



Chrysalis
ACADEMY
unleashing potential

**FROM
PURPOSE
TO
POTENTIAL**



ANNUAL REPORT
2025/26



ANNUAL REPORT

— 2025/26 —



Western Cape
Government
FOR YOU



OUR VISION

A recognised global leader in holistic youth development.

OUR MISSION

To provide a platform for youth to deepen their resilience and unleash their potential through mental, physical, emotional and spiritual development, enabling them to be role models and agents of positive change.

The name 'Chrysalis' describes the transformation of a larva into a butterfly in a protective cocoon (the Academy), which symbolises the Academy's goal of enabling young people to discover their true potential, and develop into agents of positive change.

EGG



CATERPILLAR



CHRYSALIS



BUTTERFLY



Symbolism of the Annual Report 2025/2026 cover page:

The cover of the Chrysalis Academy 2025/26 Annual Report visually embodies the theme **"From Purpose to Potential"** by portraying the transformative journey of recruits from vulnerability and uncertainty to resilience, purpose and employability. The progression from a young seedling to a mature, deeply rooted tree symbolises the personal growth achieved through the Academy's holistic development programme, while the winding path reflects the intentional journey of learning, discipline and self-discovery. The strong root system represents the Academy's core values which provide the foundation for lasting transformation. The flourishing tree and rising sun ultimately signify hope, opportunity and realised potential, illustrating how Chrysalis Academy equips young people to become confident, employable and responsible citizens who make meaningful contributions to their communities and to South Africa.



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FOREWORD BY THE CHAIRPERSON



“The transition from vulnerability to employability is not simply about securing a job...”

It is with great pride and gratitude that I present this foreword on behalf of the Chrysalis Academy under the inspiring theme, *From Potential to Purpose*. This theme captures the heart of our mission: to guide and empower young people as they journey from uncertainty and vulnerability to confidence, dignity, and meaningful opportunity.

Every recruit who enters Chrysalis Academy arrives with a unique story. Many have faced significant social and economic challenges, limited opportunities, and difficult personal circumstances. Yet, within each young person lies immense potential waiting to be unlocked. At the Academy, we believe that vulnerability does not define a person's future. Instead, it can become the starting point for growth, resilience, and transformation.

Chrysalis Academy is a youth academy with a difference. Our holistic development programme is designed to help recruits find themselves – mentally, physically, and in terms of their purpose in life. We do not simply train young people; we create the conditions for genuine self-discovery. Through physical training, leadership development, emotional well-being support, academic enrichment, and vocational exposure, recruits are encouraged to affirm existing skills and acquire new ones, believing in themselves and their ability to contribute positively to society. Critically, we address what so many carry in silence: this programme places trauma at the centre of its work, providing young people with the tools to process and move beyond the experiences that have shaped them.

What makes Chrysalis Academy truly distinctive is the human community it creates. This programme is one of a kind: for three months, young people from across the Western Cape, drawn from different cultural backgrounds, languages, and religious

traditions, live, learn, and grow together. They forge genuine friendships, encounter perspectives far removed from their own, and discover the richness that comes from shared experience across difference. In a society still marked by the fault lines of its past, this is no small thing. It is a deliberate act of nation-building at the level of individual human connection.

Chrysalis is more than a programme; it is a game-changer, not only for the participants themselves but also for their families and communities. Our holistic approach extends well beyond the individual recruit. Family workshops, sessions with community leaders, and structured reflection on how each young person fits into their community ensure that transformation is not contained within the Academy's walls. Graduates leave prepared for the workplace and equipped for their rightful place in society, carrying with them the discipline, tangible skills, and inner strength that will sustain them long after the programme ends.

The transition from vulnerability to employability is not simply about securing a job; it is about restoring hope and creating pathways to sustainable futures. We strive to equip our recruits with the confidence, values, and practical skills that enable them to enter workplaces and communities as responsible, capable, and purpose-driven individuals. In doing so, they become active citizens who can uplift their families and inspire others around them.

This transformation is made possible through the dedication of our staff, facilitators, partners, and donors, who continue to invest in the potential of our youth. Their commitment helps create opportunities that extend far beyond the walls of the Academy.

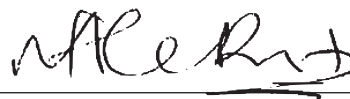
On behalf of the Chrysalis Academy, we extend our sincere gratitude to the Department of Police Oversight and Community Safety and the Department of Social Development for their continuous financial

support. Their assistance continues to make a meaningful difference in the lives of our young people, empowering them with opportunities for growth, development, and a brighter future.

As Chairperson, I remain inspired by the resilience and determination demonstrated by our students each year. Their journeys remind us that when young people are given guidance, structure, and opportunity, they can rise above their circumstances and step boldly into their purpose.

May this theme continue to inspire all of us to nurture potential, create opportunity, and build a future filled with hope and possibility.

"What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others." – Nelson Mandela



Dr Marlene le Roux
Chairperson: Chrysalis Academy Trust



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



What a year of celebration and transition the 2025/2026 financial year has been for the Chrysalis Academy as we marked 25 years of operation, impact, and hope-filled youth development.

I stepped into the role of Chief Executive Officer at the beginning of August 2025, following in the footsteps of Dr Lucille Meyer, who led the Chrysalis Academy with vision, dedication, and compassion for fourteen years. Taking over the leadership of an institution with such a rich legacy was both a profound honour and a significant responsibility.

I could not have asked for a better mentor and guide during this transition. Dr Meyer's support, wisdom, and unwavering commitment to the Academy ensured not only continuity in leadership, but also confidence as we entered a new era for the organisation. Her legacy is deeply embedded in the culture, systems, and heart of Chrysalis Academy, and I remain grateful for the foundation she helped build.

This year required exceptional resilience, adaptability, and commitment from every member of our organisation. Leadership transitions extend far beyond a change in position; they encompass people, relationships, institutional knowledge, and the responsible stewardship of the organisation's vision, values, and strategic direction. Throughout this process, our trustees, staff, interns, volunteers, facilitators, partners, graduates, donors, and supporters demonstrated remarkable commitment to ensure that the mission of Chrysalis Academy remained steadfast.

At the centre of all our work are the young people we serve. Every training programme, counselling session, leadership workshop, community engagement, and life skills intervention continues to remind us why Chrysalis Academy exists — to restore hope, unleash potential, and create pathways for youth to become active, responsible and resilient citizens.

As part of our commitment to building and sustaining a model of hope, we proudly published our first book, *25 Years of Holistic Youth Development*. We view this publication as an important step in preserving our institutional knowledge and sharing the Chrysalis journey beyond the boundaries of the Chrysalis Estate.

Equally meaningful was one of our Youth Month events, which marked the launch of “*Caged no More*”, an anthology of poems written by Chrysalis Academy and Year Beyond alumni. We are slowly realising the vision of the *On the Pulse* platform – creating spaces that amplify youth voice, celebrate lived experiences, and encourage meaningful dialogue led by young people themselves.

As part of our celebrations, we also hosted our first Trail Run and Walk in October 2025, in partnership with several businesses and organisations. The event successfully promoted health and wellness, encouraged community participation, and fostered a spirit of celebration and connection. Based on the overwhelmingly positive response, we believe this initiative holds significant potential to grow into an impactful annual fundraising event.

