

Thandanani Children's Foundation

Annual Report



2008 / 2009



Facilitating community based care and support for orphans and other vulnerable children

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Term / Abbreviation	Description
TCF	Thandanani Children's Foundation
OVC	Orphan or vulnerable child under the age of 18
OVC Household	A household that includes one or more OVC's
CHH	A child headed household or a child head of a household
ELC	Early Learning Centre (Pre-school)
Caregiver	The adult head of an OVC household
Home Care Volunteers or HC Volunteers	TCF's community based volunteers whose primary task is the provision of care and support to a number of OVC households
Food Security Volunteers or FG Volunteers	TCF's community based volunteers whose primary task is the development and management of food gardens for the benefit of OVC households
Early Learning Centre Volunteers or ELC Volunteers	TCF's community based volunteers who are involved in the provision of care and support to OVC's at the ELC's we support
Life-skill Volunteers or LS Volunteers	TCF's community based volunteers whose primary responsibility is the facilitation of community based therapeutic and support programs for OVC's and their caregivers
Volunteer teams	These are the volunteer teams TCF has established in each of the communities it serves. These teams typically include a number HC Volunteers, CW Volunteers, FS Volunteers and ELC Volunteers. Together, the teams provide a range of services and support to OVC households
Development Facilitator (DF)	A staff member of TCF whose primary responsibility is the coordination and supervision of our volunteer teams & community development activities
Child Care Worker (CCW)	A staff member of TCF whose primary responsibility is the coordination and supervision of our ELC volunteers & activities.

This year Thandanani celebrates its 20th anniversary. In 1989 a small group of volunteers started to provide care and support to children abandoned at Edendale Hospital. Then in 1995 they began to provide care and support to vulnerable children in their communities, and today Thandanani supports over 2600 children in 866 households across 17 historically disadvantaged communities. This is an amazing achievement and one well worth celebrating.

It is amazing because it demonstrates what can come of the efforts and vision of a small group of people who reach out to others less fortunate than themselves. What started with a handful of compassionate and committed individuals has grown into a “safety net” of over 150 volunteers who support and care for orphans and other vulnerable children in their communities.

It is amazing because, in a country of such stark contrasts and contradictions, Thandanani is an embodiment of ubuntu - collective action for the common good based on the recognition of our common humanity and common destiny.

As an organisation we embody the spirit of ubuntu in a number of ways: in our name: “Thandanani” - which means “love one another”, in our logo: with its “human stars” reaching up in support of others; in our emphasis on consultation, teamwork, transparency and accountability, but most importantly in our actions: in the real difference we make in the lives of the children we serve.

This report details our achievements in the last 12 months but these achievements represent only a small fraction of our impact over the years and this impact is the achievement of not just the current staff and volunteers but of all those who came before them.

It is in this spirit that we would like to dedicate this report to all the “stars” that have come before us. To all our past board members, staff, volunteers, donors and sponsors, thank you for your support; thank you for your time; thank you for your wisdom, thank you for your compassion; thank you for your spirit of Ubuntu!



“Africans have a thing called ubuntu; it is about the essence of being human, it is part of the gift that Africa is going to give to the world. It embraces hospitality, caring about others, being willing to go that extra mile for the sake of another. We believe that a person is a person through other persons; that my humanity is caught up and bound up in yours. When I dehumanise you, I inexorably dehumanise myself. The solitary human being is a contradiction in terms, and therefore you seek to work for the common good because your humanity comes into its own in community, in belonging.”

- Archbishop Desmond Tutu

“Ubuntu promotes cohabitation: the tolerance and acceptance of all races and creeds in the human household ... Ubuntu reminds people in the household that they are all part of the greater human family and that all depend on each other. It promotes peace and understanding.”

- (in foreword to Let Africa Lead by Reuel Khoza)

“A person with Ubuntu is open and available to others, affirming of others, does not feel threatened that others are able and good, for he or she has a proper self-assurance that comes from knowing that he or she belongs in a greater whole and is diminished when others are humiliated or diminished, when others are tortured or oppressed”

- Archbishop Desmond Tutu

“Ubuntu speaks particularly about the fact that you can't exist as a human being in isolation. It speaks about our interconnectedness. You can't be human all by yourself, and when you have this quality - Ubuntu - you are known for your generosity.”

- Archbishop Desmond Tutu

“We think of ourselves far too frequently as just individuals, separated from one another, whereas you are connected and what you do affects the whole world. When you do well, it spreads out; it is for the whole of humanity”

- Archbishop Desmond Tutu

“The quality of ubuntu gives people resilience, enabling them to survive and emerge still human despite all efforts to dehumanise them”

- Archbishop Desmond Tutu

Ubuntu - a universal truth; a way of life that underpins the concept of an open society. Respect, helpfulness, sharing, community, caring, trust, unselfishness - one word can mean so much. This is the spirit of Ubuntu.

- Nelson Mandela

“Ubuntu ... It is the essence of being human”

- Archbishop Desmond Tutu

Our sincere thanks for the wonderful Award and informative Anniversary Celebration and for all the amazing work you have done and for what has been achieved for the children over the years by your Staff, Volunteers, Community workers and Committee.

Thank you so much,
Penny and Rob Haswell

We like to send our deepest appreciation to the whole Thandanani Children's Foundation for everything that they did for us through the hard time of our family when we lost our mom. We wish you all the best in the future and beg you to never stop doing what you did for us and do it to the other families. May God Bless you Thank you so much

Yours Faithfully
Mzizi's Family

As Snathing Volunteers we like to thank TCF for working towards improving our Community Life. Orphans had suffered when they lost their loved ones but TCF has come to their rescue by opening doors wide to these orphans.

To all those who are actively involved in saving the lives of OVC's, thank you. Donors and TCF staff don't give up on bringing hope and saving lives-

Malume Malume Duncan and Nhlanhla Ndlovu
Thank you for the Skills, Training and Stipand that you give to the volunteers. The support you give to us is amazing.

Special thanks to our DF Mahadebe Mkhize, our Social Worker Mthobisi and our Trainer Fikile

From Snathing Volunteers

Sbongile, Thoko, Nombulelo, Zanele, Nonduduzo, Duduzile, Faniswa, Jacky, Nomusa, Nontobeko, Phumelele

The Governing Body, Principal and Staff of Nqoba are writing this letter to thank Thandanani for the gifts of a fridge and stove.

We are grateful for everything that you have done for us and our children. We hope to continue with our partnership in 2008.

Wishing you and your staff a Merry Christmas and a prosperous New Year.

Yours Faithfully
Mrs N.A Khumalo (Principal and Staff)

The School Governing Body, Educators and Learners of Malala Primary School would like to express their gratitude for the donation of curtains and books that you have donated towards the development and upliftment of our school. The donation that you have made was a great pleasure to us all. Your generosity has been something special and treasured. May GOD bless you as the hand that giveth is the most precious.

Thank you so much and wishing you all the best in the years to come.

Yours Faithfully
Mrs L.I. Ngobese (Principal)

Thank you
for your support!



Facilitating community based care and support for orphans and other vulnerable children

An Introduction to TCF's Model of Community Based OVC Care & Support

Founded in 1989, Thandanani Children's Foundation has a well-established system of volunteer driven community based care and support for orphans and other vulnerable children (and their households). A visual representation of this system is provided in the accompanying graphic.

This system is aimed at capacitating and supporting community based volunteer teams to respond to the basic material, physical, cognitive and emotional needs of orphans and vulnerable children (OVC) within their communities.

In brief, we do this by training community-based volunteers in:

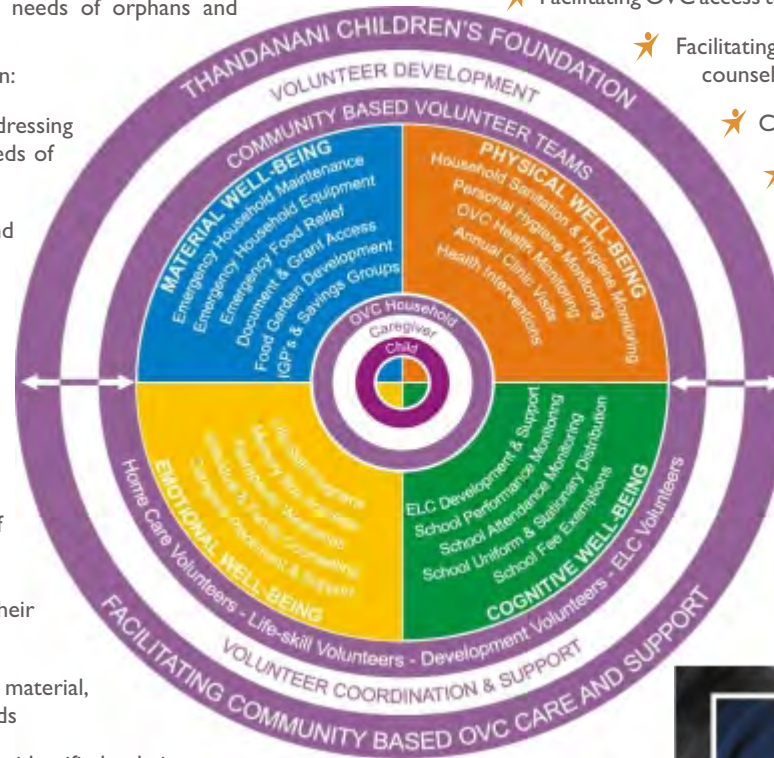
- ✦ The provision of home visits aimed at identifying and addressing the basic material, physical, cognitive and emotional needs of OVC's.
- ✦ The implementation of life-skill, caregiver support and community awareness programmes
- ✦ The development & maintenance of community and household based food gardens
- ✦ The running of Early Learning Centre's (ELC's) and the provision of early childhood development & care activities at these centres.

With the support of Thandanani, volunteers then address the basic material, physical, cognitive and emotional needs of OVC households in their community by:

- ✦ Identifying indigent OVC households and assessing their needs
- ✦ Conducting regular home visits to monitor the basic material, physical, cognitive and emotional needs of these households
- ✦ Accessing support from Thandanani for those households identified as being in dire need of emergency assistance (including emergency food supplies, critical household maintenance, resources and equipment)
- ✦ Working with Thandanani's Social Workers and the extended family to identify and place an adult caregiver in the household.
- ✦ Facilitating access to critical documentation (birth certificates and identity documents)
- ✦ Facilitating access to relevant state grants (Thandanani Social Workers facilitate access to formal foster care placements & grants)

- ✦ Facilitating access to school fee remissions.
- ✦ Accessing (via Thandanani) and distributing school uniforms and stationary supplies to OVC's.
- ✦ Conducting regular school visits to monitor the attendance and performance of OVC's in their care
- ✦ Facilitating OVC and caregiver access to local primary health care facilities whenever necessary
- ✦ Facilitating OVC access to Life-skills and Therapeutic Programs facilitated by Thandanani staff
- ✦ Facilitating OVC & caregiver access to professional welfare services and counselling provided by Thandanani

- ✦ Conducting memory box work with OVC households
- ✦ Facilitating community based caregiver support programs
- ✦ Facilitating community savings groups for caregivers (currently being rolled out in our Richmond communities)
- ✦ Conducting awareness campaigns (on issues related to child rights and care) within their communities.
- ✦ Supporting the development of Early Learning Centres (day care centres) for pre-school OVC's
- ✦ Establishing and running food kitchens and food gardens at these Early Learning Centres
- ✦ Establishing and maintaining community and household food gardens for the benefit of OVC households



Facilitating community based care and support for orphans and other vulnerable children



Chairman's Report

I am pleased to report that Thandanani Children's Foundation has completed another successful year. Our staff together with volunteers from our communities, have positively affected the lives of hundreds of vulnerable children. Thandanani's model prioritises the training and developing of community based volunteers to identify children in need and to support and connect caregivers to resources so that they can effectively look after the children in their care. This approach strengthens communities from within, gives hope, and in many cases can change the direction of a young life away from survival crime or sex-work towards a more promising future.

Thandanani's work is frequently challenging, sometimes heart-breaking, but often rewarding. As we tackle the challenges we recognise that Thandanani's interventions rest on a team effort. Our staff are dedicated to their work, treating it not simply as a job, but as a vocation. Similarly, many of Thandanani's volunteers go the extra mile as they serve the caregivers and children in their areas, despite the fact that they themselves may live in difficult circumstances. Our director is progressive, methodical and quietly inspirational, a combination that serves the organisation well. We are also fortunate to have a board that is active, strategic and takes its governance role seriously. Finally, we are grateful for our funders, both local and abroad without whom we could not serve the children who are at the heart of our efforts.

As we enter difficult times in the worldwide economy that impact upon our funders, there is a real possibility of losing some of the financial support that enables our valuable work. In the face of this concern it seems important to draw attention to some of the principles that are important to Thandanani that we believe will assist donors, both new and old in their decision to support our ongoing work. In particular I would like to address Thandanani's commitment to effectiveness, accountability and innovation.



Effectiveness

A question that we frequently ask at Thandanani is: How can we be more effective with the resources available to us? As a result we are continuously reflecting on what we do and how we can do it better.

This has led to a re-evaluation of some of our interventions. In particular, in the last year we have improved the way in which we identify and intervene in households that have children in need. We are quicker to respond and provide the necessary material and physical needs that are prominent in the early stages of our interventions. We now take households through stages of care and offer more attention to those with children in greater need. This operational clarity gives us a more focussed approach which allows us to be more appropriate in our interventions. At the same time it enables us to meet the needs of more children than before and to increase the amount of aid to those in dire need.

In a similar vein, this year has seen the development of a staged model of volunteer development. This approach makes provision for different levels of volunteer training and responsibility. Volunteers who have successfully completed training and practical requirements and display particular initiative may be selected to receive opportunities for further self development through courses provided by our partners. Alternatively they could be involved in training entry level volunteers within their communities of origin, or perhaps for other organisations that request assistance from Thandanani. This model produces more highly skilled volunteers who can replicate what they have learned or possibly find jobs elsewhere in the child care sector – in which case Thandanani would lose them, but they could carry what they have learned about child care into other organisations.

Another example is our new program which aims to teach life skills, including awareness of HIV and sexually transmitted diseases, to the children under our care. Our initial pilot group has been evaluated and based on feedback we are enhancing the training and support of volunteers involved in running these groups.

