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EXHIBITIONS

&

INFORMATION ASSOCIATION

*It is in your hands*

2019

ORGANIZATIONAL REPORT

# Contents

	Page
Introduction	3
Presidential Remarks	3
Challenges	5
Recommendations	6 - 7
Conclusion	7
Financial Report	8
Regional Reports and Activities	12

## Introduction

In assuming office, the current Executive Committee took heed of a 9-Point Plan which included different areas of priority in taking our Association forward, and in the course of changing times. These areas included Stakeholder Relations, Communication, Corporate Image & Positioning, Membership Drive, Fundraising & Sustainability, Transparency, Partnerships, Innovation, Performance and Management & Evaluation. Our Association will continue to play a strategic role in enhancing coordinated efforts amongst tertiary institutions with regard to student recruitment.

## President Remarks

The 2017/2019 era was dedicated to repositioning and reconfiguring of our association. The review of the Constitution, which no longer aligned to the current modus operandi, took a priority to set a new tone for leadership, and to rephrase our destiny and role in transforming the perceived higher education matrix.

As we rely on a web of stakeholders, this should continue to make a call for a dynamic environment in which our persistence should make unique impact in raising the flag for social transformation and justice, especially in reframing the context and content for career development.

Our internal re-structuring and re-juvenation processes should be characterized by leadership determination and a total commitment to serve our main stakeholder, the learner; rather than self-perceived and vested interests that mainly deter the internalization of our mandate to serve our nation. Our scattered objectives and lack of a united vision has disintegrated our efforts into the myth of servanthood camouflaged by fake characterization of leadership. All we are able to achieve is a continuum of activities that resonate and disappear in the air without profound impact we are expected to deliver.

Our priority as member institutions should reflect in the deep and conscious support for the obligations we are bound to embrace and collectively share to uplift our service to humanity.

As we gather in this AGM and Congress, we are challenged to re-commit, re-charge ourselves and to renew our vows. Our association needs to reposition us to play a meaningful role and uniquely influence the higher education sphere. We look forward to new leadership that will re-surface our commitment to lead higher education mandate in the context of transformation and relevance. Our leadership should be entrenched in principles of governance and leadership guided by clear conscience of servanthood and not of self-interests to status seeking objectives that undermine our role to serve.

The gap between current constitutional provisions and leadership demands high prioritization and personal re-affirmation to willing to serve. The poor performance on several National Executive Committee positions have let down service delivery during the ending term. It is, therefore, upon this AGM to reconsider the type of leaders that will be elected. A great introspection is required to align the type of leaders we have often entrusted our organization without due consideration of how much these leaders are capable of. Instead of serving as connect agencies between the NEC and the regions, valuable time has been used to deal with unnecessary squabbles and conflict of resolute.

In reflecting on a few things relating to our association governance, we are prompted to reflect on a number of tight rules, if we want our association to move a level higher and above.

Since the current leadership commenced in October 2017, a few areas of concern have emerged in terms of protocol, communication and leadership ethics. One that strikes most, is when new incumbents are confronted by being compared with some previous leadership style, and thus expected to follow the thread. We all come from different

orientation, and thus should be given an opportunity to do things the way we believe should be. No leadership is a replica of any previous or future leadership. In fact, it is good for an organization to allow this variation as a means to explore and attain the best way to build our association. Indeed, this is the kind of issues that our current government is struggling with even today. Successful organizations are where they are today, because they have allowed themselves to transform with times and trends, not by sticking to some person's legacy and history.

As leaders, one of the most important mechanisms that will make us respectable is our commitment to serve, despite the positions we hold. Through this, we will be able to respect protocol and command respect. As leaders, we note with great disappointment that when we do not agree on certain matters, as leaders, we tend to pull into conversations, members of the Advisory Board, with the hope that they will be inclined to volunteer their support in these matters. We hold great respect for any Advisory Board, especially considering the caliber of our current Advisory Board Members. In some cases, this is done on matters of pure operational level, as if a call is being made to request them to intervene. We need to give the Advisory Board the necessary respect, honor and dignity, and not swarm them with unnecessary operational matters that should be dealt with by the NEC elected by this AGM. We have all been elected or nominated to take our respective roles, as a team, and should not be demonstrating our lack of resolute to deal with matters of leadership; if indeed, we have been competent candidates. Advisory Board Members should be given their space, in line with the constitution. They are a resource to us, but should not be over-indulged on lateral operational matters. If we persist, this may slowly erode their commitment and support to the course of the association. We should be utilizing them to venture into new avenues of growing our association turfs, and commissioning them to clear the ground for us.

