



Helping to fulfill dreams
...a chance to imagine
a chance to dream, to grow,
to learn, to wish, to love
to play to be free

ANNUAL REPORT 2019/2020



Making an impact with each child so that we can enable them to have big dreams for their future

- 1 Patron's report
- 2 Extent of services
- 4 Chairperson's report
- 6 CEO's report
- 10 Assistant Directors' reports
- 11 Overview of departmental Activities for 2019
- 12 History
- 14 Treasurer's report
- 15 Statement of financial position
- 16 Statement of comprehensive income
- 18 Breakdown of income and expenditure
- 19 Independent auditor's report
- 20 Fundraising Individuals/
In-Kind/Events/Communications
- 22 Corporates, Trusts and Foundations
- 23 Human resources
- 26 Child and Family Unit
- 28 Foster Care and Reunification Services
- 30 Child Abuse Treatment and Training Services
- 33 Thembaletu Life Skills and Economic Empowerment Centre
- 34 Inner city project
- 36 Masibambisane Orphaned and Vulnerable Children Centre
- 38 Princess Alice Adoption Home
- 40 Othandweni Family Care Centre
- 44 Aganang
- 46 Nacosa project
- 48 Special thanks
- 50 Our people

VALUE STATEMENTS

- ★ Providing continuous child-centred service delivery that is relevant, evidence and value based.
- ★ Ensuring that staff is continuously capacitated and empowered with core competencies and skills that is relevant to the work that they do.
- ★ An organisation with competent staff that acts as change agents contributing to the reduction of poverty and inequality.
- ★ To improve the profile of the organisation and ensures that JCW's image remains relevant and continues to be a voice for children in all forms of media.
- ★ Leadership which is value based, transparent, sustainable 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.
- ★ Cultivates partnerships and shares best practices to enhance service delivery and where necessary, capacitates other organisations.

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 (JCW) is to provide holistic child protection services to children in the greater Johannesburg area.



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PATRONS' REPORT

Child protection is a pressing issue everywhere, it is a particular priority in South Africa. Under the convention on the rights of the child and other international treaties, all children have the right to be protected from harm. Preventing and responding to violence, exploitation and abuse is essential to ensuring children's rights to survival, development and well-being.

Children in South Africa live in a society with a Constitution that expresses the highest regard for their rights and for the equality and dignity and personal security of everyone — as well as the rights of access to food, shelter, medical care and other social services.

What is more, protecting children from violence, exploitation and abuse is also an obligation that section 28 of our Bill of Rights expressly stipulates.

So far, so good. But government has not fulfilled its promises or the obligations of the

Bill of Rights. Despite the best efforts of civil society to shield children from abuse, neglect and exploitation, many children are still vulnerable.

Even though our country has splendid, progressive child protection laws, policies and programmes, violence and neglect remain a significant challenge. Counteracting them is a mammoth task.

Successful child protection begins with prevention. Strong child protection provides a bulwark against the web of risks and vulnerabilities underlying many forms of harm and abuse.

CHILDHOOD CAN AND MUST BE PRESERVED AND NURTURED

A protective environment for children boosts development progress, and improves the health, education and well-being of children and their evolving capacities to be parents, citizens and productive members of society. Harmful and abusive practices, by contrast, exacerbate poverty, social exclusion and vulnerability to HIV and other communicable and non-communicable diseases, and increase the likelihood that successive generations will face similar risks.

Some forms of violence are rooted in discriminatory and unequal gender dynamics. Harmful practices are sometimes deeply anchored within our society. This makes the involvement of all stakeholders crucial.

Better child protection needs social consensus and more societal aversion to violence and abuse. Acceptance of violence against children undermines protective norms and practices, sharply increasing children's vulnerability to violations of their rights.

Some of the preventive work JCW does is to shift societal attitudes and behaviours. It's not getting easier.

JCW has been in existence for the past 111 years. It has continued to look at innovative preventative and restorative models to provide services to children. This has continued to be a warrant for its existence.

JCW has continued to respond to changes that face our society. Broadening the scope of supportive and preventative services for children has meant a radical shift from the known statutory services. We have, perforce, ventured into fields not always regarded as traditional service delivery areas.

Flexibility and responsiveness of this kind has meant that JCW has kept itself well-directed and responsive.

The worldwide COVID-19 disaster presents more worries. The health and safety of the vulnerable children were acutely at risk — but lockdown exposed many fissures in our social fabric. Reports of violence against children showed how essential our protective safety net is.

JCW's work remains pertinent and essential. We thank the Board of management and the management and staff for what they have done for the children of Johannesburg. Their work is hard, and often thankless. It remains indispensable.

From the Patrons of JCW

**Justice Edwin Cameron
Justice Zukisa Tshiqi
Basetsana Kumalo
Gerry Eldson**

BOARD OF MANAGEMENT

Chairperson:

Prof John Pettifor

Treasurer:

Yvonne Pillay

Board members:

Aileen Langley
Buntubabantu Mdaka
Mathili Kunene
Jeanie Naggan
Ntsatsi Mokgethi
Hazel Alexander
Refilwe Sifiso
Puleng Mpshe
Abubakr Hatlas
Julekha Mahomed

Resignations in the year:

Hiten Keshave
Bantubabantu Mdaka

EXTENT OF SERVICES

CHILD AND FAMILY UNIT

5 900

Home visits

9 500

Cases assisted at reception for various departments

536

Cases referred to other organisations at reception — proper intake

708

Crisis intervention

3 564

Number of intakes/cases (a case can include individuals from 1-10 people)

567

Cases resolved after counselling

413

Family preservation

64

Lost or abandoned children

3 786

Children that received statutory or preventative services after risk assessment

2 500

Participants reached in awareness campaigns

1 440

Children/families assisted with meals and groceries via KFC Add Hope

ADOPTION SERVICES

64

Abandoned children

28

Concented children

16

Step parent adoptions

148

Post-adoption reports

32

National adoptions

1 146

Statutory services

24

Children placed on RACAP

65

Birth mothers assisted

183

Individuals who undertook adoption orientation and training

88

Couples allocated for screening as potential adopters

125

Families or individuals that made enquiries regarding link-up in their search for origins

165

Intake adoptions

5

Children with special needs adopted

2 546

Home visits

10

Inter-country adoptions

FOSTER CARE AND REUNIFICATION SERVICES 2019 – 2020

220

Biological parents in reconstruction services

725

Children in supervised foster care

138

Children in supervised foster care with biological parents

289

Children placed in residential care (various children's homes and industrial schools)

21

Children placed back with their biological parents, under supervision, after successful reconstruction services

176

Families participating in family reunification

152

Beneficiaries involved in group work: 104 children – 48 foster parents

284

Participants in parenting skills training

795

Foster parents supervised

3

Students funded by Rheinallt Jones in tertiary education that are monitored

138

Care Givers and foster Parents trained on child development

136

Beneficiaries (children) on child development training

280

Foster parents screened

48

Beneficiaries of food parcels

152

KFC Add Hope recipients

48

Children that received psychological services

11

Foster children who passed matric

1 250

Participants reached in awareness campaigns

OTHANDWENI RESIDENTIAL HOME IN SOWETO

10

Children received ARV treatment

53

Children cared for in the nursery

131 400

Number of meals provided (KFC)

50

Percent matric pass rate in 2019

22

Teenagers participated in the Independent Living Skills Programme

63

Children were immunised

92

Children and babies who received overnight care

79

Children and teenagers cared for in the cottages

26

Number of volunteers

16

Children enrolled in the International President's Award Programme aimed to increase self-esteem and enhances their capacity to achieve

THEMBALETHU LIFE SKILLS AND ECONOMIC EMPOWERMENT CENTRE FOR UNEMPLOYED WOMEN AND MEN

521

Beneficiaries of life skills training and services offered by Thembaletu

80

Participated and completed in hospitality training

180

Participated and completed in computer trainings

CHILD ABUSE TREATMENT – TRAINING SERVICES (CATTS)

124 Individuals received therapeutic intervention	147 Individuals assisted at intake level	179 Individuals received long-term therapeutic services, as well as short term therapeutic services at Zola Clinic	81 Individuals received preventative and statutory services	43 Children in supervised care (with families)	68 Children in group work
301 Telephonic enquiries on child abuse	9 167 Community outreach	9 Fourth year social work students placed in the organisation for practicals	90 Parenting skills training	81 Therapy sessions by psychologist	
4 Social auxiliary workers placed in the organisation for practicals	28 Cases referred to other organisations after assessment	740 Beneficiaries attended to at Nthabiseng Thuthuzela Care Centre for trauma containment, individual therapy and group work	12 460 Beneficiaries of prevention awareness campaigns	138 CATTS training	

JHB INNER-CITY AFTER SCHOOL CHILD CARE PROGRAMME

192 Children attend daily play groups and are coached in soccer and netball – 400 participated in school tournaments and 330 participated in school sports day and 125 participated in friendly games	45 Arts Programmes 330 participated in-house dance and drama performance and 315 in drama tournaments
234 Participated in weekly school life skills sessions	11 Members of child and youth committee
11 Beneficiaries doing debating activities	1 673 Number of meals given (KFC)

MASIBAMBISANE DAY CARE AND ECD CENTRE IN ELDORADO PARK

677 Individuals reached during awareness campaign	309 Children in the aftercare centre	47 Children in the Early Childhood Development Programme (There are plans to increase to 60 children with an additional building)	130 Individuals attending monthly support group meetings
48 Participants of the Red Apple Reading Club	141 Participants attending Life-skills Programme	1 540 Beneficiaries of food parcels from DSD and KFC	47 207 Meals provided to children
196 Caregiver families receiving services at the centre	27 Volunteers (EPWP and caregivers)	1 745 Masibambisane tutorial support	1 950 Home visits done

PRINCESS ALICE ADOPTION HOME (PAAH)

17 New admissions	46 Babies cared for	10 Babies adopted	4 Children, youth and mothers, who received overnight care
50 400 Meals provided to children	2 Babies reunited with biological family	2 Birth mothers in crisis and assisted by PAAH	21 Number of regular volunteers not including community service

GRANNY PROGRAMME SERVICES AGANANG LEARNING CENTRE

53 Total amount of Gogo's assisting the children	71 Total amount of children assisted by grannies	90 Auxiliary social workers trained
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CHAIR PERSON'S ANNUAL REPORT 2019/2020

This is an end of an era for me as Chairperson and for some of my colleagues who have served on the Board of management of Jo'burg Child Welfare for, in some instances up to 20 years and for others for a lesser period. I still remember the phone call I received from Mary Milne in 2000 asking me to join the Board of JCW. Little did I know what I was getting involved in! It has definitely been a journey that I will never forget. It has been a rewarding experience working with so many dedicated and committed staff over the years, who all have the same objectives: the provision of quality services, protecting children from maltreatment and ensuring that children grow up in circumstances consistent with the provision of safe and effective care. Putting children's needs first, has been their mantra over the years. I will certainly miss the dynamic discussions we had on the Board. I have certainly learnt an awful amount on how to operate in the challenging non-governmental environment.

At this time I need to pay tribute to my colleague, our Patron, Judge Edwin Cameron who is retiring after 10 years as a Patron of Jo'burg Child Welfare. On behalf of the Board of JCW, the management and staff, and the children who are supported by JCW, I would like to take this opportunity to thank you for your involvement in the organisation over so many years. We wish you well in your new role as Inspecting Judge of Prisons and as Chancellor of the University of Stellenbosch. I would also like to thank other patrons, Justice Zukisa Tshiqi, Basetsana Khumalo and Gerry Eldson for their continued role that they play in the promotion of Jo'burg Child Welfare. I would like to welcome our new patron Judge Margaret Victor, who also has a social work background, and appreciate her willingness to accept the position that has been vacated by Judge Cameron. May her association be a long and happy one with Jo'burg Child Welfare.

This is my last report as Chairperson of Jo'burg Child Welfare, thus you must allow me an opportunity to take a look back. JCW has survived as an NGO for 110 years. I do not know the figures but I cannot believe there are other NGOs in Johannesburg which have been around for so long, this is a tribute to all the previous Board members who have worked so tirelessly to ensure that funding has been available for JCW's various activities. In those 110 years, the work that has been done, and is required to be done, has

changed little over the many years. It is a pity that Johannesburg has not seen the changes in the lives of children that have occurred in Ireland since Angela's Ashes so horrifically documented the life of children in Limerick in the 1930s. Children here still need care and protection. The original focus of JCW was on emergency intervention in situations of destitution and abuse and this element has been maintained ever since. However, from early in its life, the society proceeded to broaden its activities, and established a range of services aimed at improving the living conditions of children and families, including health clinics, day care centres, family support services, adoption services and children's homes. The society, also took on an advocacy role and sought to influence legislation and policies affecting children and families. Over the years, various programmes were closed down and/or handed over to government or other NGOs — either because of intermittent financial crises or because new role-players had emerged who could appropriately take on the functions in question.