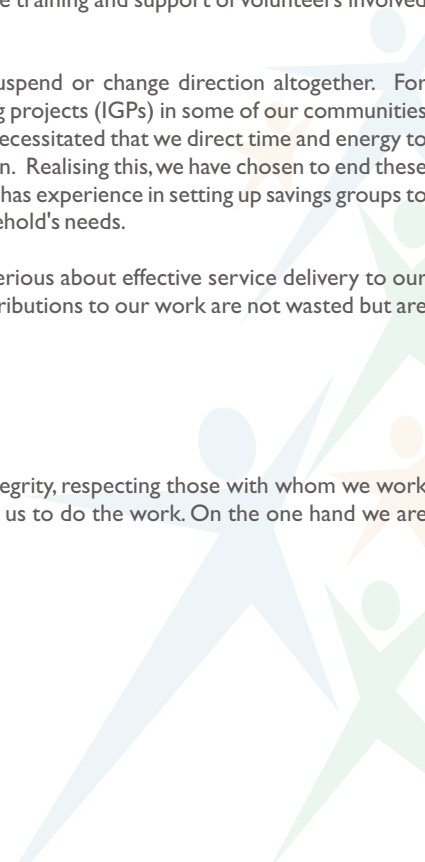
This process of reflection, sometimes leads us to suspend or change direction altogether. For example, our attempts to stimulate income generating projects (IGPs) in some of our communities have not met with sustained success and in fact have necessitated that we direct time and energy to solving problems that have no direct benefit to children. Realising this, we have chosen to end these projects and instead partner with an organisation that has experience in setting up savings groups to assist our caregivers in saving financially for their household's needs.

The above serve as examples of how Thandanani is serious about effective service delivery to our communities. Funders can be assured that their contributions to our work are not wasted but are used effectively to make a difference to children's lives.



Accountability

Thandanani's policy is to carry out our work with integrity, respecting those with whom we work and those who have provided the financial means for us to do the work. On the one hand we are



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Innovation

children who we serve. Our ability to effect community based change for children locally in Msunduzi and Richmond and potentially to reach beyond our local geography through our growing influence depends on our securing funds from our donors who themselves are affected by the financial downturn. It is my hope that this annual report will reassure our funders of our commitment and ability to translate donor funds into credible change in children's lives.

With my sincere thanks to all of our donors, staff, volunteers, partners and the Thandanani board for their efforts and commitment to making a difference where it is sorely needed.

Conclusion



Larry Tooke - Chairman



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Thandanani's mission is to build the capacity of communities to care for and support their orphans and vulnerable children (OVC). Our interventions target the material, physical, cognitive and emotional well-being of OVC's and are designed to address immediate survival needs and to bring about fundamental changes at the individual, household and community level that alter the basic conditions of existence and assist individuals, households and communities to break the cycle of poverty that entraps them.

With a staff of 20 and a team of 151 volunteers, Thandanani currently supports 2608 children in 866 households across 17 historically disadvantaged communities. We also currently support 8 Early Learning Centre's and facilitate the establishment of community based food gardens, food kitchens, income generating projects and savings groups within these communities. A detailed breakdown of our current beneficiaries is provided below:

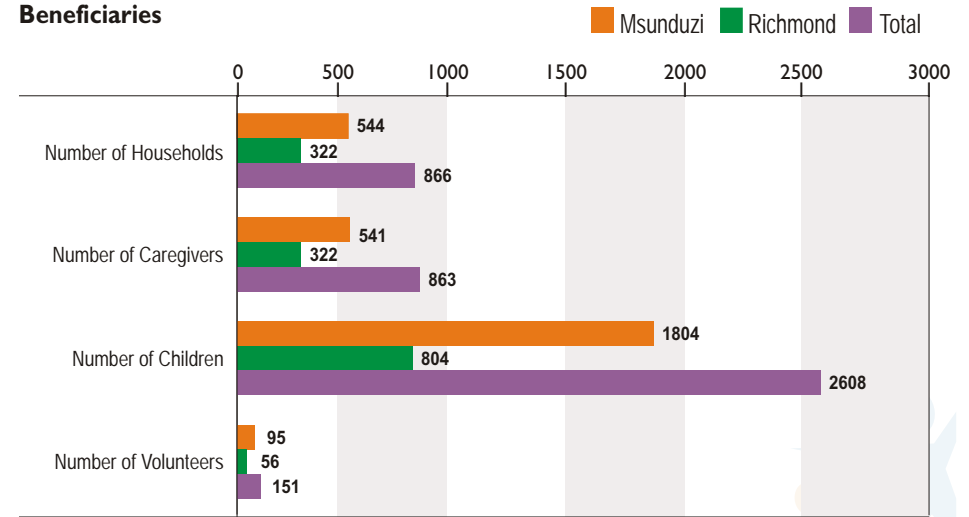
OVC Households, Caregivers, Children & Volunteers (As at March 2009):

Summary Table	Msunduzi			Richmond			Combined		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Households			544			322			866
Number of Caregivers	40	501	541	22	300	322	62	801	863
Number of Children	897	907	1804	422	382	804	1319	1289	2608
Number of Volunteers	4	91	95	3	53	56	7	144	151

Breakdown of children by Age Category	Msunduzi			Richmond			Combined		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
School Aged Children	634	660	1294	361	315	676	995	975	1970
Pre-school - not at TCF ELC's	124	101	225	48	54	102	172	155	327
Pre-school - at TCF ELC's	139	146	285	13	13	26	152	159	311

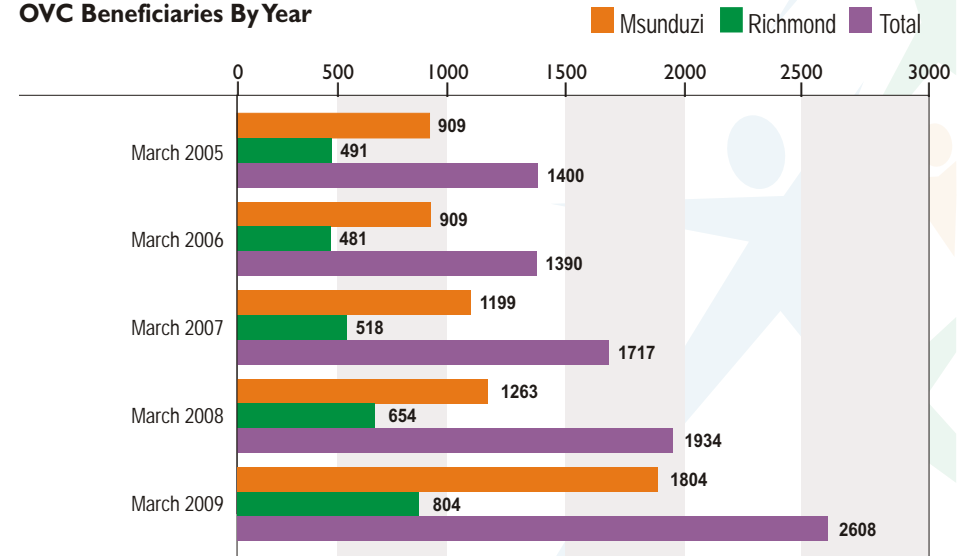
Breakdown of Volunteers by Type	Msunduzi			Richmond			Combined		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Home Care Volunteers	0	49	49	0	33	33	0	82	82
Food Garden Volunteers	2	4	6	1	6	7	3	10	13
Life-Skill Volunteers	2	15	17	2	9	11	4	24	28
ELC Volunteers	0	23	23	0	5	5	0	28	28

Beneficiaries



Over the last 4 years Thandanani has seen an average year-on-year increase of 24% in its OVC's beneficiary numbers. The graph below illustrates these changes in OVC beneficiary numbers since 2006.

OVC Beneficiaries By Year



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The year-on-year changes illustrated above cannot simply be ascribed to increases in the number of OVC's "on the ground" since the changes do, to some extent at least, parallel changes within the organisation itself.

In the 2007/8 financial year, for example, Thandanani expanded its staffing numbers from 1 to 3 in Richmond and we see a corresponding increase in the number of OVC's in Richmond during this period. This increase is maintained into the 2008/9 financial year and suggests that the increase in OVC numbers is, at least in part, attributable to the improved oversight and support provided to volunteers by the increased number of staff.

Similarly, in 2008/9 Thandanani was successful in recruiting additional volunteers within some of our Msunduzi communities in areas where before we had struggled to secure volunteers. This meant that we gained access to areas within some communities which were previously inaccessible simply because of a lack of local volunteers. The increase in the number of OVC's in Msunduzi in the last 12 months is largely attributable to these changes as OVC households within these previously inaccessible areas have now been identified and incorporated into our database.

Paralleling these changes have been significant changes to our volunteer support and development systems over the last few years. In 2006/7 Thandanani revised all its training modules and introduced more advanced (level 2) modules to its training. Since then all existing and new volunteers have progressed through this training. During this time Thandanani has also increased the stipends paid to its volunteers. In 2006/7 volunteers were being paid a stipend equivalent to R50 per month (excluding travel) and this has now been increased to R150 per month (excluding travel) thanks largely to an anonymous donation via New Philanthropy Capital. In addition, Thandanani introduced a more systematic method of volunteer monitoring by TCF staff. The combination of improved training, increased reward and more systematic monitoring and support from staff is likely to have contributed to the increase in beneficiary numbers in the last few years as we now have better capacitated and more motivated volunteer teams.

The increase in beneficiary numbers is both a positive and a negative for the organisation itself. It is positive as it means that we are reaching an increasing number of OVC's each year and, as a result of our interventions, the vulnerability of these OVC's is being reduced. On the negative side, the increasing number of beneficiaries poses a sustainability challenge for Thandanani. Should the number of OVC beneficiaries continue to increase at an average rate of 24% Thandanani would need to increase its staffing numbers and raise significantly more funds each year in order to provide appropriate care and support to these OVC's and their families.

In 2007/8 Thandanani recognised that this was not a sustainable option for the organisation and consequently we revised our Household and Early Learning Centre support and development models and introduced staged systems of support and development that will see OVC households



and ELC's enter and then exit the system after a period of time. With households and ELC's exiting the system over time, Thandanani's existing capacity and resources can be redirected to support new households and ELC's without this necessitating a significant increase in staffing numbers or funding each year.

However, the impact of these new systems is not yet visible in our beneficiary numbers as we only began to introduce these changes in the past financial year. This has necessitated the provision of additional support to our volunteers as they shift from the previous systems to the revised systems and changes to our database in order to allow us to capture the movement of households through our new developmental stages over time. These changes to our database have only just been implemented and we hope to be able to provide a much more detailed breakdown of households by stage at the end of 2009/10.

With regard to the development of ELC's however, the new system has seen two ELC's reach the final stage of developmental support from Thandanani in the current year. These are Nqoba ELC in Dambuza and Vukuzakhe ELC in Happy Valley. Both these ELC's have been developed to the point that they qualify for, and now receive subsidies from the Department of Welfare and so can now function independently of Thandanani. As a result of the "graduation" of these two ELC's, Thandanani is in a position to identify additional community crèche's for development and in 2009/10 we should see at least one new ELC enter our system.

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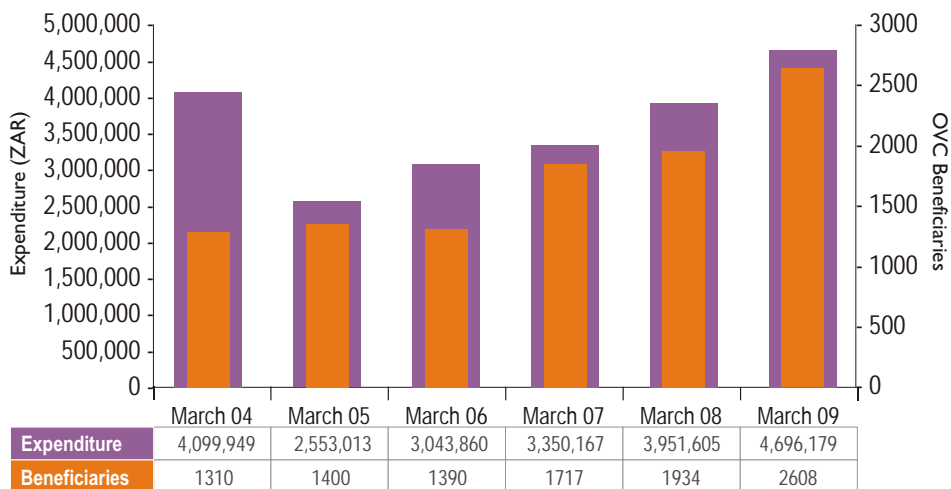
As should be evident in the above, one of Thandanani's strengths in recent years has been its strategic approach to service delivery and methods of operation. Thandanani constantly reviews its systems and procedures to identify methods of operation and service delivery that maximise our impact and minimise resource demands.

In this regard, Thandanani has been quite deliberate in its approach to the refinement of existing services and the introduction of new services. In the last few years Thandanani has prioritised the introduction of specific services aimed at developing a truly comprehensive and holistic response to the material, cognitive, emotional and physical needs of the OVC's we work with but, at the same time, we have critically interrogated the staffing and resource demands these services place on the organisation to satisfy ourselves that the introduction of these services is sustainable.

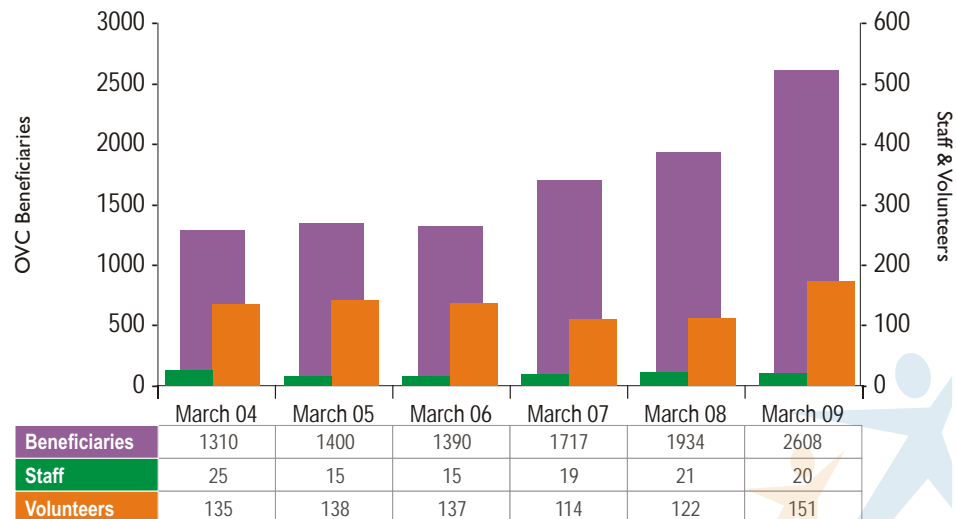
The net result is that we have seen the systematic introduction of a number of new services (including the introduction of food garden development, therapeutic & life-skill programs for OVC's and support and savings groups for caregivers) with minimal increase to our staff and volunteer compliments and, we believe manageable, increases to our annual costs.

This approach has meant that Thandanani has been able to deliver a much more comprehensive and holistic range of services to an increasing number of beneficiaries with the same number of staff and with proportionately fewer material resources than it did in the past. This is illustrated in the graphs below which provide a comparison of annual expenditure to beneficiary numbers and a comparison of the number of TCF staff and volunteer numbers to beneficiaries over the last six years.

