreneurial Leadership**
- **PG Dip SEC - Postgraduate Diploma in Small Enterprise Consulting**

Student Ethnicity



TSIBA Education NPC Board

The TSIBA Board leads the institution by virtue of their particular specialist expertise, experience, reputation and commitment to excellence in each of their professional fields of endeavour.



Board Chair
Professor Fatima Abrahams

Professor Fatima Abrahams has chaired the TSIBA Board since its inception in 2004. She holds a PhD in Commerce in Industrial Psychology and currently serves as a Senior Professor in the Department of Industrial Psychology at the University of the Western Cape (UWC). Professor Abrahams is a registered Industrial Psychologist with the Health Professions Council of South Africa (HPCSA) and previously served as a member of the Education Committee of the board. Fatima is currently a non-executive director of a number of companies, including Foschini Group, Lewis Group, Clicks Group, Iliad Africa and BPSA.



Chief Executive Officer
Dr Riedwaan Kimmie

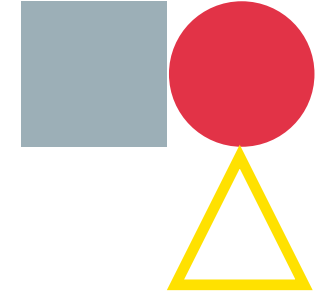
Dr Riedwaan (Rudi) Kimmie was the Dean of TSIBA Business School in the 2019 academic year. He holds a PhD in Leadership Studies and has a wealth of knowledge in teaching and academic development with more than 20 years' experience at the University of KwaZulu-Natal (UKZN). Dr Kimmie also sits on the boards of Durban Green Corridors, Iqraa Trust, Education Solutions and Datachem.



Head of Operations
Lee-Ann Hector

Lee-Ann is the Head of Operations at TSIBA. She has a National Diploma in Business and Financial Management, a CSSA Professional Qualification: Management and Administration and is a CIBA affiliate.





Non-Executive Directors



Gia Whitehead

Gia is a TSIBA co-founder, who pioneered TSIBA's fundraising and sustainability initiatives from the beginning and conceptualised TSIBA's Entrepreneurship Curricula. Gia holds a Bachelor of Information Technology degree (Bond University) and a Postgraduate Diploma in Enterprise Management from the University of Cape Town (UCT).



Leigh Meinert

Leigh is a TSIBA co-founder and held the positions of MD and CEO of TSIBA at various times. Since stepping down from these roles Leigh has remained on the TSIBA Board. Leigh conceptualised the Leadership Curriculum as a fundamental component of the TSIBA learning experience. Leigh holds a Bachelor of Arts degree in Value and Policy Studies (USB) and has a Masters degree in Higher Education Studies (UCT).



Reyburn Hedricks

Reyburn completed a Bachelor of Business Science majoring in Actuarial Science at UCT. He is a Certified Financial Analyst (CFA) charter holder and majority shareholder in H1Holdings, a BEE investment company founded in 2000.



Professor Deresh Ramjugernath

Professor Deresh Ramjugernath has a BScEng (Chemical) degree from the University of Natal, which he obtained in 1993. He graduated with a PhD in Engineering (Chemical) from the University of Natal in 2001. He is currently the Deputy Vice-Chancellor: Learning and Teaching at Stellenbosch University. Prior to his appointment at Stellenbosch University Professor Ramjugernath was the Deputy Vice-Chancellor: Research, and Pro Vice-Chancellor: Innovation, Commercialization and Entrepreneurship at the University of KwaZulu-Natal.



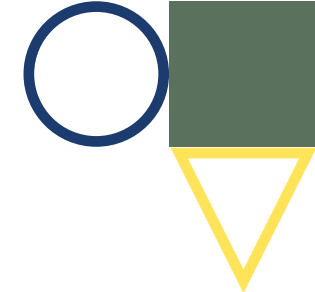
Milford Soko

Professor Milford Soko teaches International Business and Strategy at Wits Business School and is a former Director of UCT's Graduate School of Business. He holds a Bachelor of Social Sciences degree from UCT, a Masters degree in International Studies from USB, as well as a Masters degree and a PhD in International Political Economy from the University of Warwick in the United Kingdom.



Derrick Msibi

A qualified Chartered Accountant with a Bachelor of Business Science, a Bachelor of Commerce (Honours), a Masters of Commerce and a PMD (Harvard), Derrick is currently the CEO of Stanlib and was previously MD of Investment Solutions (SA's largest multi-management investment firm).



Non-Executive Directors



Devadass Pillay

Devadass is a member of the Institute of Directors (SA) and has worked locally and abroad in a variety of fields that include educational technology, business strategy, programme management, human capital development and operations.



Lunga Schoeman

Lunga, a 2014 TSIBA graduate, is the Assistant Group CSI Manager at the Shoprite Group of Companies, Africa's largest retail group. He is responsible for driving and implementing the Group's efforts in line with the company strategy as well as acting as the company spokesperson on certain issues. In 2016, Lunga was named one of Barclays' 100 brightest young minds and joined its annual conference.



Professor Kobus Visser (to end-April 2020)

Professor Visser, a long-standing presence in Western Cape education since he joined UWC in 1983, left his position as Dean of the Faculty of Economic and Management Sciences at UWC and stepped into the role of interim CEO at TSIBA Business School. Professor Visser is eminently suited to this post. He holds a PhD in the Philosophy of Leadership from the University of Stellenbosch (USB) and completed his postdoctoral studies in Social Entrepreneurship at Duke University in Durham, North Carolina.

With over three decades of experience in teaching and research in entrepreneurship, leadership and business management, Professor Visser is looking forward to the challenge of seeing TSIBA undergo a significant growth spurt in the next twelve months.



Yolanda Scholtz

Yolanda manages Talent Management for the City of Cape Town. Yolanda holds a Bachelor of Arts (Psych) from UCT and qualified as a Business Coach at USB. She is a seasoned Human Resources professional with over 30 years' experience in Local Government.



Kieno Kammies

Kieno is a commercial talk show host and music radio presenter. With more than 20 years' experience in the broadcast industry, he has developed good networks and valuable personal relationships. This forms the cornerstone of his consulting business KK Strategic, the primary aims of which are to build bridges between big business and SMMEs, and to demystify the role of AI in the world today.

Sub-Committees

Sustainability Committee

Simon Susman (Chair)
Prof. Fatima Abrahams
Dr. Riedwaan Kimmie
David Polovin
Derrick Msibi
Leshni Shah
Gia Whitehead
Zikhona Ngumbela
Graham Moore
Achmat Kazie
Karien Cloete
SRC Chair (Invitee)
Lee-Ann Hector (Invitee)
David Shenker (Invitee)
Ross Faragher-Thomas (Invitee)

Human Resources and Remuneration Committee

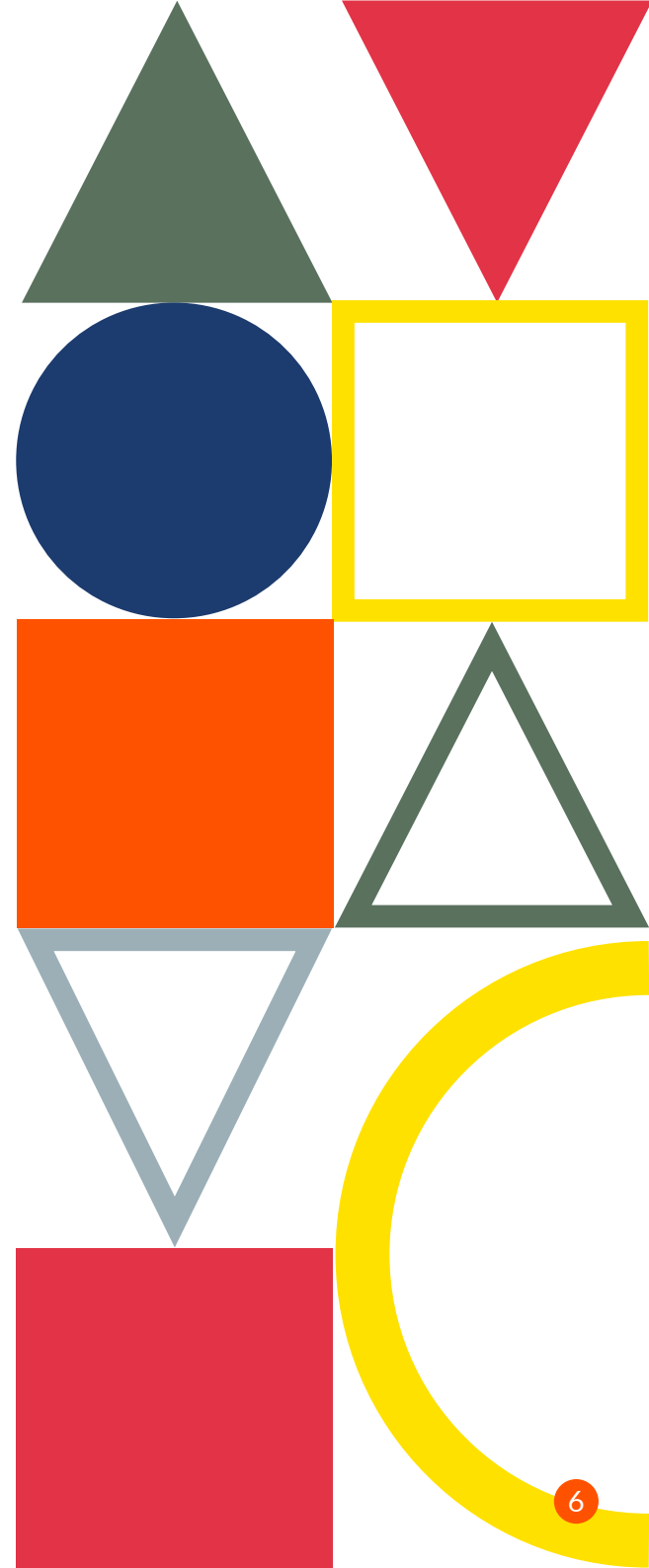
Yolanda Scholtz (Chair)
Prof. Fatima Abrahams
Dr. Riedwaan Kimmie
Leigh Meinert

Audit Risk and Governance Committee

Derrick Msibi (Chair)
Dev Pillay
Dr. Riedwaan Kimmie
Lee-Ann Hector
Achmat Kazie

Academic Advisory Council

Professor Mills Soko (Chair)
Professor Kobus Visser
Dr. Riedwaan Kimmie
Riedwaan Jawoodeen



Becoming the best version of myself

Upon getting my acceptance to TSIBA, I wasn't even sure about accepting it as I transitioned to find my place in the world. Then I decided I should give it a shot, even if I only complete the Higher Certificate. So off I went to what became the next four of the best years I've had.