Lastly, it is disappointing, to note the level and tone of communication between ourselves, especially when we need to address matters of concern. The choice of words, and the undermining of capabilities, remains intolerable for people in our role. Sometimes, we witness unnecessary interpersonal conflicts, that should not have anything to do with our roles as leaders. We all do deserve to be respected, regardless of our age, gender, origin and position we hold outside the association. Perceptions we hold of each other should be a private matter. What has brought us into this office of leadership is, as pronounced in the 2017 presidential acceptance speech, "we have been called to serve".

We plead for peace, respect and honor in our leadership. The late Dr Myles Monroe, advocated for leadership that remains "a capacity to influence others through inspiration, motivated by a passion, generated by a vision, produced by a conviction, and, ignited by a purpose"

Let us enjoy the company of each other, for this is the only way, we can serve our members with joy, truthfulness, and honor.

# Progress and challenges

## Stakeholder Relations

In line with the 9 point plan that we adopted at the beginning of the term, there remains a highway of miles to travel in strengthening our relations with other stakeholders. We need to identify these influential corners in order to pave our way with their support. With our current constitution and latest policies development, we are better positioned to stand trial of our ethical taste to those that aspire to work with us. Our partnerships should contain not just financial sustainability and resource mobilization; but, should encompass those relations in kind that will benefit our long-term goals.

Those tasked with the role of leading and linking, should drive innovative measures to explore the landscape. It is bound to be difficult and costly in terms of time and resources, but we need to be innovative enough to make a difference. A solution to these issues can be found in and during mini-congresses suggested.

## Communication Enhancement

The lack of commitment by the majority of offices in our structure has enhanced a gap between the National Executive and the regions. Such networks failure has created a vacuum in communication and action. Each role in the Executive should be considered as an absolute mandate and a resource to keep our delegates informed of developments. Regions have not been represented with honesty and determination, despite all modern platforms available to make communication easy. Regions should hold their representatives and the NEC accountable for the positions they have been elected for. Membership database should be enhanced through submission of list of current officers relevant to student recruitment and marketing, by each institution. This will ensure that the right people receive communication at all times, and not sifted by individual motives along the way.

The association should be our “other home”, in which we spent time together. We need to acknowledge each other for personal development as well as challenges we may be going through. Let us be true communicators of truth and use our networks in honesty. Respect for each other should form a thread to our communication efforts, despite the difference in the position we hold.

## Corporate Image & Positioning

The Association needs a jerk up on the corporate image, including website development and maintenance. The make-shift mechanism implemented during the period in review did not make much impact. We still urge institutions with capacity to assist in the development of our website to avail their resources in guiding the association in this regard. The last solution would be to engage a private resource that will do this on a continuous basis.

In terms of branding, we need a strong branding strategy that will zoom our presence at all events and make us visible

## Membership Drive

Our membership drive remains a big priority. In fact, despite an increase in some of very few regions that have done well, sustainability of membership is a challenge. There is a demonstration that some institutions only use membership as a ladder to achieve leadership positions, and not genuine association and commitment. This AGM need to consider some further tight recommendations made, to ensure sustainability of the association. We welcome our new members that joined us, and trust that we shall be able to rely on their strengths to grow our work in those regions. Like disciples, we are further commissioned to go out and make the remaining institutions true ambassadors of our course. Despite busy schedules during the year, we urge regions to reconfigure time to meet as a region to ensure that matters of importance be dealt with. We need to strengthen relations between ourselves before we can attract others to join us. Our SADC quest remains uncertain and frustrated by lack of structural development in those areas. Reliance on individuals and institutions is not sustainable. Proper structures of governance is a solution to ensure continuity.

## Fundraising and sustainability

Resources are a need to the association's sustainability. The office of the Deputy President and Advisory Board has been tasked with the role of coordinating such efforts. However, member institutions could play a major role in introducing potential avenues and work with the NEC. Revenue levels remain low and without genuine concern and measures, performance cannot be guaranteed in future. In line with resource demands, the AGM should start considering review of the membership fees and other third stream funding mechanisms. Innovatively, a review of the AGM and Congress structure and NEC meetings should be re-considered to deal with the austerity measures without diluting the current stature and standards.

## Transparency and vision sharing

Transparency is embedded in our constitution and relevant policies. Member institutions should take it upon themselves to acquaint themselves with the constitution and policies aligned. This will drive interest in ensuring common vision sharing about where and how the association is heading to. Any doubt or dissatisfaction should be addressed with respect to the National Executive Committee. Rumours and unfounded allegations do not enhance vision sharing, instead they destroy the confidence that others have over the association. We will not agree at all the times, but forums such as the AGM are the right platform to engage in matters of common interest.