Comparison of Annual Expenditure to Beneficiary Numbers per Year



Comparison of Number of Beneficiary Numbers to Staff and Volunteers per Year



In terms of the further refinement of our methods of operation and the introduction of new services in the next two years, Thandanani's intention is to consolidate the delivery of its existing services and the refinements to its household, ELC and volunteer support & development models. In addition, Thandanani is hoping to improve the services we currently provide in relation to the Physical well-being of OVC's.

The planned introduction of new health services stems from a recognition of the fact that many of the children on our database have been orphaned as a result of HIV/Aids. Some have contracted the virus through mother to child transmission and others, particularly teenagers, may be at risk of infection and teenage pregnancy as a result of being sexually active. Consequently, Thandanani has recognised the need to expand its current health related services to include the introduction of activities aimed at reducing further infections and identifying and supporting those caregivers and children already infected by HIV. To this end Thandanani has prioritised the introduction of HIV awareness and education, voluntary counselling & testing, and treatment support & compliance monitoring for OVC's and their family members in the next few years. However, the introduction of these services will be dependant on Thandanani securing funding to cover the costs of these new services.

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Thandanani recognises that this may be a challenge for the organisation given the current global economic crisis and its possible impact on the organisation. However, Thandanani's has adopted a proactive and deliberate approach to this issue.

Firstly, in an attempt to widen our funding base, Thandanani's Board approved the use of a consultant in last quarter of 2008 to help the Director identify new funding sources and submit funding proposals accordingly. Approximately 25 proposals were submitted to new donors as a result of this initiative.

Secondly, in the first Quarter of 2009, the Board authorised the engagement of consultants to identify and explore a range of possible strategies to increase our local funding base. The consultants report on the feasibility of these various strategies is due to be presented to the Board at their next meeting in May.

Thirdly, we have adopted a cautious approach to our planned expenditure for 2009/10 and have revised and reduced our original budget for the year from just on 5 million to 4.3 million in anticipation of the fact that we may not secure all the funding we might have expected given the global economic climate. We are however, confident that it will secure at least 3.5 million for the coming year and hopeful that we will reach our revised target of 4.3 million by about August or September.

Despite these challenges we are hopeful that our proactive response, together with our reputation for good governance and effective service delivery, will stand us in good stead in what is likely to be a fairly unpredictable and challenging few years. After all, it would be very sad to see the organisation having to downsize or even close due to factors beyond our control after 20 years of hard work and valuable experience. We remain optimistic however and are making every effort to ensure that this will not be the case.

The remainder of this report outlines the operational achievements and challenges of the last twelve months. Once again, Thandanani has successfully delivered a comprehensive range of services and activities that, together, have had a meaningful impact in the lives of the children and family members we serve.

However, the difference we make in the lives of these children is only possible because of the support we receive from others. Consequently, the achievements described below are as much the achievements of our donors, sponsors, partners and stakeholders as they are of our staff and volunteers. So our heartfelt thanks and appreciation goes to all those who have contributed to our work in the last twelve months.

With appreciation



Duncan Andrew - Director



Facilitating community based care and support for orphans and other vulnerable children

Overview

Thandanani's mission is to build the capacity of communities to care for and support their orphans and vulnerable children (OVC). A critical element in this is the training of local volunteers in the provision of a variety of care and support activities to OVC households within their communities. This capacity-building is the primary responsibility of our Training and Communications team.

In this regard, Thandanani runs four core training modules for its volunteers. Each module focuses on a different aspect of OVC well-being. The first module focuses on the material well-being of OVC's, the second on their physical well-being, the third on their cognitive well-being and the fourth on their emotional well-being.

For each focus area two workshops are run. The first (Level 1), is an introductory workshop that covers all the basic issues volunteers need to be capable of addressing in relation to that particular focus area. The second workshop (Level 2), offers more advanced training in specific issues related to the same focus area. All TCF volunteers are expected to attend both the Level 1 and Level 2 training in each of the four focus areas within a two-year period.

In addition to this core training, Thandanani also coordinates volunteer training on the development & maintenance of food gardens, and the development and management of income generating projects and Early Learning Centres.

The training activities undertaken in the current reporting period are outlined as follows:



Volunteer Training - Material Reviews and Development

Thandanani constantly reviews and updates the content of its training modules and materials based on feedback from staff and volunteers and contextual challenges and changes. Modules reviewed and updated in the current reporting period include the Volunteer Induction Module and the modules on Emotional and Cognitive Well-being.

Cognitive Well-being Level 2: A new programme for the Cognitive Well-being level 2 was developed with the assistance of Prof Bev Killian of the University of KwaZuluNatal Children and Family Centre.

Life-skills Curriculum Development: Following the running of a pilot life skills program a brainstorming sessions with members of the Welfare and Development teams was held. The aim was to review and improve the training modules to prepare volunteers to facilitate life-skills groups for OVC's. An outline of a revised training program was formulated and trainers are in the process of materials development for this program.

Volunteer Training - Delivery & Coordination:

During the course of the current reporting period Thandanani organised and facilitated several training programs for our volunteers. A brief outline of each training workshop is provided below.

Home Care Volunteer Training

★ **Induction Training:** The Induction Module Training was conducted in March 2008 and March 2009, both in Richmond and Pietermaritzburg. The aim of this module is to introduce new volunteers to Thandanani's systems and procedures. The 2009 induction training was extended to three days as the module now incorporated information on Thandanani's new Household Support and Development Model. A total of 58 volunteers attended induction training during the past 12 months. Twenty-Seven new volunteers were trained in March 2008 and 31 in March 2009. In addition, a special training workshop on Thandanani's revised Household Support and Development Model was held to introduce existing volunteers to these changes. Forty Four volunteers attended this workshop.

★ **Material Well-being Level 1:** This module was scheduled for the first quarter of 2009. However, due to delays in the facilitation of other modules this training has been postponed and will consequently form part of the next report.

- ✧ **Material Well-being Level 2:** The Material Well-being Level 2 Module was conducted in April 2008 in both Pietermaritzburg and Richmond. This module covers a range of rights issues in relation to caregivers and their children. A total of 61 volunteers attended this training.
- ✧ **Physical Well-being Level 1:** Physical Well-being training was conducted in April 2008 both in Pietermaritzburg and Richmond. The module seeks to encourage volunteers to access and gain experience in community health care and also deals with Basic Nutrition for the households. External facilitators (a registered nurse and a facilitator from Centre for Criminal Justice) also facilitated some of the sessions. 36 volunteers participated in this training.
- ✧ **Physical Well-being Level 2:** The module is an Advanced Nutrition Programme that is run over two days. The first day of the training is theoretical and the second day is practical where volunteers are taken through basic food preparation. 32 volunteers participated in this training.
- ✧ **Emotional Well-being Level 1:** Emotional Well-being Level 1 training was conducted in July 2008. The module aims to introduce volunteers to various aspects of children's emotional well-being and related interventions. Nineteen volunteers from both Pietermaritzburg and Richmond participated in this training.
- ✧ **Emotional Well-being Level 2:** After a revision of the content of this module, training was conducted in September 2008. The module introduces volunteers to the programmes run by our partner organisations - Sinomlando (Memory Work) and Rob Smetherham Bereavement Services (Bereavement Work). Twenty-one volunteers from Richmond and Pietermaritzburg participated in this training.
- ✧ **Cognitive Well-being Level 1:** Cognitive Well-being level 1 training was conducted in October 2008. The module capacitates TCF volunteers to deal with various issues relating to children's schooling. The module was co-facilitated by educators and school principals from Pietermaritzburg and Richmond. Nineteen new volunteers participated in this training.
- ✧ **Cognitive Well-being Level 2:** Cognitive Well-being level 2 training was conducted in January and February 2009. The module capacitates TCF volunteers to deal with issues relating to cognitive needs of children. The main emphasis was on identifying and managing barriers to learning including: learning difficulties, psychosocial problems, physical disabilities and mental retardation. The module was co-facilitated by University of KwaZulu-Natal (UKZN) intern Psychologists and TCF's trainer. Seventy-four volunteers from Richmond and Pietermaritzburg participated in this training.

Development Volunteer Training

- ✧ The Livelihood Security Development Facilitator has facilitated establishment of two household food gardens and one community food garden. In this process four volunteers have received practical training in food garden development and maintenance.

Life-skill Volunteer Training

- ✧ **Life-skills: Train-the-Facilitator:** Eight volunteers from Richmond were trained in facilitating Life-skill groups with children in their communities as part of TCF's piloting of this program. They were then supported and mentored in the roll out of the pilot program. An evaluation of the programme with the children and volunteers has been conducted which indicated that the volunteers felt the need for additional training and support as they felt that they were still not confident in their abilities as facilitators. Based on this feedback the training has been revised and will be rerun ahead of the second phase of this program in 2009/10.
- ✧ **Memory Box Train-the-Facilitator:** Memory Box Train-The-Facilitator workshops took place in July and September 2008 and in March 2009. In PMB the workshop was specifically for the new recruits as well as Willowfountain volunteers who did not attend training in previous years. In Richmond the workshop was for all volunteers as the roll out of memory work only commenced in Richmond during the course of this year. TCF volunteers from Pietermaritzburg who have already been trained as Memory Box trainers facilitated this training. A total of 34 volunteers from Richmond and PMB attended the training in 2008 and a further 17 attended the program in the first quarter of 2009.
- ✧ **Memory Box Train-the-Trainer:** The Memory Box Train-the-Trainer program is facilitated by Sinomlando. This programme consists of a series of workshops run over a 12 month period and is aimed at capacitating volunteers to independently train facilitators to run memory box activities. One staff member and two volunteers from Richmond are currently participating in this program. They have attended a total of fourteen workshops to date.
- ✧ **Caregiver Support Groups:** As part of our partnership with Rob Smetherham Bereavement Services 11 volunteers were trained in running Caregiver Support and Children's groups. Once trained these volunteers will be equipped to independently facilitate support groups for Caregivers on our database. To date a number of these volunteers have successfully initiated and run groups on their own with support from Rob Smetherham Bereavement Services. The roll out of these groups will continue into 2009/10. In addition to this facilitator training, 35 volunteers were also trained in basic bereavement work with children.

Early Childcare Volunteer Training

✧ **Early Child Care (Basic):** Two volunteers from Richmond are currently participating in TREE training on Themes (Basic Orientation). This is a one year training programme. Once completed these volunteers will progress to Level I training in Early Child Care.

✧ **Internal ELC Training:** A number of training workshops were facilitated for ELC volunteers during the course of this reporting period. These include workshops on: Fire fighting, Sexual Abuse, Early Child Development and recognising & managing disability.

Training in Income Generation

✧ Six volunteers from the Willowfountain's Income Generating Project were placed with a local Catering company, CHC Caterers, for experiential training. The aim of this placement was to give these volunteers the opportunity to observe how a professional catering company is managed and how they prepare for catering engagements.

A follow up meeting with the volunteers was held in October 2008. At this meeting we discussed and shared their experiences whilst they were placed at CHC caterers. We also discussed their future plans for the IGP and they were given tasks to assist them to formulate their future plans. Unfortunately, they have not responded to the challenge of taking the initiative in the further development of the IGP and consequently Thandanani has decided to discontinue its support of IGP's. These challenges and the rationale behind this decision is outlined in detail in the next section of this report.

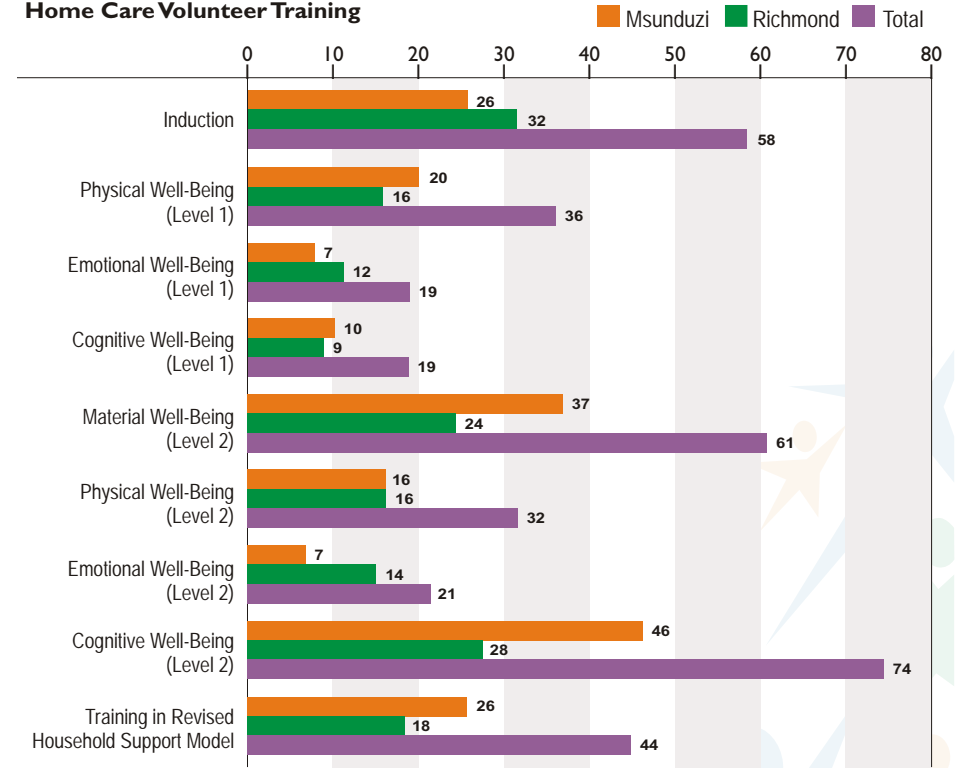
Campaign Presentations

✧ **Child Protection Week:** A Thandanani Trainer and several Life-skills Volunteers participated in a Child Protection Week that was held at Edendale Valley High School from 26 – 30 May 2008. They did a variety of presentations on issues affecting children in the communities. In total, approximately 1600 people attended the various sessions.