One needs to understand that life is a journey full of challenges, disappointments and many other things that may lose focus and direction. One needs to understand three questions: Who are you? Where are you going? And What are you doing? Once one answers these questions, you will understand life a little better

My work journey started at Sanlam on my IPJ (final year project) then to Old Mutual as a Project Manager. I then dived into the Asset Management sector, gaining experience at CuroFund Services and Realfin Fund Services. Today, I am leading a Data Management team, which is the highlight of my career, entering into a managerial role in my 20's.

Out of everything I learned at TSIBA, Leadership and Self Development seemed to have been the most valuable. It has given me the tools to be able to be different and stand out in my role. The values instilled in me show up wherever I am. It has enabled me to lead and teach people I meet in my sector while learning and being led.

My TSIBA Journey was fun and exciting.

At TSIBA, we learned about ourselves and about how the world works. It was always said that transition from high school to university would be difficult; but I never felt that. I always had support and was given structure from the institution that helped all along my learning journey and ensured that I could become the best version of myself.

Velly Masuku

BBA Graduate (2017)
Operations Team Lead
Curo Fund Services



Passing of the Mantle

Professor Fatima Abrahams | TSIBA Board Chair

TSIBA has always been blessed with the kindness and support of eminent people in the academic and business communities. So many have given immense volumes of time and energy on a pro bono basis to ensure that TSIBA thrives and that the lives of the young people who pass through our doors are changed forever.

One person who stands out in this remarkable community is Professor Fatima Abrahams. Professor Abrahams had served as the TSIBA Board Chairperson since its inception, even when it was still a steering Board, and has guided the institution with great care, great wisdom and great love. The seventeen years in this role has seen TSIBA grow from very humble beginnings, through the first cohort of 8 Bachelor of Business Administration (BBA) graduates capped in 2008 to the TSIBA Business School it is today, with over 600 students in studies and having graduated 463 Bachelor of Business Administration degree graduates, produced eight Mandela-Rhodes Scholars and witnessed almost all TSIBA degree graduates go on to become active economic citizens.

Fatima leaves an institution that is stable and vibrant, with graduates that make it proud, and working actively in various sectors and making that difference!

The social and economic impact of this contribution is immeasurable. Following her long tenure, Professor Abrahams has passed the mantle to TSIBA Co-Founder Gia Whitehead. Gia was elected by the Board of TSIBA Education NPC to succeed Fatima in the role of Board Chairperson with effect from June 2021. Gia is absolutely passionate about TSIBA and has been instrumental in almost all aspects since our inception. "I have been a part of this incredible TSIBA journey almost right from the start before we even enrolled our first students," shared Prof Abrahams in her communication on the transition to TSIBA Staff and Board colleagues. "It has been a great privilege, honour, and joy to have served in this capacity, and my heartfelt thanks and gratitude goes to all fellow TSIBA Board Members, Staff and Donors who have contributed so much to build this wonderful institution".



TSIBA is proud to announce that the inaugural annual Professor Fatima Abrahams Award will be awarded to a deserving Bachelor of Business Administration in Entrepreneurial Leadership graduate at the 2021 graduation ceremony. In the spirit of its name this award honors excellence and celebrates the exceptional contribution of our long-serving and departing Board Chair.

Board Chair's Report

Professor Fatima Abrahams



The opening sentence in my 2019 Board Chair report reads that “TSIBA has always been a remarkable institution, blessed with incredible students, inspiring and innovative leaders, and dedicated, passionate staff”.

No more was this evident than it was through the unprecedented challenges that all of us faced in the 2020 Covid-19 pandemic. For an institution primarily entrenched in a contact-based mode of teaching and learning until March of last year, the complete delivery of all TSIBA academic programmes was nothing short of remarkable. To effect the almost immediate transition from contact to off-campus digital learning required deep reflection and innovation, creativity and an absolute commitment to TSIBA students, often at great personal sacrifice of the TSIBA staff, all of which were evident in abundance. Completing the programmes is also an indication of the fortitude, resilience and motivation of our students, who continued with their academic pursuits under the most difficult of circumstances. No wonder they are in such demand in Industry after completing their studies!

Of course, the transition to, and the delivery of TSIBA programmes also required additional resources, not forecasted or budgeted. To this end the TSIBA Chairperson's Fund was established, the aim of which was to assist the most financially needy of our students whose continued studies at TSIBA would be placed at risk for the financial circumstances anticipated with the pandemic.

Immediately our donors responded generously to provide the funds for devices, digital platforms for online learning and the provision of data. The experience of this generosity, and the extent to which our students and staff were held by the community ‘outside’ of the campus was as humbling as it was a testament to the existence of a blessed TSIBA community. It must be remembered that just prior to the Covid-19 outbreak this very same community had enabled our migration and set-up of TSIBA House, our beautiful new campus in Woodstock.

Since 2020 would be my final full year as Board Chair, the evidence of such a committed broad TSIBA family leaves me safe in the knowledge that we have a place and an important role to play in the future of South Africa. This has also affirmed that there is broad commitment to this work. I salute and thank all of you.

This annual report will be the last contribution report I make as TSIBA Board Chairperson. It is time to move forward following seventeen incredible and fulfilling years in service. I have been a part of the amazing TSIBA journey from the start, even before we enrolled our first students. It has been my great privilege, honour and joy to have served in this capacity. My heartfelt thanks and gratitude goes to all fellow TSIBA Board Members, Trustees, Staff, Donors and Volunteers who have worked so hard to build this wonderful institution. I leave an institution that is stable and vibrant, and one which clears that path for graduates that make us very proud, working in various sectors and making that difference.

Chief Executive Officer Report

Dr Riedwaan Kimmie



'Ubuntu' (I am because we are), is the Africanist humanist philosophy that defined 2020 for TSIBA Business School (TBS).

Deeply embedded in the TSIBA organisational culture, 'ubuntu' and the strong sense of community, drew together a constellation of individuals and organisations, to support TSIBA and each other through the ravaging onslaught of the coronavirus pandemic.

Financial donations to the Chairperson's Fund provided for much needed data while communities of learning and solidarity for staff and students supported each other emotionally via social media and a multitude of other platforms. Pedagogical input and support came from 'sister' institutions (Stellenbosch; UKZN), and TSIBA broadened its social impact through crowdfunding for the Cape Philharmonic Orchestra Youth Development Project, as well as supporting a student driven food initiative, 'Chev's Kitchen'. These were some of the notable examples that emphasised that prevailing through the coronavirus onslaught would not have been possible without the strong sense of community.

The benefits from the communal support resulted in the decisive and successful pedagogical shift from a classroom based to an online teaching and learning model. The effect of this was TSIBA becoming one of the few Higher Education Institutions that successfully completed its academic year, with appropriate assessment.

Brand-building activities such as #cocreatemycity, the TSIBA webinar series, Voices of Hope and Inspiration student project, online collaborations with international partner universities and innovative marketing strategies, elevated the brand to the extent that in 2021, TSIBA attracted its highest number of applicants ever!

Facing forward, the global impact of Covid-19 has shown with stark clarity how intricately intertwined all life, humans and the natural environment, are. From our early history and into our future, it will be only through our established and evolving sense of community that TSIBA and indeed our planet will thrive.



Pay-it-Forward Ambassador

It was a challenge studying at a different institution after graduating. It was a new environment, larger classes, and a change in support systems. I took it as an opportunity to apply all the tools I had learnt about to cope in the new environment. When I was overwhelmed with being in a new environment, I remembered that I learnt a lot about quiet time at TSIBA—slowing myself down and listening to how my body is responding to the new environment. I started to build relationships with people around me and took advantage of the support systems available to me.

My TSIBA journey was a lot of different amazing things. It changed my life in many ways. It was a safe space for me to be who I am while exploring other parts of myself which I never knew existed. It was a journey of finding who I really am, and not who I think I am or who I have been told I am. From the students, staff, mentors and lecturers, I felt held. I felt recognized when I did great and supported when I faced challenges. There was a whole lot of emotional and leadership work I had to do.

There were a lot of practical entrepreneurial activities, presentations, competitions and projects- getting our hands dirty and having fun. I met a lot of people with who I am still in contact. TSIBA is a step ahead in terms of knowing what today's employers need. I have found that most of the workshop content I have attended at work is the same as the TSIBA workshops and classes where I learnt about different tools and skills required to flourish at work. The fact that TSIBA does not only focus on academics but also on emotional and leadership development have helped me cope with work pressure and to be self-aware. My career highlight so far has been being trusted to facilitate workshops and training of new employees that join the company. For me, it's a sign that I am at a stage where I have gained enough work experience to be able to pay it forward to others who are at the start of their careers.

Zikhona Ngumbela

BBA Graduate, 2014

Training Facilitator

Allan Gray

Trustee: TSIBA Education Trust

Financial Report

Lee-Ann Hector
Executive Director, Head Of Operations



Overview

Our 2020 financial year was the first year of our revised five-year strategy, the aims of which set TSIBA on a new trajectory.

Our strategy includes:

- The continued strengthening of our new branding
- Leveraging the multiple opportunities available on our new campus
- Significantly increasing student numbers
- Shifting to a more agile and innovative educational space

The 2020 financial year realised a net overall surplus of R1 365 103, the result of significant funding to the capital costs of the campus migration and set-up, reduced expenses due to the Covid-19 pandemic, further generous financial support for our Covid-19 response interventions, as well as unbudgeted increases from international donor funding due to exchange rate shifts in the South African Rand.

While our total annual surplus for the year was positive, operating expenses for the year exceeded operating income as a consequence of the decision to waive sliding-scale student tuition fees completely and a shortfall in our anticipated TSIBA Ignition Academy income contribution. Our positive cash position is based on satisfactory preceding financial years and the realisation of gains through investments.

We have maintained careful cost management,, remaining cognisant of a potentially challenging donor environment in the post Covid-19 era.

Income Streams

TSIBA will continue on the path of pursuing diverse income streams from both South African and international partners. In this vein we actively work to source new donor partners and have continued to enable and support the TSIBA Ignition Academy (TIA) to achieve its own financial targets. Our partnership with TIA encompasses shared marketing, sales and infrastructure resources.

Further, the sourcing and implementation of joint projects effectively enables the TSIBA social enterprise to open new opportunities to increase both our impact and our income, even more so as the pace of our transformation to digital and blended offerings accelerates. We anticipate that all TSIBA academic qualifications will be online within 24 months.

We would like to acknowledge the work of our trustees of Friends of TSIBA UK and Friends of TSIBA Switzerland. These faithful and committed partners work tirelessly to build TSIBA's profile in the United Kingdom and Switzerland and to source new international funders for TSIBA student scholarships. Our trustees also build key relationships which have led to internship opportunities for TSIBA third-year students in London and Geneva.

