





CONTENTS

Patron's report	1
Extent of services	2
Acting Chairperson's report	4
CEO's report	6
Assistant Directors' reports	8
Treasurer's report	10
Breakdown of income and expenditure	11
Independent auditor's report	12
Statement of financial position	13
Statement of comprehensive income	14
Reports	
Marketing, Fundraising and Communications	16
Human Resources	18
Child and Family Unit	20
Foster Care and Reunification Services	22
Child Abuse Treatment and Training Services	24
Thembaletu Life Skills and Economic Empowerment Centre	26
Masibambisane Orphaned and Vulnerable Children Centre	28
Princess Alice Adoption Home	30
Othandweni Family Care Centre	32
Aganang Training Centre	34
Special thanks	36
Our people	38



BOARD OF DIRECTORS

Prof John Pettifor: Acting Chairperson
 Yvonne Pillay: Treasurer
 Aileen Langley: Board member
 Sarah Mabatho Maphoto-Papi: Board member
 Buntubabantu Mdaka: Board member
 Mathili Kunene: Board member
 Jeanie Naggan: Board member
 Ntsatsi Mokgethi: Board member
 Dinah Malekutu: Board member

MISSION

Our mission is to protect, safeguard and care about children, their families and communities, promoting their rights, wellbeing and dignity.

VISION

The vision of Jo'burg Child Welfare is to provide holistic child protection services to children in the greater Johannesburg area.

VALUE STATEMENTS

- » Providing continuous child centred service delivery that is relevant, evident and value based.
- » Ensuring that staff are continuously capacitated and empowered with core competencies and skills that are relevant to the work that they do.
- » An organisation with competent staff who act as change agents, contributing to the reduction of poverty and inequality.
- » Improving the profile of the organisation and ensuring that Jo'burg Child Welfare's image remains relevant and continues to be a voice for children in all forms of media.
- » Leadership that is value based, transparent and employs good governance to ensure a sustainable organisation.
- » Maintaining a high profile, ensuring visibility in communities,

advocating for children's rights and forming strategic partnerships which promote the organisation's mission.

- » Cultivating partnerships and sharing best practices to enhance service delivery and, where necessary, capacitating other organisations.





On 10 December 1993, in accepting the Nobel Peace Prize Award in Oslo, Norway, President Mandela poignantly and eloquently envisaged the future we all wish for our children:

The children must, at last, play in the open veld, no longer tortured by the pangs of hunger or ravaged by disease or threatened with the scourge of ignorance, molestation and abuse, and no longer required to engage in deeds whose gravity exceeds the demands of their tender years.

2018 marks the centenary of the birth of Nelson Mandela and thereby has offered us all a unique chance to reflect on his life and to promote his legacy.

We aspire in 2018 to make that legacy more real to those to whom continuing the struggle for justice matter most.

Mandela had a passion for children. His vision was that children should live lives free of hunger, disease, molestation and abuse. They should be provided with opportunities for learning and education and afforded nurturance and caring.

This is the vision that has animated the work of Jo'burg Child Welfare (JCW) for over a century. It is the vision it continues to promote through delivery of its programmes.

Jo'burg Child Welfare is generally the first port of call for children in need of help because of abandonment, abuse, neglect or assault – especially when they are very young.

The programmes JCW provides afford a safety net for these children and for their families who need short to long-term assistance.

The annual report evidences the conspicuous role JCW continues to play in the lives of more than 60 000 children and their families in trying to ensure that they can have a safe and contented childhood.

The dedicated Board of Management, staff, donors and volunteers of JCW ensure that it will continue to make Johannesburg a better place for children in this year and beyond, so living the legacy of Mandela.

From the Patrons of Jo'burg Child Welfare:

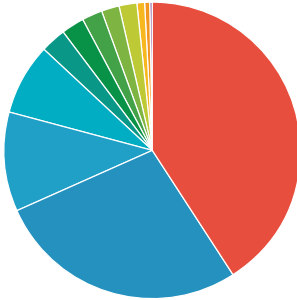
- » Justice Edwin Cameron
- » Justice Zukisa Tshiqi
- » Ms Basetsana Kumalo
- » Ms Gerry Elsdon



EXTENT OF SERVICES

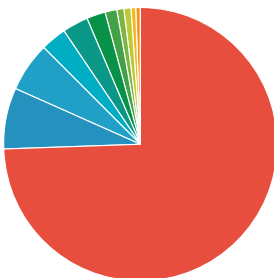


CHILD AND FAMILY UNIT



- 6 600** Clients assisted at reception for various departments
- 4 449** Participants reached in awareness campaigns
- 1 734** Number of intakes
- 1 236** Number of children who received statutory or preventative services after risk assessment
- 456** Cases referred to other organisations at reception
- 413** Cases resolved after brief counselling
- 338** Crises intervention
- 315** Family preservation
- 310** Cases referred to other organisations after proper intake
- 120** Children/families assisted with meals and groceries via KFC Add Hope
- 60** Parenting skills training
- 43** Number of lost or abandoned children

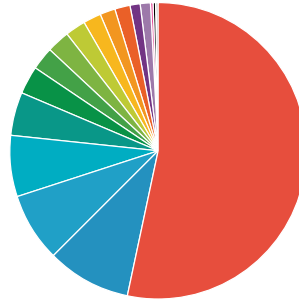
ADOPTION SERVICES



- 1 917** Adoption enquiries (individual and couples)
- 186** Individuals who undertook adoption orientation and training
- 148** Post-adoption reports
- 84** Birth mothers assisted
- 73** Families or individuals that made enquiries re-link-up search for origin
- 58** Couples or individuals allocated for screening as potential adopters
- 35** National adoptions
- 22** Children placed on RACAP
- 22** Number of children consented for adoption
- 13** Inter-country adoptions
- 13** Children with special needs adopted



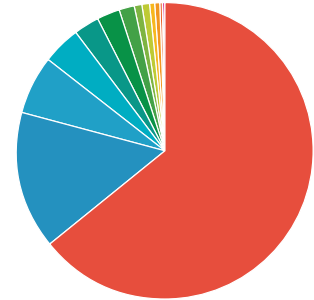
FOSTER CARE AND REUNIFICATION SERVICES DEPARTMENT



- 4 917** Participants reached in awareness campaigns
- 849** Children in supervised foster care
- 694** Children who received psychological services
- 623** Foster parents supervised
- 430** Participants in parenting skills training
- 274** Children in residential care (child and youth care centres)
- 237** Biological parents in reconstruction services
- 218** Beneficiaries (children) on child development training
- 210** Caregivers and foster parents trained in child development
- 179** Families participating in family reunification
- 164** People involved in group work
 - 114 children
 - 54 foster parents
- 151** KFC Add Hope recipients
- 108** Foster parents screened
- 92** Foster parents trained
- 25** Children in supervised care with biological parents
- 21** Foster children who passed matric
- 13** Children placed back with their biological parents under supervision after successful reconstruction services during 2017/2018
- 3** Students funded by Rheinallt Jones for tertiary education



CHILD ABUSE TREATMENT AND TRAINING SERVICES (CATTs)



- 16 955** Community outreach
- 4 018** Prevention and Awareness
- 1 650** Nthabiseng Thuthuzela Care Centre (trauma containment, individual therapy, group work)
- 1 133** Participants in parenting skills training
- 720** Therapeutic intervention
- 657** Telephonic enquiries on child abuse
- 465** Number of people trained by CATTs training
- 217** Intake (risk and safety assessment) (by other professionals and community)
- 203** Number of children who receive statutory intervention
- 168** Cases referred to other organisations (after assessment)
- 128** Therapy sessions by psychologist
- 78** Children in group work
- 9** Fourth year social work students placed in the organisation for practicals
- 5** Social auxiliary workers placed in the organisation for practicals
- 3** Children in supervised care (with families)





THEMBALETHU LIFE SKILLS AND ECONOMIC EMPOWERMENT CENTRE



CHILD AND YOUTH CARE CENTRES, ADOPTION HOMES AND FAMILY CARE CENTRES



AGANANG TRAINING CENTRE AND THOGOMELO CHILD PROTECTION

Skills training

2 370

benefited from services offered by Themba lethu

INNERCITY PLAY PROJECT

Arts programme 645

In house dance and drama performance 330

Drama tournaments 315

Sports 855

School tournaments 400 participants

Schools sports days at Themba lethu 330

Friendly games 125 participants

Life skills: 1 093

Child protection week 565

Weekly school lifeskills sessions 400

Themba lethu (in house) 128

Child and youth committee: 47

Themba lethu (in-house members) 23

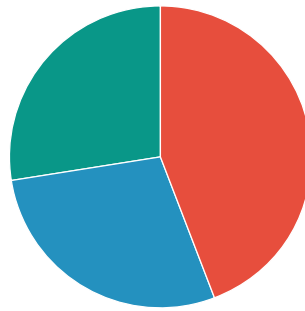
School committee members 22

Schools we are in partnership with:

Basa Knowledge, Beyhan College, Centurion College, Afrika House College, Pride Learning Academy and St Thomas College.



Othandweni Centre



76 Children cared for in the houses
49 Children cared for in the nursery
47 Babies and children who received overnight care

72

Social auxiliary work training

34 learners enrolled in January

24 learners enrolled in February

14 learners enrolled in June

138

The skills training programme

Gauteng group 1 – 25 learners

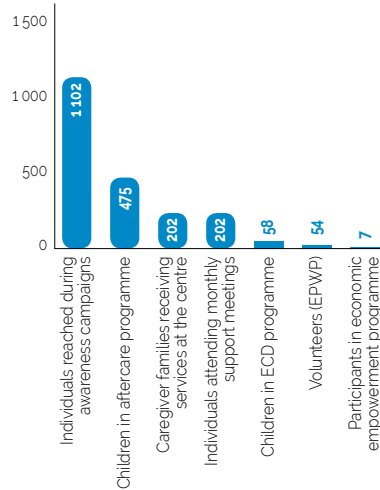
Limpopo group 1 – 28 learners

Gauteng group 2 – 22 learners

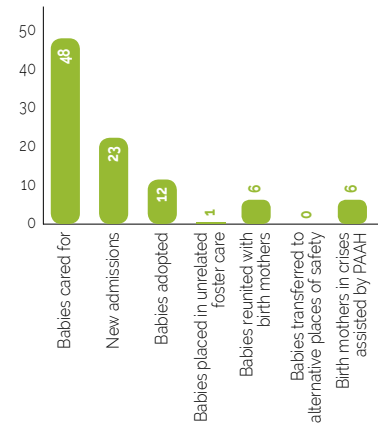
Limpopo group 2 – 27 learners

Mpumalanga combined – 36 learners

Masibambisane Centre – extent of services



Princess Alice Adoption Home – extent of services



Masibambisane programmes

Red Apple reading club

389

Vutshilo programme

105

Maths class

230

Masibambisane tutorial support

475





One of the main factors impacting effective management and sustainability of NGOs is the nature of their dependency on donor funding (Layton, 2002)

An NGO's legal status as a "non-profit" entity places it at the mercy of donor organisations whose often inconsistent funding priorities remain the biggest threat to NGO's financial and operational future (Layton, 2006: 2)

NGOs are required to fundraise to generate an income to remain sustainable. They have commonly depended on funding from donor agencies and multi-national organisations. With donor funding becoming more limited, competitive and erratic, the challenge of financial sustainability has become very real for NGOs (Aldaba, 2002; Kihato and Rapoo, 1999)

NGOs face rising costs for human resources, operational overheads and other programme inputs, stretching their already limited budgets. Restrictions imposed by donors on many grants and donations, along with the uncertainty of these funds over time, make it difficult for NGOs to do long-term planning, to improve their services and to reach their full potential. Donor resources available to NGOs continue to decrease in relative terms. The increasing number of NGOs has raised the competition for increasingly limited funding and donors have become less willing to fund traditional overhead expenses such as salaries, rent and equipment, forcing NGOs to chase more and more donors rather than developing long-term programme strategies that support their own mission (Layton, 2006; Alymkulova and Seipulnik, 2005; Viravaidya and Hayssen, 2001).

Funding mobilisation is a key function of the Board of Management. Non-profit funding sources vary in predictability, controllability, linkage to organisational activities, and the range and amount of management effort they require (Gronbjerg, 1993). A sustainable fundraising initiative is being developed together with the management of JCW. It is hoped this will diversify the sources of funds, to introduce an element of commercialisation into fundraising in order to improve the branding of the organisation and to strengthen the fundraising and marketing team. This sustainability strategy will continue to be monitored by the Board of Management as we try to reverse the financial fortunes of JCW.



This scenario continues to be reflected in JCW's daily reality as we struggle for survival. The survival of the organisation has depended on responsible governance, accountability and management of JCW as a non-profit organisation. In this regard, I would like to thank and pay tribute to Mr Tauriq Keraan, our recently retired Chairman, for his commitment in consistently bringing to our attention the need to ensure that we limit our services based on the constraints imposed by our income, and to Dr Nyoka for his willingness to participate in the activities of the Board of Management of JCW. We wish them both well with their personal endeavours.