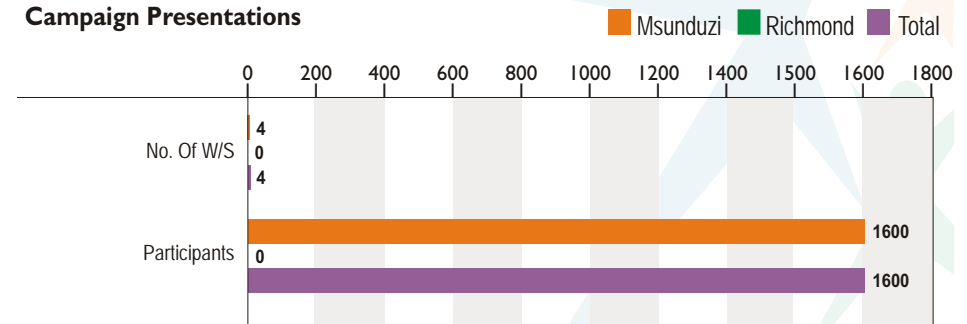


Training Statistics:

Home Care Volunteer Training

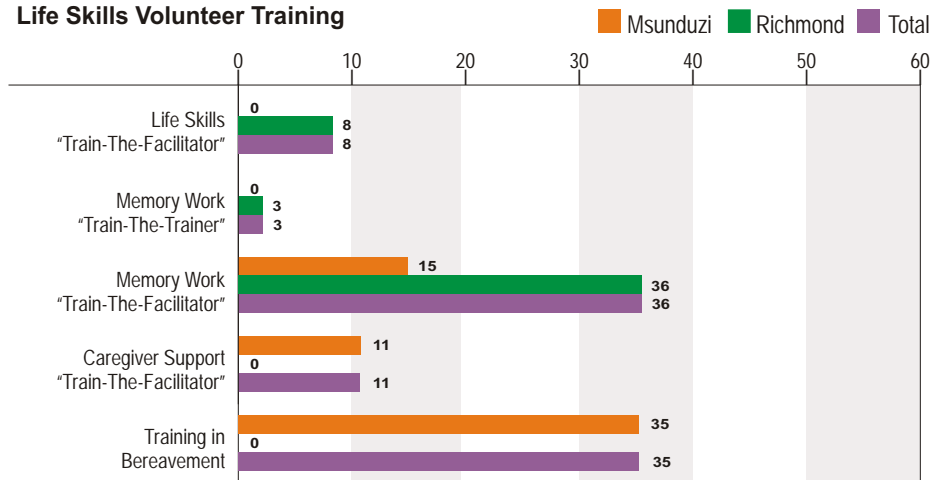


Campaign Presentations

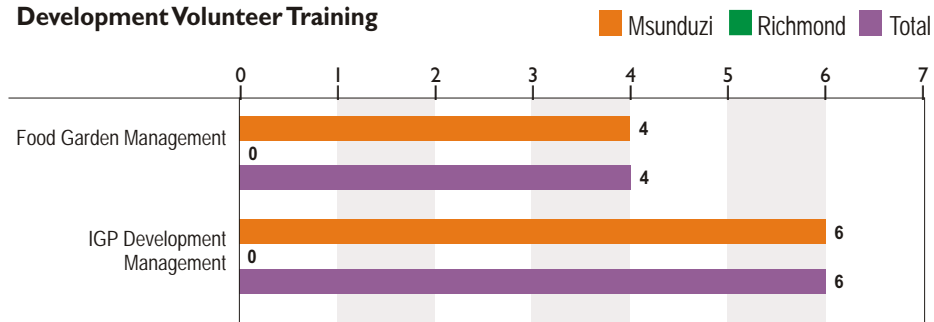


Facilitating community based care and support for orphans and other vulnerable children

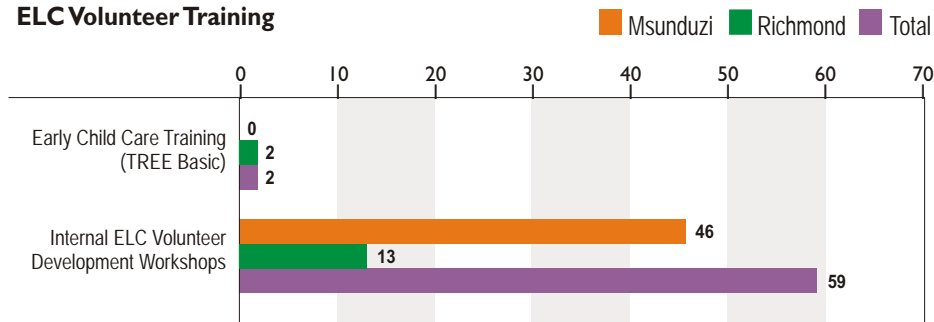
Life Skills Volunteer Training



Development Volunteer Training



ELC Volunteer Training



Facilitating community based care and support for orphans and other vulnerable children

Development & Direct Household Support

Compiled by Nhlanhla Ndlovu: Development Coordinator

Overview

Thandanani's model of Community based OVC care and support is built around the capacitating and support of volunteer teams in each community in which we work. Once trained, volunteers are tasked with providing a range of care and support activities to OVC households within their communities.

During this financial year Thandanani has been working towards finalising the creation of "specialist" volunteers within each of its communities. This process included the re-allocation of households who were under the care of volunteers who are now "specialising" either as Life-skills or Development volunteers. This change to areas of specialisation amongst our volunteers is intended to increase the capacity of each volunteer team to deliver a wider range of services and to intervene more frequently and effectively.

The aim is to ensure that each volunteer team is made up of four volunteer types. The first are Home Care Volunteers, the second Development Volunteers, the third Life-Skill Volunteers and the fourth (where a Thandanani supported ELC exists) are the Early Learning Centre Volunteers.

The Home Care volunteers are each responsible for monitoring and supporting between 5 and 10 OVC households in their communities. Their task is to regularly visit these households to assess and monitor the material, physical, cognitive and emotional well-being of members of the household. In so doing, they are tasked with certain responsibilities based on the needs of the households we serve. Examples include, ensuring that:

- ✦ The household secures all the necessary documentation to apply for grants;
- ✦ Caregivers apply for, receive and appropriately utilise foster and child care grants to support the OVC's in their care;
- ✦ The household has an adequate supply of basic foodstuff; cooking utensils and equipment;
- ✦ Each child has a clinic and immunisation card and that they visit the local clinic for a check up at least once a year;
- ✦ Each child receives a school fee exemption (should they qualify); and that
- ✦ Each child's school uniform is in reasonable condition and that they attend school regularly.

In each community, the Home Care Volunteers are supported and supervised in their work by one of Thandanani's Development Facilitators. Should a Home Care Volunteer identify difficulties in a particular household they alert Thandanani to these difficulties and the Development Facilitator then works with them to address these difficulties.

Similarly, Thandanani has a Development Facilitator on its staff who specialises in livelihood and food security. It is this staff member's responsibility to recruit and train volunteers in the establishment and maintenance of food gardens within each community. These Community Development Volunteers are then tasked with the development and maintenance of food gardens within their communities. As indicated earlier, these include community food gardens - aimed at supplying produce to a number of OVC households within a particular community; ELC food gardens – aimed at supplying produce to the ELC's own kitchen for the daily feeding of children attending the ELC; and household food gardens – aimed at providing fresh produce for the consumption of a particular household. This focus on the establishment of food gardens is aimed at enhancing food security and fostering greater self reliance in the communities and households we serve.

In 2008/9 we also introduced a new area of volunteer specialisation, namely that of Life-skill volunteers. Over the last two and half years Thandanani has been expanding the services offered by its welfare team, and the introduction of Life-skill volunteers is integral to this expansion. The expansion of our welfare services has been aimed at increasing preventative interventions aimed at the emotional well-being of OVC's and their caregivers. Thus in 2005 Thandanani started facilitating Therapeutic Weekends for OVC's and in 2006 we introduced memory work and memory box camps for OVC's. In 2008/9 we introduced a pilot community based life-skills program for OVC's in Richmond and a pilot Caregiver Support program in Msunduzi. Our intention being that, from 2009 onwards, the Life-skill volunteers in each community will facilitate these programs with support and guidance from our welfare staff.

Finally, in those communities where Thandanani supports an Early Learning Centre, the volunteer team also includes Early Learning Centre volunteers. These are staff from the ELC's that Thandanani supports through capacity building and infrastructure development. In return, these ELC's accommodate the pre-school children from households on Thandanani's database without charging fees. In this way not only do we develop a vital resource for the broader community but we also ensure appropriate care and stimulation for pre-school OVC's from the households we serve.

Paralleling these changes in the "structuring" of our volunteer teams Thandanani has also put considerable energy into a review of its volunteer development and support systems. In the first instance, we have been applying ourselves to the conceptualisation of a "staged" model of volunteer development that will allow individual volunteers to progressively increase their knowledge and skills to the point where they could undertake a learnership with Thandanani that will result in a formally recognised qualification. This will increase the chances of these volunteers being able to secure formal employment either with Thandanani itself (for example as a Development Facilitator)

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or in the Child Care sector more broadly. Secondly, we have been reviewing our volunteer reward system as, for some time now; Thandanani has recognised that the rewards currently offered to volunteers for their contribution to our work needs to be improved.


Apart from the training offered to volunteers and the refunding of any travel expenses they incur, Thandanani rewards its volunteers through a monthly stipend. At the start of the 2007/8 financial year volunteers were receiving a stipend of R100 per month and, while not intended as a salary, this is incongruent with the number of hours these volunteers dedicate to Thandanani and the stipends offered to volunteers by other organisations doing similar work. During 2007/8 Thandanani secured some additional funding that allowed us to increase our volunteer stipends to R150 per month – a 50% increase. With the introduction of the staged volunteer development model Thandanani intends introducing a staged system of volunteer rewards. In this system volunteers will be “rewarded” with higher stipends as they progress through the various developmental stages. Thandanani intends introducing these changes towards the end of 2009 or early 2010 depending on the availability of funding.

The changes in the structuring of our volunteer teams, the training provided to these volunteers; the increase in their stipends and Thandanani's recruitment of additional volunteers in the current year all seem to be having a positive impact on the ground. This year 155 new households have been identified increasing the total number of households being supported from 751 at the start of this financial year to 866. This has increased the number of children being supported by Thandanani from 1934 to 2608 in just 12 months; an increase of 674 children in total.





Apart from these changes Thandanani has maintained high levels of service delivery to OVC households during the past 12 months. The activities undertaken by our Development Staff in collaboration with our Home Care and Development volunteers in the current reporting period are outlined in detail below:

Volunteer Coordination & Support

-  **Team Meetings:** Thandanani's Development Facilitators (DF's) continued to hold regular coordination and support meetings with their volunteer teams. During these meetings volunteers also inform our programming by sharing their insights on current issues affecting the households allocated to them. Quarterly meetings across volunteer teams also provide the opportunity to receive feedback on other operational issues; both positive and negative (constructive). During the current reporting period, 330 regular team meetings and 6 quarterly meetings were held with development and home care volunteers. The last 2 Quarterly meetings of the year were incorporated into Thandanani's 20th Anniversary celebrations where all volunteer teams gathered together in the presence of dignitaries and were acknowledged for their dedication and immense contribution towards the work of Thandanani and the development of their communities.

-  **Monitoring Visits by Development Staff:** During the current reporting period Development Facilitators conducted a total of 1162 home visits to monitor the efficacy of volunteer teams in supporting OVC's and their families. These visits also allow staff to monitor the use of children's grants by families, to identify and ensure that the needs of children are being addressed by our volunteers and to offer direct support and encouragement to caregivers. At the same time they provide caregivers the opportunity to express their needs and raise issues of concern directly with Thandanani's staff. Thandanani staff also conducted 188 independent school visits to monitor volunteer liaison with schools and to address specific issues related to the well-being of children on our database.

Direct Household Support

-  **Home, School and Clinic Visits by Volunteers:** During this reporting period Home Care volunteers conducted 4661 independent home visits to monitor the material, cognitive, physical and emotional well-being of the children/ households on our database. It is through these home visits that they provide support to the family and identify and address any difficulties. This resulted in 587 school visits (which included their participation in the Child Protection Week activities), and 259 clinic visits with children in need of medical attention.
-  **Documentation Applications:** Not all the households we support have the necessary documentation to successfully apply for grants. Our volunteers play a major role by accompanying caregivers to the Department of Home Affairs, as most caregivers are illiterate and unable to fill in the application forms correctly. During the current reporting period Home Care volunteers assisted in 290 document applications of which 126 have been secured.
-  **Grants Applications:** Foster Care Grants applications are undertaken by Thandanani's Social Workers. However, it is Thandanani's volunteers who assist households to secure other grants (such as child support or dependency grants) for which they qualify. During this reporting period, volunteers assisted in the submission of 322 such grant applications of which 85 have been secured to date.
-  **Food Parcel / Voucher Distribution:** Home Care volunteers identify households in dire need of material support and refer them to our DF's who then motivate for emergency food parcels or vouchers. This form of support is distributed to households for 3 months while they are assisted to access grants to which they are entitled. If grants are not secured within this period, the provision of food parcels or vouchers may be extended depending on the circumstances of individual households. During this period 560 food parcels/vouchers were

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distributed to 273 households. The improved turnaround in grants applications processed by Thandanani social workers has allowed us to increase the value of each voucher from R250 for a household with 1 – 2 orphans to R300. For those households with more than 2 orphans we increased the value of vouchers from R500 to R600 per month. As we go into the next year, we hope to make further increases to compensate for the rapid rise in the costs of food items currently being experienced.

✧ **Clothing Parcel / Voucher Distribution:** With global warming as a current phenomenon, the fluctuating weather conditions and storms in KZN are a continuous cause for concern as some of the households we support have very little income to meet their basic food requirements, let alone purchase items like clothing or blankets. For most families, increasing food prices have made it even more difficult to find money for such items. To assist these households, Thandanani distributed a total of 1688 blankets & clothing parcels during this reporting period. This distribution was made possible by donations from Vodacom, Gift of the Givers, Community Chest and individuals who dropped off some of their used clothing and linen.

✧ **Household Equipment / Furniture Supplies:** At identification most of our households have inadequate and poor quality furniture, particularly cooking utensils and beds. In June we were approached by the local Imperial Hotel who donated 50 good quality beds which were distributed to needy households the following day. In December and February we also distributed 104 sets of household kitchen equipment comprising of pots, crockery and two-plate burners to needy households.

✧ **Toy & Book Distributions:** Towards the end of 2008 the Rotary Club of Pietermaritzburg kindly secured 2329 toys via East Coast radio's "Toy Story" campaign. These toys were then given to Thandanani for distribution to the children on our database. This generous donation meant that all the children on our database received an age appropriate Christmas surprise this year. The provision of Christmas gifts is not something that Thandanani usually undertakes as a core service and so this donation was most welcome as it allowed us to "spoil" the children we work with.

Another donation of 38 cartons full of story books and some text books from the Pinetown Rotary Club was also a welcome surprise. Thandanani delivered these books to the Malala Primary School in Snathing as they are in the process of establishing their first library.

✧ **School Fee Exemptions:** At the beginning of each school year Thandanani's Home Care volunteers and their Development Facilitators help secure School Fee Exemptions for the children in their care. During this reporting period they helped secure school fee exemptions for a total of 794 children.

✧ **School Uniform / Voucher Distributions:** During the first quarter of each calendar year, Thandanani distributes school uniforms to those children identified as urgently needing such support. This year we distributed a total of 278 school uniforms to needy OVC's.

✧ **School Stationery Distribution:** There has been a huge improvement in distribution of stationery by the department of education. As a result Thandanani's decided not to supply stationery packs this year.

✧ **Health Promotion:** In September, Thandanani, with the assistance from the Department of Health, hosted a Dental Care Week. During this week 464 children were screened and 87 were referred for further treatment at local hospitals. The Department of Health also supplied toothbrushes for each participant. The awareness within the schools in our communities, since Thandanani introduced this form of support in 2007, has resulted in increased referrals by educators who identify children with physical barriers to education. This includes hearing difficulties and problematic vision experienced by individual learners.