Financial Report

Building Reserves

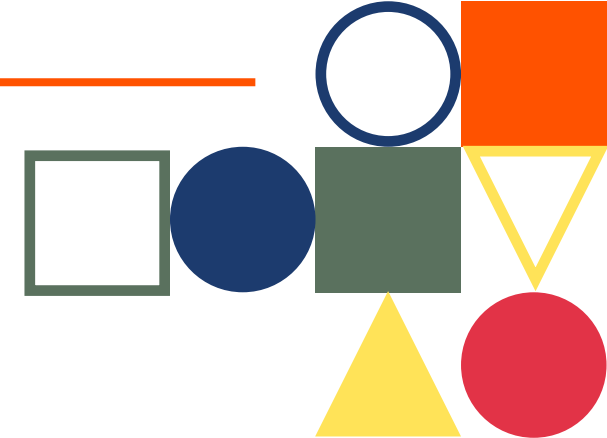
TSIBA's reserves remain healthy and carefully stewarded by the TSIBA Education Trust. To this end we have invested a substantial amount of these funds in diversified portfolios with various Asset Management partners. The TSIBA Education Trust, will continue to engage in Broad-Based Black Economic Empowerment (B-BBEE) transactions to further our goals of financial independence and sustainability. We were very pleased to conclude an additional long-term transaction with Old Mutual Emerging Markets (Pty) Ltd late in 2020. This transaction builds on a number of additional B-BBEE partnerships underpinning our long-term financial sustainability.

Statement of Financial Performance

Financial Year October 2019 - September 2020

	2020 ZAR	2019 ZAR
Revenue	27 751 062	24 060 390
Cost of Sales	(1 735 546)	(6 677 521)
Gross Profit	26 015 516	17 382 869
Other Income	1 674 650	1 639 219
Operating Expenses	(26 585 566)	(21 712 091)
Operating (loss) profit	1 104 600	(2 690 003)
Investment revenue	260 504	1 399 937
Investment charges	-	-
Total comprehensive (loss) income for the year	1 365 104	(1 290 066)

Financial Report



Statement of Financial Position

Year Ended 30th September 2020

	2020 ZAR	2019 ZAR
Assets		
Non-Current Assets		
Property, Plant and Equipment	5 473 276	1 397 891
Current Assets		
Cash and Cash Equivalents	24 393 661	26 816 213
Trade and Other Receivables	3 315 279	3 406 098
Other Financial Assets	1 864 247	1 731 845
Total Assets	33 352 047	33 352 047

	2020 ZAR	2019 ZAR
Equity and Liabilities		
Equity		
Reserves	18 023 082	18 170 468
Retained Income	14 702 991	13 337 887
Liabilities		
Trade and Other Payables	2 320 390	1 843 692
	35 046 463	33 352 047

The full set of 2020 Audited Financial Statements are available on request through info@TSIBA.ac.za

Academic Report

Dr Riedwaan Kimmie
Academic Dean (2020)



Semester 1 As with many institutions in South Africa and abroad, TSIBA was by no means immune to the impact of Covid-19, and the events which have subsequently transpired this year. To continue to deliver the curriculum required an immediate adaptation of our teaching style to adhere to Covid-19 regulations and guidelines. This was an exceptional challenge and a wonderful opportunity to learn.

As our Bachelor of Business Administration in entrepreneurial leadership has been primarily contact-based, we quickly had to find alternative ways to continue so that students could progress. With this in mind, we managed to pivot successfully to online learning using ZOOM, Google Classroom and the provision of data as well as Chromebooks to all our Bachelor of Business Administration in entrepreneurial leadership students. The adaptation to an online programme has been a mammoth task, met with an equally huge effort by faculty, staff, students and financial partners.

We are proud that our Chromebook initiative, which has been going for several years now, positioned us to shift quickly and effectively when Covid-19 struck. This helped us to navigate the complexities of online learning and to reach out to those TSIBA students' households most affected by severe economic challenges.

We are deeply grateful to our donor and sponsor community who contributed to the TSIBA Chairperson's Fund. This fund was set up to support the specific initiatives aimed at mitigating the social and academic impacts of Covid-19.

TSIBA lecturers were able to stream their lectures through ZOOM and make use of its various features such as polls and breakaway rooms to increase student engagement. We also adopted collaborative tools such as G-Suite to support group work and action learning to provide a rich and impactful digital learning journey.

In addition to the above interventions, we relaxed the following academic rules to provide additional scaffolding support to students during this exceptional period:

- All students were afforded the opportunity to sit for exams irrespective of academic DP (DP measures students' attendance of classes on campus, which was prohibited under our national lockdown, and remains relatively unsafe currently).
- All students were afforded the opportunity to write examinations and supplementary examinations, and in approved circumstances, they were allowed to write an Aegrotat examination.
- We allowed additional time for students to write online examinations in order to mitigate connectivity issues.
- Late submission of work was allowed under certain circumstances
- Extensive communications between students and lecturers facilitated this complex process.

We are pleased to report that the shift to online through the first semester of 2020 was generally successful, notwithstanding its many challenges. Our first semester exams were completed by 94% of Bachelor of Business Administration in entrepreneurial leadership students and pass rates were comparable to previous years.



Semester 2 The National State of Disaster declared in March 2020 continued to bring both challenges to opportunities for teaching and learning at TSIBA through Semester two of 2020. Being an institution primarily geared for contact teaching at the time, we were required to respond almost immediately by adopting online teaching as a viable option for fulfilling our mandate.

Additionally, we had to deal with the psychosocial implications of the pandemic for both staff and students. Our response strategy therefore had to be two pronged; tackling blended teaching/ learning approaches as well as interventions to ensure the safety and well-being of staff and students.

Despite the novelty of the challenges, the results and outcomes achieved signaled the validity of the interventions set in place and have provided a good basis for the way forward as we continue to grapple with the pandemic beyond the 2020 academic year. Agile thinking, consensus building, quick implementation and strong solidarity with our donors, ensured that we managed to navigate the challenges successfully.

We introduced a flexible approach towards teaching and interacting with our students: for BBA students we delivered lectures and tutorials via Zoom and GoogleMeet and we developed and printed learning materials and on-campus technology support for our first-year HCBA students.

While both faculty and students felt the impact of Covid-19, our earlier migration to digital learning mitigated the risk to the delivery of our educational programmes in 2020. To this end, having shifted to digital teaching in our lecture rooms, delivering our courses online was a smoother process than anticipated initially.

We remain optimistic that this new innovative and vibrant space will allow us to significantly grow student numbers at an earlier stage than initially planned and will further challenge conventional ways of working. We aim to create an agile and evolving environment to stimulate the flow of information through the classrooms and staff body. In addition to the formal curriculum, TSIBA also successfully launched a number of extracurricular and holistic learning initiatives.

These included our 'thought leadership' webinar series, the student online collaboration with Northeastern University for entrepreneurship development, and the Voices of Hope and Inspiration reflective writing project. It was very pleasing to watch how students were driven by a desire to continue and conclude the academic year and we congratulate them, as almost all managed to do so.

Efforts were made to reach out to all students regardless of their circumstances. The 'circles of support', peer-assisted learning and regular encouragement from faculty, ultimately resulted in a pass rate of:

71% **First Year BBA**
(Bachelor of Business Administration)

82% **Second Year BBA**
(Bachelor of Business Administration)

92% **Third Year BBA**
(Bachelor of Business Administration)

The success of our innovative interventions in 2020 was celebrated at the graduation event which took place in March 2021.

The academic successes achieved through 2020 were the result of the combined efforts of all of our stakeholders, internal and external, and the continued generosity and support of our funders. Support, whether financial or in kind, enabled us to pursue our core mandates of skills development and powerful social impact. Despite the significant challenges, the TSIBA community held fast and achieved extraordinary results under extraordinary circumstances.

TSIBA continues to apply a 'learn by doing' approach to its teaching and this is particularly relevant in its Leadership and Entrepreneurship courses. These specific courses differentiate TSIBA from its competitors and provide the students with a real world application of the theory. The core subjects which underpin excellent business education are necessary and are provided in full at TSIBA, but they are not sufficient. TSIBA goes beyond by placing Leadership and Entrepreneurship as credit-bearing subjects at the heart of all of our curricula.

During 2020 projects in these courses were contextualised to the home environments of our students to minimise exposure to, and the impact of, Covid-19. Students also continued to engage digitally with several international partner universities in various projects, where they managed to create artefacts of value as outcomes for their chosen entrepreneurship journeys.

This collaboration and application to real business, greatly enhanced the learning journey as well as the engagement of our students at both second- and third-year levels. Reviewing the overall results, we were satisfied that most of our students managed to overcome the significant challenges and obstacles presented throughout 2020.



Graduation 2020



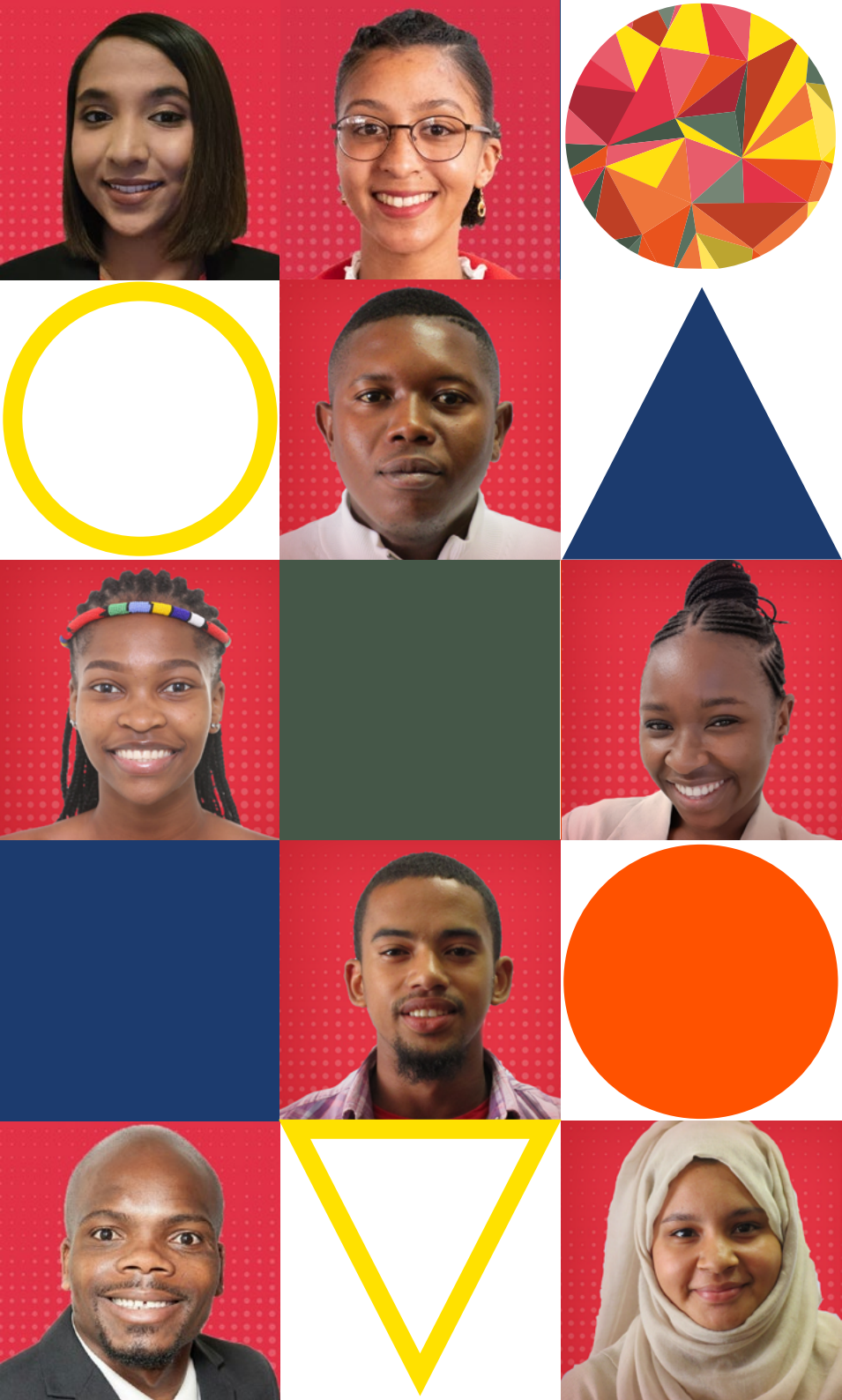
TSIBA's annual graduation ceremony remains a highlight of the academic year. With the 2020 Graduation postponed until March 2021 as a result of the Covid-19 associated lockdown, we were fortunate to be able to host a combined 2020 and 2021 ceremony. While only key academic staff and graduates were allowed to attend on the day under social distancing guidelines, the event was live-streamed, allowing all Alumni parents, families and TSIBA partners to participate in and enjoy this wonderful occasion.

