



FUNDING PROPOSAL

Funding Needs

**Prepared by:
Inanda Seminary – Mrs J Tate (Executive Director)**

March 2019

INANDA SEMINARY - 150 years of educating South African women

1. Executive Summary

1.1 Description of Applicant

Inanda Seminary NPC was founded by American missionaries in 1869. Since then it has provided quality high school education to thousands of black South African women, before, during, and after the apartheid era. At its core is a holistic education programme that upholds Christian values and philosophies and embraces African tradition and heritage. The school's motto is "Shine where you are".

The Seminary is a 'boarding only' facility with an enrolment of 435 students from Grade 8 to Grade 12. A pass rate of 100% in the National Senior Certificate (NSC) Grade 12 examinations has been achieved each year (bar one) over the past ten years. In 2018 the students who sat the National Senior Certificate examinations achieved a 100% pass rate and a 100 % Bachelor Pass rate (university entrance), with 170 distinctions overall.

The school is a registered Non-Profit Company No. 1997/005605/08. It has strong governance principles managed by a Board of Governors and an experienced management team.

Major donors to the school in the past include the Zenex Foundation, Global Ministries, Ayavuna Trust, the Michael and Susan Dell Foundation, Grindrod Family Centenary Trust, Nedbank Private Wealth, Datatec and the Victor Daitz Foundation.

1.2 Funding needs

Inanda Seminary has a history of offering quality education to black female students in the midst of a society where this has not formerly been a priority. Excellent matric results have been attained for many years despite there being no admission tests or entry criteria to enter the Inanda Seminary besides an ability to converse in English and pay the nominal school fees. There are 2 areas of direct need:

Fees/Bursaries

- Local community children whose families are unable to afford to send them to the Seminary
- Over the 5-year tenure at the school from Gr 8-12 there are several families who experience changes in their financial circumstances and are unable to keep paying the school fees. The Seminary attempts to offer these families support, usually for a limited period of time, with bridging funding in order to retain their daughters at the Seminary.

We appeal to trusts and private donors to pledge their support to the Seminary in order for us to offer the families of such students' financial support. The distribution of such funds is administered responsibly by the Bursary-Scholarship Committee – a sub-committee of the Board of Governors, and given to worthy recipients at their times of need and opportunity.

Projects - Infrastructure/Educational Support

- Listed in this proposal are major and medium capital projects that the Seminary is working towards in order to remain progressive and offer best international practice
- In addition, there are subject related needs in that we wish to continue our Saturday School classes for mathematics and science and our mathematics intervention project whereby we are proactively seeking a solution to address the foundational gaps we experience with children newly entering high school.

2. Introduction and Background

2.1 Inanda Seminary: 150 Years of Educating South African Women

Inanda Seminary NPC was founded by American missionaries in 1869, and has at its core a holistic education programme which upholds Christian values and philosophies and embraces African tradition and heritage. It has a proud history of 150 years of educating thousands of black South African women who have gone into the world exemplifying the school's motto of "Shine where you are".

The school, which lies 25km North West of Durban and forms part of the KwaZulu-Natal Tourism Route, is the leading independent boarding school for black girls in Southern Africa. It offers quality education, which emphasizes independent thinking and freedom of expression and has produced a number of highly successful women who today occupy top positions in government and the corporate sector.

As an independent school, Inanda Seminary is privately governed. It is a registered Non-Profit Company No. 1997/005605/08 and Public Benefit Organisation PBO No. 930 014218. Parents are attracted by the high quality, value based education, which is offered at a very affordable fee-level, and the excellent matric results achieved over the years. In spite of its stringent budget, Inanda Seminary has been able to achieve much, largely through the passion of staff and alumnae.

The pride and sense of belonging which the school instils in all who teach, work and learn here, portrays the general character of the institution. Strong values of honesty, loyalty, responsibility, self-discipline and respect are reinforced and strengthened in a cultural context that is proudly African. When the school was on the verge of closure at the end of 1997 due to financial constraints, the intervention of the Old Girls ensured that the school prevailed, and the school re-opened in 1998 with a new Board of Governors. Since then, the school has grown from strength to strength. The infrastructure has been extended and improved largely through the generous donations of alumnae and other trusts and funding organisations.