Together, these moments became powerful expressions of hope – raising the vibration of possibility amidst adversity and amplifying the voices of young people, those who came before us and those who continue to lead within the Chrysalis Academy programme and in communities across the Western Cape.

During the year, we continued strengthening our holistic youth development approach through leadership development, mental health and wellness support, vocational preparation, community service, and partnerships that deepen our impact. We also reflected critically on the changing realities facing young people in South Africa: unemployment, violence, mental health challenges,

substance abuse, and growing social inequality. These realities compel us to innovate, collaborate, and advocate more boldly for the youth entrusted to our care.

This transition year also created an opportunity to revisit our organisational priorities, strengthen internal systems, and reaffirm our values. We are committed to building an institution that is sustainable, responsive, inclusive, and bold in its pursuit of transformation.

To our staff and interns – thank you for carrying the work with such dedication and professionalism during a period of change. To our Board of Trustees, who remain committed to the vision of the Academy and continue to challenge the Academy, words cannot express my appreciation for your role in accompanying me through this transition.

To our main funder and strategic partners, the Western Cape government’s Department of Police Oversight and Community Safety, donors, partners, graduates, and supporters – thank you for your trust and continued belief in the mission of Chrysalis Academy, and most importantly, to every young person who walked through our gates this year: thank you for reminding us daily that transformation is possible.

As we look ahead, we do so with humility, determination, and hope. Chrysalis Academy’s story continues to evolve, but our purpose remains clear: to empower young people to rise, lead, and shape a better future for themselves and their communities.



Janine Turner
Chief Executive Officer

THE YEAR IN STATISTICS

Number of applicants:

17 976

Number of youth interviewed:

3 193 (2024/25: 1 626)



Students recruited:

667 (2024/25: 684)



Graduated:

645 (2024/25: 658)



Students exited:

22 (2024/25: 26)



Students placed in internships:

645 (2024/25: 658)



Estimated indirect beneficiaries:

2 700 (2024/25: 2 700)



Number of Youth Hubs in Western Cape:

10



Number of leadership camps for school learners:

6



Number of school learners participating in leadership camps:

128



Number of communities who benefitted:

77 across six districts



Number of Youth Hub participants:

369



Number of family members engaged in family strengthening programmes:

1 417



Number of Gender Equity and Reconciliation International Workshops for youth participants:

652



Total number of youth engaged:

1 020



THE 2025/26 YOUTH DEVELOPMENT PROGRAMME – THE THREE-MONTH PROGRAMME

THE THREE-MONTH PROGRAMME AT A GLANCE:





SKILLS PHASE

Our three-month residential programme at Chrysalis Academy is grounded in peer learning, the delivery of quality outcomes-based interventions, and the intentional building of meaningful connections among students.

A key highlight this year was the Academy's ability to offer 12 skills courses, of which seven were accredited, strengthening both learning pathways and employability prospects for participants. Another significant achievement was the introduction of a learnership programme for Electrical students following their internship, as well as increased employer partnerships in the Security field. These initiatives provided learners with valuable employment opportunities and supported their transition into the workplace.

No.	Skills phase courses	25 ALPHA	25 BRAVO	25 CHARLIE	Total	Accredited vs. Non-Accredited
1.	Basic Cookery	5	9	7	21	Accredited
2.	Basic Computer Literacy	–	48	27	75	Non-Accredited
3.	Coding	10	–	–	10	Accredited
4.	Electrical Circuitry	–	–	16	16	Non-Accredited
5.	First Aid Level 1	214	229	221	661	Accredited
6.	Occupational Safety Training	50	58	57	165	Accredited
7.	Office Administration	18	48	27	93	Non-Accredited
8.	Peace Officer and Traffic Warden	48	49	50	147	Accredited
9.	Security	50	41	59	150	Accredited
10.	Tourism and Hospitality	10	–	–	10	Non-Accredited
11.	Welding	13	–	–	13	Accredited
12.	Home-Based Care	–	20	–	20	Non-Accredited

Generic skills training, namely Basic Computer Literacy and First Aid Level 1, was offered to all students enrolled in the programme.

For the first time, Home-Based Care was introduced as part of the skills phase courses this year. Students were able to complete their community phase service at home-based care and old-age home facilities, further strengthening the practical component of their skills phase.

The Peace Officer and Traffic Warden course has consistently produced approximately 50 Peace Officer graduates per course. The Academy is committed to partnering with the Provincial Safety Training College to create clear career pathways for graduates entering the law enforcement sector.

REFLECTIONS OF PSYCHOSOCIAL SERVICES



COUNSELLING

The Academy's counselling programme is trauma-responsive and provides individual psychosocial care and support to students in need. This programme is complemented by our Trauma and Tension Release Exercises (TRE™) Programme, the Gender Equity and Reconciliation International (GERI) Programme, as well as structured Support Groups, such

as Connect Groups and Circle of Life. These initiatives create safe spaces where students are encouraged to address deep emotional wounds and engage in healing processes as young men and women through facilitated outdoor circles and reflective activities. It is integrated throughout the three-month residential programme, the Aftercare and Youth Hub programmes, where continued support is offered. Themes that have emerged during counselling, support groups, GERI circles, mentoring and therapeutic care groups are around:



CULTIVATING INTERGENERATION CONNECTION

As a core component of family integration and holistic healing, the Academy again hosted Fathers and Sons' Workshops, as well as a Mothers and Daughters' Workshop, aimed at restoring relationships through intergenerational healing. These workshops extend beyond biological parents and include mother and father figures, recognising that it takes a village to raise a child. The workshops facilitate meaningful connection and dialogue among parents and parent figures, creating opportunities for fathers to engage with fathers, mothers with mothers, and for intergenerational exchange to take place in a supportive environment.

During the 2025/26 financial year, the Academy witnessed its highest number of father attendees to date, with 77 fathers participating in the programme. This milestone reflects growing family involvement and support, and the Academy believes participation will continue to grow in the years ahead.

The Academy remains committed to strengthening and expanding its **mentoring strategy** for both students and staff, recognising mentorship as a key component in promoting personal growth, resilience, and long-term development.

The counselling statistics per course are as follows:

COUNSELLING	25 ALPHA (Male)	25 BRAVO (Female)	25 CHARLIE (Male)	Total
No. of Students Counselling	113	168	133	414
No. of Counselling Sessions	221	328	276	825

STUDENTS' FEEDBACK:

"WHAT I ENJOYED MOST ABOUT COUNSELLING WAS BEING ABLE TO SPEAK FREELY WITHOUT THE FEAR OF BEING JUDGED."

"I HAVE NEVER HAD AN OPPORTUNITY TO SPEAK ABOUT MY CHALLENGES BEFORE, BECAUSE I ALWAYS KEPT EVERYTHING BOTTLED UP INSIDE. I'M GRATEFUL FOR THIS OPPORTUNITY AND TO MY COUNSELLOR FOR HELPING ME OPEN UP."