The 2020/2021 edition celebrated the formal transition of future business leaders from students to TSIBA alumni. On this day, the full group of new TSIBA graduates included eleven (11) capped with their Post Graduate Diploma in Small Enterprise Consulting, ninety-one (91) with the Bachelor of Business Administration in Entrepreneurial Leadership degree, and eighty (80) Higher Certificate in Business Administration.

This graduation was made particularly special by the presence of Keynote speaker Adri Marais, TSIBA Co-Founder and previous Chief Executive Officer. Adri's address was particularly touching for her deep understanding of all that TSIBA graduates would have overcome on their journey to Graduateness and for her message on the responsibility that comes with the privilege of education.

The 2020/2021 graduation also marked another important milestone. This ceremony was TSIBA's 12th annual graduation ceremony, the first to be held at TSIBA House and the last with Professor Fatima Abrahams in the role of Board Chairperson. After pressing over all twelve previous graduation celebrations, Professor Abrahams has stepped down to make way for new leadership. This important day also marked the realisation of our 463rd BBA Graduate, all of whom proudly celebrated a profound accomplishment on this day.

To experience this celebration more closely please take a moment to [view](#) the 2020 TSIBA Graduation video.



Graduates 2019

2019 Higher Certificate in Business Administration (HCBA)

Akhona Thomas Williams

Andile Ritolili

Asanga Xolo

Avuyile Kalimashe

Avuyile Nduku

Babalwa Sharon Mafka

Kanogoiwa

Lathi-Thaa Mehana

Lebohlang Glory-Grace Jeaneth

Lesley -Anne Gloria Tomlinson

Levine Charlotte Van Der

Merwe

Luyanda Speelman

Matthew Kyle Swail

Mission Mhlali Qweshu

Mogamat Tashreeq Lutta

Muhammad Thaakir Roopen

Muhammed Shakeel Higgins

Papama Mabotshwa

Qawekazi Cherish Atolo

Shameeg Abrahams

Sibulele Siganeke

Sipho Mzekwa

Siphokazi Sakati

Siyolise Nombakuse

Suthukazi Nokilana

Tamryn Andrews

Tamzin Chane May

Thembela Theo Jacobs

Yathi-Thaa Mehana

Zuko Langeni

Bachelor of Business Administration (BBA)

Abigail Maart

Aidan Ashley Abrahams

Anakho Batyi

Anda Dlakavu

Aneekah Klein

Brian Sifiso Mgwili

Chantè Pietersen

Cinga Sipho Dyantysi

Conre Nataro Goss

Ethel Mkonto

Fiona Nicole Cola

Jordyne Kyle Van Rooy

Justin Alexander

Leeroy Jansen

Lindikhaya Zakade

Lumka Zantsi

Mahirah Sydow

Masala Maiwashe

Micaela Adriaans

Mogamat Tayb Majiet

Mogamat Zaheer Omar

Mogammad Raashid Kenny

Moneeb Isaacs

Nkumane Moses Lefora

Preanka Persadh

Sifiso Walter Zwane

Simiso Anthony Manatha

Sisipho Jokazi

Suleiman Krigga

Thabisa Mayambela

Thabo Presley Phillip Mshwamo

Unathi Nkoyi

Xavier Matsimella

Yaseen Johaar

Yusuf Gabriels

Zahrah Clayton

Zainap Martin

Zita Angelique Wilkinson

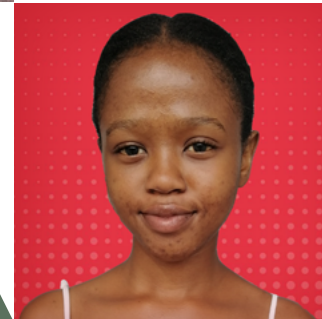
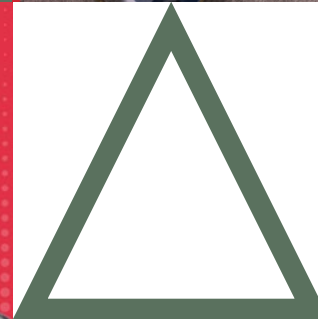
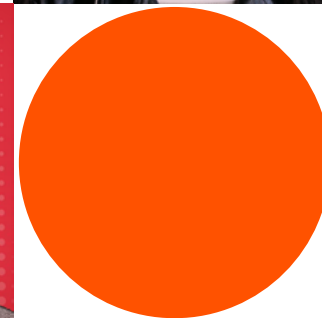
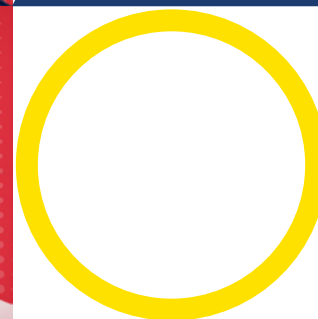
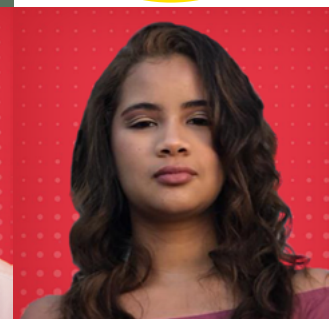
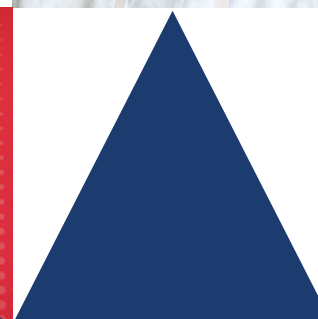
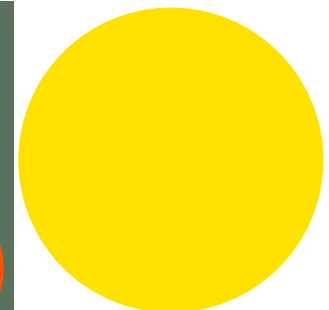
Zusiphe Mncanca

Graduates 2020

Higher Certificate in Business Administration (HCBA)

Abdul Moeheimeen Ismail
Agnether Van Wyk
Alizwa Mnobo
Amir January
Amy Taryn Manel
Anelisa Deliwe
Anelisa Nikani
Anezwa Mgushule
Axolile Tshixo
Bathandwa Mguba
Casey Jacobs
Cassidy Cassiem
Caylin Laurin Maartens
Chad Davids
Chanel Titus
Cornelius Yaseen Mogamat
Danielle Sassman
Farrin-Lee Thorne
Fazeelah Hassiem
Gcobisa Hoeds
Graham Ernest Savage
Hlanganisa Mati
HlUMANI Mazizi
Imran Hamza
Imtiyaaz Dawood
Jesse Southgate
Keesha Andria Paulse
Kezia Solomon
Khanya Njwabana
Kulsum Toffar
Lameck Tichafa Chandisaita
Lauren-Lee Maquire

Liboluhle Dyoba
Lilitha Zenande Mphalala
Lindokuhle Mafani
Lisakhanya Markeni
Maghfira Majiet
Malibongwe Mkabela
Megan Blows
Michael Ayanda Jabe
Mhlali Shirley Qhwesha
Mtabiseng Quma
Mugeeb Ullah Abrahams
Muhammad Siraaj Phillips
Musa Nqenqa
Musawenkosi Jokazi
Nasiphi Mondli
Noxolo Boo
Ongeza Ludada
Reece Carl Fredericks
Sibulele Tase
Sinazo Elysee Mjuza
Sinovuyo Fani
Siphe Ncanywa
Siphosethu Jim
Siyabulela Terrence Kela
Sylvia Lefase Totana
Tamia Welem
Tristan Bezuidenhout
Yamkela Macatha
Yanga Mavangwe
Yasin Adams
Zachariah James Matsimella
Zukhanye Madala



Graduates 2020

Bachelor of Business Administration (BBA)

Aarifah Gasant
 Adiola Behardien
 Aldine Marina Minnies
 Amahle Mmangalelwa
 Anastasia Marchelle Roberts
 Andrew Lesego Selondo
 Austin Ernest Maartens
 Aysha Williams
 Benathi Madyibi
 Bonga Kunene
 Cameron Robertson
 Carla Rebecca Peters
 Chanelle Kleinhans
 Chanté Simonique Benson
 Cindy-Lee Chanté Williams
 Claudia Hope Roberts
 Darren Luke Jacobs
 Dylan Robin Erispe
 Ganiefia Jones
 Gershwin Isaac Savage
 Hopolang Lerutla
 Hugon Richard Verkuil
 Imogene Irene Jochems
 Imrah Kariem
 Inga Mpikwa
 Iqraam Salie

Jean-Pierre Higgins
 Kulsum Dawood
 Lesego Rasmeni
 Leza Rochelle van Duyn
 Lwando Sontshalaba
 Maryam Haywood
 Michaela Shireen Pedro
 Nkosinathi Michael Nomngqokwana
 Nomahlubi Mabaso
 Nomathamsanqa Patricia Melane
 Ntombizanele Tshotyana
 Sabelo Domo
 Senthalele Nana Mpontshane
 Sesetu Mcitwa
 Shameegha Nel
 Shania Quenita Vencenie
 Sinesipho Mente
 Sisipho Bunyonyo
 Tarryn Julies
 Tshitende Daddy Mukendi
 Wade Mathew Fredericks
 Yandiswa Tshixo
 Yolanda Nomkhitha Matala
 Zaahid Gabriels
 Zikhona Monkqoyana
 Ziyeka Nontolwana

Postgraduate Diploma in Small Enterprise Consulting (PGDip SEC)

Aldophina Dolores Moabelo
 Babalwa Chulayo
 Dianne Nxumalo-Kohler
 Dudu Lungiswa Mofokeng
 Dumisani Gabula

Eugene Jerome Newman
 Gaba Tshabalala
 Kieno Brendan Kammies
 Martin Terence Pieterse
 Nomatshayina Noah
 Simphiwe Joseph Ntlantsana

Academic Impact Reporting

Graduation Rate

The TSIBA student experience continues to be recorded and analysed in many ways, including concrete data on graduation, post graduate employment rates and other success indicators commonly used to evaluate the impact of our work as an education institution. It is however important to take external and internal factors into consideration when evaluating each year's data.