✧ Community Development

✧ **Household Maintenance and Construction:** While Thandanani's expertise does not specifically include repairs and rebuilding of houses, there are circumstances which demand such interventions as children's lives are threatened by the unsafe housing in which they live. In such circumstances Thandanani facilitates the undertaking of household maintenance and construction. In the current reporting period we facilitated the completion of a house in Msunduzi that had been left unfinished when the mother died. Until the completion of this house the children had been living in tin sheds. In Richmond TCF built a house for a 9 year old orphan living with a frail grandmother and also did repairs to another house with broken windows and loosely hanging doors potentially exposing the family to the danger of being targeted by thugs in the night.

✧ **Community Food Garden Development:** In the current reporting period we continued with technical and material support to the 3 community food gardens developed since February 2007. However support for the third community food garden has had to be discontinued due to a misunderstanding around the rights to the use of the land. In addition to existing gardens, 2 new community food gardens were also developed this year. The first on school premises in Snathing (Msunduzi) and the second in Simozomeni (Richmond). Households who are still not accessing grants are the main beneficiaries of these food gardens as most of them have insufficient or no sustainable income. Vegetables distributed from these gardens help with the

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supply of much needed nutrients from fresh produce. The food garden in Phatheni, Richmond, is the most successful as it feeds over 30 households per harvest and its Development Volunteers are particularly enthusiastic about their contribution to feeding OVC's in their community.

✧ **Household Food Garden Development:** During the current reporting period 23 new household food gardens were developed and 21 existing household food gardens were provided with ongoing technical support and seeds.

✧ **Early Learning Centre (ELC) Food Garden Development:** Thandanani's Livelihood Security Development Facilitator continued providing technical support to 4 ELC food gardens in Msunduzi and 1 one in Richmond. This form of support included soil testing and treatment after one of the Msunduzi gardens had been severely affected by the wet winter and increased acidity. The vegetables produced after the garden had been treated shows significant improvement

✧ **Early Learning Centre (ELC) Food Kitchen Development:** No new ELC food kitchens were developed in the current reporting period as the two targeted centres are yet to secure land on which to build. We have engaged a local development forum to help with the location of land earmarked for ELC's in their respective communities. A formal application submitted to the Municipality Executive Committee through Greater Edendale Development Initiative (GEDI) has been put on hold as "the land on which the two sites are located still belongs to the government and transfer procedures have not yet been finalised".

✧ **Early Learning Centre (ELC) Infrastructure Development:** Three Early Learning Centres (ELC's) in Msunduzi have been supplied with additional equipment which included eating utensils, mattresses and blankets. In one of these ELC's we also repaired some broken window frames. Another supply of furniture, mattresses and equipment was delivered to Phatheni ELC.

✧ **Income Generating Project Development & Support:** The two IGP's we have been supporting have provided us with some interesting challenges over the last few months. Both had members who misused the funds generated by the projects and both, despite further support, have struggled to take leadership in the further development of their projects.

On the matter of the misuse of funds: The Richmond IGP lost a total of R7000 over six months when signatories on their account made successive unauthorised withdrawals. Based on evidence that these withdrawals were used for personal expenditure and not for the IGP itself, members of the Richmond IGP decided to insist on the repayment of these funds before the end of October 2008, failing which they threatened to report the matter to the police. In addition those involved in these unauthorised withdrawals have been forced to resign from the group

(and as Thandanani volunteers) as trust had been lost. Unfortunately, the repayment arrangements were not adhered to with only one of the volunteers concerned repaying R1,800: about half of what she owes the group. Even after the group had agreed to extend the repayment period by three months starting from November 2008, she has not made any further payment while the other member has not made a single payment. Despite all efforts by TCF to encourage the group to lay charges as was agreed they have not moved on this matter probably because they live in a fairly tight knit community.

In Msunduzi the situation was slightly different. Here two members of the group made a withdrawal that exceeded the amount authorised by the group by R1000. These funds were then reportedly used by the group for income generating activities which they reported ran at a loss. As this "over withdrawal" was not viewed by the IGP members as theft, but rather as an unauthorised excess withdrawal, the group chose not to insist on repayment but have instead tightened their financial control systems.

Because the fund's lost were those of the groups themselves and not Thandanani's donor funds, we have limited our role in these matters to assisting the groups engage these issues and reach decisions on them. While we are not necessarily in agreement with the decisions made Thandanani has respected the autonomy of the groups in this process and instead has tried to utilise these challenges as opportunities for learning for the groups. We believe that both groups have learnt from these experiences as we have seen them implementing improved financial control and management since then.

The establishment and support of these two projects has also proved to be a learning curve for the organisation itself. These were the first two IGP's supported by Thandanani and we adopted an experimental approach in doing so in that we approached each project slightly differently. With the Richmond group members were largely supported in the establishment of a catering service which they themselves had conceptualised and chosen to pursue. Thandanani's role was to provide basic equipment and seed capital for start up and also some basic training. In this approach the group itself has been responsible for all decisions regarding the development and management of the project with input and support from Thandanani. This included the opening of a bank account and the management and control of their finances. What has been evident from our experience with this group is that it may be better for us to have more influence in the initial stages of the project and to facilitate an extended "incubation" period before the group moves to full autonomy. This may have avoided some of the difficulties experienced by this group particularly with regard to financial controls & management.

On the other hand, our experience with the Msunduzi group, suggests that increased influence and extended “incubation” may bring with it its own challenges. With this group Thandanani adopted a more hands on approach. At start up it was Thandanani that linked them to an immediate “market” as they were contracted to provide on site catering to international and local volunteers involved in Thandanani’s building partnership with Habitat for Humanity. Once this partnership finished, and despite significant support from Thandanani, the group failed to take the initiative and identify new opportunities for themselves. Even after an independent assessment was conducted and a work-placement with a professional catering company was organised, the group still failed to demonstrate initiative and ownership and since then has simply stagnated.

As a result of these challenges, Thandanani has made a decision that we will no longer invest time and resources into IGP development as it is evident that, to continue to do so would require a significant commitment and investment on our part that is not directly in line with our core focus of facilitating community based OVC care and support. Instead, Thandanani has decided to focus on supporting savings groups for caregivers as our experience with SaveAct (see below) suggests this to be a much more accessible and manageable activity for our beneficiaries and one which is more closely aligned with our core business in that it assists OVC households increase their livelihood security.

Consequently, during the current reporting period Thandanani utilised some of the funding earmarked for IGP development to provide once-off support to two existing IGP’s that were started independently of Thandanani. The first was a children’s beadwork group facilitated by a retired TCF volunteer in Richmond and, the second, a carwash managed by a teenaged school boy from a TCF supported household in Msunduzi. As from April 2009 TCF will redirect its IGP funding to the support of savings groups for caregivers (See below).

★ **Self Help Savings Groups:** Last year, in partnership with SaveAct, Thandanani piloted the introduction of savings groups for caregivers in some of our Richmond communities. Reports from SaveAct suggest that this initiative is being well received. Four groups have been established specifically for caregivers from TCF households while another 5 are mixed groups, in that they are made up of both caregivers on TCF’s database and other members of the local community.

Of the 4 groups made up of caregivers from TCF households, 2 have already “graduated” and are now starting to save independently with limited support from SaveAct. In other areas SaveAct have reported that TCF caregivers are saving with other members of community and are functioning well. Due to a growing interest and the geographical spread of Richmond areas, SaveAct have started establishing more groups in each area of operation; in some areas Save Act

is planning more than 5 new groups for the new year. They are also working on mobilising more funds to scale up this initiative

★ Highlights

- ★ The creation of “specialist” volunteers has had its positive outcomes as we have seen some volunteers taking more responsibility in service delivery and self development.
- ★ The purchase of a second vehicle for use in the field thanks to an anonymous donation via New Philanthropy Capital.
- ★ The distribution of 50 donated beds to households in dire need of furniture and equipment.
- ★ Distribution of 1688 donated blankets to those households ahead of the winter season.
- ★ The delivery of 38 boxes of text and story books to Malala Primary School, one of the most impoverished schools in Snathing.
- ★ The successful hosting of Thandanani’s 20th Anniversary celebrations where the contribution of volunteers was acknowledged.
- ★ An increase in the number of referrals from schools of children with physical barriers to education following Thandanani’s Health Promotion activities. In one case, a learner who could barely see more than 3 metres was assisted to secure a pair of glasses that significantly improved his vision.
- ★ The improved turnover in grants applications by our social services team has reduced the demand for Emergency Food Relief and this has enabled us to increase the value of each voucher to compensate for increasing food prices.
- ★ An increase in the number of unsolicited approaches from organisations, companies and individuals interested in working with Thandanani. This may be indicative of the impact the organisation is making within its communities and the efficacy of the organisation in service delivery.
- ★ A school in Snathing, where we have developed a new community food garden, has been particularly enthusiastic about involving their learners as they previously had no facilities to complement theoretical agricultural lessons with practical skills. Now the children will have the opportunity to practice what they learn in class, and implement their gardening skills at home.

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Challenges

In providing support to OVC households Thandanani generally finds households and family members to be cooperative and appreciative of our efforts. However, in some instances, Thandanani does face some unique challenges. A few examples of some of the unique challenges faced by Thandanani are outline below:

- ✧ With the death of adults in a family, Thandanani often witnesses members of the extended family “competing” for custody of the orphaned children. This is often not out of care for the children but rather out of competition for the right to secure the grant on behalf of these children. This often results in unnecessary delays in our processing of these grant applications as family members often refuse to release essential documents when they have not been identified by our welfare staff as the most suitable foster parents for the children.
- ✧ An increasing number of households are informing Thandanani of the HIV status of the children in these households. In some instances the children are already on medication but the household is still not in receipt of grants. Thandanani is concerned about this as the lack of resources often means that the children do not have food to eat before taking their medication. While Thandanani is still able to support these families with emergency food vouchers, the number of households in this position that we are becoming aware of could put a strain on our available resources for such relief. This is challenging us to maintain our focus on grant access and scale up on the development of food gardens to support such households.
- ✧ Some caregivers have become comfortable surviving on handouts. This makes it difficult for us to move them from one level of Household Development to the next. We have had a few cases of households that have been on our system since 2003 and yet are still not accessing grants for their children despite our attempts to assist them. In one case we even provided the caregiver with transport money and funds to access the necessary documentation from the Department of Home Affairs only to find that she utilised these funds for other purposes.
- ✧ Thandanani works with children who have been rendered vulnerable due to various circumstances, not only the death of their parents. A particularly challenging situation at the moment involves a 37 year old mother with 6 children. She is mentally challenged and HIV positive. Thandanani’s volunteer in conjunction with our social worker, has engaged the assistance of a local hospital and its Psychiatric Department in efforts to have her cared for by the state and to have her children placed in a safe environment. While this has not been an easy undertaking, they have finally managed to have her assessed. A final report on her capacity to provide care to the children and comply with requirements of her medical treatment has been secured and it has resulted in the children being removed and alternative placements approved. The three older siblings are now placed in a Children's Home and have enrolled at school while the last born, on TB treatment, is at a temporary shelter.

- ✧ A 25 year-old young man from a household supported by Thandanani was sent on a Building Course after having been identified as someone with great potential by the international volunteers working on a housing partnership project in Msunduzi. With their help his fees to study at Msunduzi FET were paid but, after a promising start, he only completed 2 out of the 3 phases of his course. When Thandanani approached him to ascertain the reasons for his dropping out he was unfortunately uncooperative and hostile and, as yet, we have not been able to establish the reasons for this change in behaviour and attitude.

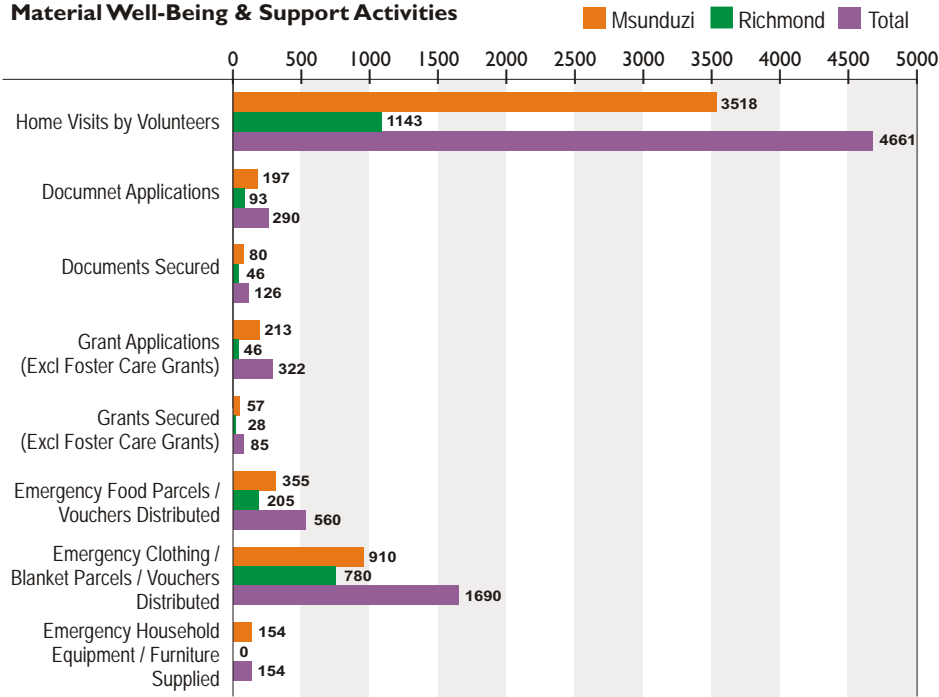
Apart from these unique challenges at securing the cooperation of households, Thandanani also experiences challenges in some of its other areas of service delivery. Two recent challenges in this regard are outlined below:

- ✧ When Thandanani started working with the ELC's the criteria for selecting potential partners was not so clear and we currently have two ELC's who have been struggling to secure land for their development. Thandanani cannot invest in the development of these ELC's until they have secured land as we run the risk that such developments may be “high jacked” by the land owners once complete. In the case of these two ELC's Thandanani has been trying to assist them to secure suitable land for a number of years without success. Consequently, Thandanani has been forced to place a moratorium on the further development of these ELC's.
- ✧ The development of community food gardens in the Msunduzi Municipality is often hampered by the lack of access to a tractor to plough the land. People owning tractors in the local communities (that we potentially could hire) are often not diligent in maintaining their equipment and some of the tractors are not roadworthy and so can't travel from one community to another. To secure a tractor from the Msunduzi Municipality is also difficult as they have backlogs that must be dealt with before they can make their tractors available to Thandanani. This has meant that we have struggled unnecessarily to prepare the land for the development of food gardens in Msunduzi.