JCW continues to strive to contribute to the development of a legislative and policy environment which is conducive to the best interests of children and families, and also networks extensively with other role-players in an effort to help strengthen the broader social service network.



The mission of the organisation is to protect and to safeguard and care about children, their families and communities, promoting their rights, well-being and dignity continues to be the mantra that this organisation strives towards.

I am pleased to note that during the financial year 2019/2020 for the first time in 10 years JCW is in the black. I attribute this to the sponsors and donors, to the Department of Social Development (DSD) which has increased its subsidies to the organisation, and to the Trusts and Foundations who continuously support the work that JCW does. Thank you to old friends such as the Garden club, NACOSA and Spence Chapin USA who have supported our work over the years. It is these partnerships which have enabled us to fulfil our policy mandate and deliver the services so desperately required. The efforts of the management, fundraising and financial department are truly appreciated. However, a word of caution, the dark economic clouds are still hovering over South Africa as the economic down grade and COVID-19 continues to be a constant reminder that JCW needs to be vigilant and work harder in this time of crisis. The impact of the pandemic will be felt in the next financial year and it will challenge all organisations in their attempts to keep their financial heads above water. It will become much more difficult going forward.

The Board of management of Jo'burg Child Welfare and its sub-committees continue to support the work of the management of JCW. The Board has had a dedicated, responsive and committed team. The Board of management has been involved in a number of different areas, including setting the strategic direction of JCW, monitoring and evaluation of the financial position of the organisation, through the Compliance, Audit and Risk Sub-Committee; developing the Job grading system and the performance management system, and cost of living negotiations through the Human Resource Sub-Committee.

Fundraising in South Africa remains competitive with everyone, competing for the same available resources. It is thus imperative that as an organisation we take cognisance of these trends and align our programmes and foci for

funding accordingly. We thank each donor for the belief in and continued support of our work as a child protection organisation. We are truly grateful for every amount of money and every in-kind donation received. We can assure donors that all their contributions, no matter how small, go to the services and care of children. We are constantly thankful for and amazed by the goodwill of people.

Advocacy remains an integral part of the work of JCW as we collaborate with government and civil society. The advocacy work done by the staff members of JCW continues to ensure that JCW has a profile in the child protection space. The staff of JCW play an important role in the Child Protection Forum chaired by the DSD, and the adoption coalition where many of the adoption issues are discussed.

I would like to extend my appreciation to the Board members who have ably assisted in the leadership and stewardship, without your assistance this task would have been difficult. I believe I hand over the task to a new generation of capable Board members.

**I leave you with the saying
"Child protection and safe guarding is
Everybody's business
Everybody's concern
Everybody's responsibility".**

In conclusion, thank you to the dedicated team of staff and management, under the leadership of Mrs Margot Davids who have ensured that JCW remains a trusted child protection organisation, a haven in the storm for troubled children.

Prof John Pettifor
Chairperson



CEO ANNUAL REPORT 2019 TO 2020

JCW celebrated its 110th birthday on the 19th October 2019. This was an exceptional year for us as there are not many organisations that have reached this milestone in South Africa. A gala dinner was held at the Thabo Eco Lodge – Alberton, in July 2019 to celebrate this special event. The singular event was celebrated with children and donors, with the history of the organisation over the years being highlighted. Over the years, the vulnerability of children and the need for child protection services has become increasingly more evident. The speeches of the young beneficiaries emphasised the impact that JCW had made in their lives and highlighted the importance of JCW. Everyone who attended reported that the evening had been a tremendous success.

Child protection remains a critical service for JCW and we have seen that children are in need of greater protection now, more than ever. The number of children abandoned, neglected and abused have increased, with more demands being placed on our services for the removal of children. There has been an increase in new born babies being abandoned in hospitals, and sometimes in dustbins during this period. The reasons for the increase in these patterns is not always known but it is accepted that economic factors continue to play a major role as a causal factor for abandonment.

The core service departments are the Child and Family Unit and the Foster Care Department who render preventative, early intervention and statutory services to children who are in need of care and protection. These are the busiest teams providing the most important services such as responding to crises, assessments of cases, home visits, removal of children where necessary, providing alternative care options and offering reconstruction services to families.

Both the Child and Family Unit and the CATTs (Child Abuse Treatment and Training Services) departments have reported an increase in requests from the various children's Courts for investigations into care and contact matters when parents are contemplating divorce. The care and access of children between parents has become a new ground for conflict impacting on the wellbeing of children. Unfortunately accusations of false sexual abuse against parents on children in care and contact matters have also increased, affecting children negatively as they are in the centre of the conflict.

JCW has a long track record of rendering adoption services. This was one of the first services offered by the organisation, and Princess Alice Adoption Home, which celebrates 90 years of service this year, is a testament to this. This home continues to provide services to abandoned children and those who have been consented for local and inter-country adoption. However, a challenge in the adoption field has been with the change in legislation through the introduction of the Children's Act, and we have sadly seen that the pace of adoptions has slowed down significantly. As a result, many children spend much longer in residential care waiting for the finalisation of adoption. We have noted the trend that it is taking about two to three years to finalise an adoption. This is not ideal as the child needs to be able to bond and have a loving family at an early age.

Foster care services remains one of the mainstay programmes of JCW. The placement of children into alternative care as a result of abuse, neglect, abandonment or orphanhood is crucial. The monitoring and supervision teams are responsible for ensuring continued care and support of children who have been legally placed in foster care. Through group work and individual direct work the social workers ensure that the children's needs are met and that foster parents receive training, guidance and support in their day-to-day caring of children. As foster care is seen as a temporary placement, social workers have been encouraged to work with biological and extended families towards reunification of children. Through the efforts of the social workers, 23 biological parents were traced and engaged, resulting in 21 children being returned to the care of their biological parents.



Lack of access to education directly impacts on children's safety and wellbeing. Children out of school are at a much higher risk of violence, exploitation, abuse and neglect. Safeguarding education and enhancing child protection is a virtuous cycle.

JCW has also recognised the role that education plays in the life of children. We care for children from birth to 18 years, and in many instances to youth. We need to prepare children for life after they leave the statutory system in order for them to make a positive contribution to their communities and the society in which they live. In reviewing the reports of the various departments it became clear that the contribution of the organisation to the child's educational needs cannot be underestimated. We ensure that children in our care are provided opportunities, and support the thinking of Martin Luther King Junior when he says "Education must enable a man to become more efficient, to achieve with increasing facility the legitimate goals of his life."

Children in the social welfare system are encouraged to reach their full potential whether they have special needs or whether they achieve academically. The various social work practitioners, child care workers, social work auxiliaries and volunteers, work together to assist children with educational developmental delays to achieve the best they can. This is evident from the various programmes offered.

A programme which has experienced expansion during the period under review was the Granny Programme. This programme underpins the values of early childhood education as it provides educational stimulation to children from birth to three years, assisting with eye hand coordination, numeracy, motor coordination, etc. We have found that children exposed to this programme have better educational outcomes. JCW was excited to report that the partnership with Spence Chapin, the inter-country adoption service provider, has been strengthened. The management team and a film crew visited the country to view the Granny Programme at Othandweni Children's Home in Soweto, and Princess Alice Adoption Home in Westcliff, in September 2019. Through their efforts we were able to increase the

number of grannies that we employed in the programme. With the support of Spence Chapin, this programme will also be extended to two additional children's homes in Johannesburg. The benefits of the new programme includes birthday parties and outings for the children and a new playground at each centre. We are truly looking forward to the continued partnership over the next five years.

The Inner City Programme has 'play' as one of its central tenets. This is one of the most difficult areas as many of these children are denied access to normal services. Through this programme, a difference is being made in the lives of the children, as time is being spent with them and it is possible to monitor the progress that is being made through the play activities offered.

Progress has also been made on the educational front in respect of the Foster Care Programme where 11 children passed their Grade 12 exams. Of these, eight of the children are continuing with further studies at higher institutions of learning. Three foster children are funded through the Rheinallt Jones Trust of which two have completed their studies and one is continuing with his tertiary education.

Education at Othandweni Children's Home continues to ensure that children are offered the opportunity to attend schools that will enhance their educational abilities. About 72 children were placed in appropriate schools. Regular communication is maintained with educators.

Student auxiliary workers have conducted a Leaners Support Programme, where children's school books are regularly checked and schools are visited together with the child care workers, for further intervention. Two children wrote the Grade 12 examinations in 2019. One leaner completed and passed with bachelors and one was unfortunately unsuccessful. In a colourful annual awards ceremony, learners who achieved outstanding results at school were recognised, as were children with outstanding performance in sports, art and culture.



CEO ANNUAL REPORT 2019 TO 2020

CONTINUED

We are pleased to announce that the stimulation centre for early childhood development, at our Masibambisane Centre in Eldorado Park, has been registered by the City of Johannesburg - Department of Environmental Health, to admit 73 children. There are 45 ECD children currently registered in the centre. About 13 of the registered children are orphaned and vulnerable (OVC). The stimulation centre has also recently been registered with the DSD as an ECD Centre, according to section 96 of Children's act 38 of 2005. JCW is awaiting the outcome of the panel discussion regarding the subsidy application.

Many of the children who attend the Masibambisane Centre have educational delays, thus the educational support is crucial for them as part of the after School Centre Programme. This has continued through the Masi-Tutorial Support, reading club, uniform and stationery distributions. This has sustained the academic standards and commitment of the children. The centre partnered with the Learner Advance Group that facilitated career guidance sessions with children from grade 9-12 on Saturdays. Four children were in Grade 12 in 2019. Three passed and are presently attending TVET and tertiary education.

The Thembalethu Skills Development Programme funded by the DSD creates sustainable economic empowerment opportunities for unemployed youth, men and women through providing skills training. Thembalethu has successfully provided Skills Development Programmes such as business skills. Young people attending the centre have been trained on life skills, security training and computer training. Many people who acquired the skills at Thembalethu are presently economically active. Some have successfully secured employment and others have started their own small businesses.

The Aganang Learning Centre, is an accredited training provider which offers training to individuals, personnel from NGO's and government sectors. The centre is accredited with the Health and Welfare Sector Education and Training Authority (HWSETA). The training aims at addressing the many social development needs prevalent among individuals, families, groups and communities and as well as enhance the skills of community care givers and volunteers within CBO's in communities. It offers the Social Auxiliary Worker Certificate, which is a one year FETC NQF Level 4 Course. Some of the students who access this course are former beneficiaries/clients of JCW.

The CATTS Centre provides social workers and social auxiliary workers with in-service training opportunities for continuing professional development (CPD) through the South African Council for Social Services Professions (SACSSP).

JCW continues to offer social workers and social auxiliary workers opportunities to complete their practical work. Through requests from various universities, JCW continues to provide the students with quality learning opportunities. I would like to show my appreciation to the CATTS department for the leadership shown and the growth in this

programme. The managers and social workers in the other social work departments are also supportive of the programme, which has led to its expansion in the last few years.

JCW believes in lifelong learning and this is borne out by the work of the Human Resources department through their Development and Training Programme. Employees are an organisation's biggest asset, and investing in talent is vital to sustainable business growth and success. This department plays a major role in ensuring professional development and leadership training for the employees, in addition to extensive induction training.

The fundraising environment and especially the Trusts and Foundations have been impacted by the fiscal downgrade of South Africa as well as COVID-19, particularly towards the last quarter of the financial year under review. We have witnessed a decrease in the financial support from our regular donors whose investments were also impacted by the downgrade, and the market turmoil that followed. To assist our fundraising team, we have contracted the services of Downes Murray International to improve our fundraising efforts as well as our marketing and social media image. The efforts of our fundraisers are appreciated in these difficult times

Hogan Lovell, now Lawtons Africa Attorneys have continued to provide JCW with Pro Bono legal services especially for labour-related issues, as well as providing free legal advice to community members at Masibambisane Centre in Eldorado Park once per month. Webber Wentzel has also been a loyal supporter of JCW over the years and when there are legal queries they have assisted us admirably. Thank you to both those legal firms.

Appreciation must also be shown to The Johannesburg Garden Club who have continued to support JCW for many, many years. Their annual contribution towards our services and their unwavering support of Masibambisane OVC Centre is greatly appreciated. Thank you to the wonderful ladies and gentlemen who make the dreams of the children a reality.

Many other Trusts and Foundations continue to support JCW enabling us to do our vitally important work of care and protection. We are continuously indebted to everyone who makes this possible. We need to also state that some of the Trusts who have been loyal supporters of JCW are also coming to the end of their lifespan. We have received information of two trusts that are being wound up and will unfortunately no longer be supporting us. We say thank you for their many years of loyal support.

We must also show our appreciation for receiving funds from Dr Jaqueline Loffell who passed away last year. Her long service and contribution to JCW will always be fondly remembered as one of our true servants.