Despite the current major financial constraints, JCW has continued to soldier on. Responsible governance has been ensured through regular Board of Management and sub-committee meetings. One of the major responsibilities of the Board of Management has been to establish fiscal policies that protect the organisation from either intentional or unintentional misuse of funds. Monitoring the use of funds is an important function of the Compliance, Audit and Risk Sub-committee which has followed up on audit and financial recommendations and reported to the Board of Management. The Executive Committee has also played an important role by taking many interim decisions between Board meetings, which have assisted the governance of the organisation. Issues such as property and fleet management, budget preparation and monitoring were discussed and prepared for the Board of Management.

The Human Resource Management Sub-committee dealt with completing draft policies on performance management, leave policies and job grading, to name but a few, and these have assisted in improving the governance of JCW.

I would like to extend my appreciation to all the members of the various committees for their dedication, commitment, availability and willingness to engage with management and staff.

Advocacy continues to be an integral aspect of the work undertaken by JCW, which has commented on two pieces of pending policy: the Issue Paper on the Right to Know One's Own Biological Origins and the National Child Care and Protection Policy. The Issue Paper is a research-based document compiled by the South African Law Reform Commission. In the document an argument is made that children have the right to know their biological origins when they are sufficiently mature to cognitively and emotionally deal with the facts placed before them and, that in the absence of any other yardstick, this should be done when the child reaches 18 years of age as is the case presently with adoption. The second policy paper that was commented on is the pending Child Care and Protection Policy that comes ahead of an



amendment to the Children's Act and creates a basket of services for children through creating a National Child

Care and Protection System. It provides for prevention and early intervention services for children at risk of abuse, neglect and exploitation and services for children who have already fallen victim to these ills. It also deals with areas surrounding law reform – specifically revolving around foster care and corporal punishment. Human rights education is a vital component of advocacy because it empowers people and gives them a sense of agency. It places them in a position to claim their rights and to understand what they are entitled to.

Collaboration with other stakeholders to facilitate change continues to be a core of the advocacy policy with both civil society and government. A host of conferences, workshops and dialogues, where specific interests of children were discussed, were attended by staff members of JCW. A number of forums, specifically the Child Rights Inter-sectoral Committee, the National Child Care and Protection Forum and the Work Stream on Violence against Children, were attended by various senior members of JCW. These forums play various roles, most prominently serving to catalyse change and development in law and policy.

In conclusion, the NPO Code of Good Practice sums up beautifully how it sees what is different and special about the non-profit sector. It states that "Despite their wide diversity, NPOs share a number of defining characteristics that make them distinct. They are established at the initiative of individuals, and not as a result of the passing of some law, or a decision of government or a parastatal corporation. NPOs exist to address a social need or to advance a purpose in the public interest. NPOs are barred from

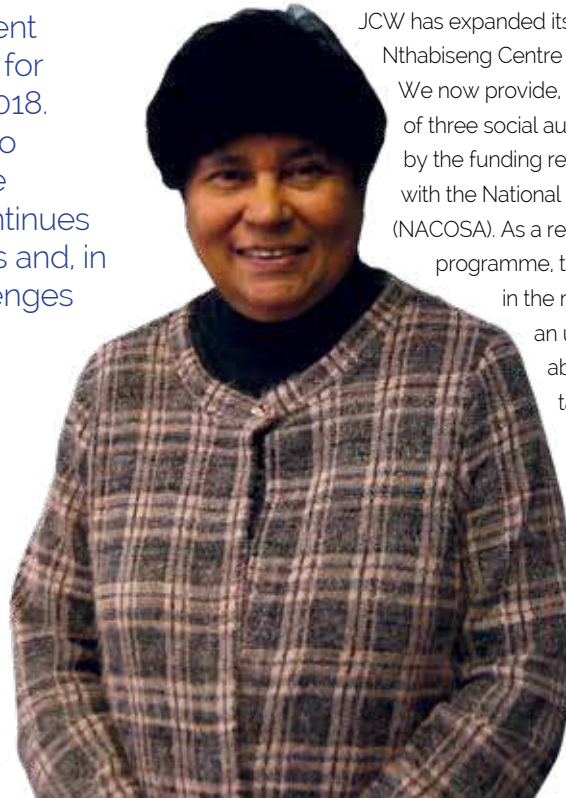
pursuing individual, self-interest or private profit, and must apply all their resources to advance a purpose for public benefit. NPOs are, by nature, committed to a number of values and principles that are different to those which are applicable to the commercial sector. The primary difference of purpose is that an NPO exists solely to serve the common good, and promote a public benefit, rather than to achieve individual profit or advance self-interest, which is the normal purpose of a for-profit entity."

Finally, I would like to pay tribute to the dedicated management and staff of JCW. Over the last few years under the leadership of Margot Davids I feel that the ethos of the organisation has changed to encompass the concept of ubuntu. Without their dedication, involvement and willingness to go the extra mile, JCW might well have been in a much worse position than it finds itself in today. I have enormous faith in JCW and believe that the staff have the resolve to move the organisation forward despite the financial constraints that are currently limiting its development. I would also like to mention our beneficial relationship with the Department of Social Development (DSD) in Gauteng, which by its very nature is symbiotic to the benefit of the children we both serve. Thank you to all the donors, individual and corporate, who continue to support JCW in its initiatives.

Prof John Pettifor
Acting Chairperson



It is my pleasure to present the CEO's annual report for the financial year 2017/2018. Sustainability continues to be the watchword for the organisation, as JCW continues to experience challenges and, in particular, financial challenges common to many of the non-governmental organisations working in the developmental field. JCW, in the year under review, has continued to provide services to children, families and communities who require protection and care, despite the difficult financial environment it has to contend with.



JCW has expanded its services at the Thuthuzela Care Nthabiseng Centre at Chris Hani Baragwanath Hospital. We now provide, a 24-hour service by the placement of three social auxiliary workers, made possible by the funding received through the partnership with the National Aids Convention of South Africa (NACOSA). As a result of the increase in the hours of the programme, there has been a concomitant increase in the number of cases reported, as well as an unfortunate upward trend of sexual abuse of young boys, to whom we are tasked to provide services.

Improving prevention and early intervention services, has led to increased participation in promotion and awareness programmes such as the Child Protection Week, 16 Days of Activism for No Violence against Women and Children. This forms part of JCW's five-year strategy which proposes an increase in prevention and early intervention services by 20%. The delivery of parenting programmes by

all departments, has been made possible by the BMZ funding (German government) for which we are grateful. Parents were reached through a variety of groups and the children's courts now request, that parents attend these sessions as part of the court ordered recommendations.

An assessment of social work programmes was completed in 2016, and there were two areas of concern. I am now able to report that JCW has an inclusive intake policy, which caters for all children. Secondly, group work as a method has been entrenched at JCW in line with these recommendations. All the departments now utilise this method which has enriched the experiences of children and families. Furthermore, service delivery has been strengthened by social workers who are reconstructing families instead of removing children. In some instances, children who are reported to be abandoned, are returned home through the investigative efforts of social workers.

The scope of training at the Aganang Training Centre has also been expanded to include the training of child and youth care. The centre is accredited to train social auxiliary work, and the Thlogomelo Skills Development Programme.

JCW is improving a governance through the development of internal policies. The following have been approved by the Board of Management for implementation, namely, Leave, HIV/Aids, Occupational Health and Safety and the Employee Assistance Programme.

JCW is striving to take our services closer to the people and communities we serve through the decentralisation programme.

The delivery of services and programmes to abused, abandoned, neglected and vulnerable children remains the core of the services rendered by JCW, as a registered child protection organisation. One of the greatest service delivery challenges facing JCW remains the eradication of child abuse. Measures are continuously employed to prevent the social ill of child abuse from further ravaging and affecting more children. Protecting children from abuse, maltreatment and abandonment is the main thrust of the programmes offered, as well as ensuring that children in our care grow up in a healthy manner, through the provisioning of safe and effective foster care and residential care.

In the year under review, JCW and in particular CATTs and Nthabiseng, have delivered support and prevention and therapeutic programmes to children who have been sexually abused and their families who have been impacted by the abuse. As a highlight, some of the intervention work done was the involvement of the social workers and social auxiliary workers who provided the therapeutic interventions at AB Xuma Primary School. This is the school where a total of 87 children were allegedly abused by a scholar patroller in Soweto. Various stakeholders are involved in the matter and the staff from JCW were part of the therapeutic team arranged by the Gauteng Department of Education and Gauteng Department of Safety and Security. Children received counselling and therapy and attention has been given to educators, learners and parents on awareness and management of child abuse. JCW's participation in the process has uplifted the brand, image and reputation of JCW.



The Foster Care department is already visible at two of our community-based offices, which includes Masibambisane and Othandweni on Tuesdays and Thursdays. CATTs department renders holistic services for child sexual abuse at the Zola Clinic twice a week.

JCW has been approached by three other countries to enter into working agreements as part of the Hague Convention on Inter-country adoption. We have received permission from the central authority on adoptions at the Department of Social Development to conclude the working agreement with All God's Children International situated in Oregon in the USA and this is proceeding.

There were three separate external reviews of services in the residential facilities by the Department of Social Development and the City of Johannesburg during the period under review. In general, we received good assessments of our service rendering

and our challenges were mainly infrastructural and governance related to property. These areas are receiving attention.

The following service delivery challenges remain, especially the difficulty of providing services to migrant and undocumented children. The length of time and the cost to provide service has increased as JCW is expected to incur the medical and advertisement costs of locating missing parents and families. This is further exacerbated by the attempts at navigating the various countries', including our own, immigration policies and procedures. This has impacted on the number of children available for adoption.

Resources remain a challenge. In this environment. There is never enough human resources, tools of the trade and services for the needs expressed in the communities in which we work. We are always mindful of this. Despite this, in comparison to previous years, the turnover of social work staff has been surprisingly low and the stability offered has contributed towards the improvement in social work delivery.

Volunteerism continues to be a mainstay of our human resource strategy and without volunteers who add such value,



CEO'S REPORT (CONTINUED)

services and products would have to be purchased by the organisation. JCW has hosted both local and international volunteers at our residential centres and we are grateful for their contributions.

JCW and many non-profit organisations in South Africa continue to experience financial difficulties in a harsh climate for organisations which rely on the largesse of individuals, corporates and development agencies for funding to provide important services to improve the child protection response. This has been a particularly difficult year with the income from individual donors, trusts and corporate South Africa dwindling and an increased reliance on the sustainability fund that JCW uses to bridge the funding gap. The introduction of cost-containment measures has contributed towards savings which have impacted on the budget of the organisation. The fundraising has been impacted by staff turnover in this department and this is an area which requires concentrated attention in the forthcoming year.

We were privileged to hand out long service awards to our employees. These included five, 10 and 15 years' awards. However, the following persons require special mention for their loyalty and dedication: Rosinah Maombuka and Hester Snyman for 20 years, Carol Bews for 25 years and Johanna Evans for 40 years of service.

I must extend my appreciation to KFC Add Hope for the sponsorship of the daily nutritious meals that we are able to provide to the children at the residential centres and departments. Without this support we would be unable to cater for the nutritional needs of the children. Furthermore, thank you once again to Webber Wentzel for always being willing to provide JCW with *pro-bono* legal services.

In conclusion, I would like to take this opportunity to thank the previous Chairperson, Mr Tauriq Keraan, and in particular Professor John Pettifor, who took over the Chairperson's role for his stewardship and leadership, and the Board members of JCW for the support and encouragement given to me through some of the most challenging periods of my tenure as Chief Executive Officer.

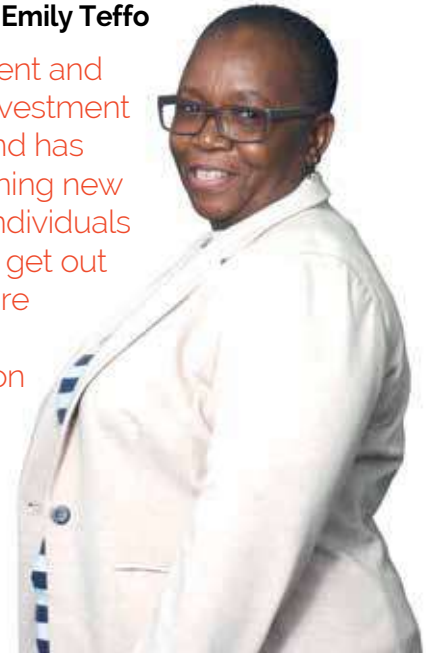
To the management of JCW, Assistant Directors Carol Bews and Emily Teffo, Managers Sophie Lefela, Patience Bukula, Lowina Fourie, Lebohang Mariba, Sebolelo Tseeke, Mahlako Kotsi, Themba Mondli, Jo-Anne Schermeier and Phineas Phiti, who provide management and leadership to their departments and centres. Without their mutual support we would not be able to achieve the level of service delivery.