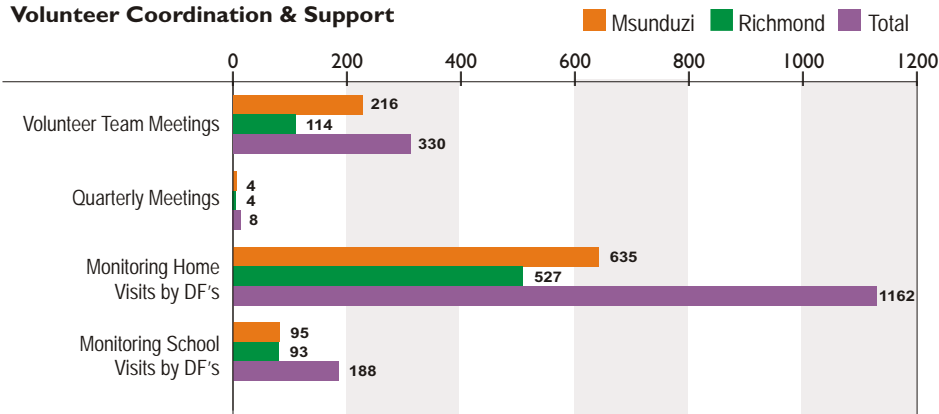


Facilitating community based care and support for orphans and other vulnerable children

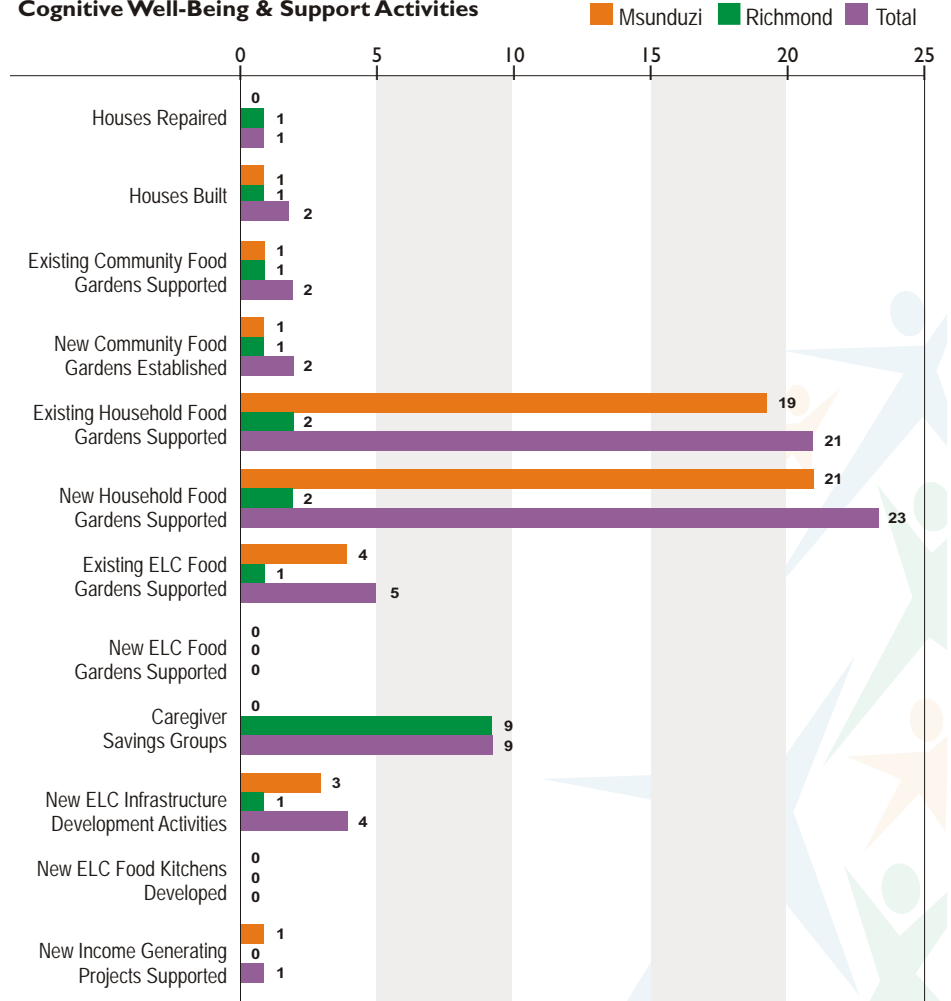
Material Well-Being & Support Activities



Volunteer Coordination & Support

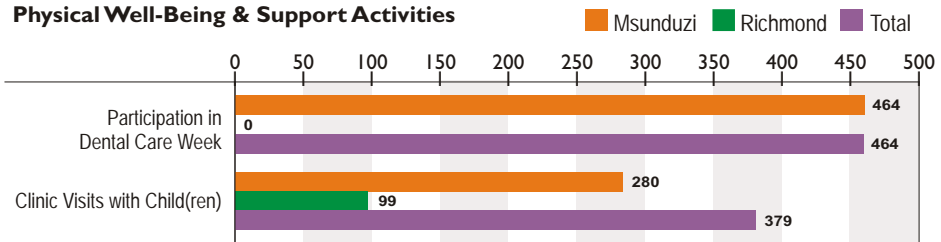


Cognitive Well-Being & Support Activities

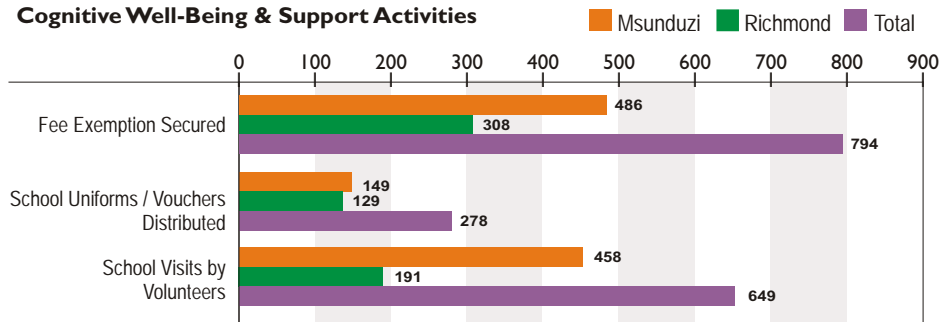


Facilitating community based care and support for orphans and other vulnerable children

Physical Well-Being & Support Activities



Cognitive Well-Being & Support Activities



Facilitating community based care and support for orphans and other vulnerable children



Overview

One of the core focuses in Thandanani's model of Community based OVC care and support is the emotional well-being and development of OVC's and their caregivers. This is a primary responsibility of our Welfare team. However, our Welfare staff are also critically involved in ensuring the material well-being of OVC's in that they are responsible for undertaking all the statutory work required in the placing of caregivers and the securing of foster care grants. This section details the activities undertaken by our welfare team during the current reporting period.



Individual Consultations & Referrals:

- ★ During the current reporting period our Social Workers conducted a total of 223 intake interviews, 33 school visits, 268 home visits, 8 hospital visits and 157 follow up consultations for purposes of ongoing information gathering & monitoring. In addition, 25 follow up counselling sessions were undertaken and a total of 233 referrals to other agencies for specialised interventions were made.



Statutory Work:

- ★ A range of cases requiring statutory work were also attended to during this period, including: 132 foster care placements & grant applications (of which 103 have been approved) and 11 "form IV removals" (statutory child removals) were attended to.



Group Interventions:

- ★ Therapeutic Weekends: During the current reporting period Welfare staff facilitated 9 therapeutic weekends for a total of 89 OVC's and conducted follow up workshops with 44 participants who attended these follow up sessions.
- ★ Memory Box Activities: During the same period 4, five-day-long memory box camps were facilitated for a total of 199 OVC's while individual memory work was conducted (by volunteers) with a further 229 OVC's. The latter required support and mentoring from our Welfare staff as volunteers had only recently been trained in memory work.

- ★ OVC Life-skills Program: In 2007 nine volunteers were trained to conduct Life-skills programmes. Eight of these volunteers were then involved in the facilitation of 2 pilot Life-skill programs of 7 sessions each with a total of 40 participants in 2007/8. Since the volunteers were newly-trained, they needed significant support and monitoring, thus TCF staff members were present during sessions. The first pilot groups have been completed and welfare staff conducted evaluations with 10 children who participated in the sessions. Unfortunately, it became apparent that the success of these pilot groups was undermined by poor attendance as a result of them being scheduled on Saturday's when there are competing demands on children's time. Consequently, the welfare team have re-strategised these groups and in 2009/10 they will be run during the week at schools just after classes end for the day.

- ★ Caregiver Support Groups: During the current reporting period, 31 of our volunteers were trained in running Caregiver and Children Support groups as part of our partnership with Rob Smetherham Bereavement Services. This training involved the co-facilitation of these groups with staff from Rob Smetherham Bereavement Services. Once trained, these volunteers will be equipped to independently facilitate support groups for Caregivers on our database. One hundred and twenty eight caregivers participated in the caregiver support groups that were run in the current reporting period. In addition, 21 children of these caregivers participated in pilot children's support groups facilitated by Rob Smetherham Bereavement Services during this same period.



Highlights

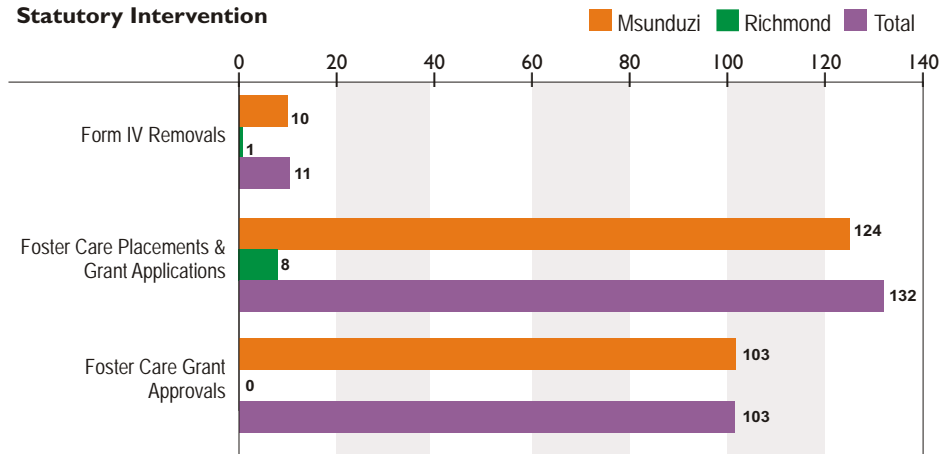
- ★ The start of caregiver support groups
- ★ Improved delivery of welfare services in Richmond as a result of the employment of a dedicated social worker
- ★ An improvement in the process of securing birth certificate's
- ★ A positive response on the recruitment of life skills volunteers



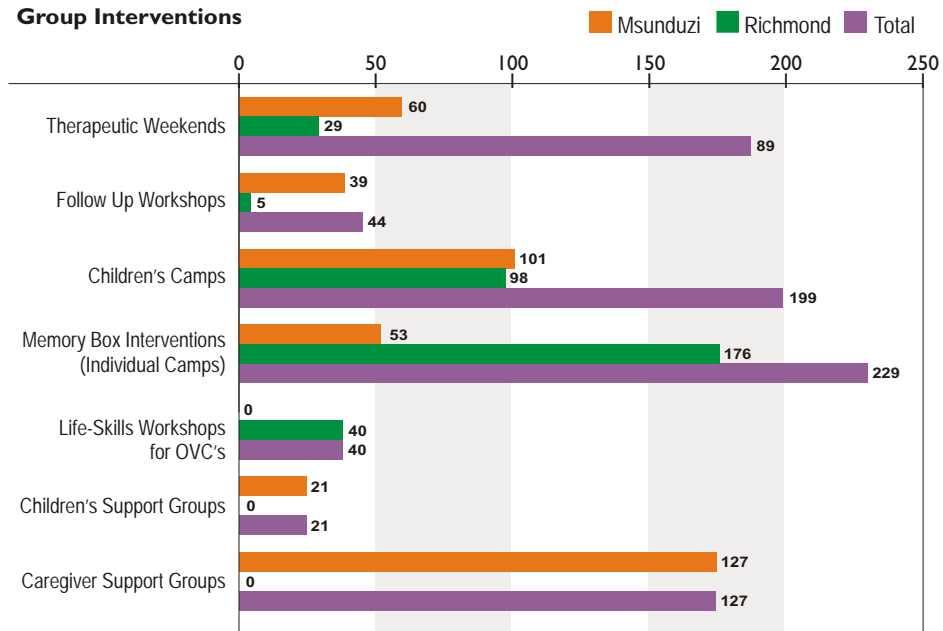
Challenges

- ★ Increasing workload due to the introduction of new programmes & the lack of a dedicated Social Worker in Richmond for most of the year
- ★ The amount of training and support Life-skill volunteers needed before they felt comfortable facilitating life-skill groups for OVC's
- ★ The high number of individual cases

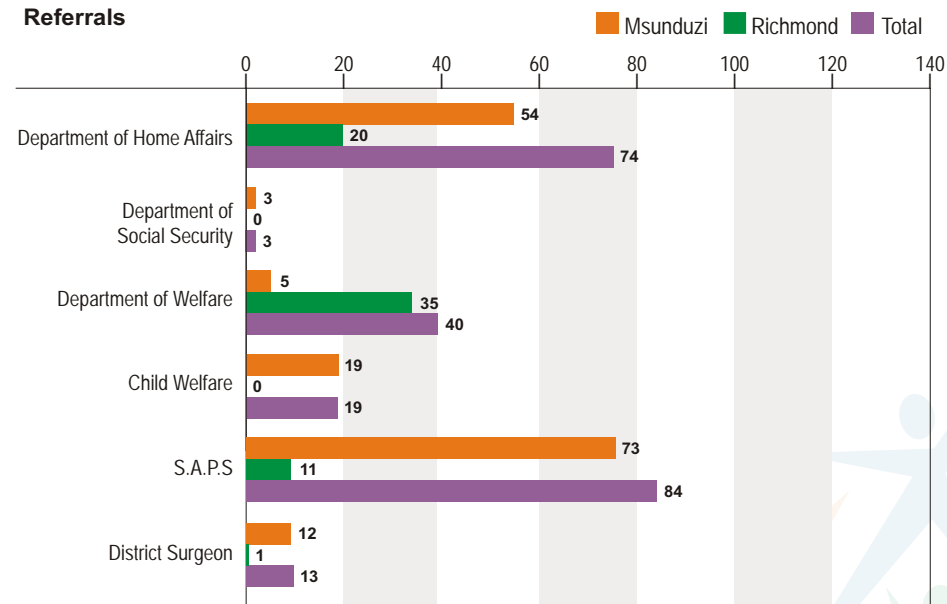
Statutory Intervention



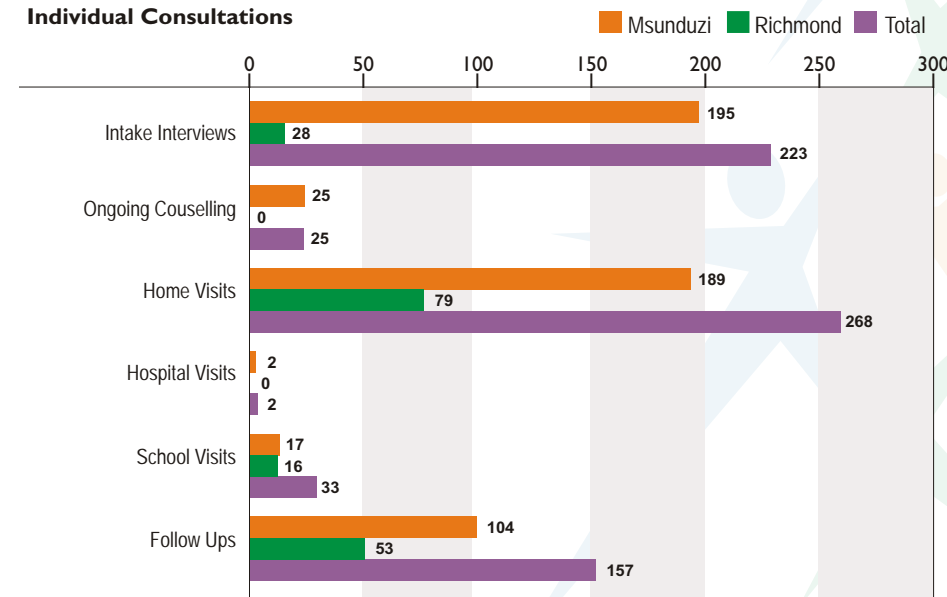
Group Interventions



Referrals



Individual Consultations



Facilitating community based care and support for orphans and other vulnerable children