KFC has continued to support JCW through their AddHope Trust Programme. This is where the R2 that you donate for your KFC meal goes to. The AddHope programme has contributed to the nutritional needs of the children at

Othandweni Children's Home and Masibambisane ECD and After School Care Centre where the daily meal given to children is invaluable. The babies and toddlers receive milk supplements and age appropriate meals at Princess Alice Adoption Home. The KFC AddHope programmes also provides meals and social relief in terms of food parcels when necessary for the abandoned, neglected and abused children who are referred to JCW by SAPS and sympathisers. The allocation of food towards children in temporary care and awaiting Foster Care Grants are greatly appreciated by our foster parents. There has been a general improvement in children's health and physical well-being due to the Nutritional Programme supported by KFC AddHope. Once again we are immensely indebted to KFC AddHope for the invaluable support that is given.

JCW continues to strengthen and expand the scope of their services. We were pleased to partner with NACOSA and USAID on the community-based violence prevention and linkages to response in SA. This is a five-year contract which is renewable on an annual basis up to December 2023. The aims of the contract are to address sexual violence against orphaned and vulnerable children and youth, as well as adolescent gender-based violence against youth and women. Services will be provided to individuals, families and communities and where possible, it will link both OVCY and GBV service provision. The programme emphasises prevention and community awareness.

Appreciation goes out to the Human Resources Department led by Patience Bukula, which continues to manage the most important and valuable resources of its organisation namely the workforce of JCW. Without a functioning workforce, our organisation would fail to achieve the high level of efficiency and workforce management that is needed. Our Finance and Administration Departments, ably led by Sophie Jessie and Themba Mondli whom I can depend on, continue to be the mainstay of the organisation, ensuring that our finances are ably cared for, our children adequately provided for, as well ensuring that our fleet and buildings are appropriately maintained.

COVID-19 has begun to impact on our service delivery towards the end of this period under review. As the

pandemic takes its toll on our human resources, services and beneficiaries into the new financial year, we will certainly be monitoring its devastating economic and social impact.

Conclusion

A special word of appreciation goes to Professor John Pettifor for the wisdom and stewardship that he has provided this organisation as our Chairperson over the past year, and as a JCW Board member for the past 20 years. You have made a valuable contribution to the children of Johannesburg, to the Board of management of Joburg Child Welfare, and as a Trustee of The Gallagher Trust. You have steered the ship through rocky waters with your passion for children, integrity and loyalty. Your contribution will never be forgotten by anyone who has had the honour to have worked with you. Also a special thank you to Jeanie Naggan who has also served on the Board for many years, in several positions including Chairperson and other executive positions on the JCW Board. Your significant contribution has and will always be highly appreciated. Yvonne Pillay we are greatly appreciative of your selfless dedication. JCW could always rely on you as Treasurer, for your institutional knowledge and financial expertise of the organisation over the years. Aileen Langley your knowledge of the organisation, your role as Vice, Chair and support to the Board will always be remembered. To the other Board members who have continued to offer their support and services to JCW. We will always be thankful for your service. I remain indebted to the management teams ably lead by Ms Carol Bews, and Ms Emily Teffo, without their assistance and inspiration I would not be able to provide the crucial management services required. Their dedication and willingness to go the extra mile is always appreciated.

Warmest regards

Margot Davids
Chief Executive Officer



ASSISTANT DIRECTOR'S REPORT

One of the aspects of the work that I do that I really enjoy is that I never get the opportunity to get bored. My days are always challenging, interesting and very often inspiring. I have been responsible for the two large social work departments – Child and Family Unit and the Foster Care and Reunification Department – for many years. Together these departments make up the largest component of social work services at JCW. These two departments are responsible for services to abused, neglected and abandoned children in the greater Johannesburg area. It is the reason why JCW came into existence 110 years ago – to care for children in need. The children may then either go into foster care or into our Othandweni Family Care Centre or the Princess Alice Adoption Home or one of the many child and youth care centres in the greater Johannesburg area while we work with their families towards re-unification or a placement in foster care. We also try to ensure that where children will not be able to be reunited with their families they can then become part of another family through adoption – either in South Africa or with one of our adoption partners in the United States, Belgium or Finland. Having both departments reporting to one person ensures that there is some synchronicity between the staff, which is needed.

I have also been very fortunate to have been able to oversee a small section consisting of two young men who have a passion for helping the young children in the inner city of Johannesburg by teaching them the skills of sport and play – something that is not easy in the area in which they work. For over 10 years we had the ability to do this through funding from Terre Des Hommes and the Volkswagen Works Council. These two play coordinators teach the children life skills, play skills and safety skills through play and also provide good role models for the children. It has become a safe haven for the children who would otherwise have nowhere to play and socialise in the busy inner city of Johannesburg, which is really not child friendly.

One of the highlights of the year under discussion was the visit by staff of Spence Chapin, our adoption partner in the United States, and their proposal for the extension of the Granny Programme – both within JCW and to other child and youth care centres. It is no secret that I am madly passionate about the Granny Programme and the benefits that the programme has for the babies and toddlers at

Othandweni and the Princess Alice Adoption Home. I have watched the children flourish through the programme and I believe that every child and youth care centre catering for children at birth to three-year age group should have a Granny Programme to ensure that the children's needs for bonding and stimulation in order to ensure that the children reach their milestones at appropriate ages are met. This is still work in progress but it is extremely exciting work!

Carol Bews
Assistant Director



OVERVIEW OF DEPARTMENTAL ACTIVITIES FOR 2019

Child abuse, in particular sexual abuse, is one of the serious social ills affecting children in our communities. Sexual abuse has the negative impact on the emotional, psychological and physical aspects of the child. Whether it was an attempted abuse or completed, it still has the same impact on the child. The effects also go far beyond the child, impacting on their families and the community at large.

Child Abuse Treatment and Training (CATTS) department continue to be involved in providing services to sexually abused children through the following:

- In their intake section, over 200 children and their families were assisted.
- Therapeutic Intervention is where intensive therapeutic services are offered to children who have been sexually abused in an attempt to repair the devastating effects of the abuse. In addition to working with the abused children, social workers further engage the family members as they are also affected, and this forms part of the support system to the children. The services are also offered at Zola clinic in Soweto.
- Our statutory services are in place for the protection and prevention of more harm to children who have been abused.

CATTS further provides valuable services to sexually abused children at Nthabiseng Thuthuzela Care Centre at Chris Hani Baragwanath Hospital in Soweto. The Thuthuzela Care Centre is a one-stop service for abused children and it is known to be a good model to fight abuse and domestic violence. In addition to trauma containment and therapy, Nthabiseng offers specialised support groups for parents and children. Among others, adults are empowered with skills and knowledge to identify the signs of abuse, make appropriate referrals and help them improve communication with children. Nthabiseng also focuses on community awareness programmes where they rally with other stakeholders to address issues of child abuse and domestic violence.

CATTS training department provides training to internal staff and external service providers, professionals and community members. Six of the courses were registered for continuous professional development with the SACSSP.

The Training Department is further responsible for the coordination of the placement of students from various universities.

Thembaletu is a skills development centre for disadvantaged communities and it promotes social change and justice as part of nation building. The focus is on poverty alleviation as well as on building and strengthening communities. In 2019, training was provided to over 380 beneficiaries on life skills, end-user computing, security, cashier and waitressing. The community also benefits from the services of the information desk and community outreach programme.

Othandweni is a residential care facility that provides quality care to abandoned, orphaned and abused children. The centre is registered to accommodate 90 children in the age group from birth to 18 years. Education and therapy for the children are some of the key services and children attend various schools within the community. Social workers provide therapeutic services, and external resources are utilised for specialised services.

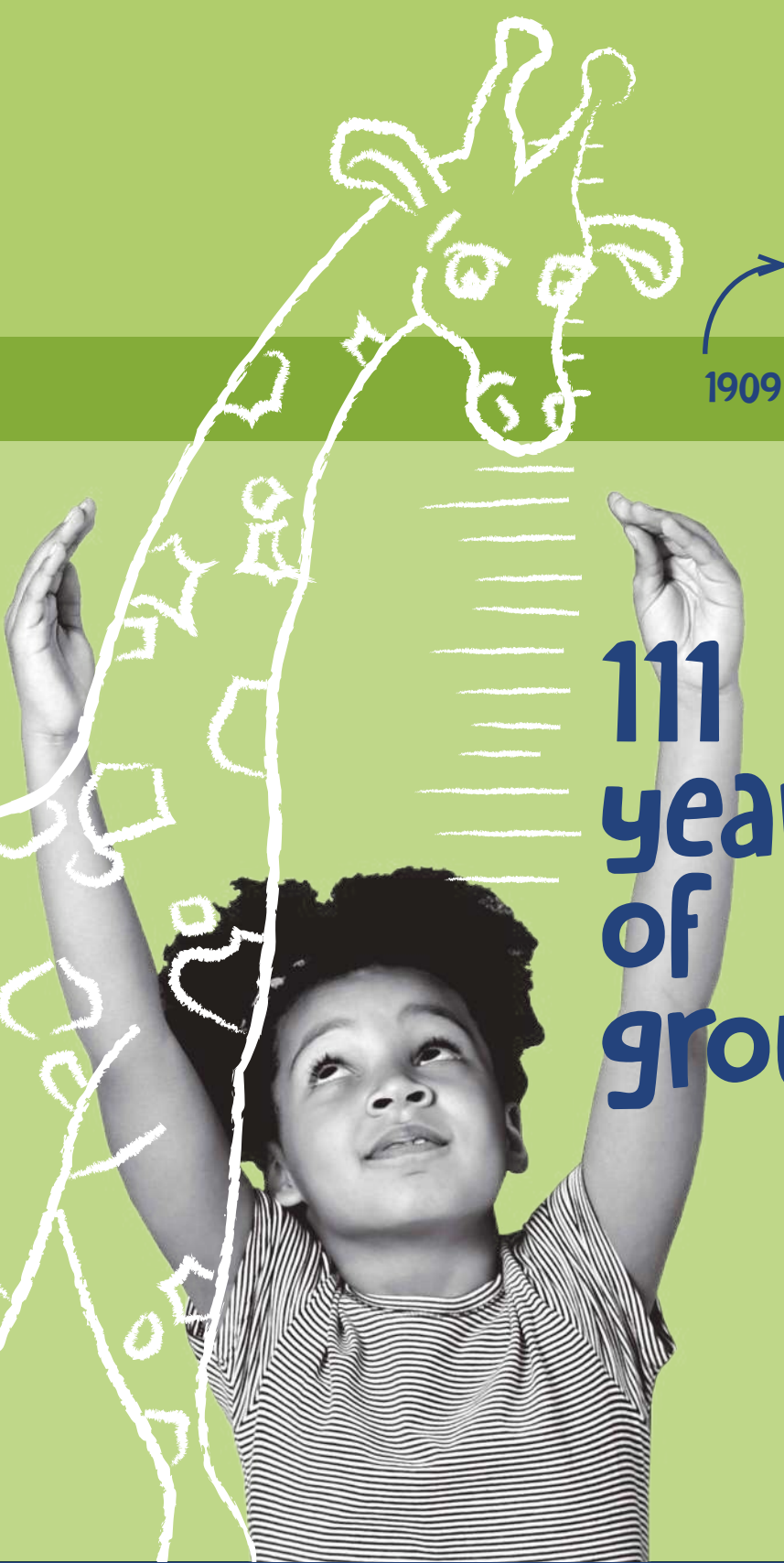
Aganang Learning Centre is an accredited service provider with HWSETA and the focus for 2019 was on training social auxiliary work. A total of 90 learners were registered and the highlight was the graduation of 80 social workers in November 2019.

I wish to hand out a very special THANK YOU to all staff members for their continued commitment in ensuring the protection of children.