Margot Davids
CEO

ASSISTANT DIRECTORS' REPORTS

Assistant Director – Emily Teffo

Skills development and training is an investment in people's lives and has the benefit of opening new opportunities for individuals and the chance to get out of poverty. Many are unable to access university education and skills development is an alternative for people to further their education to improve their living conditions.



Overview of the departments:

Aganang Training Centre

The unit provides Health and Welfare Sector Education and Training Authority (HWSETA) accredited courses to ensure that volunteers in CBOs acquire the necessary skills to improve service delivery in communities.

Thembaletu Skills Development Centre

The centre offers skills training as well as life skills training to communities in the inner city and surrounding areas. The main objective of the centre is to improve the quality of life for individuals for them to be self-reliant.

Child Abuse Treatment and Training Services (CATTS)

CATTS is a specialised department that provides therapeutic services to sexually abused children as well as support services to their families. The main aim of the department is to provide intervention in an attempt to repair the devastating psychological effect of sexual abuse with the view of enhancing the social functioning of affected children and their families.

CATTS reaches out to more children through the Nthabiseng Thuthuzela Care centre based at the Chris Hani Baragwanath Hospital. Currently the centre provides 24-hour crisis intervention services through trauma containment, counselling and group work to both children and parents as well as community outreach programmes.

CATTS training offers training to child protection professionals to further enhance their skills in providing effective services to their client system. Training is not only limited to child protection practitioners but extends to individuals from all walks of life for capacity building.

Emily Teffo
Assistant Director



Assistant Director – Carol Bews

The BMZ project came to an end during the period under review. Over the duration of this project the social workers and staff were able to undertake many interesting preventive and developmental programmes aimed at the children within the Early Childhood Development (ECD) age range. In the social work departments the emphasis moved towards keeping the children with their families wherever possible through engaging the parents in parenting skills programmes where parents could learn positive ways of interacting with each other and with their children. Over the period of the BMZ programme 1 722 parents successfully completed the parenting skills training programme. This impacts both the parents and their children. In addition, the BMZ programme also made it possible for two of our staff members in the ECD programme at Masibambisane to attain full Sector Education and Training Authority (SETA) accredited training in ECD. The quality of the care and ECD programmes at Masibambisane has now reached incredibly high standards.



The babies and toddlers form a bond with a "granny" from the community who comes to Princess Alice five days a week and spends two hours with each of the two babies allocated to her. The focus is on bonding and doing age appropriate activities with each child in order to monitor the child's development. In this way any developmental delays can be addressed at an early stage. Once a child has experienced bonding, the bond is transferable but the importance of bonding at an early age is that it is vital for sound relationships in later years. All of these activities formed part of the BMZ project and we would like to thank terre des hommes for facilitating our involvement in this project.

This year was also a busy, but difficult year, for the Inner City Project. Unfortunately, the competition for the use of the space appears to intensify constantly, often causing conflict. As it is the only piece of open space in the area, it is wanted by the taxi operators, the other tenants and even as a car/taxi park.

The play, dance and drama activities of the Inner City Project are extremely popular with the children who live in the inner city where there are no other alternatives for them to play, but the space that they can use becomes increasingly smaller. The play coordinators have to constantly show a lot of flexibility and creativity in order to ensure that the children's needs are met for an area where they can play.

Carol Bews
Assistant Director

The Foster Care department has also been able to train its staff, foster parents and staff of ECDs in the area in which we work on identifying developmental delays of young children prior to entering grade R. In this way children are able to receive assistance before they begin formal schooling so that they are able to keep up with their peers and are not handicapped in any way. In our Princess Alice Adoption Home we were able to start the Granny Programme. This is a really fantastic and simple programme that focuses on bonding and attachment, which is otherwise not possible in a child and youth care setting.





It takes a village to raise a child

For the financial year 2017/2018, JCW spent R45.5m to deliver its services and programmes to 50 551 beneficiaries in and around Johannesburg. Because "It takes a village to raise a child", we were able to raise R38m as income from our various funders and supporters as contribution towards the costs of our services and programmes. These contributions comprised the following:

- » Government subsidies
R16.9m – 44%
- » Corporates and individual donations
R14.9m – 39%
- » International funders
R3.8m – 10%
- » Services and fundraising activities
R2.5m – 7%

The shortfall between income and expenditure for the year was R7.5m, which is 16% of the funds required to cover the costs of running the organisation.

This adverse financial performance was not only isolated to JCW. According to a USAID report on the performance of Non Profit Organisations (NPOs) in the sub-Saharan countries, financial viability is the biggest challenge facing the NPO sector in this region. Some of the reasons presented by USAID for the decline of available funding for the NPO sector include, among others:

- » International funders changing their priorities and shifting their funding focus to crisis zones.
- » Funding available from corporate social responsibility programmes not aligned to most welfare organisations' objectives.
- » Welfare organisations remaining dependent on diminishing government grants.

To combat these challenges and to try to make up the R7.5m shortfall between the income and the expenditure, we developed a new and innovative sustainability strategic plan in 2017. The main aim of this sustainability strategic plan is to improve the focus of JCW's fundraising efforts by generating the required additional funds from unrestricted avenues. The objective of this strategic plan is to change the current funding paradigm by increasing income generated from services and fundraising activities from 7% to 25% of expenditure.

This sustainability strategic plan is the embodiment of the African proverb "it takes a village to raise a child". Not only by how it was developed, which was a combined effort of different

JCW teams, programmes, departments and the Board of Management together with its various subcommittees, but also on how it will be achieved. The success of this strategic plan does not only rely on the fundraising department, but also on all the other internal and external stakeholders of the organisation.

For us, as an organisation to achieve these increased unrestricted funding, the continued support of our funders, donors and patrons is paramount. We cannot survive without their continued support. To this end, I would like to express our gratitude for the continued support over the years and in the years to come. It is you, the paragons of goodwill, that make it possible for JCW to reach the children of Johannesburg who desperately need our services and programmes.

I would also like to take this opportunity to thank MNB Accountants, that has provided the audit services to JCW. On behalf of JCW Board of Management, JCW staff and JCW beneficiaries – THANK YOU! And we are hopeful that this is not the end of the relationship between the organisations.

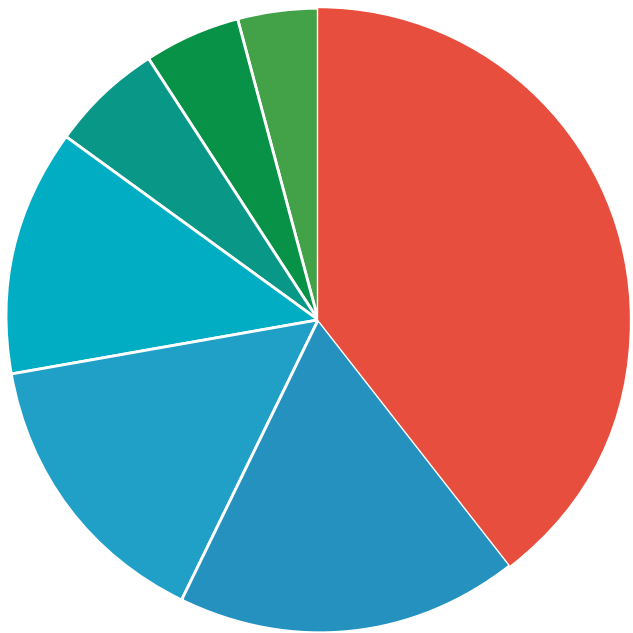
To our staff, funders, sponsors and partners, the support you give, be it your time or your resources, is what enables us to impact thousands of lives that benefit from our services and will see us through this difficult economic climate.

Yvonne Pillay
Honorary Treasurer



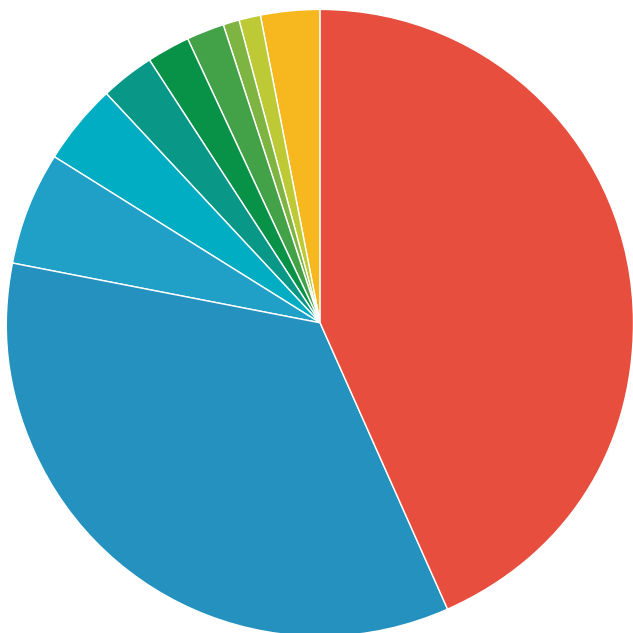


BREAKDOWN OF EXPENDITURE %



▶ Child and family unit	40
▶ Residential care	18
▶ Administration costs	15
▶ Child abuse treatment and training services	13
▶ Fundraising costs	6
▶ Early Childhood Support Programme (ECD)	5
▶ Aganang Learning Centre	4

BREAKDOWN OF INCOME %



▶ Government subsidies	44
▶ Donations	35
▶ Early Childhood Support Programme (ECD)	6
▶ Special projects	4
▶ National Lottery	3
▶ Adoption fees	2
▶ Aganang Learning Centre	2
▶ Garden Club	1
▶ Sale of second-hand goods	1
▶ Other income	3



INDEPENDENT AUDITORS' REPORT ON THE EXTRACTED FINANCIAL INFORMATION

To the board of management of The Johannesburg Child Welfare Society

Opinion

The extracted financial information presented on pages 13 to 15 in the accompanying annual report, which comprises the statement of financial position as at 31 March 2018 and the statement of comprehensive income for the year then ended, has been extracted from the audited financial statements of The Johannesburg Child Welfare Society for the year ended 31 March 2018 by the board of management for inclusion in the annual report for the purpose of providing financial information to the donors.

In our opinion, the extracted financial information agrees with the financial information presented in the audited financial statements.

Extracted Financial Information

The extracted financial information does not contain all the disclosures required by International Financial Reporting Standards. Reading the extracted financial information and our report thereon, therefore, is not a substitute for reading the audited financial statements and our report thereon.

The Audited Financial Statements and Our Report Thereon

In our report dated 7 August 2018, we expressed an unmodified audit opinion on the audited financial statements prepared in accordance with International Financial Reporting Standards for Small and Medium-sized Entities. The extracted financial information and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

The Board of Management's Responsibility for the Extracted Financial Information

The board of management is responsible for identifying the financial information to be extracted from the audited financial statements for inclusion in their annual report and for extracting such financial information.

Auditors' Responsibility

Our responsibility is to express an opinion on whether the extracted financial information agrees with the financial information presented in the audited financial statements.

We do not accept or assume liability to any party other than those who engaged us, which is the board of management of The Johannesburg Child Welfare Society.