"MY COUNSELLING SESSIONS HELPED ME TO COPE WITH THE LOSS OF A LOVED ONE AND TO THINK ABOUT LIFE MORE POSITIVELY."



THERAPEUTIC CARE AT THE CHRYSALIS ACADEMY

Celebrating 14 Years of TRE™

In 2025/26 the Academy proudly celebrated 14 years of integrating Tension and Trauma Releasing Exercises (TRE™) into its holistic youth development approach. TRE™ remains a cornerstone of our trauma-responsive practice, equipping young people with practical self-regulation skills, strengthening resilience, and fostering a greater sense of safety and connection within their bodies.

By supporting personal mastery and self-care, TRE™ contributes significantly to participants' mental health and overall wellbeing, empowering them with lifelong tools for resilience. A key milestone during the year was the expansion of the Academy's internal TRE™ Provider capacity. Seven of the nine trainees successfully completed their certification as TRE providers, increasing our ability to deliver high-quality, trauma-informed support across our programmes.

As we look ahead, we remain committed to strengthening the TRE provider community within the Academy, contributing to the broader youth development sector, and advancing the adoption of TRE™ across South Africa to support the wellbeing of more young people.

336
TRE Sessions Conducted
44
TRE Groups

STUDENTS' FEEDBACK ON TRE:

"THE TRE STRETCHES HELPED ME A LOT WITH LOOSENING MY MUSCLES AND RELEASING TENSION IN MY BODY. I ENJOYED THE CHECK-INS BECAUSE THEY HELPED US TO TALK AND MADE US FEEL FREE TO SHARE ABOUT HOW WE TRULY FEEL EMOTIONALLY AND PHYSICALLY. TRE ALSO HELPS WITH THE PAIN AND DISCOMFORT WE FEEL IN OUR BODIES."



"TRE HAS HELPED ME VALUE PEACE AND QUIET BECAUSE THE HOSTELS ARE ALWAYS NOISY DURING THE DAY. TRE HAS ALSO HELPED ME TO CONNECT WITH MY INNER SELF."

"TRE HAS HELPED ME TO RELEASE TENSION AND STRESS WITHOUT HAVING TO TALK, WHICH I ENJOYED THE MOST. SOMETIMES IT'S DIFFICULT TO SPEAK ABOUT CHALLENGES THAT CAUSE STRESS IN OUR LIVES."

WHAT STUDENTS SHARED ABOUT THEIR SUPPORT GROUPS:

"THE GROUP HAS SHOWN A LOT OF SUPPORT WHICH HELPED ME COPE THROUGHOUT THE CONNECT GROUP SESSIONS AND THE THREE-MONTH PROGRAMME."



"I ENJOYED THE SAFE SPACE CREATED IN THE GROUP."

"THE GROUP HELPED ME CONNECT MORE WITH OTHER STUDENTS OUTSIDE OF MY ROOM."



HIV/AIDS CLINICS



3
CLINICS



55
WOMEN
TESTED



131
MEN
TESTED

186
STUDENTS
TESTED





FAMILY STRENGTHENING PROGRAMME

The Academy hosted two face-to-face Parent and Family Workshops and one family visitation per course during the 2025/26 financial year. The workshops, as well as the family visitation, were well attended, as depicted by the numbers in the table below:

2024/25 FAMILY STRENGTHENING PROGRAMMES



1 174
PARENT
WORKSHOPS



3 229
FAMILY
VISITATION



AFTERCARE

PLACEMENTS

In the 2025/26 period, all graduates were placed in one-year paid internships across various institutions in the Western Cape Province, joining the 887 graduates from previous courses. During 40 visits to these host organisations, refresher sessions on professional behaviour and ethics in the workplace, goal setting and plans after the internship were conducted, with strong attendance from both graduates and supervisors.

Graduate Employment, Education and Training Statistics:	
Graduates placed on a one-year paid internship	1 532
Graduates who are permanently employed	834
Graduates in learnerships	3
Graduates studying	85
Graduates trained as Peace Officers	8
Organisations benefited/hosted graduates	53
Placement visits	40

The Academy is sincerely grateful to the Department of Police Oversight and Community Safety, which plays a vital role in contracting the various placement organisations that help secure opportunities for Chrysalis Academy graduates. Their continued support is instrumental in ensuring the success of our graduates.



WHAT DO PLACEMENT ORGANISATIONS SAY ABOUT CA INTERNS?

“THEY ADD VALUE, ESPECIALLY IN THE CONTEXT OF THE MUNICIPALITY, WHERE THERE IS A LACK OF PERSONNEL.” – BEAUFORT WEST MUNICIPALITY

**“ROBAYNE IS VERY RESPECTFUL AND WELL DISCIPLINED. HER INTERACTION WITH THE COMMUNITY AND HELPFULNESS WITH PROJECTS WHICH SAPS IS INVOLVED WITH ARE WELCOMED.”
– PACALTSDORP SAPS**

**“THEY ARE ABLE TO UNDERSTAND DAILY FUNCTIONS AND ARE ABLE TO DO THEM ON THEIR OWN.”
– PHILIPPI SAPS**

**“THEY PERFORM ADMIN DUTIES AND FEEDBACK BETTER THAN SAPS PERMANENT MEMBERS.”
– KNYSNA SAPS**

**“THEY ADD MUCH VALUE TO THE ORGANISATION. THEY ASSIST WHERE NEEDED AND THEY ALSO TAKE THEIR OWN INITIATIVE.”
–KNYSNA SAPS**



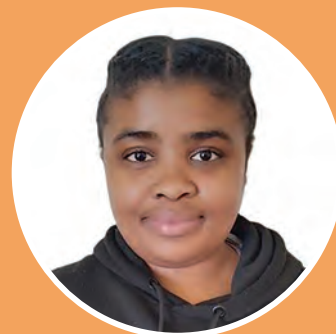
**“SINCE THE FIRST CHRYSALIS ACADEMY GRADUATE PLACEMENTS ON 1 AUGUST 2022, THE PROGRAMME HAS SUCCESSFULLY PLACED 15 GROUPS WITHIN SAPS. CHRYSALIS GRADUATES CONTINUE TO MAKE A MEANINGFUL CONTRIBUTION BY PROVIDING ADDITIONAL CAPACITY ACROSS POLICE STATIONS AND SPECIALISED UNITS, WHILE SUPPORTING CRIME PREVENTION, COMMUNITY ENGAGEMENT, AND COMMUNICATION INITIATIVES. THE 12-MONTH PLACEMENTS PROVIDE GRADUATES WITH VALUABLE WORKPLACE EXPERIENCE, PROFESSIONAL SKILLS, AND PERSONAL GROWTH, WITH CONSISTENTLY POSITIVE FEEDBACK RECEIVED FROM SAPS REGARDING THEIR CONTRIBUTION AND IMPACT.”
– LT COL OOSTENDURP**

WHAT DOES INTERNS SAY ABOUT THEIR PLACEMENTS?