Emily Teffo
Assistant Director



HISTORY



111 years of growth

1909

Children's Aid Society opens in Johannesburg

1911

Society starts advocating for children's rights in South Africa

Sees the start of expansion of the work of the Children's Aid Society with the first branch opening in Krugersdorp followed by branches in Boksburg and Benoni

1913

The watershed Child Protection Act is passed in Parliament

1916

For the first time the number of children assisted exceeded 1,000 in one year

1909 – 1920

1921 – 1940

1923

Children's Adoption Bill lobbied for in 1919 by the society becomes law

1929

Opening of the first of many medical and dental clinics attached to coloured and black schools

1930

Princess Alice Adoption Home opened

1934

Crèches established in western township

1936

Opening of the Driehoek Bantu Refuge for 30 black children

1937

Children assisted exceeds 4,000 for the first time. "Experimental" foster placement scheme sees 100 children in the foster care of 55 families. The first-ever social work degree in South Africa is offered at the University of the Witwatersrand, society assists with practical training

1938

The Society is registered as an agency serving children of all races, opens a crèche in Orlando, Soweto

1939

A crèche is opened in Pimville, Soweto

1940

Orlando Children's Home opened in Soweto (handed over to government in 1977 due to financial crisis)

1944

The Society becomes "Child Welfare Society, Johannesburg"

1948

228 kids cared for at the Western Township crèche, 173 at Orlando, 241 at Pinville

1959

The Golden Jubilee is celebrated

1960

A new Children's Act is passed in which Child Welfare Society, Johannesburg plays an active role

1964

Howard Pim House and Lucy Kennedy Cottage is opened in Regents Park

1975

Kliptown crèche completed and handed over to the Society by the Jaycees

1976

A major financial crisis sees the launch of "Operation Save Child Welfare"

1980

Non-racial constitution adopted and vigorously implemented by JCW both in terms of service delivery and membership of the Board

2001

Infer-country adoptions are introduced

2005

Sir Elton John opens the Masibambisane Centre for OVCs in Eldorado Park

2006

The Society joins SANTAC in the fight against child trafficking. The Orphaned and Vulnerable Children Forum is established and rapidly grows to include 55 community based organisations

2008

The Aganang Learning Centre for social auxiliary workers is established

1941 – 1960

1961 – 1980

2001 – 2008

1981 – 2000

2009 – 2019

2020

1982

Westbury Pre-school centre opens followed by an aftercare centre in 1987

1984

The Othandweni Family Care Centre is opened by the late Mrs. Marina Maponya and 75th Anniversary of JCW

1987

JCWS provides services to children who had been in detention. Construction and opening of Tshimilogo Pre-school Centre in Alexandra

1989

Renovation of original Alexandra Crèche and renamed as Siyakhula as well as the construction of Impumelelo Family Resource Centre in Diepkloof

1990

The Child Abuse and Treatment Training Services Centre is opened.

Appeal to government for specialised care of HIV positive babies and development of HIV and Aids education programmes

1994

The Thembalethu Street Girls Centre is opened with funding from Nelson Mandela's Nobel Peace Prize.

1998

The Society submits a report to the Truth and Reconciliation Commission on the role of the sector prior to democracy

1999

Ninety years of serving the children of Johannesburg is celebrated

2009

One hundred years of caring for children of Johannesburg is celebrated

2010

JCW played an integral part in the Child Trafficking Awareness during Soccer World Cup

2011

Expansion to Baragwanath Hospital – Nthabiseng Centre opened to be part of the broader part of the country's action against gender violence against women and children through the Thuthuzela Care Centres

2014

JCW hosted the Worlds Biggest Baby Shower. Sets Guinness record

2015

Two of our oldest boys who started with us in 2005 where able to be assisted with getting identity documents from their birth country Lesotho

2016

The ECD moved from a container into in a building

2017

We were able to raise university registration fees for Happy Ndaleni through our fundraising event Mandela breakfast.

TDH funded us with a jungle gym toys indoor and outdoor now our children have a safe environment to play..

2019

The ECD number has increased from 32 to 44
JCW partners with NACOSA
JCW turns 110 Years old

TREASURER'S REPORT

for the year ending 31 March 2020

"The ordinary acts we practice every day at home are of more importance to the soul than their simplicity might suggest." (Sir Thomas More, 1535)

For hundred and ten years of Johannesburg Child Welfare Society's existence, we have always relied on the ordinary acts practised daily by ordinary people. These ordinary acts that make JCW what it is, are not always financially motivated. It is the kindness of the stranger towards another stranger, the action of a neighbour to act against an inhumane act perpetrated against another human being, the sharing by those who have with those who need. These ordinary acts are the backbone of JCW's work and they are what enables us to reach those individuals and communities that need us the most.

2019/2020 was yet another economically challenging year for South Africa. The South African GDP declined 0.5% year-on-year in the fourth quarter of 2019, the steepest economic downturn since the fourth quarter of 2009. And yet, despite this gloomy economic climate that we exist in, we are thankful to report an increase in income generated from operational activities in the financial year 2019/2020. It is thanks to the ordinary acts of these everyday people that JCW had yet another successful financial year and that we are able to present this year's financial performance to our JCW members and stakeholders.

Income generated by operations increased by 28% from R34.3m in 2019 to R43.8m in 2020. This increase is largely attributable to the following:

- Government subsidies increased by 22% from R18.4m in 2019 to R22.5m in 2020.
- There was also an increase in income from charged services from R1.2m in 2019 to R2.6m in 2020.
- Special projects increased from R2.6m in 2019 to R9.6m in 2020. This major increase is as a result of the USAID-funded project on community-based violence prevention and linkages to response in South Africa. JCW is a sub-awardee under NACOSA in the project that is expected to run for the next five years.

The effect of the economic downturn was evidenced in other income generating activities including donations from individuals, corporates, trusts and foundations and other fundraising activities. The decline in this income category was 25% down, from R12m in 2019 to 9m in 2020. Also, despite the negative performance due to the South African economic status, JCW received R9.1m from The Gallagher Foundation Trust, to supplement the fundraising shortfall and to allow the organisation to continue its operations.

As JCW we are once more awed by the generosity of individuals. In the financial year 2019/20, we were humbled by the kindness left behind by those that have left this world. JCW received R4.7m from deceased estates and we are touched and thankful that in their times of grief the bereaved families can still extend the helping hand to the children of Johannesburg and their families.

Expenditure increased by 22% from R46m to R56m due to increased activities introduced through the USAID-funded

project mentioned earlier. We continue to see the results of our management's efforts to reduce costs, increase donations-in-kind and implementation of cost-effective mechanisms across the whole organisation.

As a result of the above, JCW ended the financial year with a surplus of income over expenses of R1,8m and was able to meet all its financial obligations for the financial year ended 31 March 2020.

Amid the challenges faced during the financial year 2019/20, our staff members, volunteers, donors and sponsors continued their efforts and contributions and thus enabled us to meet our objectives and to maintain the high levels of services offered to our beneficiaries. Your dedication is acknowledged and appreciated. I would like to thank the Department of Social Development, USAID, NACOSA, KFC Add Hope, The Johannesburg Garden Club and all our other sponsors and donors for their continued support. A special thank you to the families of the late BA Nicholson and PA Malcomson, I extend our gratitude on behalf of all our beneficiaries and JCW members and staff.

Without the selfless ordinary acts of individuals, as JCW we would not be able to do what we do. On behalf of the children of Johannesburg and their families we thank you all. And everyone else that was not mentioned, it is not because your contributions are less important, we cannot survive without you, THANK YOU.

Yvonne Pillay
Honorary Treasurer



STATEMENT OF FINANCIAL POSITION

as at 31 March 2020

	2020 R	2019 R
Assets		
Non-current assets		
Property, plant and equipment	19 203 794	19 880 787
Amount invested with The Gallagher Foundation Trust	-	568 388
	19 203 794	20 449 175
Current assets inventories	233 224	95 975
Trade and other receivables	1 776 714	295 868
Cash and cash equivalents	3 122 820	886 783
	5 132 758	1 278 626
Total assets	24 336 552	21 727 801
Equity and liabilities		
Equity		
Reserves	13 671 956	13 671 956
Retained income	(2 518 543)	(4 301 521)
	11 153 413	9 370 435
Liabilities		
Non-current liabilities		
Finance lease liabilities	1 225 998	771 695
Operating lease liability	165 856	265 496
Deferred income	3 150 000	3 239 154
Long-term dedicated funds	283 774	338 574
	4 825 628	4 614 919
Current liabilities		
Trade and other payables	3 404 945	3 588 210
Finance lease liabilities	463 662	328 522
Deferred income	70 000	152 293
Provisions	3 575 550	2 144 126
Short-term dedicated funds	1 377 018	1 529 296
	8 891 175	7 742 447
Total liabilities	13 716 803	12 357 366
Total equity and liabilities	24 870 216	21 727 801

STATEMENT OF COMPREHENSIVE INCOME

for the year ended 31 March 2020

	2020 R	2 019 R
Income	43 815 270	34 284 097
Adoption fees	967 026	276 086
Child abuse treatment and training services fees	1 500	31 818
Aganang Centre	1 515 678	809 521
Donations	7 447 378	9 556 952
Educare fees	102 090	91 854
Government subsidies	22 485 152	18 370 145
Finance income	180 981	95 186
Other	440 935	1 257 979
Freelance promotions and events	-	7 800
Garden club	420 000	500 000
Sale of second hand goods	370 668	470 844
Rent received	44 754	23 596
National Lottery	-	50 000
Special projects	9 584 256	2 138 020
ECD Early Childhood Support Programme	-	452 004
Deferred income	254 852	152 293
Expenditure	55 941 624	45 992 231
Directly spent on services	45 659 516	36 605 252
Child abuse treatment and training services	5 419 410	5 860 098
Child and family unit	27 779 519	18 672 693
Aganang Training Centre	1 906 962	2 037 442
Residential care	10 551 727	9 615 557
ECD – Early Childhood Support Programme		
– Personnel costs	-	76 070
– Operational costs	1 898	343 393
Administration costs	8 386 425	6 683 559
Auditor's remuneration	129 665	120 930
Depreciation and impairment of property, plant and equipment	1 587 043	477 926
Finance expense	146 785	168 057
Insurance and bank charges	151 958	126 879
Motor vehicle, L-Bldgs. and Furn Maint-Parking and Petrol	940 743	1 020 771
Computer maintenance	189 345	43 787
Admin payroll expenses	4 612 195	4 263 873
Rent, telephone, leasing costs and cleaning	628 692	454 763
Bad and doubtful debt	-	6 574

STATEMENT OF COMPREHENSIVE INCOME

CONTINUED

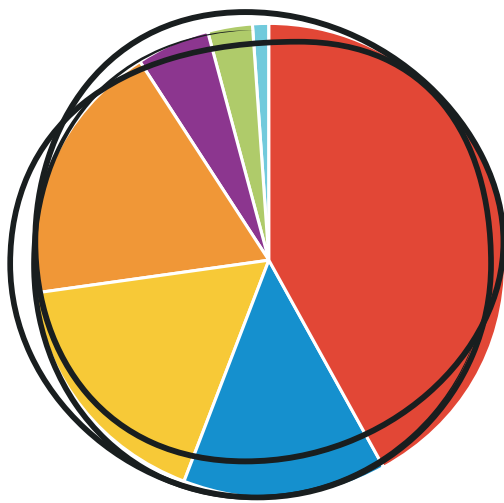
for the year ended 31 March 2020

	2020 R	2 019 R
Fundraising Costs	1 895 682	2 703 419
Events and marketing	460 786	293 975
Motor vehicle, L-Bldgs. and Furn Maint-Parking and Petrol	418 578	793 832
Payroll expenses	998 920	159 220
Rent, telephone, leasing costs and cleaning	17 397	23 408
(Excess expenses over income)/surplus of income extra ordinary expenditure	(12 126 354)	(11 708 133)
Bequests	4 712 716	1 119 285
Profit on disposal of property, plant and equipment	20 354	
Transfer from the sustainability fund – Gallagher Foundation	9 122 462	4 452 000
	13 855 532	5 571 285
Surplus of income over expenditure from total operations	1 729 178	(6 136 848)
Net transfer to/(from) reserve funds	53 800	40 429
(Excess expenses over income)/surplus of income over	1 782 978	(6 096 419)

BREAKDOWN OF INCOME AND EXPENDITURE

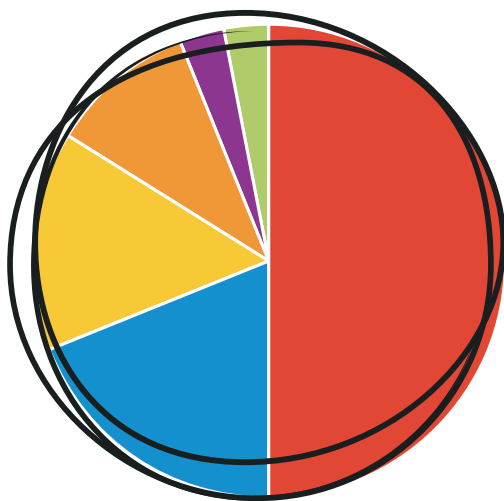
for the year ended 31 March 2020

Income



- 42% Government subsidies
- 14% Donations
- 17% The Gallagher Foundation Trust
- 18% Special projects
- 5% Other
- 3% Aganang Centre
- 1% The Johannesburg Garden Club

Expenditure



- 50% Child and family unit
- 19% Residential care
- 15% Administration costs
- 10% Child abuse treatment and training services
- 3% Fundraising costs
- 3% Aganang training centre

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 15 to 17 in the accompanying annual report, which comprises the statement of financial position as at 31 March 2020 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 2020 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 (IFRS) for small and medium-sized entities and the requirements of the Non-Profit Organisation Act 71 of 1997. 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 10 September 2020, we expressed an unmodified audit opinion on the audited financial statements prepared in accordance with IFRS for small and medium-sized entities and the requirements of the Non-Profit Organisation Act 71 of 1997. 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 Inc.

MNB Chartered Accountants

Wisani Shirinda Partner
Chartered Accountants (SA), Registered Auditor
MNB Chartered Accountants
10 September 2020
38 Boerneef Street, Vorna Valley, Midrand, 1864

FUNDRAISING INDIVIDUALS/ IN-KIND/EVENTS/ COMMUNICATIONS

When you think of charity, what do you think of?