MNB Chartered Accountants

Wisani Shirinda Partner

Chartered Accountants (SA), Registered Auditor

MNB Chartered Accountants

4 September 2018

38 Boerneef Street, Vorna Valley, Midrand, 1864

STATEMENT OF FINANCIAL POSITION

as at 31 March 2018



	2018 R	2017 R
Assets		
Non-current assets		
Property, plant and equipment	6 730 890	6 329 435
Amount invested with the Gallagher Foundation Trust	6 025 197	13 531 197
	12 756 087	19 860 632
Current assets		
Inventories	113 822	62 850
Trade and other receivables	775 338	1 035 196
Cash and cash equivalents	1 043 053	3 552 984
	1 932 213	4 651 030
Total assets	14 688 300	24 511 662
Equity and liabilities		
Equity		
Retained income	1 794 896	9 255 083
Non-current liabilities		
Finance lease liabilities	1 054 619	1 292 765
Operating lease liability	777 365	269 390
Deferred income	3 391 449	3 543 742
Long-term dedicated funds	358 137	338 379
	5 581 570	5 444 276
Current liabilities		
Trade and other payables	3 955 641	4 240 165
Finance lease liabilities	274 310	232 444
Deferred income	152 292	168 702
Provisions	2 121 274	2 175 244
Short-term dedicated funds	808 317	2 995 748
	7 311 834	9 812 303
Total liabilities	12 893 404	15 256 579
Total equity and liabilities	14 688 300	24 511 662



STATEMENT OF COMPREHENSIVE INCOME

for the year ended 31 March 2018

	2018 R	2017 R
Income	33 254 020	31 425 956
Adoption fees	672 304	624 966
Child Abuse Treatment and Training Services fees	25 316	14 228
Aganang Training Centre	580 659	842 084
Donations	8 719 985	8 938 372
Educare fees	55 550	51 050
Government subsidies	16 909 367	15 753 254
Finance income	104 488	180 050
Other	179 460	144 566
Freelance promotions and events	5 000	-
Garden Club	550 000	-
Sale of second-hand goods	270 113	277 502
Rent received	74 178	7 735
National Lottery	1 154 188	385 698
Special projects	1 648 833	3 049 389
ECD – Early Childhood Support Programme	2 135 876	988 361
Deferred income	168 703	168 702
Expenditure	45 514 831	42 984 288
Directly spent on services	36 008 397	34 579 490
Child Abuse Treatment and Training Services	5 758 925	4 941 309
Child and Family Unit	18 067 685	17 981 306
Aganang Training Centre	1 834 299	3 097 157
Residential care	8 205 084	7 571 756
ECD – Early Childhood Support Programme		
– Personnel costs	1 287 214	738 502
– Operational costs	855 189	249 460
Administration costs	6 842 998	5 852 569
Auditor's remuneration	113 018	-
Depreciation of property, plant and equipment	440 238	439 702
Finance expense	198 367	17 853
Insurance and bank charges	347 427	256 138
Motor vehicle, land and building, furniture maintenance, parking and petrol	1 326 237	1 120 075
Computer maintenance	212 069	159 533
Payroll expenses	3 725 687	3 521 755
Rent, telephone, leasing costs and cleaning	336 679	337 515
Bad and doubtful debt	143 276	-

STATEMENT OF COMPREHENSIVE INCOME (CONTINUED)

for the year ended 31 March 2018



	2018 R	2017 R
Fundraising costs	2 663 435	2 552 229
Insurance	–	2 248
Events and marketing	201 016	306 993
Motor vehicle, land and building, furniture maintenance, parking and petrol	977 562	366 212
Payroll expenses	1 458 413	1 854 962
Rent, telephone, leasing costs and cleaning	26 444	21 814
(Excess expenses over income)/surplus of income extra ordinary expenditure	(12 260 811)	(11 558 332)
Bequests	110 000	250
Profit on disposal of property, plant and equipment	–	(113 316)
Transfer from the sustainability fund – Gallagher Foundation	4 452 000	4 200 000
	4 562 000	4 086 934
Surplus of income over expenditure from total operations before transfer to reserves	(7 698 811)	(7 471 398)
Net transfer to/(from) reserve funds	238 622	2 449 200
(Excess expenses over income)/surplus of income over expenditure transferred to accumulated funds and total comprehensive income	(7 460 187)	(5 022 200)



FUNDRAISING

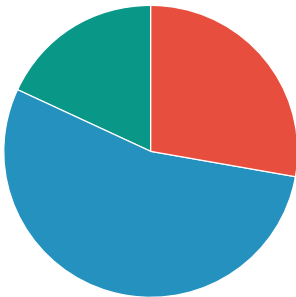
In 2017 "uncertainty" continued to be the buzzword for the JCW, yet despite the country still making a slow recovery from a recession, high interest rates, petrol increases and VAT increases, the JCW continued to offer services to their beneficiaries. Thanks to our most loyal supporters – the corporates, trusts, foundations and individuals who generated 28% of our income in 2017!

Despite the hard economic times, it seemed as if its fundraising spirits were not dampened. Donations from corporates, trusts and foundations totalled R9.2 million. *Baie dankie!*

The Department of Social Development continued to support the JCW with a statutory subsidy of R16 million and a grant allocation of R1.1 million from the National Lottery. *Ndo lebhuya!*

Individuals continued to make their mark through their generous donations of cash, clothes, furniture, household goods and baby-related items most of which were sold at our Charity Shop. Our numbers of individuals who chose JCW as their organisation of choice through the MySchool programme have also grown. We have companies that are participating in the rand for rand match funding with their employees. Standard Bank and Vodacom employees have shown great support towards this initiative". *Siyabonga!*

2017/2018 fundraising overview



28% Corporates, trusts and foundations
54% Government
18% Income generation



Private companies, foundations and trusts such as The Adele Drechmeier Trust, Graham Beck Foundation, Theodore J Forstmann Charitable Trust, GH & A Cotton Memorial Fund, The Carl & Emily Fuchs Foundation, Ejat Loerincz Testamentary Trust, The George S Elkin Charity Trust, Cliffe Dekker Hofmeyer, and Telkom Foundation supported the JCW in 2018. *Re a leboga!*

Yes! Our website is finally done! It is now easier to read, the information is up to date, and we are getting the hang of updating our social media pages on a daily basis. The information brochure is also finalised and available in hard copy and print.

The work of the JCW was featured in the *The Saturday Star*, *Sunday Times Live*, *Rosebank Killarney Gazette* and *City Buzz*. We also received screen coverage in EXPRESSIONS, Leihlo la Sechaba, RVSP: Dare to Change, SABC Newsroom and the Daily Thetha.



We are grateful for the financial support from organisations such as the Johannesburg Garden Club, which has faithfully supported the JCW for over 60 years.

We would like to thank Edith Venter and her team for once again planning and executing the amazing annual Home Chanel Décor & Design Morning. The turnout was exceptional and we managed to raise funds on the day". Plascon once again sponsored the event and we are truly grateful for the assistance



Finally, this annual report would not be possible without the generosity of the amazing trio of companies, who have supported the production of the annual report for over five years. Bastion donated its creative skills for design and layout, Antalis donated the paper and The Bureau offered to print.

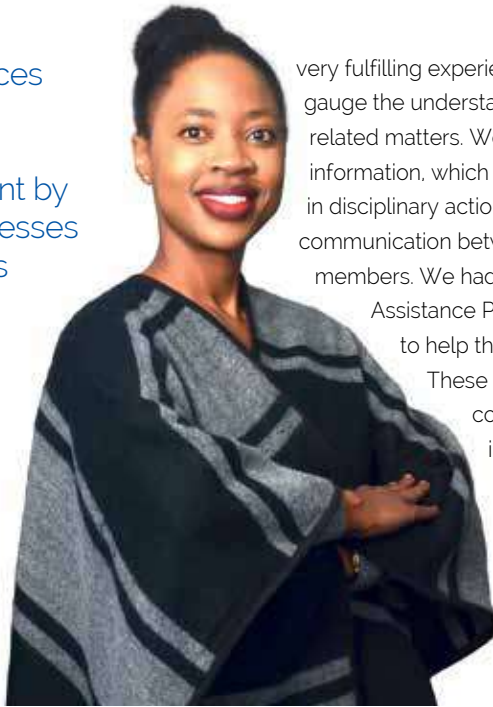
Je vous remercie!

Noko Leopeng

Marketing, Fundraising and Communications Manager



The JCW's Human Resources (HR) department aims to enhance motivation, job engagement and commitment by introducing policies and processes which ensure that employees are valued and rewarded for their efforts and for the levels of skill and competence that they reach. Through employee relations, JCW seeks to create a climate in which productive and harmonious relationships can be maintained through partnerships between management, employees and their trade union.



very fulfilling experience as we had the opportunity to gauge the understanding that people have in policy-related matters. We were able to eradicate incorrect information, which we hope in turn will mean a reduction in disciplinary actions in future. This also strengthened communication between HR and individual staff members. We had a positive response to our Employee Assistance Programme Policy and were able to help those who were in need of support.

These sessions will continue in future as we continue to develop and amend policies in the organisation.

Occupational Health and Safety Committee

JCW believes that risks and dangers in the workplace should be addressed by good communication and cooperation between

management and employees. Therefore, a fully functional and active Occupational

Health and Safety Committee was established in order to bring workers and management together in a non-adversarial and cooperative effort to promote safety and health within the organisation. Through an HWSETA discretionary grant, JCW was able to ensure that 46 employees across the board were trained, qualified and appointed to perform health and safety functions. We trained 12 health and safety reps, 11 fire marshals, 11 staff members in emergency evacuation and 12 first aiders. This time the selection of trainees ensured that we have different capacities at each and every centre as well as at the head office. We are proud to say that soon after the training we then formulated an OHS Committee. The committee was tasked with identifying challenges in their respective workplaces and approach the necessary people in order to resolve them, with the support of HR. In the 2017/2018 financial year four workplace injuries were reported and HR assisted in ensuring that all those who were affected were assisted through compensation for occupational injuries and diseases. We had a very positive response in this regard and are happy to say that the OHS team is working hard to ensure the safety of staff at all our workplaces. We expect the team to continue the great work.

Employment Equity Committee

The JCW HR department continues to strive to promote removal of unfair discrimination and continuous promotion of equity in the workplace, while giving access to training, new opportunities and promotions. A fully functional Employment Equity Committee meets on a quarterly basis to ensure compliance with legislation (Employment Equity Act, No. 55 of 1998), as well as to ensure that equity is achieved within the organisation.

Achievements

Induction programmes

JCW believes that induction programmes give new employees an objective view of the organisation, organisational culture, and work ethic, which will allow the employee to integrate into the workplace more easily. We were therefore able to induct 49 newly appointed employees during the 2017/2018 financial year. With the induction programme new staff members are given an opportunity to understand how all the elements of the organisation are interlinked in achieving our vision. People in key positions are able to hit the ground running because of the holistic view they get in induction. In the induction programme, we do the contracting and go through all the important documents for filing purposes. We also cover the history of the organisation, mission, vision, values, policies and the structure of the organisation. We end it off with a site visit, where they learn about the history of each centre from a colleague who works within the site. This gives them an opportunity to ask questions and understand day-to-day operations.

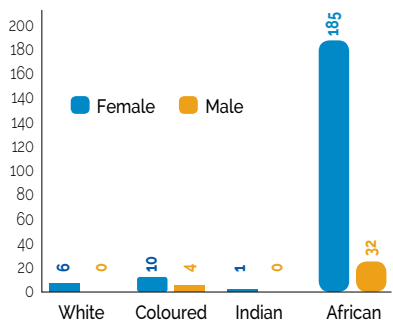
The need for effective workplace policies

Having workplace policies and procedures in place is only valuable if you make sure that they are properly implemented and monitored. Therefore, the HR team conducted policy education sessions throughout all its centres and head office departments. We presented the following policies: Leave Policy, Employee Assistance Programme Policy, HIV/Aids Workplace Policy and Occupational Health and Safety Policy. This was done to ensure that all staff members understand why these policies exist, how they serve them, and the repercussions when they are in conflict with them. It was a

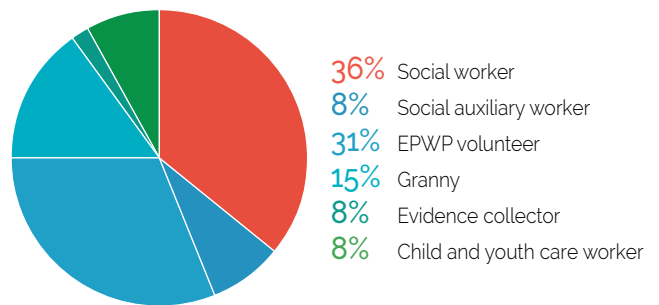


The 2017 Employment Equity Report indicated the following demographics:

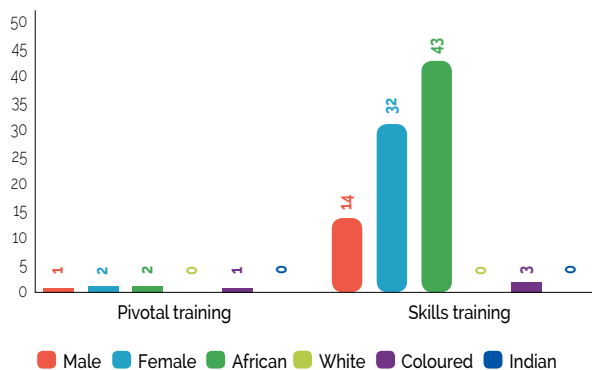
Workforce profile by ethnicity and gender



Recruitment



Training and development by ethnicity and gender



Conclusion and acknowledgements

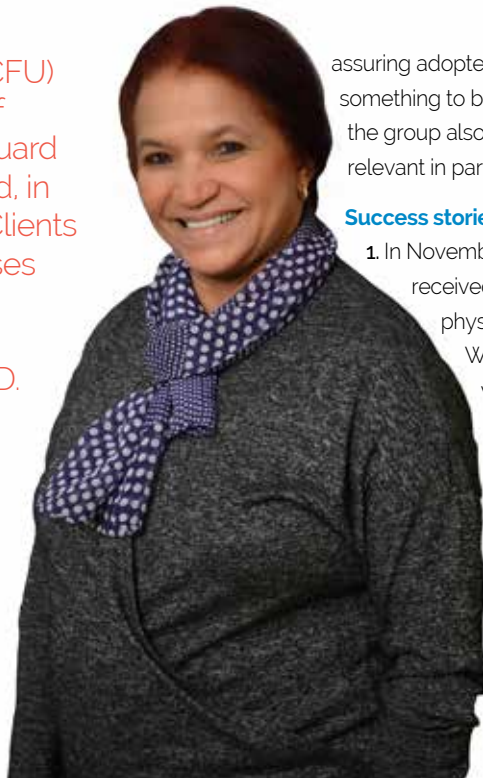
Special thanks to HWSETA for its continuous contribution towards skills development at JCW.