2.2 Governance and staffing

The affairs of Inanda Seminary are administered by a Board of Governors, all of whom are members of the non-profit company.

The Officers of the Board are:

- Chairperson – Mr A Wentzel
- Vice Chairperson – Mrs G Khumalo

The current Executive Director, Mrs J Tate (B.Sc., B.Ed., M.Ed.) is accountable to the Board of Governors, and has been delegated responsibility for the general administration of the property, maintenance and financial aspects of the school, and all external relations. The current principal, Ms

Kim Simons-Thebe is responsible for the academic and boarding aspects of the school and is accountable to the Executive Director.

The Executive Director and Principal are assisted in this administration by:

- Academic Directors : Mr D Govender, Mr P de Lisle
- Boarding Director : Mrs B Mdladla
- Bursar : Mrs S Miller
- Administrative Manager: Ms S Khowa
- Chaplain : Rev A Fabian-Williams
- Property: Mr Innocent Shandu and Mr Rico Beeby
- Khanyisa Inanda Seminary Community Projects Manager: Ms T Ndlovu

The Academic Staff Complement comprises 34 educators, and 10 teacher trainee interns. The Institutional Staff Complement comprises 36 staff that oversee finance and administration, property, boarding, support and archives.

2.3 Matric results

Table 1 shows an analysis of Matric results since 2005:

TABLE 1: MATRIC RESULTS

Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Pass rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%
Distinctions	19	38	26	23	67	91	99	190	130	161	174	117	88	179
Bachelor's rate	82%	81%	73%	88%	86%	98%	95%	100%	97%	97%	96%	94	92%	100%

2.4 Enrolment

Table 2 shows the number of students enrolled at the school since 2005, all of whom who are full term boarders. There are no day scholars.

TABLE 2: ENROLMENT

Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Students	327	338	332	350	390	393	392	389	417	439	420	402	403	416	433

2.5 Finances

The finances of the school are managed by a Finance Committee - a subcommittee of the Board of Governors - including the Board Chairperson, a representative of the Board, the Bursar and the Executive Director.

The ISOGA Trust was formed by the school management in 2002, with the objective of building up resources for repairs and maintenance, and for scholarships and bursaries for currently disadvantaged and community children. The Trust is controlled by 3 trustees:

- Ms Thandi Orleyn, representing the Alumnae
- Mr Allan Wentzel, representing the UCCSA Denomination

- Mrs Judy Tate representing the Board of Governors

2.5.1 Income streams

The school has the following sources of income:

- School Fees – 86% (which include the bursary/scholarship funded students)
- KZN Dept of Education Subsidy – 10% - awarded because the school fees are low. (The school qualifies for a subsidy which provides 40% of what it would cost the government to educate these students if they were in the state sector.)
- Other – 4% (donations, alumnae, hire of school premises, cottage rental etc)

2.5.2 School fees 2019

School fees for 2019 are R64 000 for the year, which cover all tuition, text books, computer usage, excursions, extra murals, administration, boarding and maintenance.

2.5.3 Major donors

- Zenex Foundation – previously funded students to attend the Seminary and teacher-interns to train at the school.
- DOE and Investec fund 3 intern-teachers to train at the Seminary currently on the ISASA SAMSTIP project.
- Grindrod Family Centenary Trust - currently support 4 teacher-interns on the Pre-service Teacher Development Programme.
- Global Ministries – ongoing donations
- Ayavuna Trust – comprising largely alumnae from the school who have sponsored several major capital/maintenance projects. They currently sponsor a major education intervention in the community through the Khanyisa Inanda Seminary Community Projects.
- Alumnae of the school who offer monthly contributions and support sundry needs of the school.
- Nedbank Private Wealth – previous funders of the Maths and Science Saturday School intervention for students of the Seminary and community schools.
- Victor Daitz Foundation – funders the building of two new science laboratories, the extension of a hostel and school clinic and the Khanyisa Community Centre.
- Datatec – replacement of technology equipment for the Seminary.
- Burford, Greenacre, Fulton, Molly Reynolds, Phembani Trusts who fund fee support for students when families experience difficult financial circumstances.