Many people have thought that charity is just a pit where their money goes into and is lost forever. Well, to be honest, this is not the case. JCW has been in existence since 1909 and without the support of you, the public, there would be no charity to help all the abused, abandoned, vulnerable and neglected children of the world, and for us, the greater Johannesburg area.

Giving to charity is rewarding, not only for the children and families who are the beneficiaries of the donations, but also to the person giving those funds and donations. It is so rewarding to see the children's faces when they receive new items and food parcels. It is the best feeling in the world to know that I have helped someone else and I ask for nothing in return.

There are many ways to assist JCW. One can do volunteer or give goods in-kind. One can buy gifts for our children or cater a party for them. One can also purchase tickets and partake in our annual events, and at the same time of giving, you have fun doing so.

In addition to the above, financial funding is a priority for JCW as this assists us in the continuation of the organisation and enables us to do the great work that we do in keeping vulnerable children safe and off dangerous streets. We will never say no to your financial donation, as this is what gets us through each month.



For whatever reasons you part with your possessions, remember what they say: "One man's junk, is another man's treasure."

Items given to the organisation that cannot be utilised in our facilities are sold in our charity shop, which is found on the corner of Commissioner and Ntemi Piliso Streets, Johannesburg. We have many people who visit the charity shop and share the experience of purchasing something that they were looking for.

Funds generated from the sales in the charity shop are used for the purchasing of many of the requirements of the facilities. At the end of the day, we all benefit from the experience of giving and receiving.

Another avenue of donations is via our MySchool Programme where we see contributions coming from individuals for whom we are very grateful for remembering us when joining loyalty programmes. The benefit is that there is no cost to you, so as you give, you do not feel it in your pocket.

We have many online campaigns through the Forgood and GivenGain sites. This has certainly helped with our marketing, and receiving of donations. In addition we also have a PayPal account for the receipt of donations. We also treasure all the individuals that give via these options. We would like to thank the Caxton Newspapers for publishing our 110 year anniversary event, as well as placing our advertisements in their newspapers for six months, and all at no charge to JCW.

Monthly debit orders and EFT's received from our loyal donors are particularly welcome as these donations assist us in our sustainability moving forward in these tough times...

We have also made easier donation avenues via ZAPPER and SNAPSCAN and no amount is too small. We will accept anything from R5.00 to infinity.

Our SMS lines are also in use and with just one SMS with the words Child to 39235 to donate R15.00 or Love to 37331 to donate R5.00, you certainly cannot get easier than that.

Our social media platforms has grown from strength to strength and with Facebook, Instagram and Twitter, there is no lack of communication for JCW. These avenues are used on a daily basis and many beneficiaries contact us through these avenues to request assistance. We are also proud to use these platforms to inform donors and beneficiaries on the great work we do. A picture is worth a thousand words.

Our children are happy and secure in the knowledge that they have a home, warm bed, clothes, and food in their tummies. Their loving caregivers teach them how to grow up and respect the world around them. The children know that without the wonderful people called "donors" they would not be where they are today, but possibly living a life of abandonment and abuse on the streets and alone in the cold with no food and warmth, lacking the love they so desire and deserve.

Individual donors and corporates — you are angels in disguise and on behalf of the children in JWC's care, I thank you from the bottom of my heart for thinking of us as your charity of choice when giving your hard-earned money and possessions, to save even one child.

Please remember, if you do not need it, or have too much of it, someone else will be able to use it.

Kindest regards

Maria Grigoropoulos
Fund Developer — Jo'burg Child Welfare



CORPORATES, TRUSTS AND FOUNDATIONS

Without the generous and selfless donations and the support of local and international corporates, foundations, trusts and individuals, JCW would not be in a position to continue the services to our beneficiaries, namely the abandoned, abused, neglected, orphaned and vulnerable children in the greater Johannesburg and surrounding areas. Without our loyal donors, JCW will cease to exist. That would indeed be a very sad day!

It has been a most challenging year in all areas of JCW, and in particular to fundraising, however, we wish to send out a huge heartfelt THANK YOU to all of you who have steadfastly joined hands with JCW to improve the lives of the vulnerable children and youth that we care for.

The JCW staff, who give so much of themselves to this very important work, are always humbled by the generosity of our donors.

The positive outcomes and beautiful stories of children overcoming adversity and their successful development, are the only proof that we need to know that our fundraising endeavours are working for the benefit of the children at the various JCW centres.

We were blessed by many wonderful events for our children and youth as a result of our donors' generosity, as well as their 'hands on' approach in many instances.

We had a great Mandela Day celebration at all of our centres, as well as Easter surprises, Christmas gifts and parties, outings and workshops, to name but a few.

Every donation that is received by JCW is greatly appreciated and highly valued.

We extend our sincerest gratitude to all of our partners who have supported the work of JCW, whether in cash or in kind.

We are so very grateful to all of you and respectfully ask that you continue to support such a worthy cause.

Leigh Roos

Fund Developer – Corporates, Trusts and Foundations

"The things you do for yourself are gone when you are gone, but the things you do for others remain as your legacy." Kalu Ndukwe Kalu



HUMAN RESOURCES

The Human Resources Department endeavours to keep JCW strong, successful, and functional, through sound policies, processes and actions for handling personnel matters. The department continues to keep up to date with social, economic, legislative and technological trends that impact on human resources in the sector, while we aim to remain flexible so that JCW can manage change if the future is different than anticipated.

HR's fundamental aim for the 2019/2020 financial year was to generate strategic competence by ensuring that the organisation has the skilled, committed and well-motivated employees it needs to achieve and sustain its services.

Our objective is to provide a sense of direction in the organisation, so that the operational needs, individual and collective needs of our employees can be met by the development and implementation of coherent and practical HR policies and programmes.

The following forms part of the Annual Report and provides further detail on some of the ongoing people-related programmes and interventions undertaken during 2019/2020 financial year.

During 2019/2020 financial year, the HR strategy focused on four pillars, as outlined below.

Recruitment and selection	<ul style="list-style-type: none"> • Our recruitment and selection strategy is clear in its intention. It is intended to attain the objective of not only matching people with jobs but identifying the real recruitment needs of JCW and fulfilling those needs, further ensuring that those organisational needs are tied to the overall strategic business plan. • We have managed to bring on board quality candidates with the right mix of experience, skills and talents to take JCW forward and transform the organisation. • We have been able to solicit CV's in order to maintain a database of candidates, regardless of vacancies, to ensure quick response. • We have ensured that our recruitment process supports our employment equity targets as per our employment equity plans and compliance with legislation. • Our turnaround time for recruitment is four weeks and this can only be achieved with cooperation with recruiting managers.
Organisation design and structure	<ul style="list-style-type: none"> • HR has developed an organisational structure which is aligned with JCW's strategy and we continuously identify and make appropriate changes to support improvements to quality of services.
Job profiling, evaluating and grading	<ul style="list-style-type: none"> • We have developed job descriptions that support the organisational structure and are in line with our services with the aim of attracting best skills in the market. • All JCW's jobs have been evaluated in order to determine if the salary structure is set up properly and if employees who performs equal work of equal value are remunerated accordingly as per the requirements of the Labour Relations Act. • A salary grading system is on its final stage and will be introduced to ensure that we pay market related (sector related) salaries and benefits in order to attract and retain skills
Performance management	<ul style="list-style-type: none"> • We have developed a performance management policy to ensure that business goals and objectives are cascaded and managed across and down the organisation. • A performance management policy was approved by the HR sub-committee and BoM in 2019. • Performance management was introduced in 2020. • All line managers have been trained on how to use the performance management tool. • Performance management has been rolled out to 75% of the organisation. • It will be piloted to certain employees, and possibly link the performance management system to rewards.

HUMAN RESOURCES CONTINUED

Achievements Recruitment

JCW's HR department believes that successful recruitment is a direct reflection of the legitimacy and professionalism of its business, furthermore employing the right people for our business is the most important part of our organisation. It is therefore necessary to have a good recruitment process to attract the right staff for the needs of our business. Through our internal recruitment and selection processes, aligned with strategic HR practises, the Human Resources Department has collaborated with relevant departmental managers, supervisors and assistant directors to map out the types of workers and skills needed to fill vacant posts. As a result, a total of 11 social workers, and one social work supervisor were recruited during 2019/2020 financial year. Our 2019/2020 financial year recruitment is in line with our employment equity report with 85% of the employees recruited falling within the scope of African youth.

Through partnership with The Networking HIV and AIDS Community of South Africa (NACOSA), a programme referred to as community-based violence prevention and linkages to response in South Africa, has secured the employment of 48 individuals of which 92% of the programme personnel fall within sphere of African youth. It is fulfilling to know that JCW's HR department has contributed in the eradication of unemployment in South Africa.

The Granny Programme is a brainchild of Spence Chapin of the USA and it was established with an understanding of the critical impact that physical and emotional contact has during a child's early stages of development. The programme employs grannies from Johannesburg communities who are between the ages of 40 – 60 years old. During our 2019/2020 financial year JCW's HR department employed a total of 26 new grannies to join the existing Granny Programme which run at JCW's Princess Alice Adoption Home and Othandweni Children's Home.

The Expanded Public Works Programme (EPWP) at JCW's Masibambisane Centre has recruited a total of 9 EPWP workers during 2019/2020 financial year. The recruitment was in line with our employment equity report, in that all recruited EPWP workers fall within the scope of African youth.

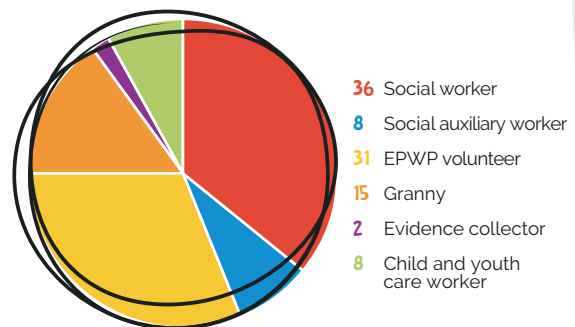
Maintaining good relationships with the trade union

A healthy working relationship between management and majority labour unions is vital to prevent and resolve workplace disputes. Through regular communication between JCW's management and the union representatives we have managed to improve the quality of the working relationship, and minimised potential conflicts and labour-relations issues. Understanding that we function in a unionised work environment has led to the human resources department involving union representatives during conflict resolution meetings, employment equity meetings, grievances and disciplinary enquiries.

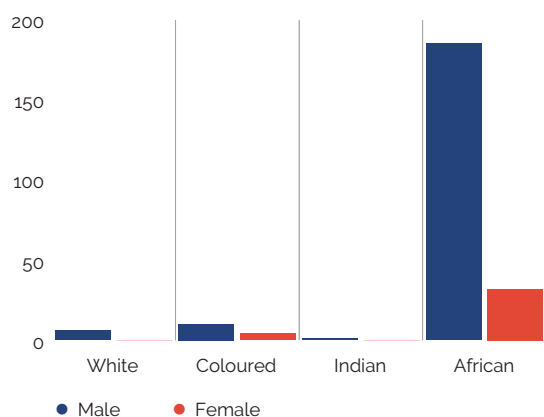
Ensuring the safety of employees

Workplace safety is very important for each and every employee as all the workers desire to work in a safe and protected atmosphere. The HR department has taken

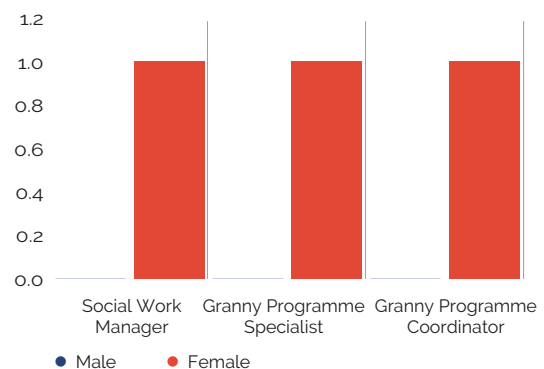
Recruitment



Workforce profile by ethnicity and gender



Promotion



necessary measures to create a safe working environment for the employees. As an organisation, it is our duty and moral responsibility to look after the employee's safety and health while they are on duty. About 12 workplace-related injuries were reported to the workman's compensation which resulted in all injured employees receiving private medical attention. The HR team continues to work very hard in ensuring the safety of all staff in our workplace through regular Occupational Health and Safety meetings with representatives, all of whom hold various Occupational Health and Safety portfolios. We look forward to all of our Occupational Health and Safety Representatives to continue the great work.