Patience Bukula

Human Resources Manager



The Child and Family Unit (CFU) is the intake department of JCW. Our mandate is to safeguard children, aged 0 to 12 years old, in need of care and protection. Clients come to our offices, report cases via email or social media. We also receive referrals from the hospitals, other NGOs and DSD. The three statutory teams work diligently to assist and, if necessary, refer children, parents and families to appropriate services, while the adoption team ensures that the birth mothers are supported and children have permanent placements in adoption.



assuring adoptees that an adoption is normal and not something to be ashamed of. The adopters within the group also share information and articles that are relevant in parenting adopted children.

Success stories

1. In November 2017, our intake social worker received a case of a Chinese boy who was physically abused by the biological father. When the child was removed it was very difficult to find placement for the child due to the language, culture and religion as well as the food. He refused to eat the food at the temporary safe care placement. The child was therefore placed temporarily with his home school teacher who was familiar with the child.

On 14 December 2017 the matter was brought before the High Court for urgent application for the child to be sent back to the biological mother

in China. The case manager was accompanied by the Presiding Officer of the High Court to represent the child.

The child was found to not have valid documents and it was argued in the light of the father's arrest and allegations of physical abuse, that the child be returned to China to the care of his biological mother. Permission was granted and the departure date was set for a few days later. The child was accompanied by a Chinese volunteer. A representative from the South African embassy in Beijing confirmed the safe arrival of the child and the child was handed over to the biological mother.

2. SA Council of Social Service Professionals (SACSSP) Conference

It has been an exciting year for us. Two of our social workers from the adoption team (Ms Judith Rungani and Ms Ropafadzo Chanyandura) attended the International Social Work Conference held at Birchwood Hotel and OR Tambo Conference Centre from 8 to 11 October 2017.

The major theme of the conference was decoloniality and African indigenous knowledge in education and practice. The social workers presented a combined paper on: "The changing face of adoptions in South African black communities." The paper had a specific focus on JCW. The research concluded that at JCW adoption has become more acceptable in black families and is no longer a taboo. It was also concluded that at JCW black families are adopting more than transracial families.

At the same conference, Ms Rungani also presented another paper which focused on: "Redefining permanency in children." She made a special focus on investigating the attitudes and perceptions of social workers on adoption as a long-term

We always try to ensure that the time it takes to finalise a Children's Court inquiry is in line with the requirements of the legislation that governs our work, which is the Children's Act, No 38 of 2005.

Adoption

The adoption orientation meetings are used as a platform to prepare prospective adoptive parents and their families for the journey of adoption. The meetings are essential to assist prospective adoptive parents to understand more about adoption and to make an informed decision in proceeding with the screening process. Partnership and working agreements with the USA, Spence-Chapin, Amarna, Belgium, as well as Helsinki, Finland still continue. Our social worker has built a positive relationship with them. Our adoption team plays a vital role in the National Adoption Coalition SA (NACSA) structure and activities. A community engagement programme was done by talking to community members on abandonment of babies. Various media and television programmes were done by the adoption supervisor and her staff, eg Talk Show with Anele, Due to Change, etc.

Achievements

The adoption team was motivated to find the biological parents and family and reunite the babies with them. That is always our first prize rather than to seek alternative placements. We were invited by the Bryanston Methodist Church to talk about adoptions. This community engagement session with the Methodist Church was to look at childlessness and other options available for childless people. The adopter's support group continues to be a positive platform for adoptive parents to meet and share experiences. The group has also been positive in



placement of children. The research concluded that some social workers at JCW lack proper in-service training on permanency decision making, and therefore unrelated foster care become their most preferred long-term placement for children. The social worker recommended that child protection be included in the university curriculum so that social workers are equipped at universities on how to make decisions which are in the best interest of children.

Impact assessment

A number of radio and television interviews were held to discuss issues of abandonment, pregnancy crisis and adoption. Following each broadcast we saw an increase in the number of enquiries from both biological parents as well as prospective adoptive parents.

Challenges

There was a decline in the number of adoptions because of undocumented children and the challenge it posed in finalising the cases at the Children's Court. Undocumented children from South Africa as well as from foreign countries, remain

a challenge. In accordance with the Children's Act, No 38 of 2005, all children should be served if they were in need of care and protection. This has not come without any challenges. The biggest challenge we have is documentation, because it poses a challenge for any interventions that we may have to pursue.

Networking and partnerships

We continue to work in partnership with our partners: SAPS, City of Johannesburg, children's homes, temporary safe care parents, other NGOs, relevant stakeholders, all government departments, especially the DSD and the Children's Court, and the community at large.

We want to express our appreciation to all our partners, donors and sponsors; and last but not least, our staff, colleagues and senior management. Without you we would not be able to improve the lives of our children!

Lowina Fourie
CFU Manager



FOSTER CARE AND REUNIFICATION SERVICES

Foster care forms an important part of the JCW service programme for children whose wellbeing is in some way or the other threatened. Where a child cannot be cared for by their natural parents and where adoption is impossible, foster care provides a valuable opportunity for a child to grow up within a family setting. The ultimate goal of foster care is to provide care in a normal family environment for a child who has been removed from his parents and to enable him to develop as normally as possible.



because foster parents are expected to provide more than food and shelter. Training assists foster parents to have knowledge about foster care, agency policy, the role of the social worker and the special needs of children in care. During the year under review, 92 prospective foster parents were trained.

Supervision, reconstruction and integration

The other important function of the Foster Care and Reunification department is to supervise, monitor and do reunification services. Services to parents form an important part of the foster care programme. The main purpose of rendering such services is to help parents improve their social functioning and in particular their parenting capacities.

Placement of children in foster care brings with it the opportunity for parents to apply more of their energy to resolving problems that prevent them from functioning as well-adjusted adults

and parents to their children. To a child it provides an opportunity to be cared for during this period within a family setting. Parents are assisted with the problems which impair their functioning as parents by providing them with counselling and referral to relevant service providers. Parents are also encouraged and assisted to maintain regular contact with their children. Social workers monitor the regularity of the visits as well as the effect these visits have on the child and the progress of the parent regarding the presenting problems or challenges that caused the child to be removed. Reunification services were rendered to 237 biological parents of our children in foster care and 274 children in residential care. 25 biological families were traced and reunification processes done. Altogether 13 children were placed back with their biological families after successful reconstruction services. These placements continued to be supervised and monitored so that history does not repeat itself. Further to this, 22 home circumstances reports for biological parents were completed.

By the end of this reporting period, support, monitoring and treatment services had been rendered to 849 children placed in foster care as well as 623 foster parents caring for them. In addition 164 foster children and parents attended various group work sessions. Therapeutic group sessions are held with the participants on various topics such as life skills, challenges faced by foster parents and children with regard to the foster care placement, alcohol and substance abuse in order to capacitate them with coping skills and new ways of dealing with their everyday life stressors.

Highlights of the services rendered

The department had the honour of hosting a student from the University of Chicago for two months who was studying for a Master's Degree in Social Work. Parenting skills training was facilitated with parents at four schools in Soweto with 248 participants. Early Childhood Development Centres were also visited in Soweto where training was offered in child development, reaching a number of 64 caregivers and 218 beneficiaries. Child protection

If we do not stand up for children then we don't stand for much.

Marian Wright Edelman

The success of foster care in general depends on careful screening, evaluation and selection and support of foster parents. One important task or function of the Foster Care and Reunification department is to recruit, screen and train the prospective foster parents. For this reporting period, the department continued to use diverse methods of recruiting. Door-to-door campaigns were conducted and we visited churches where congregants were educated about foster care. Pamphlets were distributed at shopping malls, centres, clinics and community gatherings around Soweto, Johannesburg CBD, Randburg and Alexandra. In total 108 prospective foster parents were recruited.

During this reporting period we were able to recruit and retain our temporary safe care (TSC) parents because provision was made for them to receive food parcels. This was necessary due to the fact that it takes a while for the temporary safe care grant to be paid out. In the past our temporary safe care parents would end up being unable to assist us as most of them are unemployed, pensioners, or self-employed. A total of 537 food parcels were handed out to our TSC parents in this financial year.

The department also signed a memorandum of understanding with the Matchbox Babies Organisation for the recruitment of prospective foster parents and TSC parents for hard to place babies. Altogether 14 prospective foster and TSC parents were recruited with their assistance.

Preparation and training of prospective foster parents is necessary to assure successful foster placements. Training is needed



week was commemorated at two primary schools in Chiawelo (Soweto). The department collaborated with other stakeholders (South African National Council on Alcoholism (SANCA), Department of Health and SAPS) in educating the children about their rights and responsibilities.

Education and training

Two fourth level social work students from Wits and Unisa respectively completed their internship in our department. Two social auxiliary workers from Aganang also completed their practical work in our department. The Rheinallt Jones Trust provides funding for foster children to attend tertiary education and during the year under review three students benefited from this fund and were able to pursue further studies of their choice. Their performance and attendance is continuously monitored and they are encouraged and motivated during their studies. Our social workers continued to attend in-service training in order to capacitate and develop their skills and knowledge so that they are able to provide the best service effectively and efficiently to our clients.

Challenges

Foster care breakdowns continued to be a challenge in the department. Individual sessions were done with both foster parents and children in order to address the presenting issues or

challenges. The department will be having continuous training with the foster parents to keep abreast of new legislation and trends in foster care. Aftercare services have also been identified as a need in the department, especially for children who are over the age of 18 years and without biological parents or families and where reunification is impossible.

Tribute to a fallen warrior

Foster Care lost one of its dedicated, committed and hard-working social workers, Mrs Nurse Nkosi. Nurse exemplified life, love, laughter and an irrepressible belief and faith in seeing the best in everyone. She dedicated nine years of her life working for JCW and serving our communities. Our heartfelt sympathy goes to her children, husband, entire family, friends and colleagues. May her soul rest in eternal peace.

Acknowledgements

Our sincere gratitude once again goes to our foster parents who dedicate their time and open their homes and hearts to take care of our children as well as to our sponsors for the continued support and financial assistance. Lastly, to our social workers who continue to render effective and efficient services to our community and ensure that we are raising future leaders and heroes.

Aluta continua

Lebogang Maribe

Foster Care Manager



There is no trust more sacred than the one that the whole world holds with children. There is no duty more important than ensuring that their rights are respected, that their welfare is protected, that their lives are free from fear and want and that they can grow up in peace.

Kofi Annan, 7th Secretary General of the United Nations.



This statement by Kofi Annan is truly meaningful but this is not always the case, as in recent times violence against children has dominated newspaper headlines and radio talk shows. More cases of child abuse are being reported, despite South Africa having excellent laws and a national action plan to prevent and to respond to violence against children.

Various local studies on child sexual abuse in South Africa have found that children are abused in contexts of trust and dependency, such as the family, people known to them or in schools. The Centre for Justice and Crime Prevention reports that in 2016 a nationally representative study of child maltreatment in South Africa indicated that over 40% of young people have experienced some form of sexual, physical and emotional abuse at some point in their lives. The participants of the study were 15 to 17-year-olds who were asked about their lifetime experiences of violence and abuse across South Africa.

It is against this backdrop that the Child Abuse Treatment and Training Services (CATTS) department offers various services to children who have been sexually abused and their families. The CATTS unit was established in 1990. JCW identified a need for a specialised unit dealing exclusively with child sexual abuse issues. The CATTS department has become widely recognised with expertise in prevention services, treatment of sexual abuse as well as in specialised training of other service providers in the field of child care and abuse.

Scope of Child Abuse Treatment and Training Services (CATTS)

» Intake (risk and safety assessments)

The assessments are child and family oriented. They are informed by research and are participatory in nature. A total of 217 people were assisted at intake level during this period.

» Therapeutic intervention (individual and group levels)

The intervention is targeted towards child sexual abuse victims and their families. Services are also rendered to adult survivors of child sexual abuse. This therapeutic intervention is in the form of individual counselling and therapeutic group work. These services are rendered from head office and Zola Clinic in Soweto. A CATTS department social worker goes to Zola Clinic

twice a week to provide short and medium-term counselling to victims of sexual abuse. During the period under review 720 individuals received long-term intensive therapeutic intervention.

