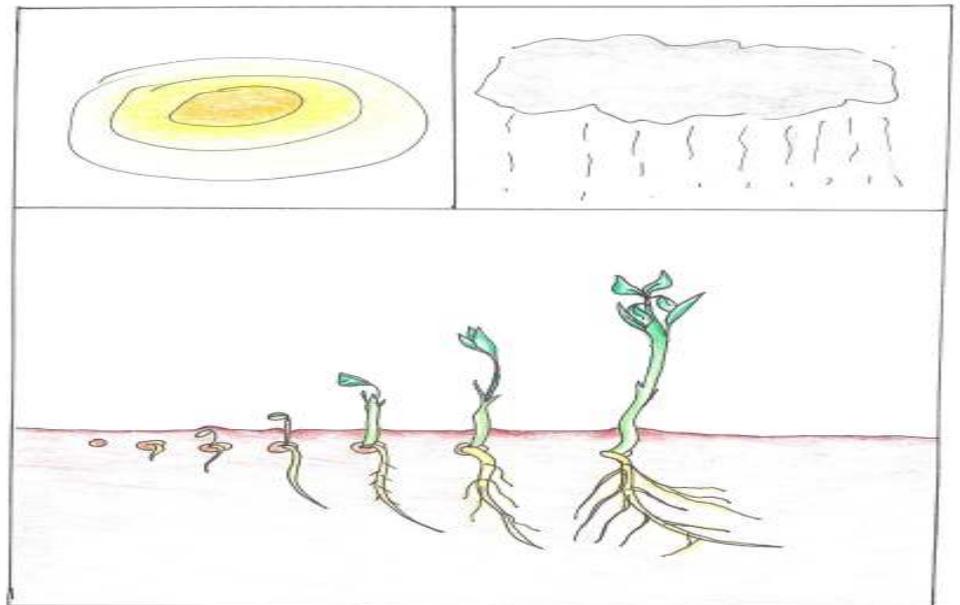


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Seed hibernation is the ability of a seed to remain in hibernation when there is a lack of things essential to its development (water, sunlight, nutrients, etc.) or in harsh conditions (extreme cold, extreme heat, hard ground, etc.). There is no specific time limit in which a seed may hibernate; some seeds found in the Arctic grew after an estimated 10,000 years. When conditions are right for the particular type of seed, they can come out of hibernation and grow.

P.O. Box 4323,
Durbanville, 7551

Tel: 083 960 7069
Fax: (021) 976 1907

info@sibusisiwe.org.za
www.sibusisiwe.org.za

Reg nr. 2006/001307/08
NPO: 050-213

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FOREWORD

Our main focus for the past year was to give our website a new look, work on marketing strategies and collaborate and network with other like-minded organizations with the same passions and objectives as ours.

The global economic downturn, coupled with the fact that South Africa is, like so many other countries, making a very slow recovery from the recession made us realize that we simply cannot rely solely on donor funding as a means of survival. No NGO can survive without sponsorship and we had to take a serious look at different avenues to generate additional income for the sustainability of Sibusisiwe.

Thus, we have worked hard at focusing on steps that need to be in place for us to thrive in today's economy. The seeds planted in previous years have now started to take root and next year we will begin to see the harvest, so watch this space. As I write this, there are already exciting developments taking place.

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Sibusisiwe Economic Development

The aim of the economic development program is to address the holistic development of the individual: both on a social & emotional level. The primary goal of this program is to teach individuals with limited resources and skills, the basic principles of business and character skills in order to put them in a better position to provide for the basic needs of their families and to become self-sustainable.

For the business and money management skills training, we are currently using the Business Matters Course under the auspices of Crown ministries together with Strong Message and the accredited Micro MBA program. The character skills portion of this program has been developed by Sibusisiwe and forms part of our Personal Mastery pillar. It focuses on the holistic development of the individual's social and emotional skills. Under the banner of Sibusisiwe Economic Development, we have joined hands with organisations with a like minded vision and have had excellent results.

M.E.S. Cape Town is a community based Christian organisation that initiates and facilitates activities to empower people holistically to live independent, sustainable and meaningful lives. 6 out of the 10 learners passed the Business Matters course and were presented with certificates on 10 December 2010 at an awards ceremony in Bellville.

Shiloh's Synergy's aim is to bring lasting and positive change to our under-privileged communities. They, too, encourage self esteem and help people take charge of their potential. 7 of their students registered and completed our Business Matters course in Wallacedene, whilst 3 clients finished the course in their personal capacity. We give thanks to Pat Kumalo, our facilitator, for doing an excellent job and for being so passionate in her ability to translate unfamiliar concepts into practical tools and examples in our communities.