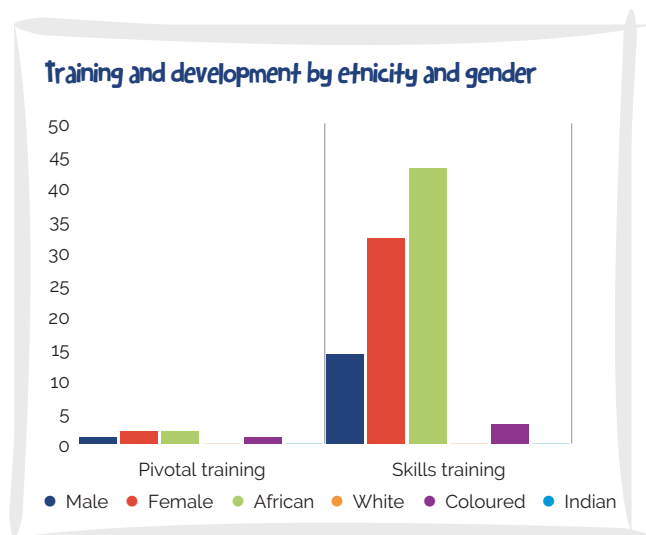
Long Service Awards

Long Service Awards are viewed as an opportunity for JCW to recognise employees for their longevity or tenure with the organisation. We consider long service awards as one of the most important forms of recognition as they reward staff for loyalty to the organisation. We are of the strong belief that an organisation that does not recognise their staff may have staff not staying in a role for long and will have a high-staff turnover. We utilise long service awards to motivate and engage staff while reinforcing the message of rewarding loyalty.

Our annual long service awards took place on the 21st November 2019, and awards were given after five consecutive years of employment. We honoured 11 employees for five years' service, 12 employees for 10 years' service, two employees for 15 years' service, one employee for 25 years' service and one employee for 35 years' service.

Training and development

One key role of JCW's HR department is introducing new employees to their jobs and to provide the necessary initial training and guidance. We continue to ensure new workers are acquainted with the organisation's culture and job processes as well as setting work performance goals and expectations.



We continue to ensure that we provide professional development and leadership training for the employees in addition to extensive induction training.

Employees are an organisation's biggest asset, and investing in talent is vital to sustainable business growth and success.

Through HWSETA discretionary grants the following pivotal and non-pivotal trainings have taken place during 2019/2020 financial year:

Nature of Training	Number of employees trained
Management Development Programme	3
First Aid Level 1	3
Diploma business management	3
Administrative adjudication of road traffic offences	1
Understanding partial, delayed and non-disclosure of child sexual abuse	10
Grief and bereavement counselling	8
Child protection	20
Children with behaviour problems	13
Children who sexually abuse other children	12
Safety and risk assessment	6
Self-care	24
Conflict management	10

Employment equity is necessary to facilitate transformation within the workplace.

In order to monitor and evaluate any progress made towards achieving the objectives of the Employment Equity Act, JCW is required to submit an Annual Report in terms of section 33. 2019 employment equity reporting indicated the following demographics:

Conclusion and acknowledgement

Thank you to HWSETA, for their continuous contribution towards JCW skills development. A special thanks to Lawtons Africa Attorneys for their continued pro bono assistance relating to labour-relations issues.

Patience Bukula
HR Manager



CHILD AND FAMILY UNIT (CFU)

"We must protect families, we must protect children, who have inalienable rights and should be loved, should be taken care of physically and mentally, and should not be brought into this world, only to suffer." Indira Gandhi

We are the "emergency response" unit (ER) of the organisation. Each case referred to us, via walk-ins, referrals, social media will start with us. Cases of sexual abuse will be referred to our dedicated department dealing with such cases, known as CATTs.

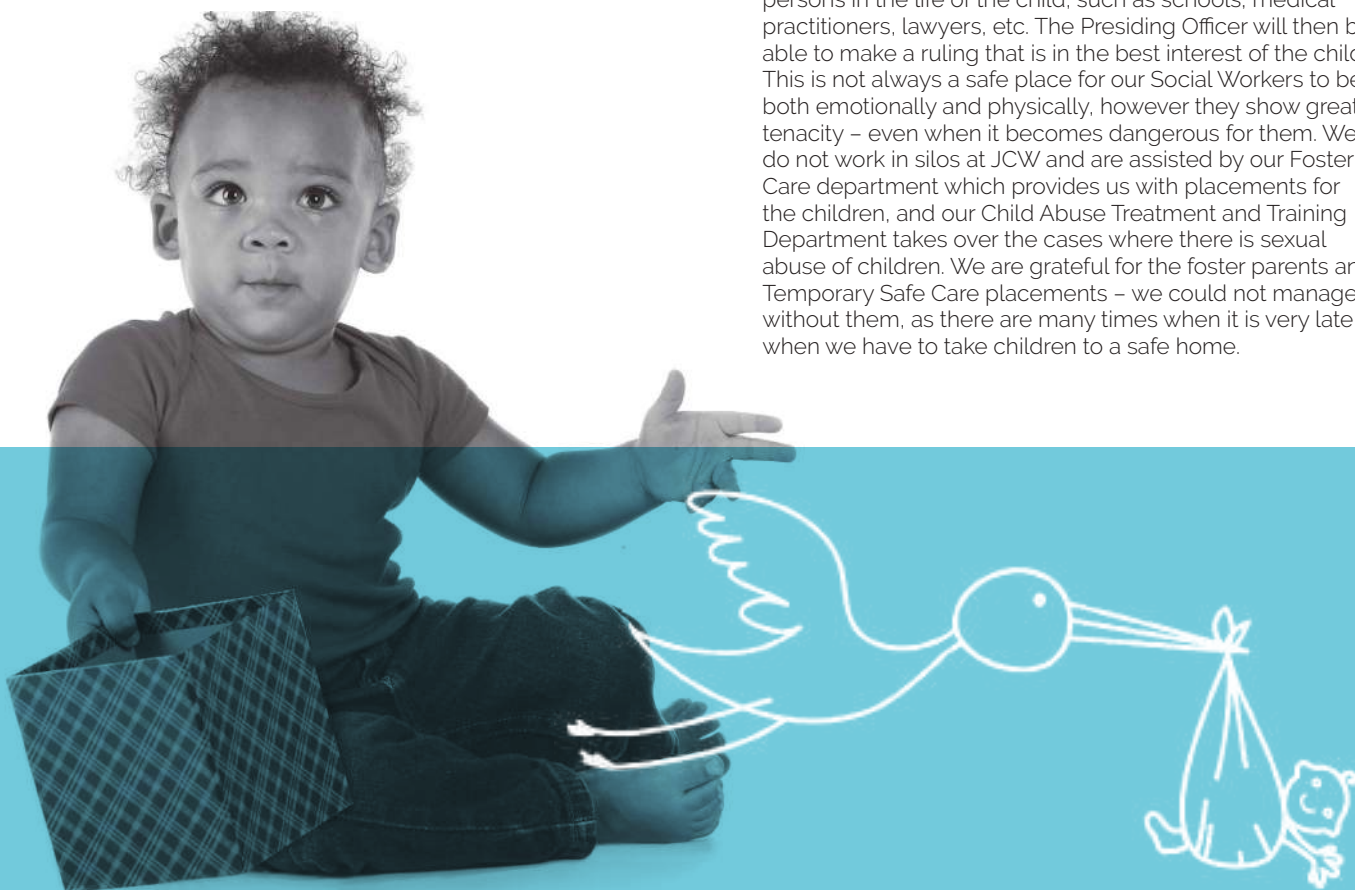
Due to the socio- economic status of our country like unemployment, lack of housing, lack of education, etc. our intake has increased tremendously. The number has increased to an average of 800 per month. Referrals via social media increase every day as it has become the norm in society to want quick fixes.

Children in need of care and protection

Child abandonment has increased to 64 per year which is way too many. Children are abandoned in hospitals, with sympathisers, SAPS, on the street, still in bins, bus stops, etc. despite awareness campaigns throughout the year especially during Child Protection Week, and the media. We have also seen an increase in physical abuse, emotional abuse and neglect as parents are struggling with their daily activities.

In terms of the Children's Act 38 of 2005 we have to follow due processes and there are no quick fixes. We have three statutory teams who carry out the four basic functions of, intake, risk assessment, prevention, and statutory work. They work determinedly to assist, support, educate families and where necessary they refer children, parents and families to other appropriate services. Our first priority, however, always remains to keep children within families in order to build a healthy society. We strongly believe that a family is the best place in which a child should grow and develop. We are privileged to have the services of a paediatrician, to do regular medical assessments, medical reports for adoptions, and referrals to other health services if necessary.

Our ultimate goal is to ensure the best possible outcome for the child. Following the investigations on any of the levels of intake, prevention, statutory work or adoption, our social workers have to report to the Children's Court as we are guided by the Presiding Officers. The information that is provided by the social workers has to be verified by home visits, interviews with the child, family, any other significant persons in the life of the child, such as schools, medical practitioners, lawyers, etc. The Presiding Officer will then be able to make a ruling that is in the best interest of the child. This is not always a safe place for our Social Workers to be, both emotionally and physically, however they show great tenacity – even when it becomes dangerous for them. We do not work in silos at JCW and are assisted by our Foster Care department which provides us with placements for the children, and our Child Abuse Treatment and Training Department takes over the cases where there is sexual abuse of children. We are grateful for the foster parents and Temporary Safe Care placements – we could not manage without them, as there are many times when it is very late when we have to take children to a safe home.



Adoption

I have always confessed that adoptions work is one of the best parts of our department if not the best. The reason for this is that we have the opportunity to secure permanency for orphaned or abandoned children. The second part is to give a mother the opportunity to make an informed decision about the future of her baby in an impossible situation.

In the above mentioned processes the biological mother's social worker will counsel and support the mother who wants to sign consent for her child to be adopted. The baby's social worker will then go through the processes to check that the baby/child is adoptable.

The next step is the screening, social workers who screens and assess prospective adoptive parents. The first step is to explain the processes in a six-hour orientation training/ meeting which are held monthly in six official languages. The purpose is to provide information and training to prospective adoptive parents about the processes and procedures. The meetings are essential in assisting prospective adoptive parents to understand more about adoption and to make an informed decision in proceeding with the screening process.

We also work with overseas partners, USA - Spence-Chapin as well as All God's Children, Belgium - Amarna, as well as Finland - Helsinki in terms of the Hague Convention. The children that are placed with our oversea partners will be children that we cannot place locally, children with special needs. We have been visited by Spence -Chapin one of our USA partners.

Our aftercare processes includes an Open Day and Christmas party for adopters and their children. Root tours — when children that were adopted overseas, wants come to South Africa to find out about their heritage. The last service is the link -up service, when adoptive children want to find their biological parents and family as well as vice versa.

Our adoption team plays a vital role in National Coalitions of Adoptions South Africa (NACSA) structure and activities. They lobby government, stakeholders, etc. on issues of adoption.

Highlights

We finalised our first child-headed Household case. The eldest child was adamant that her two siblings will not be raised by foster parents other than herself. Both parents of the youngest two siblings died and they were place in her care.

Networking and partnerships

We continue to work in partnership with the Children's Court, SAPS, DSD, City of Johannesburg, Children's Homes (CYCC'S), Temporary Safe Care (TSC) parents, foster parents, other NGOs, relevant stakeholders, Dr Lumb (Paediatrician), all other government departments and the community at large. We value all our partnerships. Our inter-country oversea partners for the visit and the contributions they made.

Last but not least for the Child and Family Unit staff members including our adoption team, I want to express my appreciation to all of you; without your effort and dedication, we would not be able to improve the lives of our children!

Thank you

Lowina Fourie

Child and Family Unit Manager



FOSTER CARE AND REUNIFICATION SERVICES

"Every child needs and deserves to grow up safe and protected from abuse and neglect, and caring foster parents offer children support and stability when they need it most." – Unknown

Every child has an intrinsic need to belong. For some children this belonging comes easy as they are fortunate enough to be raised by their parents or biological family members. For some children they find themselves with parents who are unable or unwilling to provide them with the care and love that they deserve. This is where our foster parents come into play to offer the love and care that each child deserves and to give them a sense of belonging and being part of a family system.

Our foster parents are the champions who see a need in the community and choose to be counted in. They believe in sharing their love and homes with those less fortunate than themselves. They take upon themselves the call to be counted and to make a difference, one child at a time. They offer their time, skills, resources and love to care for our children and provide a positive foundation for them to grow up to be responsible individuals who can contribute positively to our society.

"Family is not defined by our genes, it is built and maintained through love." – Unknown

Recruitment and screening section (RSS): The starting point

Our recruitment and screening section is the starting point. They are responsible for the recruitment and screening of prospective foster parents. They also get referrals from the Child and Family Unit and the CATTs department for placement of children in need of care and protection. Over the past year our RSS social workers have engaged in various recruitment drives to recruit prospective foster parents. These have included recruitment drives at malls, taxi ranks and the CBD to engage community members and educate them about foster care, with the distribution of pamphlets as well as responding to questions from the community. Other strategies used included using existing foster parents to recruit. This involved holding information sessions at an identified foster parent's home and inviting

interested community members to the information session. Through these sessions the team was able to have more concentrated sessions whereby they could explain the process of foster care in detail and answer questions from prospective foster parents.