With regards to the impact of external environmental factors, the socio-economic challenges that our students face play a significant role in the volume of students completing their studies. An exceptionally nuanced ability to interpret data is needed when comparing graduation rates from one year to the next. It is thus always necessary to understand the context of what is happening in the communities where our students reside in order to develop an appropriate and contextually relevant response.



TSIBA Graduation Rate (Minimum Time)

Year	HCBA (NQF Level 5)	BBA (NQF Level 7)	PG DiP SEC (NQF Level 8)
2006	N/A	21%	N/A
2007	N/A	24%	N/A
2008	N/A	17%	N/A
2009	56%	25%	N/A
2010	43%	22%	N/A
2011	37%	23%	N/A
2012	53%	19%	N/A
2013	51%	46%	88%
2014	63%	24%	83%
2015	57%	20%	56%
2016	58%	25%	57%
2017	45%	34%	43%
2018	N/A	28%	83%
2019	21%	0%	67%
2020	40%	0%	N/A

* Students from the 2017 and 2018 cohorts remain in the system, hence the lower graduation rate indicated.

** Students registered for BBA studies in 2018 and 2019 remain active in their studies as registered students. These cohorts are yet to graduate.

Academic Impact Reporting

Employment and Absorption Rate

Employment of TSIBA students remains the strongest endorsement of the quality of our programmes and ability of our graduates. TSIBA's strategy for socio-economic development follows an overlapping strategy of preparing our students for both employment and entrepreneurship. This articulates with our mission of investing in purpose-driven humans, enhancing employability and active economic citizenship.

It is significant that many of our graduates represent first-generation tertiary education attendees in their respective families. Economic success in this context has profound implications for our graduates, their families and their broader communities, and has the potential to impact future generations!

The table below depicts the graduate employment rate for the full TSIBA BBA cohort from 2009 to date. Given current South African youth and graduate unemployment levels in excess of 60% and 30% respectively, as indicated by Statistics South Africa's results for the first quarter of 2021, the TSIBA graduate employment rate remains well ahead of the curve and an important indicator of our impact.

It is important to note that youth unemployment rates in the communities from which TSIBA selects most of its students remain at levels of above 60%. A consistent unemployment rate of lower than 10% across all BBA cohorts presents a significant and objective indicator of the impact of the TSIBA intervention, and the realisation of our mission.

TSIBA Graduate Absorption Rate (Per Year)

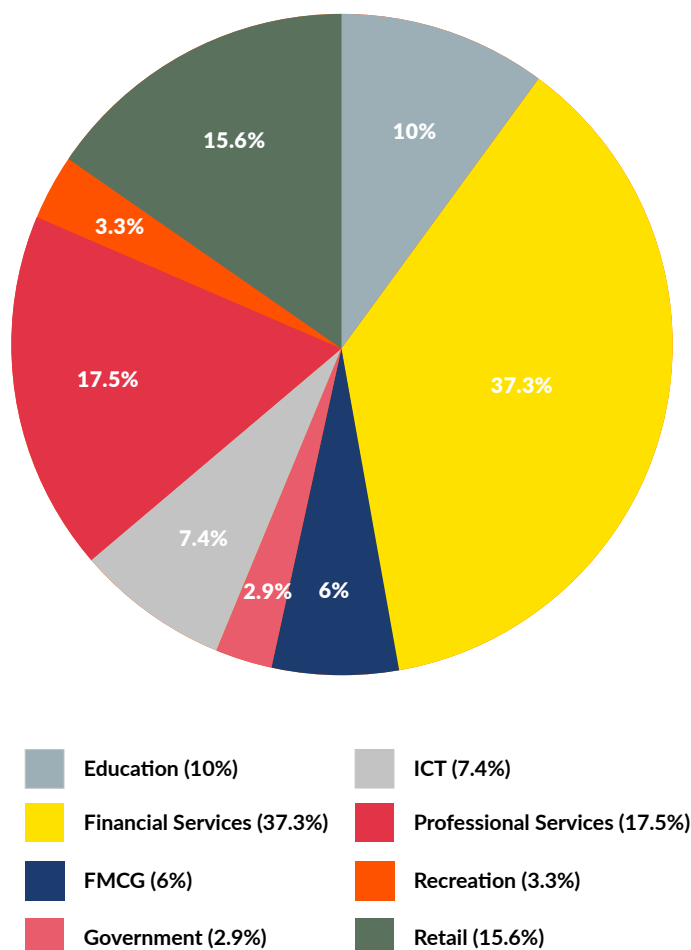
Year	Employment Status	Total Graduates Employed (Per Academic Year %)	Total Graduates Employed (Cumulative %)
2008	T-5, E-5	100%	100%
2009	T-13, E-13	100%	100%
2010	T-18, E-17, U-1	94%	97%
2011	T-30, E-23, U-3, UN-4	77%	91%
2012	T-25, E-24, U-1	96%	92%
2013	T-23, E-21, U-2	91%	92%
2014	T-37, E-33, U-1, UN-3	89%	92%
2015	T-69, E-66, UN-3	96%	93%
2016	T- 48, E- 41, UN- 4	90%	91%
2017	T- 44, E- 37, U- 3, UN- 4	84%	92%
2018	T- 37, E- 28, U- 5, UN- 4	75%	91%
2019	T- 59, E- 46, U- 4, UN- 7	80%	91%
2020	T- 52, E- 42, U- 9, UN- 1	82%	93%

Key: T: Total number of graduates E: Employed, studying or entrepreneurs U: Unemployed UN: Unknown

Academic Impact Reporting



Primary Sectors in which TSIBA BBA Graduates are employed (2008 - 2020)



International Academic Partnerships

Notwithstanding the challenges and limitations imposed through the Covid-19 associated Lockdown, TSIBA Business School continued to develop and strengthen ties with universities in Europe and the United States of America.

Two TSIBA BBA second-year students attended a virtual winter school on "Business Ethics" at Rosenheim University, Germany while ten exchange students from Rosenheim came to Cape Town in February to engage with ten TSIBA students on the hot topic of "Sustainable Consumption".

Second-year Marketing students from Audencia Business School, France, embarked on a fundraising project for TSIBA scholarships. The interaction between Audencia and TSIBA students has been so vibrant that new plans for a semester-long exchange programme are in the offing!

Entrepreneurship students from TSIBA and Fontys University, The Netherlands, collaborated online in a design thinking process on finding solutions to the problems that small start-up businesses face in Cape Town.

Our valuable and powerful North-South partnership with B360 Switzerland took on a new direction, with Sabina Balmer (CEO of B360 Education Partnerships) and her colleagues collaborating with TSIBA to transition TSIBA's online curriculum onto the Moodle teaching platform. B360 is also working with TSIBA to develop the course content of our BBA degree and Postgraduate Diploma in Business Administration (PDBA).

More than ever, we urgently need to raise future business leaders who will manage their businesses ethically, with the wellbeing of their environment, staff and customers as a priority. Millennials and their successors, Generation Z (led by the famous Swedish teenager Greta Thunberg), are pushing us to put sustainability high on our agendas.

Following TSIBA Business School's signing on as a PRME signatory in 2019, and publicly stating our commitment to implement sustainable development principles in our teaching and practice, in November 2020 we submitted our first annual report to the United Nations PRME initiative. The report described progress realised in integrating the United Nations Sustainable Development Goals (SDGs) into our curriculum, as well as challenges to be addressed. TSIBA continues to strive to teach sustainable development and to serve as an example of these values, principles and attitudes to our students. The Marina Garden at TSIBA House is a living example of the importance of green spaces in every community.

The Mandela Rhodes Charm

My experience as a TSIBA Business School student was about family, growth, and exposure. Even today, ten years after graduating, TSIBA continues to open doors for me. Boarding a plane and travelling abroad was completely foreign to me, but it is now normal because of the privilege of studying at TSIBA. I also built long-lasting friendships that carried me through my time on campus and continue to play an important role in my life ten years later. TSIBA ignited opportunities for me.

I was invited to do my Industry Practical Project internship in the Netherlands with a private equity firm. After graduating from TSIBA, I was awarded a Mandela Rhodes scholarship which enabled me to do my postgraduate diploma in Management, majoring in Tourism, and then my Honours in Financial Analysis and Portfolio Management.

Through TSIBA Business School, I was the first one in my family to go to a university and qualify with a degree. This would have been impossible due to my family's financial situation.

The immense academic and pastoral support I received at TSIBA, combined with my own determination and hard work, allowed me to further my studies and broaden my horizons. And because of my postgraduate qualifications, I have been able to carve out a career in the financial sector.

TSIBA Business School's curriculum is unique in that it prepares one both academically and personally. The focus on the softer side developed me as a whole person and has been valuable in the world of work. This has been a great asset in my career.

Thobela Mfeti

BBA Graduate 2011
- Mandela Rhodes Scholar

Mangar Research Analyst
PPS Investments

Fundraising Report

Graham Moore
Executive, Fundraising And Brand



TSIBA BUSINESS SCHOOL

Our broad fundraising strategy to position TSIBA as a sustainable and effective implementation partner of social-justice interventions, empowerment solutions, and addressing the serious challenge of post-school education and youth unemployment in South Africa continued through 2020, albeit with additional areas of focus, one planned and one not. The planned additional fundraising focus area was raising capital to migrate to and set up a new campus. The TSIBA “Road to Woodstock” campaign had long spoken of this dream. We aspired to create an accessible space where TSIBA students would receive world-class and rewarding business education, facilities, and infrastructure to enable this and in an inspiring, funky, and aesthetically appealing space.

Finally, shortly before the milestone year of 2020 started, the dream landed.