## Partnerships

Our biggest partnership is with the Department of Education at all levels. It is unfortunate that in some regions, we keep on distancing ourselves from this important stakeholder in the way we relate to them as well as maintaining close links. For the Association, the internal stakeholders are the member institutions. It has been noted that many of our member institutions do not play a role in hosting our annual events, thus leaving pressure on the Department to host for the sake of the learners. Institutions, especially the member institutions, should acquaint themselves with constitutional obligations and benefits of being a member, including hosting annual events on our calendar. This has in the latest, left challenges and pressure for the National Executive Committee to find convenient means to hold events at some regions. Members should be rotating in terms of hosting, to relieve others, lest these will also become tired and find resources depletion, and having an impact in the quality of our events. It is upon regions to start identifying other partners around, notwithstanding to recruit them as CEIA members.

## Innovation

Our events and annual plans should start reflecting change of trends around us, so that we can remain relevant. We should realize that we are not the only role players in the industry, but great competition and innovation awaits us. Times of relaxation has past and should we keep our hesitant stance, we will experience a cultural shock and extinction. The worst is that we will have sold out our mandate and the stakeholders we are supposed to serve.

## Performance Management System

The poor or lack of consistent reports as well as low attendance to meetings is an indication of poor performance and lack of accountability on the mandate bestowed upon ourselves. The lack of decisive policies and specific clauses dealing with a code of conduct for those elected in positions has left a vacuum in holding people accountable. We call for a code of conduct for both leadership as well as membership, to ensure that systems are in place to deal with those that continue to act unprofessionally as well as in contradiction to the profile aligned to the association. Much was achieved in setting up some of these basic principles of operation, but it will need a definite implementation framework to uphold the ethics. Setting measurable objectives and anchored by consistent review and strategic imperatives will assist in reshaping our association.

## Conclusion

We thank those who have served our association selflessly and with pride, in the past term, in and outside the National Executive Committee as well as the Advisory Board. We trust that should they not be part of the new leadership, by their own or by the people's choice, they remain a call away to share their experiences. As we conclude the year and term, we wish everyone a blessed and safe vacation. May the good Lord bless and keep us safe. This is an electoral AGM. We commit all those that will be tasked with leading us in the new term, to a well-guided and successful term ahead. All the best!

# Financial Report

## Careers Exhibitions and Information Association Reg No. 049-278 NPO Financial Statements 30 September 2019

### CAREER EXHIBITION AND INFORMATION ASSOCIATION

Reg. No. 049-278 NPO

### FINANCIAL STATEMENTS

TO THE MEMBERS OF THE NATIONAL CONGRESS

#### Report on the financial statements

I have compiled the annual financial statements of CAREER EXHIBITION AND INFORMATION ASSOCIATION based on the information supplied by management. The statements comprise the statement of financial position at 30 September 2019, the statement of receipts and payments; and the statement of changes in bank balance for the year ended 30 September 2019 as set out in pages 4 to 6.

#### Compiler's responsibility

I performed the compilation engagement with objectivity, professional competence and due care.

A compilation engagement involves applying expertise in accounting and financial reporting to assist management in preparing and presenting financial information. A compilation engagement does not include gathering evidence for the purpose of expressing an audit opinion or a review conclusion.



T. MUTSHUTSHU  
CHARTERED ACCOUNTANT (SA)  
07977222

238 WILLOWBROOK ESTATE  
VAN DALEN ROAD NORTH  
RUIMSIG, 1724

16 OCTOBER 2019

**CAREER EXHIBITION AND INFORMATION ASSOCIATION**

Reg. No. 049-278 NPO

**MEMBERS OF THE EXECUTIVE COMMITTEE AND ADMINISTRATION**

T Nyelisani	-	President
D Mminele	-	Deputy President
K Malapane	-	Treasurer
L Legoete	-	General Secretary
T Lutshabe	-	National Coordinator
M Dlamini		
M Koali		
Z Masindi		
K Marole		
N Mlonzi		
E Ndala		
R Nekhunguni		
WN Zungu		

**BANK**

ABSA – THE GLEN, OAKDENE, JOHANNESBURG

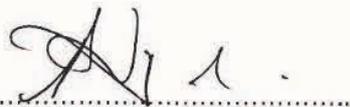
**BUSINESS AND POSTAL ADDRESS**

13 THAGE STREET  
ATTRIDGEVILLE  
PRETORIA, 0008

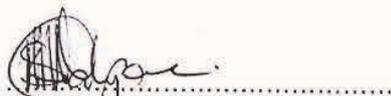
**ACCOUNTING OFFICER**

T MUTSHUTSHU  
CHARTERED ACCOUNTANT (SA)