"I LEARNT TO BE
AN ADMIN CLERK."
– LIYEMA DARAZA, 25 ALPHA

"I GAINED
A LOT OF
EXPERIENCE
THAT I CAN
PUT ON
MY CV."
– SONELE
THEO
TSETSA, 24 CHARLIE



"YES, I AM ENJOYING
IT. I HAVE LEARNT A
LOT, MORE THAN WAS
EXPECTED FROM ME."
– CORNÉ WAGENAAR,
24 BRAVO

"YES, I AM
ENJOYING MY
INTERNSHIP.
I'VE LEARNT SO
MUCH DURING
THIS YEAR
DURING MY
PLACEMENT."
– EZRA
OORMEYER,
24 BRAVO



GRADUATE SUCCESS STORIES



CONGRATULATIONS



From internship to Empowering Career Journeys

"This morning I would like to share an update on my son, **Matthew Daniels (22 ALPHA)**. Since attending the Academy, he has participated in the programme at the High Court. His skills course at the Academy was Peace Officer and Traffic Warden. He finished his EPWP internship at the court and spent a year at the school, but while there, he also applied for Law Enforcement. Matthew completed an eight-month EPWP Law Enforcement contract and recently signed another contract with the City of Cape Town Law Enforcement. He has been doing well, and I would also like to thank Chrysalis Academy for their role in Matthew's life. It was not an easy journey, but he was taught all the skills he needed for life. I am very proud to say that he attended the Chrysalis Academy." – A proud Mom



Nazeem Nell's (23 ALPHA) appointment as manager of SA Forest Adventures marks a significant achievement fuelled by his dedication to professional development. Completing specialised training in Zipline Operations Management and Tourism, Nazeem credits the Chrysalis Academy's outdoor and fitness programme with instilling the career aspirations that led him to this managerial role.



The Chrysalis Academy is proud to have 10 graduates from 25 ALPHA placed at Epping SAPS Stores as part of the Western Cape SAPS flagship vehicle branding programme. These graduates play an important role in applying official SAPS markings to patrol vehicles, ensuring that the vehicles comply with national safety and operational standards.

Launched in June 2022 through a partnership between the South African Police Service (SAPS) and the Department of Public Works and Infrastructure, the initiative is now in its second phase. Beyond supporting the operational readiness of the SAPS fleet, the programme creates meaningful opportunities for unemployed youth to gain practical trade skills, accredited training, and valuable workplace experience. It serves as a powerful example of how strategic partnerships can equip young people with marketable skills and create pathways to sustainable employment.

HEART QUEST

The Academy's partnership with Heart Quest continued this year, with students from each cohort participating in a 12-day wilderness experience in Franschhoek, including a four-day fasting solo experience.



This opportunity is available to 12 graduates per course. Unfortunately, only two graduates from 25 ALPHA and 10 graduates from 25 BRAVO cohorts successfully completed the Heart Quest programme during 2025/26.

Following the devastating fires in the Franschhoek areas, the Heart Quest venue sustained damage, preventing the continuation of the Heart Quest programme during this period. Our partnership with Heart Quest is ongoing and remains strong. The Academy has been able to extend support for the cleanup and restoration of Umami Farm. We remain committed to the partnership and trust that the programme will resume soon, ensuring that future cohorts once again benefit from this life-changing experience.

HIGHLIGHTS OF THE WESTERN CAPE SAFETY PLAN INITIATIVES

INTRODUCTION

Violence prevention requires a multifaceted and sustained response that addresses the root causes of harm, inequality, trauma and social disconnection. At the Chrysalis Academy, violence prevention is embedded across our programmes and practices through a holistic approach that includes:

Youth development • Wellness promotion • Family strengthening • Gender healing • Therapeutic practices
Through these interconnected areas of work, the Academy seeks to create safer communities, strengthen resilience and support healing and positive human connection.

YOUTH HUBS

In the 2025/26 period, the various Youth Hubs actively engaged their Youth Hub Ambassadors (YHAs) in initiating a range of activities aimed at supporting both graduates and non-graduates. These activities included community service projects and events, referrals for psychosocial support, and efforts to connect youth with learning and employment opportunities.

The Academy had representation in the following 10 high-crime risk areas during the financial year:



NATUREWORX SCHOOL CAMPS

The NatureWorx team hosted and facilitated several camps at the Academy's tented and outdoor camping sites during the last financial year.

The table below provides a breakdown of the camps facilitated by the NatureWorx team:

No.	School Camps / Camps Facilitated	Number of Learners / Participants	Educators / Facilitators
1.	Portia Primary	30	7
2.	SaferSchools	80	10
3.	New World Foundation	20	2
4.	Oribi	60	10
5.	Valhalla High School	40	15
6.	Nature Connect	20	2
7.	Manenberg High School	130	25
8.	Metamorphia Dora Deo	5	5
	Total	385	76

PEACE OFFICER TRAINING

The Academy entered into an agreement with the City of Cape Town to enable the Provincial Safety Training College to make use of the Academy's Strelitzia Hostel as a training venue free of charge in lieu of peace officer training at no cost to Chrysalis Academy students and graduates. During the year under review a total of 139 students and 7 graduates received peace officer-related training. It is important to note that the City of Cape Town employed 14 graduates who were previously trained as LEAP officers during this reporting period.



SPECIAL PROJECTS

The Academy implemented numerous special projects during the course of the year. These projects were undertaken in addition to the three-month residential training programme, with minimal strain on resources.

25TH CELEBRATIONS

The Academy celebrated several events in 2025 to mark its 25th anniversary, including the following:

Description of event	Date of event
Chrysalis Academy's 25-year Anniversary Celebration	4 June 2025
Chrysalis Academy's Book Launch	15 July 2025
Trail Fun Run	25 October 2025



TRAIL FUN RUN

Chrysalis Academy hosted its first-ever Trail Run/Walk to celebrate 25 years of excellence in youth development on 25 October 2026. Runners and walkers were treated to the breathtaking beauty of Porter Estate, nestled at the foot of the majestic Elephant's Eye Mountain Range.

The event was managed by Chrysalis Academy staff, in partnership with the Sports Science Institute of South Africa and 25 BRAVO students. We look forward to seeing this event grow in the years ahead – not only as a showcase of our work, but also as a vital contributor to our fundraising initiatives.





PUBLICATION

Chrysalis Academy launched its first publication written by staff, youth instructors and Friends of the Academy to celebrate its 25th anniversary.

Authors shared their reflections on the writing process and the central themes that were woven into each chapter. The writing reflects the evolution of the Academy over the 25 years and its responsiveness to the needs of young people. The key overall theme that emerged centred on the critical importance of a holistic approach to youth development and the recognition of the Academy as a global leader in holistic development.



OUR GENDER-FOCUSED WORK (GERI-WORK)

The Academy welcomes the South African government's declaration of gender-based violence (GBV) as a national disaster. This declaration reflects the courageous and persistent advocacy of civil society activists across the country, who have consistently raised their voices against the abuse and killing of women and children. It recognises that gender-based violence is not only a social crisis, but also a national emergency requiring urgent and coordinated action across all levels of government, communities, and society as a whole.

At its core, the Academy's work is rooted in violence prevention and peace-building. The Violence Prevention Forum of South Africa defines violence prevention as **“the whole of society working deliberately and sustainably to remove sources of harm and inequality, and heal trauma, by intentionally growing an ethic of mutual care, respect and inclusion to build peace.”** This understanding continues to guide the Academy's approach to youth development, healing and social transformation.