Early Child Care **(Early Learning Centre Support)**

Compiled by Smangele Mngomezulu and Barbara Khosa

Overview

Many of the children in households supported by Thandanani are of pre-school age. To facilitate the development of these children Thandanani has formed partnerships with Early Learning Centre's (ELC's) within the communities in which we operate. At the start of 2008/9 we had partnerships with 8 such ELC's. Thandanani supports these ELC's by developing the infrastructure and resources of these centres; facilitating the formal training of the volunteers who run these Centre's; and providing these volunteers with professional support and guidance from our Childcare Worker. In return, these ELC's accommodate the preschool children from households on Thandanani's database without charging fees. In this way we not only develop a vital resource for the broader community but also ensure appropriate care and stimulation for our preschool OVC's.

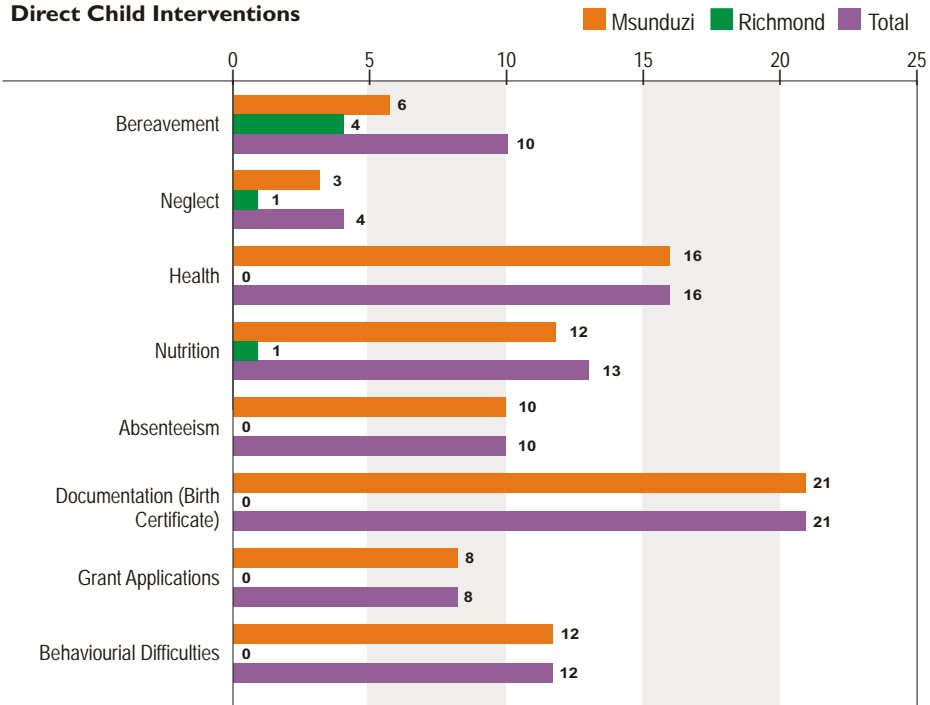
In the current reporting period Thandanani began implementing its revised model of ELC Support & development. This model introduces a staged approach to ELC development aimed at moving the ELC's to a point where they can register with the Department of Welfare and receive a subsidy from the department. In the current reporting period two ELC's secured their subsidies from the department and so have now "graduated" from TCF.

A moratorium on the support and development of two other existing ELC's will also take effect in 2009/10 as these ELC's have not been able to secure tenure or rights to use the land on which they are currently operating and Thandanani cannot undertake infrastructure development without this in place. Consequently Thandanani will be seeking to form development partnerships with at least two new ELC's in 2009/10.

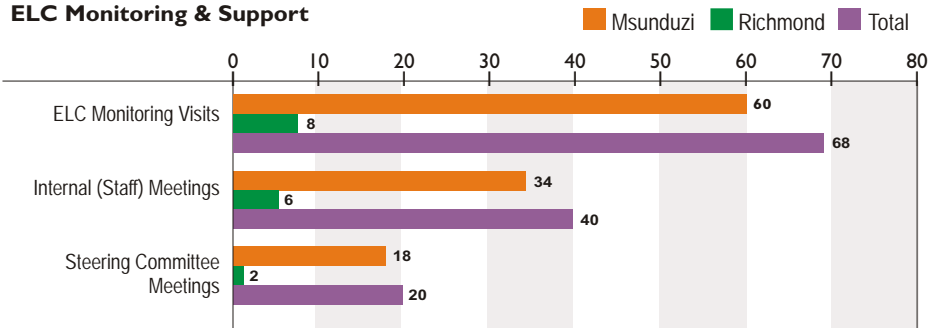
Notwithstanding these challenges, Thandanani's Childcare Worker has maintained regular support and monitoring visits and direct child support interventions at all eight ELC's. Details of these activities are provided below.

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Direct Child Interventions



ELC Monitoring & Support



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ELC Monitoring & Support

The Childcare Worker has conducted regular visits to each Thandanani supported ELC in Pietermaritzburg. In the current reporting period a total of 68 visits were conducted. These visits are undertaken to monitor the efficacy of the ELC volunteers in the management of the ELC and in the care provided to the children attending the ELC's. The visits also provide an opportunity for ELC volunteers to seek advice and assistance in addressing any difficulties they may be experiencing.

Direct Child Support

Group Interventions: Each year Thandanani's Child Care Worker identifies common issues faced by the children attending Thandanani supported ELC's and develops interventions, in the form of "lessons", to address these. These interventions are aimed at imparting a basic life-lesson to children between the ages of 4 and 6 years of age. During the current reporting period 46 lessons were taught to a total of 1304 participants.

Individual Interventions: Child Care Workers also provide direct support to individual children whenever difficulties that require professional intervention are identified. In the current reporting period the Child Care Worker dealt with a total of 94 such cases.

Highlights

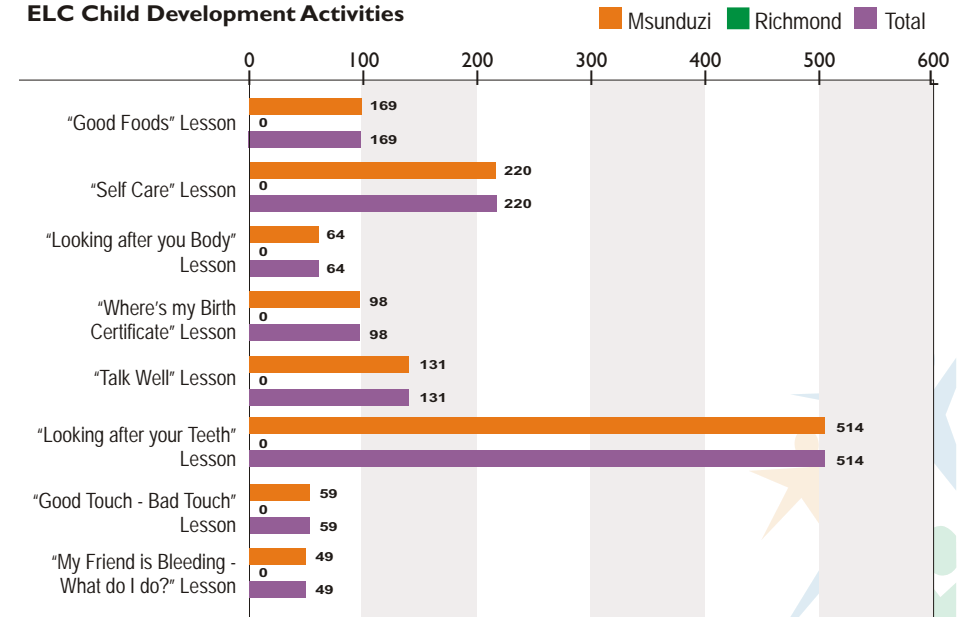
- The distribution of fire extinguishers to all 8 ELC's & the training of ELC volunteers in the proper use of these
- Buthokuhle ELC received a donation of a fully equipped container including toys, a heater, tables and chairs for the children and cupboards from Little Elephant and Aberdare Cables.
- Phatheni ELC received a donation of R 1000 which they used for their closing ceremony.
- Two ELC's are now receiving their subsidies from the DOW and so have "graduated" from Thandanani support

Challenges

- Zamukuphila ELC had a break in but the stolen goods were recovered
- The passing of one of the Zamukuphila ELC volunteers
- Storm damage to the roof of the Nqoba ELC and to the walls of the Buthokuhle ELC
- The inability of two ELC's to secure tenure or usage rights to their current premises.

Early Childcare Statistics:

ELC Child Development Activities



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Overview

A visible and positive public profile is critical to any non-profit organisation. Without this, the organisation would be hard pressed to secure the support it needs to carry out its activities. Recognising this, Thandanani has put significant energy into its various communications activities to ensure that donors and other critical stakeholders are kept abreast of the work of the organisation.

During the current reporting period Thandanani has continued to maintain a high level of communication activity. These activities are detailed below:

Internal Events & Communications

- ★ **Website Management:** Thandanani's website has been updated using the Joomla CMS software. This allows us to update it regularly without having to use the services of consultants. In addition, visitors can register online to receive our e-newsletter "Ikhwezi" The new look website can be viewed at www.thandanani.org.za
- ★ **Annual Report:** All the necessary materials such as the Director's Report, Chairman's Report and reports from each department were sent to the designers for the compilation of the 2007/8 Annual Report. One hundred copies of the report were compiled on disk and distributed to donors and other stakeholders.
- ★ **Annual General Meeting:** Thandanani's Annual General Meeting was held on 25 July 2008 at the Imperial Hotel. The event was well attended and the presentation of our achievements for the year was appreciated.
- ★ **Electronic Newsletter:** The first monthly issue of Ikhwezi (Thandanani's electronic newsletter) was sent to all e-mail recipients through Thandanani's new automated system. The response has been positive and we received 30 new subscriptions within two week of issue.
- ★ **Household Sponsors Reports:** Home visits were conducted in all the sponsored households and the reports for sponsors were compiled. Some families are still struggling to secure grants due to them largely as a result of delays by the Department of Home Affairs in issuing these families the necessary documents.

- ★ **Database Management:** In recent months Thandanani has been working with its database consultants to refine its database to reflect the developmental stage of each household and to track each household's movement through the stages over time. In addition we are also introducing a service delivery record that will directly link the delivery of a particular service to the specific individual or household benefiting from that service. Once these changes have been made Thandanani should have a much more detailed record of its interventions per beneficiary and a relatively simple indicator of its impact as households move through the various stages of development.

External Events & Publicity

- ★ **8 Mile Club Function:** The 8 Mile Club held its annual charity function at the Lake Side Café in Pietermaritzburg. Members of the 8 Mile Club swim the famous Midmar Mile to raise funds for charity organisations. As the Club's long-standing beneficiary, Thandanani received another generous donation from them.
- ★ **Special Needs Housing Project – Closing ceremony:** A closing ceremony for the Special Needs Housing Project was held in April 2008. The Honourable mayor of the Msunduzi Municipality Councilor Z. Hlatshwayo was the guest speaker at this ceremony and she praised Thandanani Children's Foundation & Habitat for Humanity for their work in the communities. She also acknowledged the good working relationship that the organisations have developed with the municipality.
- ★ **Concert in the Park:** The Annual Concert in the Park was held on 22 June 2008 at the Pietermaritzburg Botanic Gardens. The event was preceded by a press conference and a number of press releases to advertise the event and Thandanani as its beneficiary.
- ★ **20th Anniversary Celebrations:** In celebrating its 20th anniversary, Thandanani acknowledged the contribution made to the development of the organisation by a number of key stakeholders and individuals over the years at a formal lunch held on 20 March 2009. Volunteers were also acknowledged for their outstanding achievements during the past 12 months. The event was attended by approximately 240 guests and volunteers and was enjoyed by all.

As part of its 20 year celebrations Thandanani is also busy producing a brief history of the organisation which should be published and launched in early 2010. Donors and individuals who would like to share their experiences of and involvement with Thandanani over the years are encouraged to contact us so that your contribution can be included in what should be a fascinating read.

✦ **Local Media Coverage:** Thandanani continues to receive good coverage in local media. In the past year a total of 9 articles appeared in the local press related to Thandanani and the work that we do. This coverage helps maintain our local profile and image and often results in unsolicited support from local individuals and organisations.