238 WILLOWBROOK ESTATE  
VAN DALEN ROAD NORTH  
RUIMSIG, 1724



CHAIRPERSON



TREASURER

CAREER EXHIBITION AND INFORMATION ASSOCIATION

Reg. No. 049-278 NPO

Statement of Financial Position at 30 September 2019

	2019 R	2018 R
<b>ASSETS</b>		
Current assets		
Bank balance current account	329 494	168 250
<b>Total assets</b>	<b>329 494</b>	<b>168 250</b>
<b>EQUITY</b>		
Retained funds	329 494	168 250
<b>Total equity</b>	<b>329 494</b>	<b>168 250</b>

CAREER EXHIBITION AND INFORMATION ASSOCIATION

Reg. No. 049-278 NPO

Statement of Receipts and Payments for the year ended 30 September 2019

	2019 R	2018 R
<b>RECEIPTS</b>	716 542	745 564
Conference fees	591 820	546 864
Membership fees	84 022	89 000
Exhibition fees	40 700	75 000
Interest received		
Other		34 700
<b>LESS: PAYMENTS</b>	555 298	891 386
Accounting fees	8 000	9 450
Bank charges	3 562	4 146
Conference 2017		252 911
Conference 2018	105 378	447 693
Conference 2019	324 712	
Corporate gifts	44 673	34 678
Executive meetings, catering and travel	32 682	105 196
Expo fees	35 140	34 664
Website	1 152	1 152
Phone		1 496
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>161 244</b>	<b>(145 822)</b>

**CAREER EXHIBITION AND INFORMATION ASSOCIATION**

**Reg. No. 049-278 NPO**

**Statement of Changes in Bank Balance for the year ended 30 September 2019**

	R
Balance 1 October 2018	314 072
Deficit for the year ended 30 September 2018	(145 822)
Balance 30 September 2018	168 250
Surplus for the year ended 30 September 2019	161 244
Balance 30 September 2019	<u>329 494</u>

**CAREER EXHIBITION AND INFORMATION ASSOCIATION**

**Reg. No. 049-278 NPO**

**NOTES TO THE FINANCIAL STATEMENTS AT 30 SEPTEMBER 2019**

1. The financial statements of Career Exhibition and Information Association are drawn up on a cash basis as the entity primarily transacts using cash transactions.

## Annexure 1A

# STAKEHOLDER ENGAGEMENT BY THE NATIONAL EXECUTIVE

Top 5	Full National Executive Committee	Annual General Meeting & Congress	Venue	Purpose
27 to 28 March 2019			Nelson Mandela University	1st Planning meeting and meeting with NMU Team
	2 or 3/5/2019 NEC 9:00 – 12:30 : De-briefing session and NEC agenda 13:30 – 15:00 Strategy session with Advisory Board (Take Advisory Board through the latest developments)		Gauteng	De-briefing Session for NEC and special session with the Advisory Board
15 -19/07/2019 (Univen Expo)			Univen	Exco progress meeting
	15/8/2019)		GP	NEC Business Meeting
15 July 2019	Sponsorship Sourcing	Assupol Life Offices, Garsfontein.	Sponsorship proposal	Successful, R 35 000 for the AGM
Determined by LOC			Nelson Mandela University	Finalisation of AGM preparations
14/10/2019 -15/10/2019 (Exco & Working Team only)			Nelson Mandela University / Designated hotel	Pre-Congress Meetings
		16/10/2019 – 18/10/2019	Nelson Mandela University / Designated hotel	Annual General Meeting & Congress
29/10/2019 – 30/10/2019			To be determined on the last day of the AGM & Congress	Hand-over Meeting with newly-elected Exco
				To be determined on the last day of the AGM & Congress

Note: Other emergency off-record consultations through teleconferencing and group emails.

## Annexure 1B

### GRADE 12 EXHIBITIONS REPORTS

Region/ Country	No of Expos	No of schools	No of Learners	Achievements	Challenges	Recommendations
Eastern Cape	12	424	70100	An increase in numbers of learners seen	Lack of participation from CEIA members outside the EC region.	Greater support from exhibitors, especially from outside the EC.
Free State						
Gauteng	6	136	20285	Participation and enthusiasm of learners, teachers and exhibitors made the career expo the celebrated success.	CEIA member support.	CEIA member support, relook at numbers of schools seen per week, location of hosting venue and Benchmarking from successful exhibitions
Kwazulu-Natal	12	1663	77551	<p>Media (SABC Interviews)</p> <p>Teachers' workshop to empower the teachers with importance of career guidance.</p> <p>We cemented our position as CEIA with political leaders, union's leaders, traditional leaders and principals.</p> <p>Team work and support of institutions and partnership with other organizations, companies, governments departments.</p>		<p>Support the District coordinator with planning.</p> <p>We will also work with DOE and municipalities starting from planning stage.</p>
Limpopo						
Mpumalanga	6	167	33 342	Attendance and participation	Teacher unions shutdowns	Continued support
Lesotho						
Swaziland						