In this context, the Academy's partnership with Gender Equity and Reconciliation International (GERI) has become more important than ever. As communities continue to grapple with trauma, violence and social fragmentation, the need for spaces that promote healing, self-regulation, accountability and respectful human connection remains critical.

During this reporting period, the Chrysalis Academy continued to embed the GERI programme across its residential youth development programme, community-based youth initiatives and broader engagement within the Western Cape youth sector. The programme was positively received across all workshop groups and has continued to create opportunities for dialogue, reflection and healing among participants.

We are also proud of the strong youth participation within the programme, with approximately **77%** of workshop participants being young people, while men represented approximately **66%** of all participants. These figures reflect the importance of engaging youth and men as active partners in building safer, healthier and more peaceful communities.

Overview of GERI Statistics for 2025/26:

GERI Workshops	Women	Men	Total No. of Participants
25 ALPHA GERI Programme for Students	0	204	204
25 ALPHA Fathers and Sons' Workshop	0	58	58
25 BRAVO GERI Programme for Students	232	0	232
25 BRAVO Mothers & Daughters' Workshop	53	0	53
25 CHARLIE GERI Programme for Students	0	216	216
25 CHARLIE Fathers and Sons' Workshop	0	77	77
GERI Facilitator Training for CA Staff (4) and CA Associates, i.e. facilitators and counsellors (5)	4	5	9
Total	289	560	849

ON THE PULSE – AMPLIFYING YOUTH VOICE

On the Pulse continues to evolve as a youth media initiative rooted in creative expression, skills development and storytelling. Established through a partnership between Chrysalis Academy and YearBeyond, the programme has grown from an experimental platform into a credible multimedia hub where young people actively shape narratives and build their voices.

The 2025 cycle marked a period of consolidation and expansion. This report outlines what was achieved, key lessons emerging from implementation and the strategic focus for 2026.



CREATIVE OUTPUTS FOR 2025/26 ARE AS FOLLOWS:

- A new seven-episode podcast season was produced in collaboration with Youth Capital, building on earlier podcast work and strengthening the programme's audio storytelling capability. On The Pulse: Amplifying Youth Voices podcast link: <https://open.spotify.com/show/12SHEHjAMCPFv9ulw2l30n?si=721831f19dbe4d3b>
- The *Caged No More* anthology was developed as a collective publication, showcasing 17 emerging youth writers and establishing a foundation for future literary work.
- An online photographic exhibition created space for visual storytelling and broadened the programme's creative scope. Photo Exhibition link: <https://yearbeyond.org/on-the-pulse-mobile-exhibition>
- A second songwriting and singing workshop resulted in five ready-to-record songs.
- A writing workshop was led by acclaimed poet and playwright Siphokazi Jonas. This formed part of the Open Book Cape Town Youth Festival and will result in a publication to be launched in July 2026.



More information is available on the following social media platforms:

facebook

YouTube

Spotify

COMMUNITY SERVICE



Creating role models and agents of positive change is central to the Chrysalis Academy's mission. This commitment extends beyond our students to include our graduates, Youth Hub members and Chrysalis Academy staff, all of whom are encouraged to make meaningful contributions within their communities.

During the 2025/2026 financial year, the Academy proudly participated in a range of impactful service initiatives that reflected this commitment. These included the **Rise Against Hunger** campaign, supporting partner organisations serving young people and survivors of gender-based violence, assisting service organisations such as the fire department and contributing to the overall management and upkeep of the Chrysalis Academy estate.

Through these initiatives, members of the Chrysalis Academy community demonstrated the values of love for humanity, service, compassion, responsibility and active citizenship, reinforcing our mission of developing role models and agents of positive change who make a lasting impact in society.



STRENGTHENING OUR REACH THROUGH STRATEGIC COMMUNICATION

During the 2025/26 financial year, the Academy continued to strengthen its public profile through strategic communication and digital engagement. Our work was featured across our social media platforms and in the Western Cape Government's *FOR YOU* publications (Issues 16 and 17), providing valuable opportunities to showcase the impact of our youth development programmes.

With a growing online community of more than 90 000 followers, our social media platforms serve as an important channel for engaging graduates, prospective participants, unemployed youth, parents, partners and the broader Chrysalis Academy community. These platforms enable us to connect directly with young people, share programme opportunities, celebrate success stories, and raise awareness of issues that matter to youth.

Through consistent and meaningful digital engagement, we have continued to amplify the Academy's impact, strengthen stakeholder relationships, and promote our mission of holistic youth development. Looking ahead, we remain committed to expanding our digital presence and enhancing our public profile through innovative multimedia communication and storytelling.

ADMINISTRATION AND FINANCE

The 2025/26 financial year presented a challenging operating environment, marked by continued constrained fiscal conditions and modest economic growth. Despite this, the Academy remained resilient and continued to deliver on the majority of its key performance targets.

The Academy extends its sincere appreciation to its primary funder, the Department of Police Oversight and Community Safety, which contributed R24,2 million, supplemented by an additional R755 000 through the Adjustments Estimates process, R255 000 which was required to replace outdated computer hardware and R500 000 to bolster the demands of the Western Cape Safety Plan.

Further support of R792 000 was received from the Department of Social Development. This critical funding, together with the Academy's own generated revenue, enabled the Academy to sustain its operations and impact.

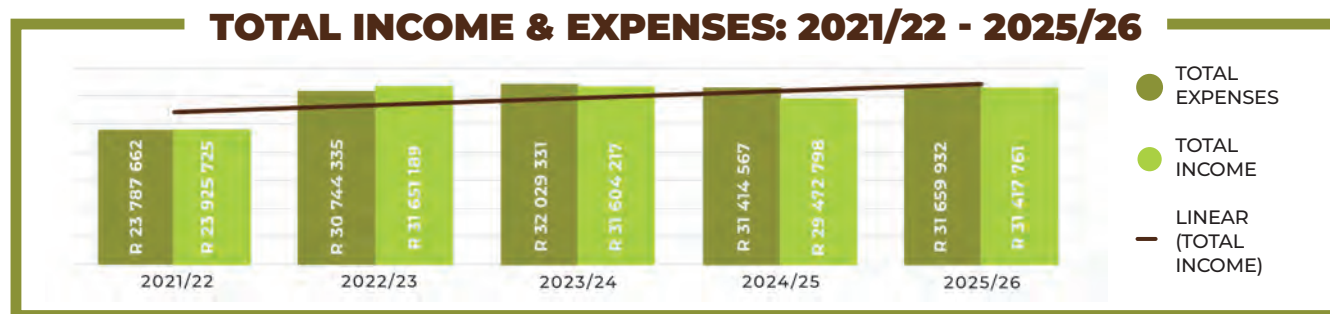
Total income for the year amounted to just over R31,4 million, reflecting stability when compared to R29,5 million in the 2024/25 financial year.

Total expenditure for the year was contained at R31,6 million, including approximately R2,2 million related to the Western Cape Safety Plan. An amount of R623 897 was spent on capital expenditure. Notably, overall expenditure remained consistent with the previous year's spending, despite ongoing inflationary pressures.