With the signing of a long-term lease on TSIBA House, a building formerly known in Woodstock as ‘The Orange Block’, we were literally on our way. The location, structure and space were just as we had set our heart on and, from a fundraising perspective, effectively set in motion the planning to source the significant funding required for such an undertaking.

Blessed with a community of unstinting funders who had long supported TSIBA, the opportunity to honour those partners who had done so was abundantly evident. TSIBA Gemstones and named spaces on campus to honour partners were offered to all major TSIBA financial donors, with most also willing to contribute financially towards the cost of this project. Through this affirming process, TSIBA raised sufficient capital to cover the total cost of the campus migration, renovation and set up - an amount just marginally short of ZAR 10 million.

TSIBA is now rooted in a beautiful location and a fully equipped campus with the latest educational infrastructure for this incredible generosity.

The migration to TSIBA house also delivered the project with no requirement for debt financing or reserve funds held with the TSIBA Education Trust. The TSIBA Capital campaign will continue as we look to build our reserves and drive enhanced financial sustainability, potentially towards full ownership of our campus.

Unplanned fundraising through 2020 was the direct result of the Covid-19 pandemic and the associated lockdown requiring an immediate pivot to the delivery of the curriculum off-campus. This required the development and set-up of digital platforms to complement Google Classroom (already in place at TSIBA Business School) and the distribution of Chromebooks, data, and learning materials that was unbudgeted.

To this funding project, TSIBA Board Chairperson Professor Fatima Abrahams initiated the Chairperson’s Fund. Once again, and above and beyond funding already provided to the capital campaign, bursaries and scholarships, and operational expenditure, our financial partner community stepped in with significant additional funding to enable the delivery of the 2020 curriculum, almost all of which was achieved remotely. The subsequent delivery of the academic year and the successful engagement from the students was a remarkable accomplishment, achieved mostly for the kindness of our partners in the spirit of Ubuntu. This has left us humbled and affirmed on the role TSIBA plays in society.



Fundraising Report

Looking forward, we remain conscious of the continued challenges of funding our ambitious project and its associated increase in annual operational expenses. Looking back however, this extraordinary year has left us confident that funding our future work will continue to enjoy support, and even more so for our expanded impact capability realised through the implementation of the needs-based Blended (Digital-Contact) pedagogy.

Our heartfelt thanks to every person and institution who continues to support TSIBA and we express our sincere appreciation to the Trustees of the Friends of TSIBA Switzerland Verein and Friends of TSIBA UK Trust for their tireless work in building our international footprint and support base.

International TSIBA Trusts Trustees

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Thomas Foundry
Vartan Aviation Group
Young Living Foundation and Young Living South Africa

Why TSIBA? What Our Donor Partners Say

MariaMarina Foundation

MariaMarina Foundation is a long-standing supporter and friend of TSIBA. The Foundation has made significant contributions in support of TSIBA's core academic offering and new campus, TSIBA House. The Foundation had the following to say about their partnership with TSIBA:

"MariaMarina Foundation is proud to have been supporting TSIBA for the past four years. For us, what stands out about TSIBA is their person-centred approach to business education. TSIBA educates its students not only to develop skills for the world of work, but it supports them on a journey of self-discovery and awareness so that students leave TSIBA with a better understanding of their values, goals and the ways in which they can contribute to building a better society. It has been a pleasure to see TSIBA flourish since moving to its new home – TSIBA House. We love everything about the new campus and grounds, including the Marina Garden, and believe the location and vibrancy of TSIBA House reflect the dynamic, contemporary and aspirational education TSIBA offers its students. Over the years, we have been impressed by TSIBA's commitment to continual improvement and are delighted that the move towards a blended learning model will enable TSIBA to be part of changing the lives of even more young South Africans. Most recently, we have also been impressed by the resilience and adaptability TSIBA demonstrated through the pandemic and its clear commitment to support all its students, especially those most in need, no matter what challenges are presented. The Founders, Board, team and students at TSIBA have greeted the Foundation with enthusiasm and an exceptionally warm welcome whenever we have been lucky enough to visit and it is thanks to this that we have forged a strong and open partnership. We are very excited to see what is next for TSIBA!"

- Joanna Fitcher, MariaMarina Foundation



MARINA
GARDEN



The Frank Jackson Foundation

"The Frank Jackson Foundation makes grants in the UK and South Africa in the areas of the Environment and Education. We support a number of South African organisations who are concerned with the education of disadvantaged young people in Cape Town and Pietermaritzburg. Our partnership with TSIBA Business School began in 2014, and we are proud to have sponsored 9 students through their degrees at TSIBA to date. We have always had a warm welcome from the excellent staff and the students when we have visited the TSIBA campus. We have been hugely impressed with everything we have seen, from the vibrant new campus and building, to the confidence and positivity of the young people. We particularly admire the special pastoral care and support that TSIBA offers to the students, and the 'Pay it Forward' ethos that pervades all of the courses and programmes. These qualities set TSIBA apart from other Tertiary Institutions and ensure that students have all the guidance and support they need to complete their studies and progress into employment successfully. We believe that an education at TSIBA is more than just a degree, which means we have confidence that our sponsorship, and the young students, will go far with TSIBA."

- The Frank Jackson Foundation

TSIBA Ignition Academy Board



Non-executive Member Representing TSIBA Education Trust

David Polovin

David is a practising attorney with a wealth of commercial legal experience. He has been a staunch supporter of TSIBA from inception and continues to provide significant legal expertise to TSIBA on a pro bono basis.



Executive Member Representing TSIBA Education Trust

Karien Cloete

Karien held Exco positions in both Operations and Business Development in the ICT sector until she joined TSIBA Business School in 2016. She holds an undergraduate degree from UNISA with Contract Law and Language majors, as well as an Advanced Diploma in Labour Law.



Non-executive Member Representing TSIBA Education Trust

Leigh Meinert

Leigh is a TSIBA co-founder and held the positions of MD and CEO of TSIBA at various times. Since stepping down from these roles Leigh has remained on the TSIBA Board. Leigh conceptualised the Leadership Curriculum as a fundamental component of the TSIBA learning experience. Leigh holds a Bachelor of Arts degree in Value and Policy Studies (Stellenbosch University) and has a Masters degree in Higher Education Studies (University of Cape Town).



Non-executive Member Representing TSIBA Education Trust

Dr Riedwaan Kimmie

Dr Riedwaan (Rudi) Kimmie is the Dean of TSIBA Business School. He holds a PhD in Leadership Studies from the University of KwaZulu-Natal.

TSIBA Ignition Academy

Karien Cloete
CEO



TSIBA IGNITION ACADEMY

It is impossible to think of 2020 without thinking about Community. Work, school and other learning communities fractured by strict lock-down protocols, Community Action Networks (CANs) reaching deep into impoverished communities, paying it forward, providing food and support where government interventions fall short and, of course, the ways in which we learn to build new, digital communities.

Fortunately the TSIBA Ignition Academy (TIA) team, geographically dispersed before Covic became a noun, was well prepared operationally to function as a remote team. This enabled us to focus all of our energy on how to effectively deliver on our existing projects in a digital format without diluting the value to our clients or the participants.

Highlights for us in this regard during 2020 were:

- Pivoting a largely in-person, unemployed learnership project in Gauteng to a fully accredited short learning programme, delivered entirely as a self-paced, online offering.
- We recruited and certificated 170 learners on this programme within four months.
- Bringing a Learnership Readiness Short Course online in partnership with The Knowledge Trust - a pilot of sorts in how, with quality authored online media, we can expand our reach and impact when partnering with other online communities. We are expecting that 1000+ learners placed on learnerships by The Knowledge Trust will complete our course during 2021.

It does bear saying that pivoting to online learning is neither easy nor cheap. This mode of education requires additional support, both academic and psycho-social, to remote learners, investment into digital authoring tools and a very steep learning curve into the pedagogy of online teaching to ensure an engaged learning community.

We have certainly seen that low digital literacy and inequality in data access are very real issues in the market we serve and that the throughput rates for self-paced learning are not as yet comparable to that of blended or in-person learning experiences.

I am very proud of my team for their resilience and willingness to unlearn and relearn and grateful to the ongoing trust and support of clients (old and new) during this tough year. I am sure that what we have learned from our successes and mistakes through 2020 will enable us to continue to offer high-quality training and development products to our community of partners in a rapidly evolving educational landscape.



Projects and Impact Report



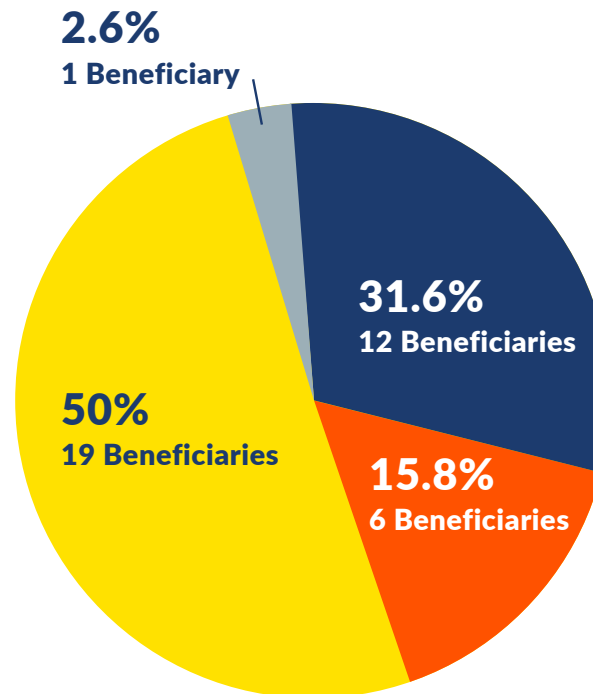
Enterprise and Supplier Development

Although not a unique concept to South Africa, Enterprise and Supplier Development (ESD) is a significant element of the B-BBEE scorecard. We were proud to continue to provide solutions in this space to our corporate partners throughout 2020. TSIBA Ignition Academy solutions starts with guidance to a strategic approach to ESD investment, ensuring maximum capacitation of the beneficiaries ultimately contributing to the stimulation of an empowered South African economy.

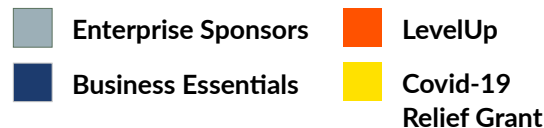
During 2020 our ESD partner companies included RCS Cards, Anchor Industries, Aard Mining, De Beers Marine and SOMA Initiative, whose generous funding contributions made possible projects that benefited various start-up enterprises as well as enterprises that have shown growth and are in the process of scaling business operations.

With the challenges faced due to Covid-19, financial support from AARD Mining enabled the Academy to facilitate grant funding for 19 small enterprises in Kagiso in order to ease the impact of the pandemic. The funds have given most of these entrepreneurs relief and enabled them to purchase assets or stock to help them sustain and grow their businesses.