Monitoring and supervision: Continuing the care

Our monitoring and supervision teams are responsible for ensuring continued care and support for children who have been legally placed in foster care. Through group work and individual direct work the social workers ensure that the children's needs are met and that foster parents receive training, guidance and support in their day to day caring of children.

During the year under review the monitoring and supervision social workers were able to offer support to over 725 children in foster care and over 289 children in CYCC's. This was done through home and school visits as well as attendance at case conferences. Support was offered to over 565 foster parents through regular home visits and telephone calls.

The teams have worked tirelessly to trace and engage biological families with the aim of reunifying children with their biological families.

"You might be temporary in their lives. They might be temporary in yours. But there is nothing temporary about the love or the lesson." – Tonia Christie

Achievements / highlights of the year

This year has seen our RSS team receiving numerous requests for placement of children. During the past year the RSS team received 280 requests to screen foster parents. 225 of these were found suitable. 244 foster parents successfully attended training. We were able to secure 49-unrelated foster care placements for 56 children.



Social workers have shown initiative in working with biological families towards reunification of children with their families. About 23 biological parents were traced and engaged, resulting in 21 children being returned to the care of their biological parents.

Eleven children who wrote their matric passed their exams. Eight of the children are continuing with further studies at higher institutions of learning. Three students were funded through the Rheinallt Jones Trust and two have completed their studies and one is continuing with his studies.

During December we were honoured to host Christmas parties for our foster children. These were divided into two groups with the first event hosted on the 12th December for over 288 children from birth to 13 years of age. The gifts were generously donated by Standard Bank SA. The second event was hosted on the 19th December for over 260 children aged 14 to 18 years of age. The gifts were generously donated by Absa Citizenry staff. Additional gifts were given for children from birth to six years which were distributed after the event. The staff also generously donated sanitary towels which were distributed to our girl children.

The Foster Care and Reunification department saw a change in management with an appointment of a new manager for the department and a new supervisor.

Challenges

Some of the challenges we faced in the reporting year include breakdown of placements especially for teenagers. This has resulted in social workers struggling to find alternative placements for these children as we have discovered that it is much harder to place teenagers in foster care especially those with challenging behaviours. CYCC's are also reluctant to offer placement for teenagers following a breakdown of placement.

Our other challenge is finding foster parents to care for children with difficult/challenging behaviours as well as those with severe special needs. To this end the RSS team has started on a targeted recruitment drive to recruit specifically for foster parents that can care for these children.

Acknowledgements

A special thanks goes to the departmental staff who continue to offer support and care to the children and families that we work with.

We would also like to acknowledge all the stakeholders that we work with to ensure the safety and protection to our children. These stakeholders includes the DSD, various teachers and principals in schools, the psychologists and therapists that offer their support to our children. The various Children's Courts and Presiding Officers that we work with on a daily basis.

A big acknowledgement goes out to all our dedicated foster parents who continue to care for and love our children. They work tirelessly to ensure that our children reach their potential and that they will grow up to be responsible adults in society. For this we are eternally grateful.

To staff of Standard Bank SA and Absa Citizenry for their generous donations to ensure that our children also get to celebrate the festival season and receive gifts. Your generosity is very much appreciated and you have shown our children that they too matter and that they are important.

Chriselda Bunu

Manager – Foster Care and Reunification Services



CHILD ABUSE TREATMENT AND TRAINING SERVICES (CATTS)

In recent years South Africa has experienced high levels of violence, abuse, exploitation and neglect of children. Violence against children remains a critical challenge facing the country. This violence is becoming more normalised in everyday life and affects the most vulnerable of society. It places many children at risk of domestic violence, substance abuse, sexual abuse and neglect. Child abuse can happen anywhere and abusers come from all walks of life. They can be parents, close family members, family friends, and teachers, and even other children.

Gender-based violence is also becoming an emergency in South Africa. In the past year levels of violence, especially sexual violence including rape perpetrated against girls and young women is shocking. Young boys are also becoming the victims of all forms of violence including sexual abuse.

Children can suffer any of, or a combination of, the following types of abuse:

- Physical — Intentional use of physical force against the child that results in harm, e.g. beating, burning, biting, etc.
- Emotional or psychological — Non-accidental verbal or symbolic acts by parent or caregiver that results in significant psychological harm to the child. The child may feel worthless, unloved, unwanted, and endangered.
- Sexual — An adult or older adolescent abuses a child for sexual pleasure. Effects of sexual abuse on the victim include guilt and self-blame, flashbacks, nightmares, self-esteem difficulties, depression and suicidal ideation.
- Neglect — Failure of a parent or a person with responsibility for the child to provide needed food, shelter medical care or supervision to the degree that the child's health, safety or wellbeing may be threatened with harm. Neglected children may experience delays in physical and psychological development.

It is sometimes difficult to identify sexual abuse in children because they do not disclose the abuse. They often keep the abuse secret and carry it into adulthood. This affects their normal functioning even in later years because they have learnt to not express their feelings. They live their lives with numbed feelings, unable to express feelings of love, hate, pain, outrage, confusion, etc. Research evidence shows that child abuse has long-lasting psychosocial consequences that affect all aspects of a

person's life. The consequence of abuse can lead to, among other things, suicidal tendencies, truancy, anxiety disorders, substance abuse, behavioural issues, psychiatric disorders and unwanted pregnancies.

JCW had identified a need for a specialised unit dealing exclusively with child sexual abuse issues in 1990. The Child Abuse Treatment and Training Services Department (CATTS) offers various services to sexually abused children and their families. CATTS department also offers prevention services, as well specialised training of other service providers in the field of child care and abuse.

Scope of CATTS

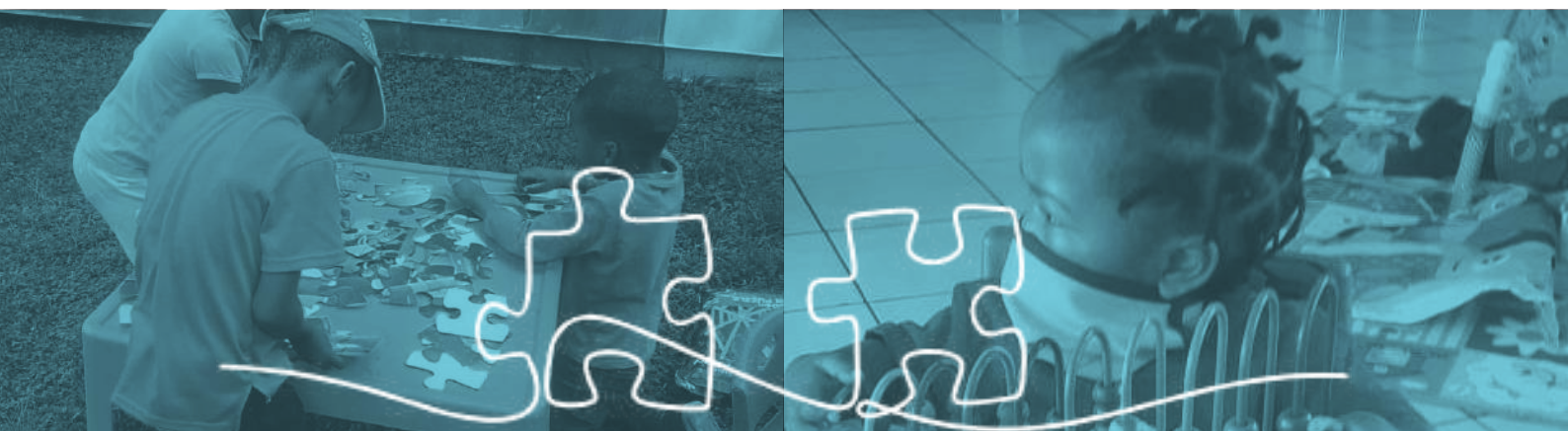
Intake (risk and safety assessments)

The assessments are child and family oriented. They are informed by research and are participatory in nature. We assisted 204 people at intake level during this period.

There were a few cases of false reports of child abuse. This often happens when parents are fighting or are in a process of divorce and each parent wants to get custody of the child/children. These cases are also investigated and the necessary protocol followed to assess if children are, or are not abused.

Therapeutic intervention (individual and group levels)

Therapy is important in that it provides a fresh perspective on issues affecting one psychologically. Abused children and significant others are in a position to get a better understanding of their emotions. The intervention is targeted towards child sexual abuse victims and their families. The therapist empowers families and abused children with communication skills to convey their





emotions, clients get the psychological support needed, and deep-seated issues are addressed. Their self-esteem, relationships and outlook of life is viewed differently. This therapeutic intervention is in the form of individual counselling and therapeutic group work. These services are rendered from our head office at 41 Fox Street, Johannesburg, and Zamokuhle/Zola Clinic in Soweto. We also have the services of a psychologist that comes to head office. During the period under review 340 individuals received long-term intensive therapeutic intervention.

Statutory intervention

CATTS provides statutory services to victims of sexual abuse and their families. Statutory services ensure that children are protected from further harm. The process is sometimes lengthy and emotionally draining for those involved. CATTS also provides support and encouragement to victims and their families during this process. The

statutory process achieves the dual purpose of protecting children and holding perpetrators accountable for their criminal acts. We assisted 87 individuals through the court processes in the past year.

Nthabiseng Thuthuzela Care Centre

The 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).



CHILD ABUSE TREATMENT AND TRAINING SERVICES CONTINUED

Their role is to provide trauma containment, counselling and empowerment, as well as the provision of relevant information, prevention of secondary traumatising and effective referrals to relevant stakeholders. Cases of child rape survivors that need long-term therapy and statutory intervention are referred to CATTs for further services. Other services rendered by the staff at Nthabiseng are community outreach, parenting skills programme training and group work with survivors and their families. A total of 1,300 were reached through 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. CATTs meets the needs of the professional community, lay counsellors and community members. Six of CATTs' courses are registered for CPD points with the South African Council of Social Service Professions (SACSSP). Trainings conducted during this period were 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, understanding partial, delayed and non-disclosure of child sexual abuse, 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. The department trained 247 individuals during this period. The CATTs department is responsible for student coordination and placement. Five fourth year students and nine social auxiliary work students were placed in the different departments of the

organisation for a period of one year for their practical work. Social work students in different levels of study from various universities still come to the department for observation and completion of their assignments. A total of seven students were assisted during this period.

Community outreach initiatives

The CATTs department also works on a preventative level. CATTs is still 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 and churches. The CATTs department also participated in national events such as Child Protection Week, Substance Abuse Week, HIV/AIDS Awareness, 16 Days of Activism of No Violence Against Women and Children. A total of 10 210 people were reached on awareness and training during this period.

Strengths of the department

- Specialised department providing specialised services.
- Decentralised services resulting in increased accessibility.
- Provision of good in-service training for the organisation.
- Good community work initiatives
- Services of a psychologist

Sebolelo Tseeke

Child Abuse Treatment and Training Services Manager



THEMBALETHU SKILLS AND ECONOMIC EMPOWERMENT CENTRE

Reducing poverty is a concern for policy makers in many developing countries. Many South Africans, especially black youth are faced with a high rate of poverty and unemployment. Unemployment results in personal and social costs which includes severe hardship and poverty, debt, homelessness, family tensions and breakdown, boredom, alienation, shame and stigma, crime, erosion of confidence and self-esteem. Some of the poor who lived in rural areas have also migrated to the cities in search of greener pastures, making the situation worse. To curb this malady of unemployment, the DSD is funding many programmes such as sustainable livelihoods, whose aim is to equip youth with skills to enable them to secure jobs. Thembaletu Skills programme is one such programme.

The Thembaletu project falls under the auspices of the CATTS. It is based in the Johannesburg CBD, at the old Drill Hall, 10th Twist Street, corner Plein and Twist Streets. The purpose of the programme is poverty alleviation by creating sustainable economic empowerment opportunities through providing skills training to unemployed youth, women and men.

Thembaletu has successfully provided skills training programmes and business skills. Many of the people who acquired the skills at Thembaletu are presently economically active. Some have successfully secured employment and others have started their own small businesses.

The centre has an information desk which is an outreach activity that seeks to assist and reach the young unemployed women and men who mostly live in the Johannesburg CBD. The programme seeks to encourage the women and men to visit Thembaletu and access services that are being rendered. The activities undertaken are:

- Ensuring registration of all new intakes and assessment of the women and men entering the centre.
- Provision of information to clients or other service providers regarding services available at Thembaletu 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.
- 760 people were reached during this financial year.

Life skills training

The life skill 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. About 430 people benefited from the programme. The beneficiaries are able to apply the skills in their own lives.

Basic computer skills, cashier and waitressing

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

Trainees also receive business skills that allow them to market themselves.

- In total, 145 people received computer training.
- Eighty people received training in waitressing.
- About 80 people received cashier training.

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. The trainees are linked with prospective employers for placement. 80 people received the security training. All security guard trainees are given an opportunity to attend the life skills and basic computer skills.