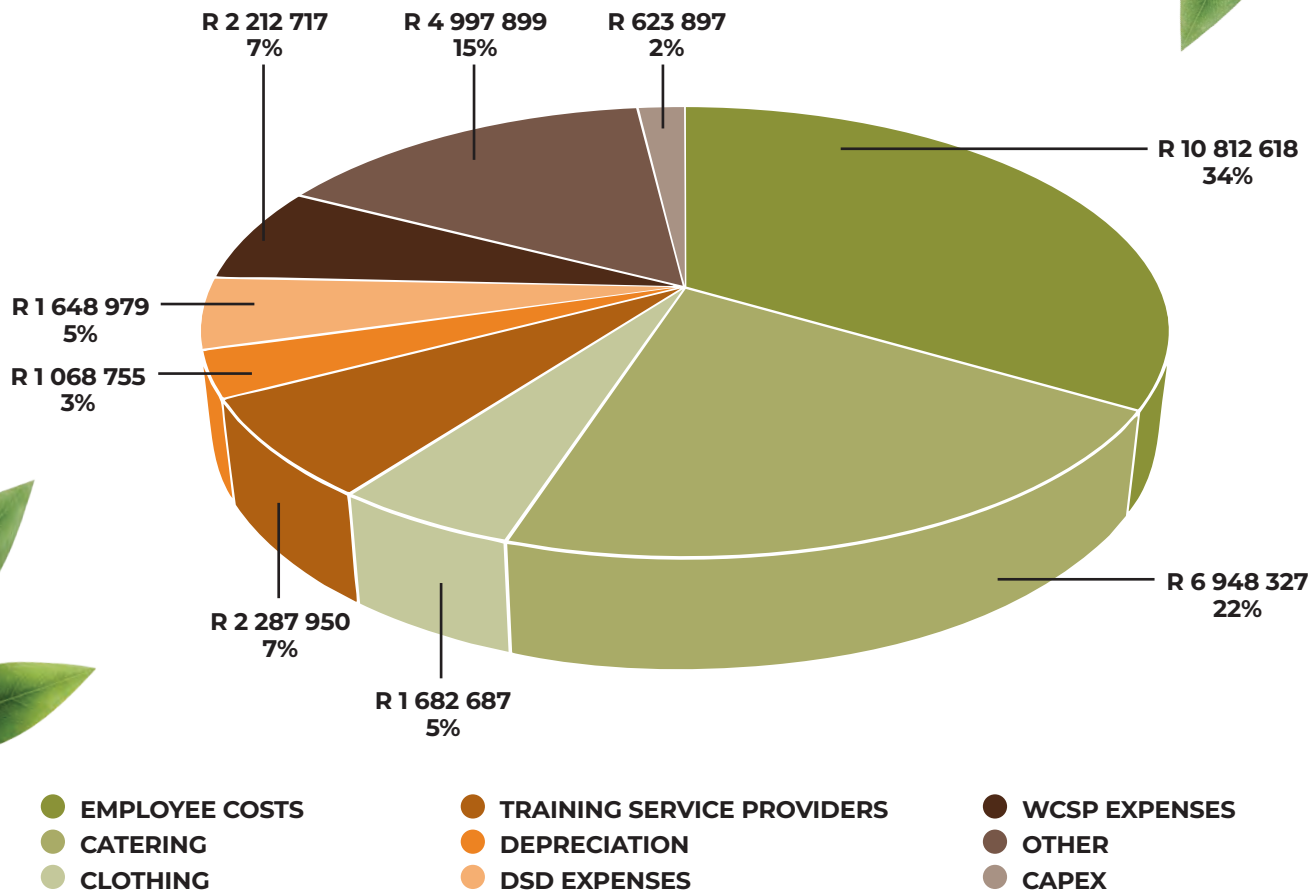
This outcome is attributable to deliberate cost-containment and austerity measures implemented during the year. The accompanying financial trends illustrate steady income levels over the past five years, supporting aligned expenditure, while the expenditure breakdown highlights the Academy's continued focus on programme delivery and operational efficiency.

TOTAL INCOME AND EXPENSES

The graph below shows the trend in income, which allowed for a corresponding increase in expenses over the past five years:



The pie chart below provides an overview of how the Academy spent its funding:



HUMAN RESOURCE MANAGEMENT

Staff costs accounted for 34% (R10,8 million) of the Academy's total expenditure of R31,6 million. The operational staffing structure remained largely stable, with a vacancy rate of 17% at year-end (nine of 53 positions).

Budget limitations, however, continued to impact the Western Cape Safety Plan, where funded positions were reduced from 26 to 16. This reduction in positions formed part of a process to better align resources with the different high-risk crime areas in the Western Cape as identified by the Western Cape Provincial Government.



First row from back (from left to right): N Stuurman, J Cupido, T Ziyokwana, W Sizani, B Fanelo, R Jansen, K Adams

Second row from back (from left to right): G vd Berg, R Selonki, X Jacobs, P Witbooi, A Brauns, J Adams, L Vikilahle, A Clayton, D Rumble, R Moos, S Coetzee

Second row from front (from left to right): N Isaacs, B Kearns, W de Jongh, A Grootboom, V Matoyi, K Nzwane, C Botha, V Mackay, O Papiyana, A Fabricks, A Mthwesi, M Adams

Front row (from left to right): Z Sulaiman, C Cloete, S Hanslo, E Swanepoel, J Petersen, J Turner, C Tolo, D Esau, V Baker, C Daniels, N Jansen

ABRIDGED ANNUAL FINANCIAL STATEMENTS

Statement of Financial Position			Statement of Comprehensive Income		
Figures in Rand	2026	2025	Figures in Rand	2026	2025
Assets			Revenue	28 131 503	26 503 313
Non-Current Assets			Other income	3 008 372	2 604 326
Property, plant and equipment	5 524 804	5 986 976	Operating expenses	-31 558 590	-31 355 823
Current Assets			Operating surplus/Deficit	-418 715	-2 248 184
Trade and other receivables	323 411	246 152	Investment revenue	277 886	365 159
Cash and cash equivalents	1 921 375	2 607 963	Surplus/Deficit before taxation	-140 829	-1 883 025
	2 244 786	2 854 115	Taxation	-101 342	-58 744
Total Assets	7 769 590	8 841 091	Surplus/Deficit for the year	-242 171	-1 941 769
Equity and Liabilities					
Equity					
Accumulated surplus	3 640 755	3 882 926			
Liabilities					
Current Liabilities					
Deferred income	2 290 129	3 085 984			
Trade and other payables	1 737 364	1 813 437			
Current tax payable	101 342	58 744			
	4 128 835	4 958 165			
Total Equity and Liabilities	7 769 590	8 841 091			

The financial statements have been done in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and can be found on the Chrysalis Academy's website, www.chrysalisacademy.org.za.