Business Essentials for Entrepreneurs is a program with the objective to include motivated entrepreneurs in the South African economic context. Business Essentials ensures that the entrepreneurs' skills, business knowledge and attitude have been honed and nurtured through business training and mentorship. Together with De Beers, Anchor Industries, SOMA Initiative and Aard Mining, we were able to empower 12 entrepreneurs through the Business Essentials programme in 2020.



ESD Beneficiaries



Feedback from our learners

"TSIBA Ignition Academy offered me a great way to do my short course online. They supported us along the way. The course, while designed to challenge you, was structured to make it easy to understand and learn. It taught me to think broadly about things. Enrolling for a Certificate of Project Management was the best decision ever and I am also looking forward to being part of the team again."

- Sandile Kunene

"I had been at home, not doing much, until I got an opportunity for the project management, teamwork and self-development course. I enjoyed every aspect of this certificate program. The course was really helpful because I want to start my own business."

- Kgaogelo Maponya

Projects and Impact Report

Skills Development

Due to the historical and current inequalities in education and skills development in general in South Africa, the Skills Development Act, promulgated in 1998, sought to tackle the challenges faced by people in South Africa. Along with various other elements to the B-BBEE scorecard, Skills Development contributes toward compliance.

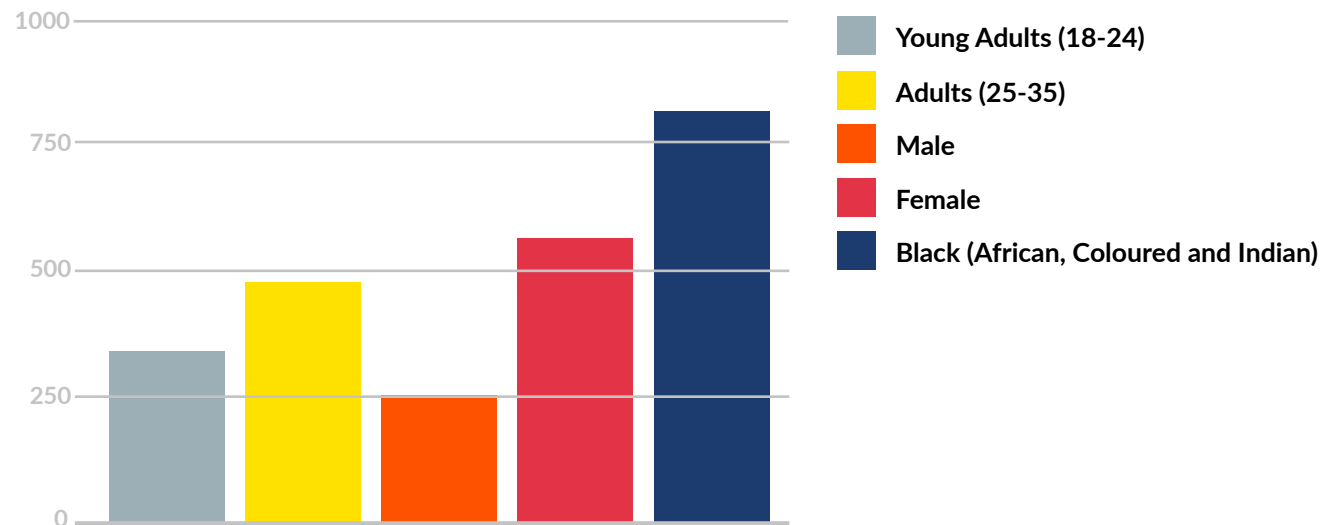
In 2020 the Academy completed learnership projects that were co-funded by the Julius Baer Foundation and JPMorgan & Chase. This was done notwithstanding the challenges that arose from restrictions put in place due to the Covid-19 pandemic. All of the beneficiaries of the learnerships come from low socio-economic communities and are thus massively impacted by minimal access to the technologies required to learn online. Our adaptive strategies to ensure completion included using various platforms (e.g. zero-rated Moodle E-Learning Learner Management System and WhatsApp and one-on-one telephonic support) based on what the learners were able to access.

Not being able to begin any new in-person learnerships, we pivoted to running a fully self-paced 6 week short skills programme providing accredited training to a further 120 unemployed youth in 2020.

Metrics

Project	Enrolled	Drop-off	Participated & Incomplete (did not complete all modules in time)	Completed and Competent
Learnerships	62	11	28	23
Funded Short Skills E-Learning Programme	760	246	514	123

Learner Demographics





Simphiwe Ntlantsana (CFE)

Postgraduate Diploma in Small Enterprise Consulting Graduate 2020

Managing Director - Ntlantsana Accountants & Advisory Services (Pty) Ltd

Why Entrepreneurship?

Obtaining the Postgraduate Diploma in Small Enterprise Consulting (PGDip SEC) is my first formal and higher qualification in a decade and after my CFE qualification. This qualification is directly aligned with my current area of work as an entrepreneur and certified business consultant. I have learned and obtained much-needed skills, knowledge and experience in my dealings with SMEs, and I can relate with much-improved interaction with my team and my clients.

Being an entrepreneur and running my accounting and advisory firm is one of the best decisions I made. My company is now recognised by not only offering its services to our clients, however, by making a huge and significant difference in the community through our company internship programme, which makes it easier for our graduates to access practising opportunities and qualify for their respective diplomas, degrees and many more. The qualification has restored me and boosted my experience, confidence, skills and knowledge.

All the qualification subjects were significant to me, and I am utilising all of them. I am tasked to develop clients' business plans, feasibility studies, business proposals and marketing plans, to name a few. It is a good experience and an accolade for me to have this kind of qualification, and it will keep me relevant in my entrepreneurship industry. Going back to formal education is not always the easiest thing to do, especially as a family man with lots of added responsibilities.

However, my transition was smooth, with challenges that I managed to overcome with the assistance and support of my family and my PGDip SEC classmates, together with the support from TSIBA management and staff. The lecturers, both South African and international, brought a different, unique and fresh way of sharing their experience and knowledge. TSIBA Business School's curriculum is unique in that it prepares one both academically and personally. The focus on the softer side developed me as a whole person and has been valuable in the world of work. This has been a great asset in my career.

TSIBA Education Trustees



Simon Susman

Simon Susman is the Honorary President of Woolworths Holdings Limited, having joined Woolworths in 1982. Prior to his retirement, Simon served as the Chief Executive Officer of Woolworths Holdings and then Chairman over a twenty year period until 2019. Simon was recently appointed Honorary Professor of Entrepreneurship at Stellenbosch University Business School. Simon currently also chairs a number of local and international businesses and NGO's.



Leshni Shah

Leshni is the founder and director of investment services business Aziyo Capital (Pty) Ltd. Leshni holds a Masters of Business Administration degree, is a qualified medical practitioner and has over 30 years experience in Finance, Investment Management, and Strategic and Operational Management of SMME's.



Derrick Msibi

With BBusSc, BCom (Hons), MCom, PMD (Harvard), CA (SA) qualifications, Derrick is currently CEO of Stanlib and was previously MD of Investment Solutions (SA's largest multi-management investment firm).



Zikhona Ngumbela

2014 TSIBA Graduate, Mandela Rhodes Scholar and Financial Consultant at Allan Gray, Zikhona remains passionate about gender equality and girl empowerment. In addition to her position on the TSIBA Sustainability SubCommittee, Zikhona serves as an Ambassador of the Allan Gray Philanthropy Initiative.



David Polovin

David is a practising attorney with a wealth of commercial legal experience. He has been a staunch supporter of TSIBA from inception and continues to provide significant legal expertise to TSIBA on a pro bono basis.

TSIBA Education Trust

Simon Susman
Chairperson



TSIBA EDUCATION TRUST

As stated in the original trust deed of 2007, the primary objective of the TSIBA Education Trust is to support the long-term sustainability of its Founder, TSIBA Education NPC, and the Founder's broader vision of providing access to quality business education for talented young people who otherwise would not have had such an opportunity. In this way, the Trust stands as a guardian to the mission of TSIBA.

Thirteen years on, I am proud of the progress that the trust has played in this role. Since its inception, significant transactions have been completed, including with Old Mutual and Kutana Property Group in the last year, with both supporting long term inflow to operational funding and dividends. Such long-term partnerships have achieved the realisation of significant reserves, standing currently in excess of 60 million rand and towards building TSIBA's endowment target (A goal of reaching R300 million). The Trustees remain very conscious that at this level of available capital TSIBA's potential to significantly expand impact rises exponentially.

While TSIBA Education NPC has needed only limited reserves funding from the Trust, and continues to raise funding for operational costs year on year, this balance sheet has provided the confidence to progress and a guarantee of financial liquidity for the full student cohort in any year to completion of their degree. In the last years the institution has made enormous strides to grow and to retain relevance in a country which continues to experience unacceptable levels of youth unemployment and in a globally connected community increasingly demanding digitally skilled people.

The "Road to Woodstock" campaign, Vision 2020 and 4.0 Strategy over the past years have seen the emergence of a revitalized brand, the emergence of the Ignition Academy and the migration to a campus which boasts the latest infrastructure and technology to enable the mission. Such change and progress is dependent on access to a balance sheet and capital funding, either directly or in the development of funding partnerships willing to invest in institutions with financial stability and an eye on the future. The Trust played this role and will continue to do so.

With the support of the Trust, the years ahead will see the realisation of TSIBA 4.0 and its ambitious targets to accommodate 1000 students in-studies per year in academic studies, 2000 per year reached through the TSIBA Ignition Academy and increasing numbers of graduates engaged in careers that offer a high degree of mobility, or enrolled in further education as a result of mutually beneficial partnerships that we have built with industry and other sectors. Towards this end it will also be necessary to continue our efforts to the enhancement of the quality and delivery of TSIBA programmes, including the migration to increased digital learning and the inclusion of curriculum content to the circular economy.

The Trust stands firm in supporting an institution committed to the development of future business leaders who will emphasize the realization of a world where social and environmental justice are headline elements of organizational balance sheets as much as financial progress is. The Trustees express our sincere gratitude to all partners who have so generously participated in the development of this bastion of the TSIBA Social Enterprise. We welcome future partners who would like to take this vision further.

Statements of Intent from 2020 Graduates



"I am educated. I am a professional. I am love. I am joy. I am healthy. I have wealth. And now that I am whole, it is time to spread it with others."

- **Shania Vencencie**



"To become a successful, independent female entrepreneur who provides job creation as well as additional support and an opportunity for growth for those in need and to make a difference in my community and South Africa as a whole."

- **Imrah Kariem**



"To inspire through encouragement and providing support in a meaningful way."

- **Benathi Madyibi**



"As a man amongst men, I co-create an educated and informed society by speaking to marginalised people about the importance of education and how it can transform their lives."