Statutory intervention

Due to the criminal nature of child sexual abuse, many of the clients utilising the services at CATTS frequently find themselves going through the criminal justice system. The process is lengthy and emotionally draining for those involved. CATTS provides support and encouragement to victims and their families during this process. Through the statutory process children are protected from further harm and their wellbeing is promoted. The statutory

process achieves the dual purpose of protecting children and holding perpetrators accountable for their deplorable criminal acts. A total of 203 individuals were assisted through the court processes in the past year.

Nthabiseng Thuthuzela Care Centre

CATTS continues to be a valuable contributing stakeholder through the Nthabiseng Thuthuzela Care Centre (TCC) based at Chris Hani Baragwanath Academic Hospital. Thuthuzela Care Centres are one-stop facilities based in public hospitals, that were introduced as an integral part of South Africa's anti-rape strategy, aiming to reduce secondary trauma for the victim, to improve conviction rates and to reduce the cycle time for finalising cases. Survivors of rape are offered the necessary services at one place with all the required resources. The CATTS department has two social workers and four social auxiliary workers at the Nthabiseng Thuthuzela Care Centre (TCC). Their role is to provide trauma containment and counselling, empowerment and through provision of relevant information, prevention of secondary traumatisation and effective referrals to relevant stakeholders. More cases of boy children that have been sodomised were reported during the period under review. Cases of child rape survivors who need long-term therapy and statutory intervention are referred to CATTS head office for further services. Other services rendered by the staff at Nthabiseng are community outreach, parenting skills training and group work with survivors and their families. A total of 1 650 were reached on all the services at the TCC.

CATTS training services

The training department is responsible for in-service and external training targeting people from all walks of life. The needs of the professional community, lay public counsellors and community members are met. Six of CATTS' courses are registered for Continuing Professional Development (CPD) points with SACSSP. Some of the courses offered are risk and safety assessment and decision making in child protection, family therapy, child legislation (Children's Act, Child Justice Act and Sexual Offences Act), Children who sexually abuse other children and understanding partial, delayed and non-disclosure



of child sexual abuse. Also offered are professional report writing for social workers, self-care and stress management therapeutic work with children, trauma debriefing for children: the witness to violence interview, sexual abuse and trauma containment, grief and bereavement counselling and training for supervisors and family mediation. During 2018/2019 13 public courses were conducted and a total of 465 individuals were trained. A further 61 people received training at their own centres.

With funding from BMZ, 560 ECD practitioners and parents from greater Johannesburg and Soweto received a three-day training workshop on parenting and management of children's behavioural problems. The training covered: The Basic Principles of Love and Logic, The Goals in Parenting and Parenting Tips, Self Concept Development, Understanding Children's Behaviour, Communication, Decision Making, Responsibility and Discipline.

The CATTs department is also responsible for coordinating student placement. During this period, nine fourth-year social work students and five social auxiliary work students were placed in the different departments of the organisation for a period of one year for their practical work. Some social work students from various universities in different levels of study also came to the department for periods ranging from two days to a week for observation and completion of their assignments. During this period a total of 14 students were assisted.

Community Outreach Initiatives

The CATTs department also works on a preventative level. Sexually abused children are only removed from families if

they are at risk of ongoing abuse.

CATTs is actively involved in the rendering of community outreach initiatives that are community based and targeted towards children, carers, parents and helpers and we also collaborate with other stakeholders. During the period under review presentations on child abuse, rights and responsibilities of children, parenting skills, human trafficking and other relevant topics were presented at schools, community forums, community based organisations, churches, nursing training colleges and taxi ranks. More schools were targeted during this period as there is research evidence that 40% of children in South Africa were abused either physically, emotionally or sexually by the time they turn 17. The CATTs department also participated in national events, namely, Child Protection Week, Substance Abuse Week, HIV/Aids awareness and 16 Days of Activism of No Violence Against Women and Children. Two public hospitals in the Johannesburg area invited the CATTs department to their health awareness days. A total of 19 570 people were reached on awareness and education. Two public hospitals in the Johannesburg area invited the CATTs department to their health awareness days. The MEC for education invited JCW to address Gauteng school principals on child abuse and reporting protocols. The invitation was in response to the many children of schoolgoing age that are abused in their homes, school and in their community.

Sebolelo Tseeke

Child Abuse Treatment and Training Services Manager



THEMBALETHU LIFE SKILLS AND ECONOMIC EMPOWERMENT CENTRE

Themba lethu is a non-residential life skills and economic empowerment centre operating in the inner city of Johannesburg. It falls under the auspices of Child Abuse Treatment and Training Services (CATTs). Themba lethu has changed its profile a few times over the years in order to keep up with societal issues and pressures such as poverty. Originally it was developed to assist girls living in the streets of Johannesburg.



Trainees also receive business skills that allow them to market themselves well. Altogether, 200 people benefited from the programme.

Security guard training

The qualification includes grades E, D, C, B and A. The trainees are taught how to use security equipment, apply legal aspects in a security environment, give evidence in court and demonstrate knowledge of the Firearms Control Act. A total of 82 people received the security training. The trainees are linked with prospective employers for placement.

All security guard trainees are given an opportunity to attend the life skills and basic computer skills.

Community outreach

Themba lethu reaches out to the communities around it through awareness talks and education in various topics, namely, child abuse, parenting skills, HIV/Aids education. In total, 2 068 recipients were reached and 20 unemployed women were trained in bead and bag making. This will equip the women with the necessary skills to produce and sell these products for financial gain.

Inner City Project

The Inner City Project has been an oasis for children in the inner city for many years. Although the area is inhospitable to play, our play coordinators ensure that the children who attend the project, are able to engage in a number of play, drama, dance, life skills and other group activities. This is an area where children feel safe in the concrete jungle, across the road from the largest taxi rank in South Africa. Although we experienced the creep of taxis parking in the play area, local mechanics using the area for servicing and fixing cars, and others who wanted to use the space for many other reasons, we were still able to offer the children a safe space in which they could play, even though that space was limited. During the period under review, a number of tournaments took place and, as always, the highlight was the Indigenous Games tournament. The play coordinators have ensured that indigenous games have been revived and are definitely an ongoing activity and a source of great enjoyment – in addition to soccer, netball and volleyball. The drama groups have also excelled and our 12 to 16-year-old ladies group was invited to perform at the Wits Arts Museum Emakhaya Theatre for the South African Theatre "Future Roots".

An important aspect of the project over this period has been the emphasis on the children aspiring to demonstrate that they have integrated certain core values such as honesty, trustworthiness, care of the environment, etc. At certain points, such as at a tournament, children who have consistently demonstrated these values, receive a "dog tag" with the value that they have

The Themba lethu project is a response to the economy's crisis and its main aim is to contribute towards poverty alleviation, by creating sustainable economic empowerment opportunities for unemployed men and women through providing skills training to unemployed youth, women and men.

There is an information desk which is an outreach activity that seeks to reach the young unemployed women and men who mostly live in unused and hijacked flats in the Jo'burg CBD. The programme seeks to encourage the women and men to visit Themba lethu and access services that are being rendered.

Activities undertaken are:

- » Ensuring registration of all new intakes and assessment of the women and men entering the centre.
- » Providing information to clients or other service providers regarding services available at Themba lethu such as:
 - Life skills programme
 - Security training
 - Computer training
- » Referral of young women and men to other service providers
- » Networking with other relevant service providers to explore the possibility of joint ventures.
- » 1 230 people were reached during this financial year.

Life skills training

The life skills training is a two-week course that covers the following topics: Taking control of your life, substance abuse, communication, parenting skills, conflict resolution and personal hygiene. In total 340 benefited from the programme. The beneficiaries are now able to apply the skills in their own lives.

Basic computer skills and cashier

This is a two-week programme and covers the following: Introduction to computers, Microsoft Word Level 1, Excel Level 1, internet and cashier.



demonstrated engraved on it. This is highly valued by the children who aspire to collect all five dog tags. In so doing, they learn to behave in a very positive manner.

At any given time, around 120 children access play, sport, life skills, or drama activities at the Drill Hall. They are able to play – just as all children love to play, but at the same time they are kept safe in an area which is actually totally inhospitable to children.

They learn to interact positively with other children and adults, and are given life skills which will help them in the future.

Thanks to terre des hommes for their support for this project over many years.

Sebolelo Tseeke

Thembaletu Life Skills Economic Empowerment Centre



Masibambisane OVC Centre and aftercare centre has been a pillar of strength and support for families with beneficiaries infected and/or affected by HIV/Aids over a decade, operating in Eldorado Park and the surrounding informal areas of Kliptown, Mandela Square and Slovo Park.

The centre is conscious of creating an enabling environment for children to be engaged and developed in the spirit of peace, dignity, tolerance, freedom, equality and solidarity as adopted by the UN Convention on Rights of Children.

Provision of services

Providing psychosocial services and daily meals for children; day and aftercare services for ECD, primary and high school children. This has been made possible through the KFC Add Hope fund for which we are grateful. Access to nutritious meals has assisted with the physical and mental improvement of children.

These include:

- » Facilitating daily and weekend programmes which include academic/educational; art and recreation; a chance to play; holiday programme/camps; life skills; promoting child participation.
- » Community outreach – community campaigns addressing social issues/ills; networking which adds value to our services.
- » Academic/educational programmes.

Early Childhood Development Programme (ECD)

The intake of 30 children in the age group three to five years, the foundation phase to prepare them for school readiness. Altogether 17 children graduated in the past year to proceed to grade R, one child proceeded to grade 1. The organisation is fundraising to extend this valuable service to 60 children, through the construction of a new early childhood development centre, which will consist of three classes, accommodating 20 children in each class. The programme has three qualified level 4 ECD Practitioners who are ready to embrace the anticipated change.

Aftercare Educational Programme

» Mathematics extra tuitions

A mathematics teacher from one of the local high schools has volunteered to offer extra literacy mathematics lessons to our grades 7, 8 and 9 children, every Wednesday. These lessons have helped the children to improve their understanding and

instilled an interest in the mathematics subject. The teacher emphasises to the children that they have to love mathematics for them to understand it and pass it well, and that they should befriend their books. The children are developing a passion and appreciation of mathematics; this is borne out by the improved December 2017 results.

» Red Apple Reading Club.

This programme is facilitated by Expanded Public Work Programme (EPWP) volunteers on alternate Saturdays. The participating children are from grades 1 to 10. The programme is affiliated to Fundza which provides age appropriate books on a regular basis.

The children have shown a great interest in reading and have improved a lot on their reading skills. Most children could not spell or write and others read without

understanding but the books that we used were very relevant to the children's lives, which made it easy for them to relate to and understand.

» Support groups for teenagers and caregivers

The "Free Teen" support groups, aged between 13 to 15 years consisting of nine females and six males (10 blacks and five coloureds). Ten sessions were held with the following topics: introduction; self-awareness; puberty; peer pressure; relationships; teenage pregnancy; self-motivation; STI's; HIV/Aids and sexual abuse. The impact identified was on teenagers' perspectives and outlooks about themselves, their improved self-esteem and their awareness around making individual informed decisions devoid of peer pressure is a value that they will hopefully cherish even when they reach adulthood.

» Parents, guardians, support groups including people living with HIV/Aids

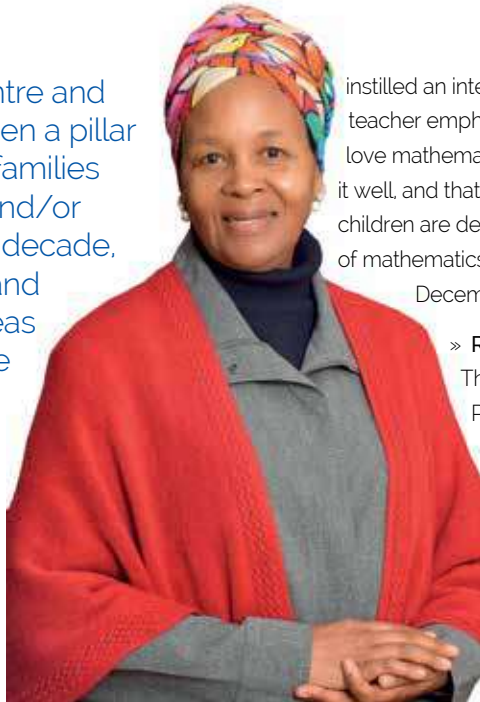
Topics were: psychosocial wellbeing; child protection and self-awareness.

» Burial societies presentation

Sizamuntu Burial Society visited and did a presentation to the beneficiaries. This is significant for our community to ensure that loved ones are buried with dignity.

» Holiday programme

The holiday programme includes the offering of life skills where children are grouped between ages seven and 12 years and 13 years and above. Topics covered were: child exploitation, leadership; decision making; debate (Can we survive without technology today?); "Be thankful for the hard times in your life for they have shaped who you are"; "How to become friends with other cultures"; Advocacy: "A woman is strong like a tea bag, you will never know how strong it is until you put it in hot water"; and





"A room without books is like a body without the soul".