PERFORMANCE SCHEDULES



Strategic Goal 1: Enhancing the growth and development of youth by implementing high-quality outcomes-based training and development opportunities				
Ref.	Programme Performance Indicator	Annual Target	Actual Output	Explanation for Variance
Strategic Objective 1.1: Recruitment of students into the three-month course				
1.1.1	Number of students recruited	690	667	Target not met due to ineligible applicants following positive substance screenings and transport challenges limiting access for rural students.
Strategic Objective 1.2: Implement well-structured outcomes-based training programmes responsive to the needs of students on each course				
1.2.1	Number of courses implemented	3	3	
1.2.2	Number of students completing programme	580	645	
1.2.3	Number of career fairs conducted for students and/or graduates	3	3	
1.2.4	Percentage (%) of students who graduated within a six-month period attending online CA graduate workshops	≥50%	14%	Significant variance due to competing student commitments (e.g. internships) data limitations and the introduction of online refresher workshops as a new delivery approach.
1.2.5	Percentage (%) compliance to course programme	100%	100%	
Strategic Objective 1.3: Ensure adequate and competent instructors to implement course programme activities and to supervise and co-ordinate the movement and wellbeing of students				
1.3.1	Number of Instructor Orientation and Training programmes developed and implemented	3	3	
1.3.2	Number of specific training interventions implemented for the Instructor Corps	6 (2 per course)	6 (2 per course)	
1.3.3	Number of performance assessments and mentoring sessions conducted for each instructor	6 (2 per course)	6 (2 per course)	
Strategic Objective 1.4: Secure learning and employment opportunities for students after completion of the CA course				
1.4.1	Percentage (%) of EPWP opportunities for students secured after graduation	95%	97%	
1.4.2	Percentage (%) of learning and growth opportunities for students sourced after completion of 12 months internship	50%	34%	The target was not met due to limited post-internship opportunities, skills-opportunity mismatches and external constraints affecting student progression.
1.4.3	Number of corporate engagements for employment opportunities for students and/or graduates	3	3	

Strategic Goal 1: Enhancing the growth and development of youth by implementing high-quality outcomes-based training and development opportunities (continue)

Ref.	Programme Performance Indicator	Annual Target	Actual Output	Explanation for Variance
Strategic Objective 1.5: Revise and formalise partnerships with external partners to offer accredited and non-accredited programmes				
1.5.1	Number of new contracted partnership agreements established with external partners to offer accredited and non-accredited programmes	1	0	Existing partnerships were consolidated and discussions are underway with new partners for the new strategic period.
Strategic Objective 1.6: Provide integrated and needs based psychosocial support for students on each course				
1.6.1	Percentage (%) of individual students counselled as requested	>70%	100%	
1.6.2	Number of reflection sessions for counsellors (supervision)	2 per course	2 per course	
Strategic Objective 1.7: Develop and implement a needs-based Therapeutic Care Programme for each course				
1.7.1	Number of therapeutic care programmes developed and implemented	3	3	
1.7.2	Number of therapeutic care facilitators involved (staff and external facilitators)	12 per course	12 per course	
1.7.3	Number of therapeutic care sessions offered on each course	80	100	
1.7.4	Number of therapeutic care groups offered on each course	>8	98	
Strategic Objective 1.8: Provide primary health care to students on course				
1.8.1	Percentage (%) of referred students attended to in clinic	100%	100%	
1.8.2	Percentage (%) medical issues resolved	100%	100%	
1.8.3	Number of awareness and education sessions conducted with all students in each course	1 per course	1 per course	
Strategic Objective 1.9: Develop new and maintain existing stakeholder partnerships				
1.9.1	Number of MOU/MOA concluded/renewed with stakeholders and partners	3	3	
Strategic Objective 1.10: Collaborating with research institutions, universities or professional individuals				
1.10.1	Participating in research projects and/or fostering new collaborations	2	4	
Strategic Objective 1.11: Publishing articles and/or presentation at conferences/seminars and/or convening a conference on youth development				
1.11.1	Number of published articles; presentation at conferences or seminars	2	2	

Strategic Goal 1: Enhancing the growth and development of youth by implementing high- quality, outcomes-based training and development opportunities (continue)				
Ref.	Programme Performance Indicator	Annual Target	Actual Output	Explanation for Variance
Strategic Objective 1.12: Provision of outdoor camps to internal and external clients by Natureworx				
1.12.1	Number of Outdoor Programmes facilitated for the CA Course Programme	3	3	
1.12.2	Number of Outdoor Programmes facilitated for External Organisations	8	8	
Strategic Objective 1.13: Offerings of the Accredited Training Business Unit				
1.13.1	Number of exhibitions/marketing events to promote the Accredited Training Services	1	0	<p>An external verification process is still under way for training conducted between 2020 and 2023. Youth Development was not offered in the last financial year, pending the outcome of this verification process. The Academy is currently accredited to offer this qualification until 2027. However, changes in the SETA and QCTO landscape will necessitate a review of this strategic objective.</p>
1.13.2	Number of Full Qualifications completed	1	0	
1.13.3	Number of unit standard-based training courses offered (per course):			
	• Facilitation skills	1	0	
	• Teamwork	1	0	
	• Project Management (managing youth projects)	1	0	
	• Advocate for Youth Rights	1	0	
	• Resource Management	1	0	



Strategic Goal 2: Promoting social inclusion and a culture of active citizenship and social change				
Ref.	Programme Performance Indicator	Annual Target	Actual Output	Explanation for Variance
Strategic Objective 2.1: Promote active citizenship and positive change				
2.1.1	Percentage (%) of graduates volunteering in the community	45%	56%	
2.1.2	Average number of applications per high-priority area	50	22	Variance due to poor follow-up after presentations in some areas and the eligibility criteria not being met by interested participants in others.
2.1.3	Number of new registered youth hub participants	40	369	The unmet target of 40 x 10 Youth Hub areas is attributed to varying community contexts, including gang violence, and increased competition from better-resourced programmes that offer ICT access and clearer development pathways after the programme, making them more attractive to young people.
2.1.4	Percentage of active youth hub participants	50%	36%	Variance attributable to safety concerns in some areas, staff resignations impacting programme delivery, and scheduling conflicts among participants.
Strategic Objective 2.2: Monitor and Assess graduates				
2.2.1	Percentage (%) of graduates tracked – graduates will be tracked telephonically or by other available means possible for the first two years after graduating, once per quarter	100%	100%	
2.2.2	Percentage (%) of planned monitoring and support visits conducted at graduate placement organisations during internships	100%	100%	
Strategic Objective 2.3: Promote the Chrysalis Programme				
2.3.1	Number of presentations	30	40	
Strategic Objective 2.4: Implement a family strengthening programme				
2.4.1	Number of family workshops implemented (in-person)	6	6	
2.4.2	Number of family visitations at CA	3	3	
Strategic Objective 2.5: Promote social entrepreneurship				
2.5.1	Number of projects implemented to promote social entrepreneurship	1	0	It is funding dependant.
Strategic Objective 2.6: Promote inclusion				
2.6.1	Number of leadership programmes for youth who are differently-abled	1	0	Students who are differently-abled were accommodated in the training programme. This target will be refined during the new strategic period.
Strategic Objective 2.7: Graduate psychosocial care and support				
2.7.1	Percentage of individual graduates counselled as requested	70%	100%	
2.7.2	Number of workshops for new Placement Supervisors	3	3	
2.7.3	Number of therapeutic workshops held for CA interns (JITS, Coaches and Administrative Interns) as requested or as the need arises	3	3	