3. Project Proposals:

There is a wide range of projects we are currently working towards at the Inanda Seminary. Some are major infrastructure needs and others support to families for children with potential to attend the school, or children currently at the school whose parents find their financial circumstances changed and they can no longer afford the fees.

3.1 Beneficiaries

The beneficiaries of all projects are the students of the school, both present and in the future. Current enrolment stands at 433 black females which is close to capacity.

The Seminary has a strong outreach policy and is involved in different community projects – poverty relief, visiting the aged and lonely, support of an afterschool centre, assistance at a morning soup kitchen for child headed households and English tuition for local primary school children. Thus other beneficiaries are also community children and teachers who we share facilities with through our social development work.

3.2 Areas where support is needed:

Inanda Seminary School Projects – Needs - 2019

Major Projects

1. **Multipurpose Centre** – proposal documents and drawings on school website www.inanda.org/alumnae **R 3,6 million**
2. **Solar panels** – Phelps Hall – based on 70L per shower x 140 students showering for 8 minutes would require 14 solar geysers @ total cost of **R1, 3 million**.
3. **Literacy and Learning Centre** – rebuild and transform old Secretarial College **R 800 000**
4. **Purchase of property from the church** – including municipal rates to be paid – property **R 1,650 000 ; Rates R 2,500 000**

Medium Projects

1. **Roads and drainage around property R 500 000**
2. **“Locker park”** – covered area/lockers - **R85 000** (Wood) or **R186 000** (steel) both Include roof and cement floor
3. New **netball** court - **R 290 000**
4. Margaret Nduna – **Hot water boiler tanks** (existing tanks rotten and leaking) – **R154 000, 00**

General Needs

5. **Maths and Science Saturday Intervention Classes** – for gr 10-12 22 Saturdays per annum at a cost of approximately R 5 000 per Saturday **ie R 110 000 per annum**.
6. Wooden fence to screen wash lines - **R62 000** dropper fence.
7. Bursaries for members whose families get into financial difficulties **R64 000 per student – any contribution towards a part bursary also works well**
8. Staffroom revamp - new curtains and painting – approximately **R 50 000**
9. **Refurbishment of staff cottages** – this is on-going. 3 cottages have recently been refurbishment but there are another 6 cottages that need to be overhauled at approximately **R 60 000 per cottage**.
10. English and isiZulu library reading books **any value**

Manpower

11. **Teacher Intern Training Bursaries** – training on site approx. **R 60 000 per teacher intern per annum** – currently have 3 needing a further 2 years funding
12. **Mathematics Intervention** – Reflective Learning Intervention Maths Teacher R 20 000 x 13 = **R 260 000**

We would be very happy to discuss the contents of this proposal with you, and would like to introduce you to some of our sponsored students, to show you around many of the infrastructure projects we have built with our in - house team using local labour on a labour - only contract where we buy materials, and for you to experience our school, Inanda Seminary - and to answer any questions that follow.

4. Conclusion

We are so grateful for the support of our donors. We do believe that through donor support the Seminary has been able to improve its offering to students and bring about possibilities and options for local students who may otherwise never realise their potential.

Inanda Seminary is on solid footing and is experiencing exciting growth. The Seminary has a strong academic and administrative infrastructure and many beautiful historic buildings set in park-like surrounds. The campus is an oasis in the middle of the Inanda Township that has grown up around it. Inanda Seminary is a very successful school for black females and is being used as a transformational model of schooling in this region. While it is an independent school, the fees charged are far lower than many public schools with a comparable offering.

The Seminary is a well-known historic mission school and has so much to be proud of and carry forward for future generations of students. The school's management believes that through additional support, the school will be able to improve its offering both to enrolled and community students. Inanda Seminary is a model for other schools as it leads the way forward in restoring the former glory known to historic schools for the building up of our country and its communities.

We thank you for the opportunity to appeal to you for support to enable us to continue to offer an enriching educational experience and growth opportunities for our students.

Prepared by:

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HEAD
INANDA SEMINARY

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Banking Details

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Branch Code	043626
Account Type	32 day Account
Account Number	058688250
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Serial account no:	001