We started off with a grant from the Department of Social Development which enabled us to carry through 3 groups of students. However we are currently in desperate need of funding in order to continue the good work in those communities. .

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Sibusisiwe Economic Development



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BASIC EDUCATION- AKKERDOPPIES CRECHE

We follow a holistic approach where our main aim is to give the children a high level of education to assure that they are ready for school and the challenges that formal education will pose. We believe that once a child falls behind especially at a young age, it is hard and almost impossible for a less fortunate child to catch-up. Our dream is to give our children the same or even higher quality of education as children in expensive crèches.

Since winning a public tender in December 2008 to operate on the grounds of A.F.Louw Primary School in Stellenbosch, we have refurbished the existing building and built a brand new building specifically designed to suit the children's needs. We have appointed and are currently training promising individuals from the community as staff members. We have provided the children with playground equipment and educational toys specially designed to educate and promote physical fitness and fun. The children are supplied with nutritious food to ensure the best possible development. The crèche currently accommodates 124 children ranging in ages from 3 months to 6 years. We have trained and monitored all 13 teachers and have a very efficient principal. Our excellent team includes a nutritionist, physical movement teachers, and a child psychologist.

Financially we focus on two areas, we have a corporate sponsor who finances the build and upkeep of a first rate facility. And secondly we have an 'Adopt a Child's Education Project'. Individuals and organisations adopt a child's education for the year and we send them photo's, newsletters, progress reports and works of art. Parents can apply for a bursary and the bursaries are funded by the 'Adopt a Child's Education' monies. Thereby allowing us to appoint well qualified teachers, to feed the children highly nutritious food, to buy and maintain equipment, toys and stationary. It also allows us to give the children a wide range of experiences, from Playball to day trips, Christmas parties to well thought out holiday programs.

Most importantly we have a head mistress who keeps her eye on every aspect of running the crèche. She implemented an established curriculum, developed a non evasive evaluation program and trains and mentors the teachers to insure the standard set is maintained.

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BASIC EDUCATION

Continued.....

As far as possible we would like to measure whether or not we are on route to delivering high quality education at an affordable cost.

Evaluation program:

Every teacher gets a copy of the activities which the children will be evaluated on.

The teacher must ensure that all of these activities are done throughout the year and where the activity wasn't done at the level expected, the teacher can focus on that area.

Twice a year the children are formally evaluated and the results are sent home, for parents to be aware of their children's development. Where it becomes clear that a problem exists, that problem can be addressed.

Secondary but complimentary to our main aim:

- Children with developmental challenges will be identified and supported.
- Social challenges can be identified and support to families can be provided accordingly.



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PERSONAL MASTERY

Sibusisiwe joined hands with an organisation called Character Transformation. This program is based on six common values called the “Six Pillars of Character”: the concept of the six pillars of character is owned by a company called Character Counts in the USA. These Six Pillars teach and enforce values, character building and ethical decision-making - this is the foundation of a well-lived life. Values are not political, religious, or culturally biased – they are UNIVERSAL PRINCIPLES. They can help us detect situations where we focus so hard on upholding one moral principle that we sacrifice another — where, intent on holding others accountable, we ignore the duty to be compassionate; where, intent on getting a job done, we ignore how. In short, the Six Pillars can dramatically improve the ethical quality of our decisions, and thus our character and lives.

Pat Kumalo and Sally do Nascimento both completed the facilitator's course.

When training a school, you use the Six Pillars of Character® in your existing curriculum and classroom management to make focusing on good character part of everything you do. Teachers are taught the program so it's basically a train-the-trainer concept. Kids focus on the rewards of character instead of punishments. The children learn a consistent set of universal values and teachers model those values, behavior improves and educational focus soars.

For the farm workers and prisoners the approach is somewhat different but the foundations and objectives stay the same. The training is 8 hours long and may be divided to what suits the situation best.

One of our first projects was launching this program with Fair Cape farms. Again, our ever dependable gem and dear colleague, Pat Kumalo trained over 100 Xhosa workers who benefited from this life changing course. The feedback from the workers was heartwarming and encouraging to say the least and farm managers have been impressed with the change they have seen in their staff.

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PERSONAL MASTERY Continued.....

We would love to reach more schools with this initiative but unless sponsored by the Department of Education, very few schools can afford additional programmes. Sadly this remain one of our challenges: many of our schools can barely afford to pay their teachers, let alone take on an additional financial burden. Our intention is to make an impact at our local prisons especially at the juvenile centres and those inmates awaiting parole.



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MANY THANKS TO OUR SPONSORS

Without you none of this would have been possible.

We don't have to engage in grand, heroic actions to participate in the process of change. Small acts, when multiplied by millions of people, can transform the world.

Howard Zinn

American Historian, Playwright and Social Activist