Children engaged and participated well throughout the sessions. They were inspired to become leaders through their talents and values that they identified and understand that they can develop themselves through goal setting and accomplishing their dreams. They also learned that before taking any decision, you "chill out for the best one".

» **Holiday camps**

Primary and high schoolchildren were taken to camp at Camp Riverlake in October and December 2017. Children are rewarded for positive behaviour and for improved academic performance respectively on these camps. The outcome of these camps has proved how invaluable they are, as children demonstrate appropriate behaviour of respect for self and others, team work/spirit, caring for each other, patience, leadership qualities, enthusiasm and a sense of improved self-esteem. The owner of the camp has offered the camp in December free of charge as a consequence of the children's consistent positive behaviour.

» **The children's committee**

The children's committee hosted two car wash fundraising initiatives and the Mandela Day breakfast at Don Mateman Hall for 200 people. Awesome Travel and head office of JCW assisted with developing posters and tickets. Overall, 125 people attended the event although 146 tickets were sold. Parents,

guardians and caregivers also participated in this valuable event.

» **Community outreach programmes**

Masibambisane participated in 16 Days of Activism in collaboration with Eldorado Park Action Committee (ELDAC). Theme: "# Zero tolerance to drugs and alcohol # count me in". Community service bliss from various stakeholders in Eldorado Park to ensure collaboration and cooperation among stakeholders for effective and efficient service provision.

» **Organised Child Protection Programme. Theme: Prevention and awareness on child abuse**

Topic: Child exploitation. Participating stakeholders: Masibambisane social auxiliary workers, DSD social workers and Teddy Bear Clinic social workers. The programmes covered information on various types of abuse: domestic violence, physical, sexual, emotional and child neglect.

World Aids Day was commemorated with a door-to-door campaign theme: "Let's continue to take care and play it safe". The centre was giving out condoms to the community of Slovo Park. The community was informed about the importance of using condoms to reduce the rate of sexual infections, unplanned pregnancy and the re-infection of HIV. The aim was to break the ignorance and the "I don't care attitude" of people regarding HIV infection and other sexually related infections during the festive season.

Mahlako Kotsi

Elton John Masibambisane Centre Manager



Princess Alice Adoption Home (PAAH) is a specialised adoption home that provides around the clock residential care for up to 30 babies and toddlers (from birth to two years old). The babies have either been consented for adoption or have been abandoned. Some of the babies are high risk and some do have a level of special needs but our staff are qualified to manage. Overall, the majority of children, with the proper care, are thriving.



flourished under the focused supervision of a programme coordinator who structured the morning activities

In summary, the Granny Programme matches each child with a Gogo who spends individual time with them during weekday mornings. In addition to the bonds that develop between them, the babies benefit from the enhanced stimulation which encourages them to achieve their developmental milestones.

It has also been interesting to observe that sibling type bonds often develop between the children who are matched with the same Gogo, with the older one looking after and "protecting" the younger one in her absence.

All of the Gogos completed training in "Working with the Caregiver/ Infant Relationship" through Ububele; "Understanding Childhood Development" through JCW and "Enhancing

Communication in Early Childhood" through Thusanani.

Two Gogos left the programme during the year to take up alternative employment opportunities. The coordinator exited in December 2017 when her contract came to an end.

A new funder is being sought for the programme to ensure its stability for the next year and beyond.

» **Maintenance**

A substantial amount of essential maintenance was undertaken to improve the health and safety of the environment, as well as the general appearance of the premises. This followed an inspection by the Health Department that highlighted several shortcomings.

The improvements are still ongoing but in the period under review it included the installation of a second isolation area in the nursery which allows more young babies to remain in a "protected area" for longer (and can also be used as a true isolation area in the event of contagious illnesses in the nursery).

The wall around the outside play area was extended to increase the safety of the children that play there. New PVC covered mattresses were placed in all cots, walls were painted; doors and windows were replaced, new curtains and blinds were hung; stainless steel surfaces installed and floors have been retiled.

There is still work to be done, within a tight budget, but the progress is creating better living and working conditions for all involved.

The staff complement was stable during the year, one caregiver vacancy was filled.

Since 2015, the home has also been registered as a Child and Youth Care Centre with the Department of Social Development.

The secondary service at PAAH is to provide accommodation for young women who are pregnant and in crisis, or who have recently given birth but have no reliable support system around them. The women are accommodated at PAAH and counselled by a JCW social worker while they make decisions about their own and their baby's futures.

The age at which young children are in our care coincides with a critically important developmental stage – the First 1 000 Days (the period from conception up to the age of two years). During this time, the foundation for all further development is laid.

Nutrition and age appropriate stimulation are of key importance and, together with stable emotional support, they make up the essential building blocks for future growth.

Donor funding continued to make it possible for us to better meet these fundamental needs of the young children in our residential care programme. The KFC Add Hope Trust and the Federal Ministry for Economic Development and Cooperation (BMZ) deserve a special mention in this regard.

In the period under review, PAAH cared for 48 children.

The highs and lows

» **The Granny Programme**

During the year, the Granny Programme continued to make a visible and positive difference in the worlds of our little people. The Grannies (or Gogos as we call them) ensure that each baby receives individual attention, stimulation and has the opportunity to bond with a consistent primary caregiver. The programme



The Home Coordinator broke her shoulder while on duty and was on special leave for nine months. During that time, a temporary employee was contracted to fill the gap.

Once again, the ratio of the number of babies versus the number of toddlers who were accommodated in the nursery proved challenging. PAAH was created primarily to provide for the needs of babies. However, changes in broader, external policies has resulted in some children spending longer in care.

and for us it meant caring for larger groups of toddlers. This has made it necessary to adapt the nursery routines to better meet the needs of the toddlers and to ensure that more age appropriate care is provided for them. We could not have done this so successfully without the help of the Gogos in the Granny Programme.

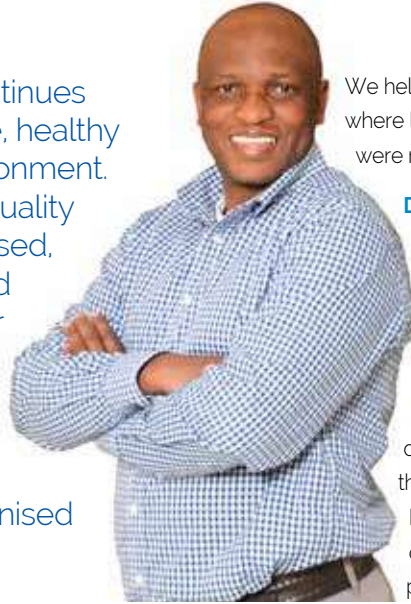
As always, public support and volunteers carried us through the challenging times and also celebrated with us during the successful times. We are always touched by people's willingness to go the extra mile in helping us to keep hope alive for our vulnerable young beneficiaries.

Thank you to all our friends and supporters – we do it for the babies and could not do it without you.

Jo-Anne Schermeier
Princess Alice Manager



Othandweni Centre continues to offer children a safe, healthy and well-maintained environment. The centre has provided quality residential care for 90 abused, abandoned, neglected and orphaned children for over three decades. Children are encouraged to utilise all available opportunities to the best of their abilities and their talents are recognised and nurtured.



We held a colourful awards ceremony in December 2017, where learners who achieved outstanding results at school were recognised.

Developmental Programmes

» Granny Programme

This programme aims to ensure that children from the ages of birth to five years receive the appropriate bonding and stimulation that is very often missing in residential care, but is extremely important to the physical and emotional development of our children. The grannies attended the following training at Thusanani Children's Foundation, namely, Enhancing the caregiver – child communication (ECCo) and a therapy session. In this programme, grannies gained knowledge and skills on how to help children with their language and

interaction. Children accompanied grannies during the training sessions. The speech therapist helped the grannies connect with their playful ability to engage a child and get the best out of him/her. The psychologist also guided them through a reflection session with a special interest in caregiver-infant attachment.

» Promotion of the rights of children

The month of March was dedicated to teaching the children about right and responsibilities.

» Independent Living Skills Programme

This programme aims to provide a transitional experience for the children who will soon be disengaged from the centre. It assists children to make the most of their abilities, increase their reliance and self-confidence and to ensure that when the right time comes they are ready to live independently. We had 24 children participating in this programme. Two children are housed in an independent living unit and receive minimal supervision from the childcare workers.

» Mentorship Programme

The programme aims to provide further support to our teenagers by their mentors. Mentors are ordinary people from the broader community who are willing to form a positive relationship with teenage children in the centre. Their involvement includes monitoring school progress, career advice and life skill coaching, etc.

General life skills were taught to children from 13 years and older. The following are covered among other topics: Career guidance, personal hygiene and financial literacy. Mentors continue to provide support in different forms, eg educational and material support.

» The President's Award

This is an international programme aimed at increasing the children's self-esteem and enhances their capacity to achieve. We had eight children enrolled for bronze level, nine for silver and three for gold.

The nursery

It provides care to thirty babies from birth to four years of age, who receive 24-hour supervision by nurses and nursery assistants.

Regular meetings were held with the Child and Family Unit, CATTS and Foster Care departments to monitor the progress in placing babies with adoptive and foster families, or in re-uniting them with their families of origin. It is our priority to place babies with suitable families as soon as possible so that they do not experience prolonged institutionalisation, which is detrimental to healthy development.

In total, 60 children were immunised and three children received ARV treatment.

Babies and toddlers are productively engaged in effective stimulating activities. Grannies also stimulated the children using the Early Learning Accomplishment Profile (ELAP) programme and Learning Accomplishment Profile 3 (LAP-3).

The cottages

The cottages offer supervised care in a family setting of school-going children and teenagers from five to 18 years of age.

The aim of the cottage system is to minimise the effects of long-term institutionalised living and to create a homelike environment. The names of cottages embrace some core values in all children's development, namely the Houses of Hope, Dignity, Respect, Trust and Honesty. These same values are inculcated and re-modelled to the children on a daily basis.

Education

The centre continues to ensure that children are offered the opportunity to attend schools that will enhance their educational abilities. Children in residential care often experience learning difficulties. However, we are delighted to report a pass rate of 87,7% at the end of 2017. I wish to express my sincere gratitude to the continued commitment of the staff and volunteers who offer support to our children through homework supervision and consistent school visits to monitor their progress.



Therapeutic Programmes

Children were provided with suitable and constructive therapeutic programmes in accordance with each child's individual needs.

Social workers offered the following support and services to children during the year under review: Individual and group counselling, psychosocial support, family therapy and bereavement counselling.

Recreational Programme

All children participated in the following activities: sport, drama, singing and dancing. We are grateful to the commitment of a karate instructor from the community, Mr Bonny Motsa, who came twice a week to offer lessons to our children. Children participated in various tournaments.

Our annual Mr & Miss Othandweni took place in November 2018 and once again proved to be a success. This exercise proves to be instrumental in boosting children's self esteem.

Achievements

» **Good pass rate maintained:** Children in residential care often experience learning difficulties and we are pleased therefore to report a pass rate of **87, 7%** at the end of 2017.

» **Volunteers:** Othandweni is fortunate to have partnered with Awesome Travel Agency and African Angel tours that sought international volunteers from all over the world to come to South Africa and spend quality time with the babies and older children. Volunteers complement the staff/child ratio and ensure that there is always someone available. The centre provides the volunteers with a unique South African experience exposing them to the often harsh realities of our country. Their journey is not always an easy one and a tear is often shed along the way. One volunteer echoed the following sentiments when she left the centre for home with tears running down her face. "This place has really changed my life, it has changed the way I see life; I will never forget this experience."

We had 13 local volunteers who did amazing work in supporting and assisting us in caring for the children. We are thankful to our volunteers who give so generously of their time and expertise.

Highlights

We are proud to acknowledge our former resident, Mr Siyabonga Madikane, who is based in the USA for his continuous support to the centre. Through his assistance, the centre was able to



secure funding from TJ Forstmann Charitable Trust to the value of \$150 000 towards the upgrade of the centre and enhancing the general wellbeing of our children. I run out of words to express my gratitude to Siya and TJ Forstmann Charitable Trust. Siya is really a true inspiration to our children.

A former resident has been admitted as an attorney by the High Court of South Africa.

Challenges

The centre experienced staff turnover, particularly with social workers. This impacts negatively on service delivery and creates instability and a sense of insecurity among the children.

Maintenance costs of the centre had been very high, especially plumbing, due to the old pipes in our 34-year-old structure.

Acknowledgements

I am encouraged and humbled by the commitment and involvement of organisations, corporate, churches, social clubs, schools, community members and the international community who actively participate and generously support our work in many ways.

My humble gratitude to the staff, our CEO, directors and Board members for their hard work and dedication.