Strategic Goal 3: Building an effective and efficient organisation responsive to the needs of youth				
Ref.	Programme Performance Indicator	Annual Target	Actual Output	Explanation for Variance
Strategic Objective 3.1: Ensure effective oversight by the Trust				
3.1.1	Number of Trust meetings	4 quarterly meetings	4 quarterly meetings	
Strategic Objective 3.2: Ensure effective and efficient financial management				
3.2.1	An unqualified audit report	Unqualified Audit Report	Unqualified Audit Report	
3.2.2	Number of financial statements with quarterly reports	4	4	
3.2.3	Timely reviewed and updated FM-related policies	Review and update by 31/03/2026	Reviewed and updated by 31/03/2026	
Strategic Objective 3.3: Ensure effective and efficient supply chain management				
3.3.1	Number of stores and inventory updates	3	3	
3.3.2	Timely review and updating of the SCM policy	Review and update by 31/03/2026	Reviewed and updated by 31/03/2026	
3.3.3	Timely conduct of a disposal exercise for redundant/ obsolete equipment, assets and inventory items	Conduct at least two before 31/03/26	Conducted more than two before 31/03/26	
Strategic Objective 3.4: Ensure effective and efficient facilities management				
3.4.1	Timely approval of the tariff structure and review of the Venue Hire Policy	Review by 31/03/2026	Reviewed by 31/03/2026	
3.4.2	Timely signed of SLAs with all service providers and tenants on the Estate	100% by 31/03/2026	<100% by 31/03/2026	One tenant wanted to renegotiate their terms and conditions, which caused a delay.
3.4.3	Percentage of written complaints regarding management of kitchen addressed	100%	100%	
3.4.4	Leasehold improvements to CA infrastructure (i.e. Academic Block) expressed in Rand value	>R40,000	>R40,000	

Strategic Goal 3: Building an effective and efficient organisation responsive to the needs of youth (continue)

Ref.	Programme Performance Indicator	Annual Target	Actual Output	Explanation for Variance
Strategic Objective 3.5: Ensure effective and efficient logistics management				
3.5.1	Percentage (%) of the implementation of the facilities maintenance execution plan	>95%	>95%	
3.5.2	Percentage (%) of the implementation of the grounds maintenance execution plan	>95%	>95%	
3.5.3	Percentage of vehicles (excl. ground maintenance vehicles) with road worthy certificates while in use	100%	100%	
3.5.4	Number of written complaints from the public or staff regarding the management of security services addressed	Nil written complaints	Nil written complaints	
Strategic Objective 3.6: Ensure effective and efficient human resource management				
3.6.1	Percentage of training needs addressed	90%	>90%	
3.6.2	Percentage of grievances and disputes resolved and disciplinary cases addressed	100%	100%	
3.6.3	Number of staff performance assessments and more frequent information discussion	One formal per staff member combined with at least three informal discussions	One formal per staff member combined with informal discussions	
3.6.4	Percentage of compliance with personnel administrative policies and procedures	100% compliance	100% compliance	
3.6.5	Timely reviewed and updated HR policies and procedures	Review and update by 31/03/2026	Reviewed and updated by 31/03/2026	
3.6.6	Number of audits to ensure compliance with the Occupational Health and Safety Act	4	4	
3.6.7	Number of additional service benefits implemented for staff	At least one benefit to be implemented	One benefit was implemented	
Strategic Objective 3.7: Implementation of mentoring programmes for instructors				
3.7.1	Number of mentoring sessions per instructor	4	4	

Strategic Goal 4: Ensuring sustainability of the CA's operations				
Ref.	Programme Performance Indicator	Annual Target	Actual Output	Explanation for Variance
Strategic Objective 4.1: Optimise fundraising				
4.1.1	Timely annual review of the fundraising strategy and implementation plan, including targets	Review and update by 31/03/2026	Reviewed and updated by 31/03/2026	
4.1.2	Total own-revenue targets in Ran	R 6,1m	>R 6,1m	
Strategic Objective 4.2: Popularise the Chrysalis Academy brand				
4.2.1	Timely annual review of the marketing and communication strategy and Implementation plan	Review and update by 31/03/2026	Reviewed and updated by 31/03/26	
4.2.2	Number of marketing and communication initiatives	4	>4	

Strategic Goal 5: Enhancing safety and wellbeing in the Western Cape by supporting the Western Cape Safety Plan				
Ref.	Programme Performance Indicator	Annual Target	Actual Output	Explanation for Variance
Strategic Objective 5.1: Provision of foundational camps to school learners identified as high-risk (upon requests)				
5.1.1	Number of foundational camps	4 camps	4 camps	
Strategic Objective 5.2: Expansion of CA programme				
5.2.1	Number of nature-based programmes provided to Youth Hubs and other youth development partners	4 interventions	0	The target is resource-dependant.
5.2.2	Number of community-based programmes (eight weeks)	1	0	The target is resource-dependant.

Note 1: Explanations for variances are only presented when the actual output is less than the target.

Note 2: The Academy's role in supporting the Western Cape Safety Plan is dependent on funding and is based on the implementation plan by the Ministry and Department of Police Oversight and Community Safety.



ACKNOWLEDGEMENTS

The success of the Chrysalis Academy cannot only be ascribed to its dedicated and loyal staff and extremely supportive Trustees.

It is with deep appreciation that the Academy also acknowledges the following organisations which provided much-needed financial support:

WESTERN CAPE PROVINCIAL GOVERNMENT <ul style="list-style-type: none"> • Department of Police Oversight and Community Safety • Department of Social Development • Department of Culture and Sport 	 Western Cape Government FOR YOU
HEINEKEN BEVERAGES	
GENDER EQUITY AND RECONCILIATION INTERNATIONAL	
THE A & M FINE FOUNDATION AND POTJIE FOUNDATION	
<p>However, the Academy also benefited from the generous support of various organisations, service providers and volunteers who rendered services either free of charge or at reduced rates.</p> <p>The Academy is deeply appreciative of all the invaluable contributions, as such support is essential to the delivery of its holistic training and development programmes to students and their families. A notable example was the toiletries drive, during which private individuals generously donated a variety of toiletries, enabling the Academy to provide meaningful assistance to students in need.</p> <p>The Academy also extends its deep appreciation to the following organisations for their priceless support to the Academy:</p> <ul style="list-style-type: none"> • RLABS • COMMUNITY CHEST • STEENBERG GOLF CLUB • ROTARY CLUB OF TABLE BAY • ROTARY CONSTANTIA • CITY OF CAPE TOWN • HEART QUEST • CAPE TOWN TV • TSEBO • PICK N PAY • NEMISA / COLAB • DELOITTE • VIC BAY • PRIME CLEANING SOLUTIONS • GRANDWEST • HI TEC • JUDGE GAMBLE • EVERYFLUSH • ONEUP • JUDGE GAMBLE AND A PROUD MEMBER OF: <ul style="list-style-type: none"> • KIRSTENBOSCH BUSINESS NETWORK • CAPE CHAMBERS 	

All images, quotes and stories used in this report are provided with consent of the respective individuals.

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