- **Tshitende Mukendi**



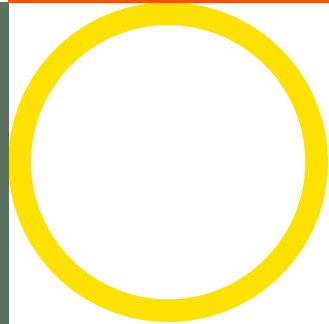
"I aspire to inspire the youth of tomorrow. To lead by example and bring about change, where change is needed."

- **Leza van Duyn**



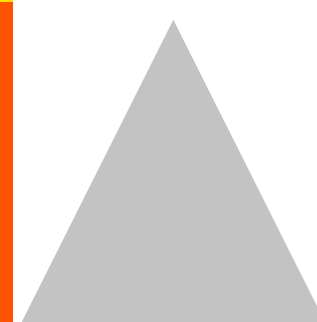
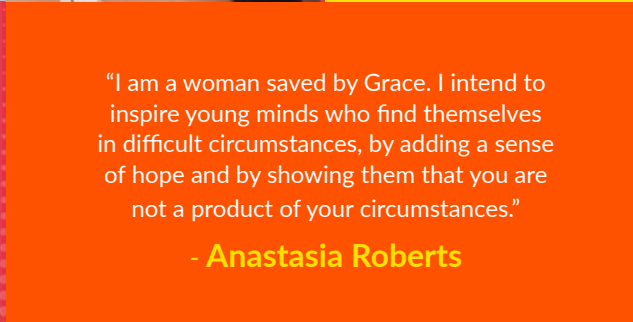
"I intend to lead with integrity and bring change in an unchanging environment."

- **Hugon Verkuil**



"I am a woman saved by Grace. I intend to inspire young minds who find themselves in difficult circumstances, by adding a sense of hope and by showing them that you are not a product of your circumstances."

- **Anastasia Roberts**



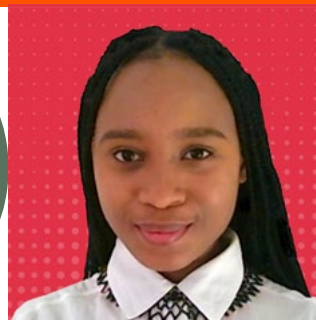
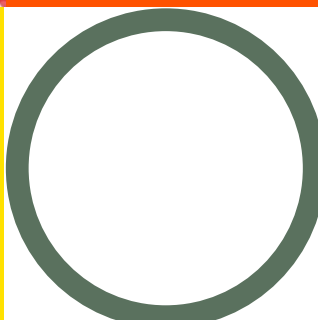
"I am a hopeful leader who adds value in the community by inspiring young leaders to be their own beacon of hope"

- **Inga Mpikwa**



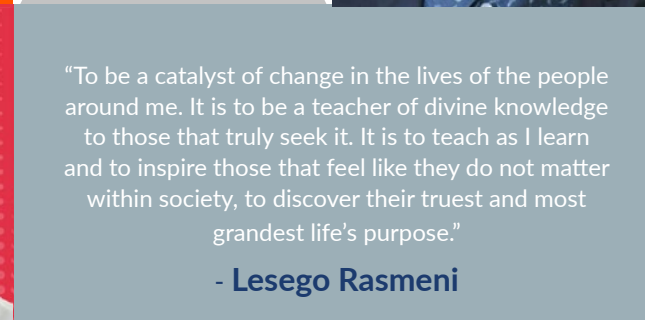
"May everything I touch turn into Gold with the guidance of my God and my Ancestors."

- **Nomahlubi Mabaso**



"To be a catalyst of change in the lives of the people around me. It is to be a teacher of divine knowledge to those that truly seek it. It is to teach as I learn and to inspire those that feel like they do not matter within society, to discover their truest and most grandest life's purpose."

- **Lesego Rasmeni**





2020 Collaborator Community

Our sincere thanks goes to all partners who contributed in a volunteer capacity or with very generous individual or company donations to TSIBA in 2020. Your generosity made it possible for our students to persevere, and has set them up to continue on a trajectory to becoming active economic citizens and our leaders of the future

We appreciate your kindness, your “Pay it Forward” ethos and your commitment to making an impact on South Africa.

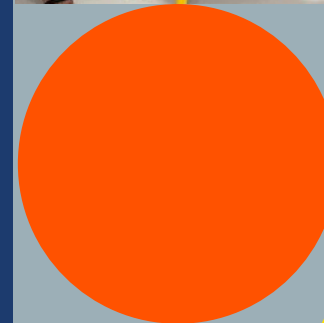
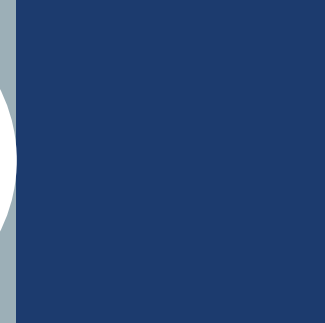
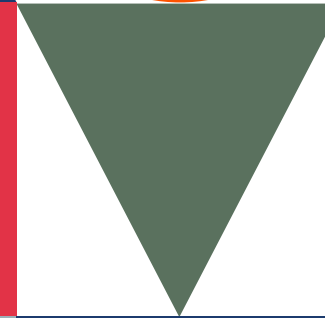
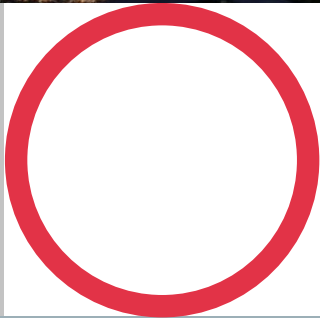
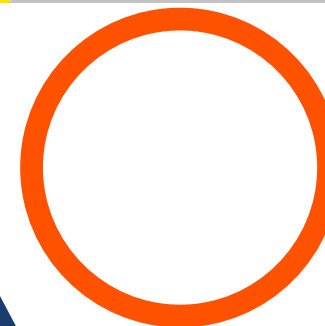
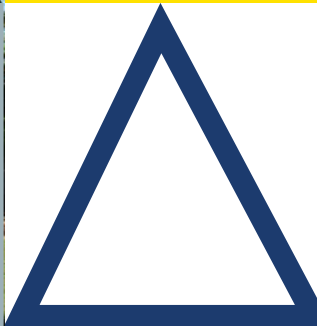
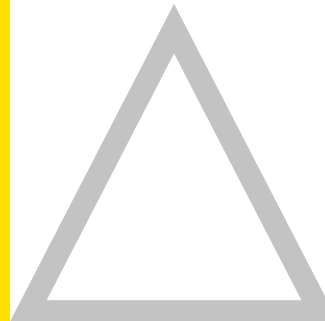
Although every effort was made to include all volunteers and people who have given in their personal capacity, we do apologise should we have missed any person in this community.

ASISA Academy
Adam-Xavier Jablonski
Adedayo Onayemi
Adrienne Marais
Alicia Davids
Amanda Blair
Amanda Le Roux
Anchor Industries
Andre Odendaal
Andre Thiar
Andrew Stuart-Reckling
Anneke Van Damme
Annette Champion
Anton Berkovitz
Avior Capital Markets
Ayavuya Mpangisana
BEG Commercial Consulting
Bowman Gilfillan
Babette Barnard Barnard
Carina Kopp
Caryn Weppenar
Cayman Macdonald
Chris Cupido Cupido
Cindy & Trevor McKenzie
Collin Ngqeza
Connection Telecom
Crystal Hayward
Danie Eksteen
David Polovon
David Shenker
De Beers Marine
Derrick Msibi
Diane Ritson
Dr Riedwaan Kimmie
Dr Shaun Pekeur
Dudu Mofokeng
Ernest Loebenberg Foundation
Eva Zumbrunn
Ewine van Dishoeck
Fatima Abrahams
Fatima Miller

Glen Merryweather
Glenda Baillie
Graham Moore
Graham & Mea Lashbrooke
Grant Irlam
Gwen Baumgart Baumgart
H1 Holdings
HJK Projects Pty Ltd
Haidee Soderlund
Heidi Andersson
Henrietta Chiappin
Hermine Kraan
Hoelscher Guenterurenate
Ian Middup Middup
Imitiyaz Hendricks
Inge Rist
Isabelle Palud
Jacqueline Torr
James Irlam
James and Linda Eedes
Jane Waters
Janine de Bruyn
Janine de Bruyn
Jeannine Ibbotson
Jen Bishop
Jeremy Smith Smith
Joanne Boulton
Joanne Haasbroek
Jonny Blundell
Jonathan Bloch
Julia De Nicola
Juta and Company
Karen Hidden
Katherine Christie
Khanyisa Mtombeni
Khwezi Jackson
Kutana Group
Laurie Chiappini
Leigh Meinert
Lex Pienaar
Libby Marsden

Lieselotte Badenhorst
Lily Masuku
Lindon Ontong
Liz De Wet
Lizel Van Biene
Lorinda Hasses
Lucas Macri
Lucinda Carolus
Luvuyo Mrulekana
Lyn Alcantara
Lynda Cooper
Marian Goodman
Marisa Kraan
Marissa Kraan
Mathieu Leheilleix
Matilda Kunkle
Meghan McCulloch (Jack Black Beer)
Mel Dixon
Melissa Adams
Mellissa Issel
Melody Waniwa
Miranda Dias
Mkhusele Ngcube
Modern Plumbing Works
Mpumi Gwe
Natheer Hendricks
Nathi Chonco
Neve Joseph
Nicki Aurret
Nicola Hawke
Noah Acanfora
Nomasonto Mbanga
Oren Rosenthal
Otto Hanson
Paul & Catrien Barnard
Peter Kraan
Peter Trengrove-Jones
Peter Van Ryneveld
Philasande Mahobe
Philippa Kabali-Kagwa

Pieter Laubscher
Premier Concrete Floors
Prof. Dennis Shaughnessy
RSAWEB Powered by Octotel
Ram Kishan
Richard Tully
Riley Burrows
Rob Sullivan
Roland Cox
Ross Faragher-Thomas
Roxane Holman
Roy Morrison
Ruth Schonegevel
Ryan Goossen
Saabirah Daya
Sabina Balmer
Santie Wessmann
Sashleigh Josephs
Saskia Baillie
Shadrick Valayadum
Stories & Science
Suzanne Aucamp
Takula Tapela
Tanja von Arnim (Delaire)
Thabani Mlilo
The Hardie Family
Thea Baillie
Thecla Goossens
Thobela Mfeti
Tjedu Tapula
Tofeeq Hargery
Tribe Magazine
Trijntje Zwart
Valerie Morris
Valerie Morris & Judy Bekker
Vic Specht
Vuyokazi Bokolo
Winston Lawrence
Wylie Egan
Yumna Aziz
Yvonne Bradbury



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