Phineas Phiti

Othandweni Family Care Centre



Jo'burg Child Welfare; trading as Aganang Training Centre, is an accredited training provider which offers social auxiliary work training to individuals, personnel from NGOs and government sectors. The centre is accredited with the Health and Welfare Sector Education and Training Authority (HWSETA). The scope of training has also been expanded to include child and youth care. The training aims at addressing the many social development needs prevalent among individuals, families, groups and communities, and also to enhance the skills of community care givers and volunteers within community-based organisations (CBOs) in our communities. Currently, the centre is accredited to train social auxiliary work and Thogomelo Skills Development Programme.

Social auxiliary work

Social auxiliary work is a one-year FETC NQF Level 4. It consists of 30% theoretical work where the learners attend one class every week at Aganang Training Centre and 70% practical work where they volunteer at a social welfare organisation for three days a week.

The purpose of the qualification is to equip qualifying learners with the following:

- » Basic knowledge and understanding of the southern African context within which social services function and are delivered.
- » Understanding of social development in terms of the needs, policies and the role of the social auxiliary worker.
- » Basic knowledge of human behaviour, relationship systems and social issues and the ability to address social needs using appropriate social auxiliary work methods and techniques.
- » The skills to work as a team member and as a provider of support services to the social work team.

The successful completion of the qualification enables the learner to:

- » Register with the SA Council for Social Service Professions as a social auxiliary worker.
- » Pursue a career and employment as a social auxiliary worker at the Department of Social Development as well as various non-governmental organisations.
- » Pursue a degree in the Bachelor of Social Work (NQF Level 7) qualification or others related.

Achievements in 2017/2018

All the groups of learners that have been trained in social auxiliary work thus far were found competent during formative assessments and were able to follow their career dreams to practice as social auxiliary workers.

Social auxiliary work training.

In the year 2017/2018 Aganang enrolled a total number of 72 learners for social auxiliary work courses. The summary of the enrolments and training is shown below.

2017/2018 enrolments groups	Number of learners enrolled	Competent	Drop outs
January	34	32	2
February	24	24	0
June	14	14	0
Totals	72	70	2

All the groups have finished class attendance and their Portfolio of Evidence (POEs) files are currently going through summative assessments, moderation and uploading into HWSETA system. The groups will be verified and endorsed when all these processes have been completed.

Thogomelo Child Protection Skills Development Programme

The Thogomelo Child Protection Skills Development Programme is also an accredited training designed to increase the capacity of the social services workforce in community organisations to effectively respond to child protection issues within their communities.

This training particularly targeted home visitors and supervisors within the Early Childhood Stimulation (ECHS) Programme. Senior programme staff within the ECHS NGOs have also been targeted to enable them to act as resource persons within their organisations and the communities they serve.

The main objectives of the training were to:

- » Improve the early identification of child abuse and neglect and gender-based violence at household level and increase the uptake of post-violence care and support services
- » Enhance referrals and collaboration between NGOs and the criminal justice system (CJS) and health and social services to ensure vulnerable women and children access a full continuum of violence prevention, treatment and care services.
- » Improve psychosocial support to children and care givers affected by child abuse and neglect and gender-based violence.

The scope of this training covered the following:

- » Understanding children, understanding vulnerability and vulnerable groups, understanding child abuse, neglect and exploitation, responding to vulnerable and abused children, Exploring child exploitation, providing services to children: the continuum of care, Mobilising community responses to protect children, Building child champions in a community care giving organisation.



Achievements in 2017/2018

The skills training programme was our focal point in the 2017/2018 period. We worked in partnership with FHI360 and 138 learners were trained across three provinces in the following manner:

Province	No of learners	Dates
Gauteng group 1	25	10-14 July 2017
Limpopo group 1	28	10-14 July 2017
Gauteng group 2	22	17-21 July 2017
Limpopo group 2	27	17-21 July 2017
Mpumalanga (combined)	36	14 - 18 August 2017
Total	138	(No Drop outs)

All 138 learners were competent, they received their certificates and no drop outs were recorded for this training.

A success story

Aganang has been in the training business for several years now and over the years we have trained a number of learners

who after receiving their qualifications utilised the skills and knowledge they acquired. Below is one of the many success stories we have recorded.

Mpumelelo and her group members from Mothers2Mothers Organisation in Mpumalanga visited a local school in Phola community where they integrated their theory into practice. They conducted a talk with the teachers on the subject of child abuse. After their presentation, the school was so impressed by the initiative that they requested that the programme be continued from time to time to equip the learners and teachers of the school.

We would like to acknowledge funders and partners: HWSETA, DSD and FHI360. Without your support we would be unable to transfer much-needed skills to the unemployed youth of our country.

Admire Moyo
Senior Training Coordinator
 Aganang Training Centre



SPECIAL THANKS

Gratitude can transform common days into thanksgiving, turn routine jobs into joy and change ordinary opportunities into blessings. – William Arthur Ward

I want to take a moment, not to ask for anything from you, but simply to say thank you for everything. Thank you for giving to JCW from the smallest in kind and monetary donation, from the individual who remembers that there is a child out there whom you remember, to the corporate that can provide the largest donation. Thank you for remembering us, you enrich our lives and make our journey as staff and management worthwhile. Thank you for all the special things you do. Without your support we would be unable to provide the services vulnerable children and families require to survive. Small words with a wealth of meaning that come with utmost sincerity.

Absa Trust
Absolute Organix
Ad Outpost
ADReach
Adele Drechmeier Trust
AECI
All God's Children
APD Properties
ADT and Netcare 911
ADV Plastics
Africa Mining Trust
Afrox
Agape Giving Trust
AMD Owen Will Trust
Anglo American Chairman's Fund
Antalis
Australian Aid
AV Dynamix
Avanti Coffee
AVIS
Awesome Travel

Barnes Charitable Trust
Bastion
Barrow Construction
Belgian Embassy
Bennetts
Beryl Pugsley
Better Balance & Hearing
Beyond Team Building
BG Bowman Gilfillan
Blue Label Telecoms
Blue Spec Company
Borsook Family Trust
Brackenhurst Engen
Brian Heineberg & Associates
Bridgman Foundations

CAF
Carl Rehder
Casium Culinary School
Centapaeds
City Pty Ltd
Cliff Dekker Hofmeyer
Concor
Clarins
Crawford Brown Trust
CTP Ltd

Daily Buzz
David Tabatznik Trust
Davies Foundation

Deloitte
Department of Social Development
DF Bakery
Discovery Health
Distell
Dr Khaleel Ismail, ENT

Edcon
Edith Unlimited
Eddy Poikoy trust
EJA Loerincz Trust
Enerji Electrical
Envisionme
Enzani Technologies
Eversheds
Exclusive Hire

FAMSA
Finnish Embassy
Formula One Technologies
Four Seasons Hotel, The Westcliff

Gamack Derivatives (Traders Corner)
George Elkin Charitable Trust
GH & A Cotton Memorial Fund
Gift of the Givers
GivenGain
GlaxoSmithKline
Glenburn Lodge
GLH Architects
Goldline Industries
Graham Beck Foundation
Grant Thornton

Harris Nupen Molebatsi Attorneys
Hello Conversations
Hermann Ohlthaver Trust
Home Fabrics
Honeycomb BEE Ratings
Houghton House
Hudaco

Ideal Electrical
Industrial Development Corporates
Iqraa Trust

Jacaranda FM
Jo'burg Theatre
Johannesburg Children's Court
John & Elsie Barrow Foundation
Johnson & Johnson
Jozi FM

KFC Add Hope Trust
Kingsmead College
Kirkness Charitable Trust

La Marina Foods
Landrover Sandton
Leicester Road School
Liberty Properties – Eastgate
Loewenstein Charitable Trust
Louisa Brown Photography
Lord and Lady Lurgan Charitable Trust
Ludwig Rose Farm

Mars Africa
Masiya Business Solutions
Mela Events
Mendell Family
Metier
Mining Supplies
Miss Parker Trust
Mjuxtion
Morris Gilman Charitable Trust
Morsim Road Social Development Trust
Moso Consulting
Mr Plastic

NACOSA
Naptosa Gauteng
National Adoption Coalition
National Lotteries Commission
Nature's Garden
Nedbank Foundation
Nicarella Trust (St Columba's)
Nomadik
Norman Goodfellows
Nu Leaf Plumbing and partners

Ombudsman Short-term Insurance
Orchard Foods

Paintcor
Palm ridge Court
Pat Hovenden Trust
People to People
PEP Stores
PEPFAR
Pestbusters
Pick n Pay – Maponya Mall and Dobsonville
Pilgrim Communications
Plascon



Postnet Norwood
Printacom – OKI
Proctor and Gamble
Protea Children's Court

Randburg Court
Rate n Date
Rebecca Haynes
Redhill School Trust
Rheinallt Jones Trust
Rovos Rail
Royal Access Control

SANCA
Santa Shoe box
Sasol
Schlindler Lifts
Shoprite - Naledi
Sisters We Can
SophiaTown Psychological services
Soweto TV
Spence Chapin
Standard Bank
St Davids Marist Inanda
Steel King Centre

Steenburg Bubbles
Studiosus
Sun International
Supabets Gaming group
Supercare
Supreme Elevator Services
SWEAT 1000 Nicolway
Synergos

Tau Game Lodge
Teddy Bear Clinic
Telkom Foundation
Terre des hommes
The Bureau
The Carl and Emily Fuchs Foundation
The Davies Foundation
The Department of Home Affairs
The Fairlawns Boutique and Spa
The Federal Ministry for Economic
Cooperation and Development (BMZ)
The Herman Ohlthaver Trust
The Home Channel
The Johannesburg Garden Club
The Pyramid Beauty School
The Sowetan

The Wings Group
Thusanani Children's Foundation
Thusano
Tiso Foundation
TJ Forstmann Trust
Tilly Smith
Transpaco
Tshikululu
Tsogo Sun
Turn and Slice
TVL Electric Motors
TYME

Unity Meat
Urbun Real Estate
US Consulate – Community Grant
Valley Lodge and Spa
Vodacom Foundation (Payroll Giving)

Wits Speech and Hearing
Department
Woolworths Greenside
WorleyParsons

Xavier Saer Photography



OUR PEOPLE



Administration



Aganang Training Centre



Human Resources



Princess Alice Adoption Home



Foster Care Unit

Thank you for all your commitment and hard work



Finance



Masibambisane Orphaned and Vulnerable Children Centre



Themba Mondi –
Administration Manager



Thembaletu Life Skills and Economic Empowerment Centre



Child Abuse Treatment and Training Service
Marketing, Fundraising and Communications



CEO and Assistant Directors



Child and Family Unit



Othandweni Family Care Centre



Need help in choosing the right paper

Branch Contact Details

BLOEMFONTEIN
Tel: 051 447 8681

BOTSWANA
Tel: 00267 391 2139

CAPE TOWN
Tel: 021 959 9600

DURBAN
Tel: 031 714 4000

JOHANNESBURG
Tel: 011 688 6000

PORT ELIZABETH
Tel: 041 486 2020

PRETORIA
Tel: 012 379 0060

✉ sales@antalis.co.za 🌐 www.antalis.co.za

Southern Africa's leading distributor of:


**PAPER FOR
PRINT & OFFICE**


GRAPHICS

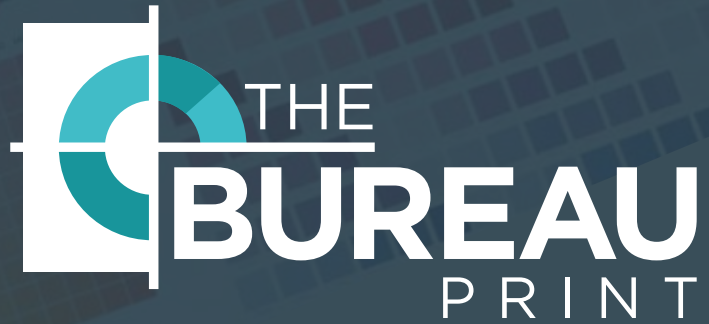

**VISUAL
COMMUNICATION**


PACKAGING


LOGISTICS


FSC
www.fsc.org
FSC® C180415
The mark of
responsible forestry

antalis ^{EM}
Just ask Antalis



& HIGH-QUALITY PRINTING

WORLD CLASS CUSTOMER SERVICE



LITHO



DIGITAL



LARGE FORMAT



BINDING



FINISHING



011 653 2660



info@bureau.co.za



www.bureau.co.za



Unit 6, Stanford Business Park, 817 16th Rd, Midrand, Johannesburg

Jo'burg Child Welfare

PO Box 62606, Marshalltown, 2107

First Floor Edura House, 41 Fox Street, Johannesburg

Tel: 011 298 8500 • Fax: 011 298 8590

Email: communications@jhbchildwelfare.org.za

or director@jhbchildwelfare.org.za

Website: www.jhbchildwelfare.org.za



JoburgChildWelfare



JhbChildWelfare



JoburgChildWelfare

Our sincere thanks to our contributors:

Design and layout: Bastion

Printing: The Bureau

Paper: Antalis

External audit service: MNB Accountants