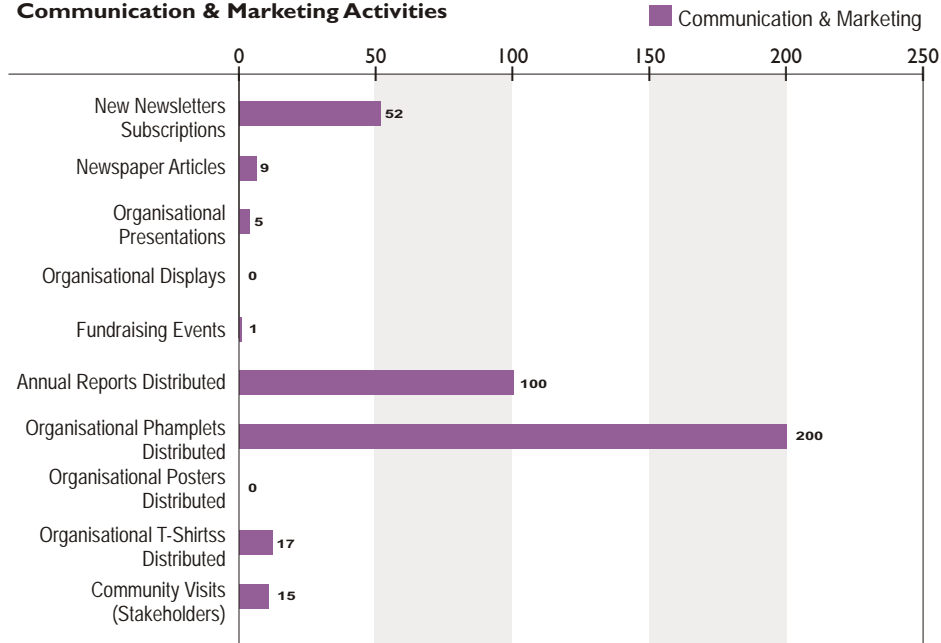
✦ **Community Visits:**

✦ Thandanani facilitated 15 separate community visits for donors and other core stakeholders during the past year. These visits are aimed at exposing visitors to the needs the organisation is trying to address and the impact we are having in addressing these. Many of our visitors come away from these visits impressed with how much is being achieved with the resources at our disposal.

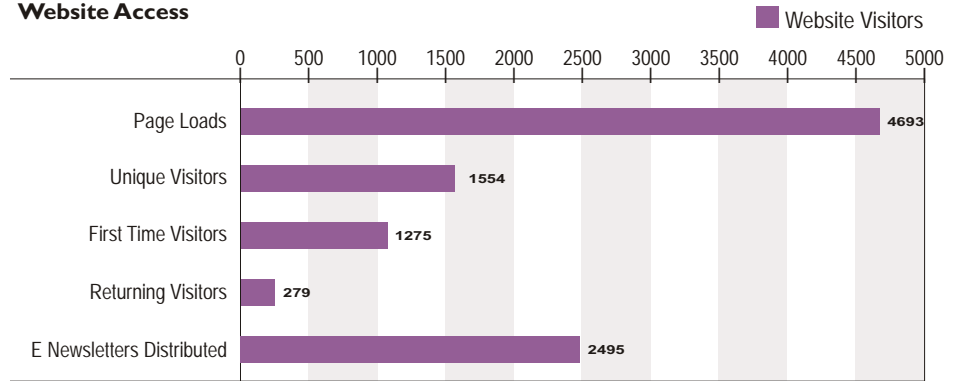
Two of these visits included representatives from the press and media organisations in Europe and the UK who accompanied some of our donors on their visits to the organisation. As a result of these visits Thandanani has received significant international coverage in the current reporting period.

✦ **Communications Statistics:**

Communication & Marketing Activities



Website Access



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Finances & Fundraising

Core Donors

-  Cafod (UK)
-  Chevron (SA)
-  ChristianAid (UK)
-  Department of Welfare (SA)
-  Kindermissionswerk – Die Sternsinger (Germany)
-  Kindernothilfe (Germany)
-  Missio (Germany)
-  New Philanthropy Capital (UK)
-  Pietermaritzburg Community Chest (SA)
-  Starfish Greathearts Foundation (SA)
-  Stephen Lewis Foundation (Canada)
-  The Belgium Embassy (SA)
-  WipholdTrust (SA)

Corporate & Organisational Sponsors

-  8 Mile Club (SA)
-  Azalea Rotary Club of Pietermaritzburg (SA)
-  CharitiesAid (UK)
-  Freshfields (UK)
-  Hulamin (SA)
-  Imbewu (SA)
-  Rotary Club of Pietermaritzburg (SA)

Household Sponsors

-  Alysha Naidoo
-  Anthea Platt
-  CarolWarnica
-  CE Pretorius
-  Clare Barker
-  Dev Moodley
-  Edward Du Plessis
-  HajiraValley
-  Mr and Mrs J Hallows
-  James I 27Trust
-  Nkosinathi Fund
-  Partners in Development
-  Prof. Colin Gardner
-  RSWallace
-  SamanthaWatt
-  Wendy Leeb

In-kind Contributors

-  Agnes Mkhize
-  Andrew Family
-  Cindi Kubheka
-  DUT Students
-  Habitat 4 Humanity
-  Lolly (Greys Hospital)
-  Ms MVenter
-  NokulungaThabethe
-  Nomfundo Mathonsi
-  Rob Smetherham Bereavement Services
-  Rouche Family
-  Susan Govia
-  Tessa Grace

Thandanani Children's Foundation would like to extend its sincere appreciation to all our donors, sponsors and contributors. We are here today providing meaningful care to the children and communities we serve because of your commitment and generosity. Thank you!



Facilitating community based care and support for orphans and other vulnerable children

Report of the Independent Auditors

We have audited the accompanying annual financial statements of Thandanani Childrens Foundation

The company's directors are responsible for the preparation and fair presentation of these annual financial statements in accordance with South African Statements of generally accepted accounting practice

Our responsibility is to express an opinion on these annual financial statements based on our audit.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis for Qualified Opinion

In common with similar organisations, it is not feasible for the company to institute controls over cash and fund raising projects prior to the initial entry of the collections into the accounting records. Accordingly, it was impracticable for us to extend our examination beyond the receipts actually recorded.

In common with similar organisations, we extended our qualification to include property, plant and equipment. The Association's treatment of property, plant and equipment is not in accordance with South African Statements of Generally Accepted Accounting Practice. Property, plant and equipment is not capitalised but written off as an expense at the date of purchase.

Opinion

In our opinion, except for the effect on the annual financial statements of the matters referred to in the preceding paragraphs, the annual financial statements present fairly, in all material respects, the financial position of company as of 31 March 2009, and of its financial performance and its cash flows for the year then ended in accordance with South African Statements of Generally Accepted Accounting Practice, and in the manner required by the Companies Act of South Africa, 1973.



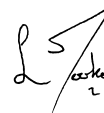
EM Luiz
Registered Auditors
Per: EM Luiz
19 June 2009
Pietermaritzburg

Directors' Responsibilities and Approval

The directors are required by the Companies Act of South Africa, 1973, to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements fairly present the state of affairs of the company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with South African Statements of generally accepted accounting practice. The external auditors are engaged to express an independent opinion on the annual financial statements. The annual financial statements are prepared in accordance with South African Statements of generally accepted accounting practice and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgments and estimates. The directors acknowledge that they are ultimately responsible for the system of internal financial control established by the company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the board of directors sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the company and all employees are required to maintain the highest ethical standards in ensuring the company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the company is on identifying, assessing, managing and monitoring all known forms of risk across the company. While operating risk cannot be fully eliminated, the company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The directors are of the opinion, based on the information and explanations given by management that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The directors have reviewed the company's cash flow forecast for the year to 31 March 2010 and, in the light of this review and the current financial position, they are satisfied that the company has or has access to adequate resources to continue in operational existence for the foreseeable future.



L Tooke - Chairman



T Krishnan - Treasurer

Balance Sheet

	2009 R	2008 R
Assets		
Non-Current Assets		
Other financial assets	150,205	150,205
Current Assets		
Deposits and donation income receivable	203,948	194,228
Cash and cash equivalents	1,531,320	2,258,140
	1,735,268	2,452,368
Total Assets	1,885,473	2,602,573
Equity and Liabilities		
Equity		
Household sponsorships fund	26,216	26,216
Accumulated funds	821,057	885,674
	847,273	891,890
Liabilities		
Current Liabilities		
Accrued expenses and donation income received in advance	982,304	1,710,682
Provision for leave pay	55,896	
	1,038,200	1,710,682
Total Equity and Liabilities	1,885,473	2,602,572

Income Statement

	2009 R	2008 R
Restated		
Donation income	4,624,527	3,886,368
Operating expenses	(4,711,699)	(3,951,605)
Operating loss	(87,172)	(65,237)
Investment revenue	42,555	12,283
Surplus / (Deficit) for the year	(44,617)	(52,954)

Supplementary Information

I. Funders Name: Thandanani Children's Foundation projects

CAFOD	447,255
Chevron SA	100,000
ChristianAid UK	469,142
Community Chest	48,981
Kinderrnissionswerk - Die Sternsinger	187,900
Kindernothilfe	744,036
Missio	166,671
New Philanthropy Capital	329,484
Individual household sponsorships	75,861
Department of Welfare	282,070
Noncontractual income	44,657
Starfish Foundation	450,000
Stephen Lewis Foundation	129,422
Wiphold Trust	285,714
The Belgium Embassy	847,814
	4,609,007

2. Training - Richmond

Staffing - Director	9,210
Staffing - Training and Communications Coordinator	57,721
Staffing - Trainer	44,102
Training materials	28,964
Training coordination and support	33,162
	173,159

3. Training - Pietermaritzburg

Staffing - Director	18,420
Staffing - Training and Communications Coordinator	88,176
Staffing - Trainer	66,152
Training materials	9,390
Training coordination and support	25,358
	207,496

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4. Development and direct child support - Richmond

Staffing - Director	49,119
Staffing - Development Coordinator	60,554
Staffing - Senior Development Facilitator	108,405
Staffing - Development Facilitator	182,771
Staffing - Development Facilitator (livelihood & security)	39,440
Staffing - Development Facilitator (household reporter)	36,035
Volunteer stipend and travel	85,352
Volunteer coordination and support	8,667
Community household food garden	9,003
Savings group and income generating projects	200
Material security - housing	2,884
Material security - relief food	17,475
Cognitive well being and development	12,000
Transportation - goods and materials	11,725
Household sponsorship payments	19,900
	643,530

5. Development and direct child support - Pietermaritzburg

Staffing - Director	70,726
Staffing - Development Coordinator	92,529
Staffing - Development Facilitator	299,273
Staffing - Development Facilitator (livelihood & security)	59,160
Staffing - Development Facilitator (household reporter)	54,263
Volunteer stipend and travel	120,866
Volunteer coordination and support	13,035
Community household food garden	19,376
Savings group and income generating projects	2,500
Material security - housing	8,157
Material security - food	35,200
Cognitive wellbeing and development	24,454
Transportation - goods and material	25,662
Household sponsorship payments	56,607
Sunfield Home	17,310
	899,118

6. Early childcare services – Richmond

Staffing - Director	3,368
ELC volunteer stipend and travel	22,050
ELC volunteer coordination	5,636
ELC infrastructure development	2,108
ELC food garden/kitchen development	6,026
	39,188

7. Early childcare services – Pietermaritzburg

Staffing - Director	33,373
Staffing - Childcare Worker	91,174
ELC volunteer stipend and travel	48,005
ELC volunteer coordination	5,694
ELC infrastructure development	10,000
ELC food garden/kitchen development	8,000
	196,246

8. Welfare services – Richmond

Staffing - Director	33,700
Staffing - Senior Social Worker	64,122
Staffing - Social Worker	33,126
Wellness volunteer stipend and travel	33,553
Wellness volunteer coordination	4,710
Physical wellbeing and development	1,875
Emotional wellbeing - therapeutic weekend	25,868
Emotional wellbeing - life skills program	7,719
Emotional wellbeing - memory box	738,736
	943,409

Facilitating community based care and support for orphans and other vulnerable children

9. Welfare services – Pietermaritzburg

Staffing - Director	15,380
Staffing - Senior Social Worker	96,484
Staffing - Social Worker	126,296
Wellness volunteer stipend and travel	62,383
Wellness volunteer coordination	13,523
Physical wellbeing and development	2,763
Emotional wellbeing - therapeutic weekend	17,161
Emotional wellbeing - memory box	27,396
Emotional wellbeing - caregiver support	15,053
	376,439

10. General operating expenses – Richmond

Staffing - Director	24,560
Staffing - Finance/Admin Manager	78,765
Staffing - Finance/Admin Officer	37,787
Staffing - Receptionist	20,200
Building and equipment	40,187
IT and telecommunications	85,788
General office administration	9,050
Auditing	6,154
Bank charges	8,687
Fundraising and marketing	23,878
Staff development	9,915
	344,971

11. General operating expenses – Pietermaritzburg

Staffing - Director	49,139
Staffing - Finance/Admin Manager	118,147
Staffing - Finance/Admin Officer	56,682
Staffing - Receptionist	31,800
Staffing - Office Assistant	37,316
Building and equipment	85,000
Vehicle purchase and maintenance	212,944
IT and telecommunications	138,379
General office administration	32,186
Auditing	14,360
Bank charges	16,310
Fundraising and marketing	58,175
Staff development	22,185
	872,623

12. Sizakancane income generation project income

Income	15,520
	15,520

13. Sizakancane income generation project expenses

Expenditure	15,520
	15,520

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Organisational Details

Thandanani's Board




-  **Larry Tooke** (Chairperson) Systems Consultant, Developer & Psychology Masters Student.
-  **Philippe Denis** Theology Lecturer and Memory Box Project Coordinator.
-  **Trini Krishnan** (Treasurer) Business Analyst.
-  **Khanyisile Nyembezi** Psychologist
-  **Lisa Strydom** Non-Profit Consultant & Community Development Practitioner
-  **Lindile Jela** Community Development Practitioner
-  **Lulu Ngcobo** Financial Consultant

Thandanani's Staff

Management & Administration:

-  Duncan Andrew Director
-  Shamla Naidoo Finance & Admin Manager
-  Asian Sithole Finance Assistant
-  Thabani Mbatha Receptionist & Administrative Assistant
-  Zandile Buthelezi Office Assistant





Training:

-  Thabani Ngwira Trainer & Communications Coordinator
-  Fikile Zungu Trainer
-  Bheki Madide Trainer

Development & Direct Child Support:

-  Nhlanhla Ndlovu Development Co-ordinator
-  Agnes Mkhize Development Facilitator (Pietermaritzburg)
-  Jillith Moyo Development Facilitator (Pietermaritzburg)
-  Phumlani Dlamini Development Facilitator (Pietermaritzburg)
-  Bheki Dladla Senior Development Facilitator (Richmond)
-  Sibongile Sithole Development Facilitator (Richmond)
-  Mampho Lieke Development Facilitator (Richmond)
-  Thabani Ndlovu Development Facilitator (Livelihood Security)

Welfare & Early Childcare

-  Sma Mngomezulu Welfare & Childcare Coordinator
-  Mthombisi Mlaba Social Worker
-  Marie Sahre Intern Social Worker (Volunteer)
-  Barbara Khoza Childcare Worker

Registration Details

Non Profit Organisation: Reg. No. 006-136NPO
Section 21 Company: Reg. No. 2002/005186/08
Section 18A Public Benefit Organisation: Reg. No. 930003417
SARS P.A.Y.E: Reg. No. 7090709751
SARS UIF: Reg. No. U090709751

Banking Details

Standard Bank, Longmarket Street
Account Number 052131327
Branch Code 05-75-25
Swift Code SBZAZAJJ

Contact Details

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Pietermaritzburg Pietermaritzburg Web: www.thandanani.org.za
3201 3200 Email: reception@thandanani.org.za

Contact Person

Duncan Andrew (Director)
Email: duncan@thandanani.org.za



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