Community outreach

Thembaletu reaches out to the communities surrounding the CBD by raising awareness and education in various subjects' viz. child abuse, parenting skills, HIV/AIDS education. 540 recipients were reached.

Sebolelo Tseeke

Thembaletu Manager



INNER CITY PROJECT

Background and profile

The Inner City Project which is run at Thembalethu was started in 2009 when we found that we were receiving many referrals of children from that area with symptoms of Rickets. Children suffering from Rickets is not something that is normally seen in South Africa due to our sunny climate. However, the reason for this happening in this area was that the children were being kept inside the flats in the surrounding high-rise buildings because there was nowhere safe for the children to play. The area where Thembalethu is situated is characterised by high mobility, crime and drugs. One of the largest taxi ranks in South Africa is across the road, making the area very busy and difficult for young children to navigate on their own. However, children are generally on their own as parents have to work. At that time Thembalethu was already offering empowerment services to women in the area. JCW therefore decided to extend the services to children within the inner section of the Drill Hall area and we were able to receive funding from Terre des Hommes to run this project.

JCW is very fortunate to once again be sponsored by Terre Des Hommes to render services at the Drill Hall. Terre Des Hommes has faithfully funded the Inner City Project for the last 11 years and we are extremely grateful for their selfless support.

Since then the project has gone from strength to strength. The Drill Hall has become a sanctuary for the children where they are able to interact safely with other children. The play coordinators ensure that play does not move into conflict and that the children are able to engage in a number of different types of play so that they are challenged in various ways.

Over this period we focused on three different areas:

1. Promoting peace
2. Promoting tolerance and inclusivity
3. Promoting the right to play

We employ two sports/play coordinators who co-ordinate a combination of drama, sports, indigenous games, life skills, etc. with the children every afternoon during the week. They also arrange tournaments for the children together with other schools or groups. They interact with other service providers in the area such as the Hillbrow Theatre, Mes, Afrika Tikken and the schools. There are

many private schools in the surrounding high-rise buildings, but there is nowhere for the children attending these schools to play during break time. We have an arrangement with the schools for the children to come to Thembalethu on different days so that they can play during break times rather than staying at the schools where they cannot get rid of their energy.

Location

The Thembalethu Inner City Project is located at the Drill Hall on the corner of Plein and Twist Streets, Johannesburg, across from the Noord Street Taxi Rank.

Staff complement

The project is run by two sports/play coordinators. They have been with the project for a number of years and are passionate about assisting the children. One of the coordinators is more involved with the sports and indigenous side of the work and the other coordinator leans more towards drama, arts and dance. The children have done very well both in indigenous games as well as in drama and dance. They have a project that is currently running where the children earn prizes for displaying the values of respect, consideration, environmentalism, etc.



Number of beneficiaries

The numbers fluctuate at the Inner City Project depending on what is happening at school. The numbers are higher during the school holidays but decrease tremendously at the end of the year when the schools close as many children return to their area of origin – within or outside South Africa. The numbers on a day can be as little as 45 when the children are writing exams, or between 300 – 450 when there is a tournament or a concert.

Programmes and services offered.

The programme covers life skills, sports (soccer, netball, basketball, etc.), indigenous games, drama, art, dance, etc. We also teach children about the environment and how to make items from waste.

Some of the highlights include a drama event in June 2019 where we partnered with the Wits Arts Museum and Drama for Life. The children performed two of their dramas at the eMakhaya Theatre in Braamfontein, Johannesburg. Parents of the children came to support them, as well as children from the organisations with which we work who also were there to their friends. We try to involve parents in the activities so that they know what we are doing and they can then support their children in the events.

Soccer is something that our children both love and excel in, and a number of soccer tournaments were held. The Play coordinators link a theme to many of the activities, such as in October 2019 when we celebrated "our ecological rights" as children. The children spoke about what ecological rights were, how to clean their play environment and realise their ecological rights as children, what their responsibilities are, and how to uphold them in an area such as the Inner City. A cleaning campaign was also undertaken before the tournament commenced. There were three organisations involved in the tournament, namely the Inner City Team, the Mighty Blues and the Jozi Sporting Team. Each organisation brought 45 children.

On the 11th of December 2019 the Inner City Play Project partnered with The Consortium of Refugees and Migrants in South Africa (CoRMSA) to celebrate International Human Rights Day and International Migrants Day. In recognising

both, we brought to attention of the children, the plight of undocumented children living in South Africa, and standing in solidarity with all those saying #DocumentUs. The children went to the Department of Home Affairs in Johannesburg and presented their demands to be documented and have been awaiting the department response to them.

Fifteen children (girls and boys) were trained by The Black Woman Caucus on dealing with differences. The differences could be in any respect, but by far the differences that many children feel is that of sexuality. The 15 children facilitated a feedback session and spoke about GBV, xenophobia and sexuality to all the other children at Thembaletu. This was done very well. They spoke with authority and showed confidence in what they said.

Fifty-four caregivers from other organisations received training as part of the transfer of skills aspect of this project.

Under the supervision of one of the play coordinators, a number of the older girls have started a yoga programme with the younger children – mostly girls attend, and happily some boys have also joined. They have found that it helps them to relax, feel peaceful and concentrate better, and they wanted to help the younger children to experience this as well.

The site of the Thembaletu Inner City Project, and surrounding area, is both tough and challenging, and certainly a place where most people do not want to venture. It does not appear to be conducive to anything positive. However, in the middle of the Johannesburg anarchy, **good things do happen!**



MASIBAMBISANE OVC CENTRE

Masibambisane Orphans and Vulnerable Children Centre was established in 2003 and officially opened in 2005 by Sir Elton John. The translation of Masibambisane is "Let's Pull Together" and is based on a service model to retain orphans in their community of origin by enabling them to continue functioning as a family unit. The centre is situated in Eldorado Park Ext 8, servicing Kliptown, Mandela Square and Slovo Park. The centre provides stimulation programmes for young children, psychosocial support programmes, community outreach programmes at schools and community centres, educational support and provision of nutritious meal to its beneficiaries. In addition we also life skills, sport, recreational and cultural activities which includes art, drama and music for all children. The DSD subsidises volunteers for the EPWP programme at Masibambisane. The EPWP volunteers ensure that children are cared for through home visits to children infected and affected by HIV/AIDS. They also conduct support groups for children and caregivers, and provide assistance in accessing identity documents and social security grants for children and their caregivers. The centre provides a safe and nurturing environment that affirms the life experiences of children. The centre accommodates 262 orphans and vulnerable children.

Highlights of the Masibambisane OVC programme includes:

- The COJ-Environmental Health Department approved the ECD stimulation centre for 73 children. 45 children are currently registered in the centre.
- ECD classroom partitions were completed as requirements by DSD for the ECD registration. Classroom renovations was generously subsidised by the Johannesburg Garden Club.
- Educational support has continued through the Masi-Tutorial Support, reading club, Uniform and Stationery distributions. This has sustained the academic standard and commitment of the children. The centre partnered with the Learner Advance Group that facilitated career guidance sessions with children from grade 9-12 on Saturdays. The programmes covered the following:
 - Promoted a positive attitude, conduct and behaviour of the children,
 - Encouraged learners to take full responsibility and accountability for their learning,
 - Created an environment that allows learners to speak openly about the challenges they face in and outside of the classroom,
 - Improved commitment to the learning process and the desire to achieve better school grades.
 - Guided learners towards better career choices and empowered learners to define career goals and school exit plans.
 - Contributed to the overall improvement in the matric pass rate while significantly reducing the school drop-out rate.
- The Centre had four beneficiaries in matric in 2019:
 - One learner did not pass but applied for supplementary
 - One learner passed with a Bachelor and is currently studying LLB at the University of Fort Hare.
 - One learner passed with a Diploma and currently upgrading his marks for a university entrance.
 - One learner passed with a Diploma and is studying hospitality at Sedibeng TVET College.



- The centre provided children with a safe space and environment to voice their concerns and explore their talents. It also provided them with a sense of belonging and discovery. The centre gave children an opportunity to showcase their talents, equipped them with life skills to make sound decisions about their lives, as well as building up their self-esteem and confidence. The centre also provided services to the parents/guardian of the children (Parenting Skills) that enhanced their parenting skills as well as improving relationship with their children.
- The Masibambisane Children's Committee ensured that the children's birthdays were celebrated and that the children felt loved and recognised as they received birthday cards, gifts and shared cake and juice.
- Daily meals, food parcels and food supplement (power meal) were provided to the beneficiaries. This managed to eradicate poverty in the beneficiary households and primary care givers and their children were healthier and there were no effects of malnutrition.
- KFC-ADD HOPE generously sponsored the balanced daily meals for all the children that attended the programmes at the centre. As part of the sponsorship 30 families received monthly food parcels and food supplement (power meal). The remaining families also received food parcels from DSD and food supplements on a monthly basis. A number of guardians have given us positive feedback about the fortified cereal and food parcels. Most have observed improved health in the children they care for. Some of the observations include reduced or no tiredness in children throughout their day.
- The children's home environments improved in terms of hygiene as they were monitored weekly by staff. The parents/guardians were able to commit and attend to matters that were being identified on a daily basis and referrals were made to the relevant stakeholders.
- Lawtons Africa, previously known as "Hogan Lovell's" Attorneys, presented monthly community workshops to the beneficiaries' families. Subjects covered were: legal services, sexual offence act, rape and other offences, Children's Act, custody and access, etc. They also provided pro bono legal consultations to beneficiary care givers in Eldorado Park, Slovo Park and Kliptown community members. 155 community members were reached through this programme. The feedback

was very positive and some of the comments were: "it was very beneficial, especially if you are in a battle of child custody" and "the ones that have been sexually abused, now know where to go to report to". Many of the attendees have shared the information with their neighbours, friends and families and they feel more in control of their legal rights.

- Santa Shoe Box brought joy to our 262 child and youth beneficiaries by donating beautiful Christmas gifts of shoes, clothing and scholastic materials.
- The Johannesburg Garden Club again showed their support and loyalty to the Masi beneficiaries with their annual Christmas party and donations of very special Christmas gifts and food parcels. The Johannesburg Garden Club members each choose the gifts for a specific child and do their best to make the whole experience as special as possible for that child.
- Masi managed to successfully open the bakery and this has been a major achievement in the year as it helps with sustainability of the centre.
- The following challenges have been identified at Masibambisane and require support and assistance to ensure the strength and improvement of the centre :
 - Once the children become adolescents, they do not attend the programmes regularly
 - A dedicated budget is required for sports activities which is important to improve the implementation of the programme
 - Attention must be given to increase the number of psychosocial camps and educational tours for children to enable them to explore other environments
 - There is always a need for additional resources, as well as for school uniforms, stationery and toiletry packs
 - Efforts will be made to strengthen the homework supervision by developing a library which the children could utilise.



PRINCESS ALICE ADOPTION HOME

Who we are..

Princess Alice Adoption Home (PAAH) is a child and youth care centre that specialises in providing 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 others have a level of special needs that our staff are qualified to manage. However, the majority of children, with proper care, are healthy and thriving.

We have applied to have the age group extended to three years as it has become more common for children over the age of two years to remain with us.

The particular age at which young children are in our care is also a critically important developmental stage - the first 1 000 Days (the period from conception up to the age of two-years old). During this time period, the foundation for all future 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 lifelong growth.

In October 2020, Princess Alice Adoption Home will mark its 90th Anniversary – a remarkable milestone indeed.

We are grateful to our partners and donors who help us to meet the children's needs in the best way that we can.

Five babies and toddlers attended occupational therapy, two attended play therapy and one child attended speech and hearing therapy.

During the year, we cared for one HIV positive child and five babies with intensive special needs.

We are very grateful to Dr Janet Lumb, the therapists at Thusanani Children's Foundation and Equilibrium, as well as Dr Ismail (ENT) for their ongoing professional services.

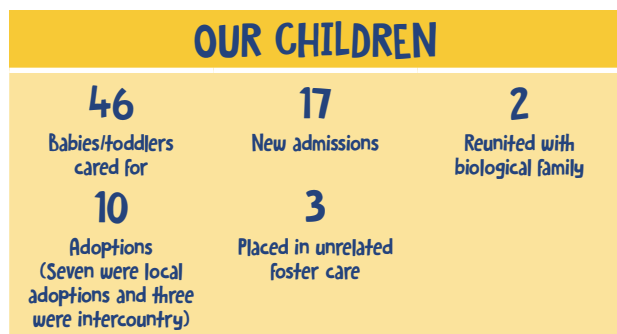
Our Granny Programme

The Granny Programme at PAAH has been running since October 2015. The Grannies (or 'Gogos' as we call them) visit the PAAH five mornings a week to ensure that the babies and young children receive individual attention and stimulation, and that each child has the opportunity to bond with a consistent primary caregiver. The Gogos are paid stipends to cover transport and related costs.

For the first half of the year, we managed to keep the programme afloat with donations from various individuals and corporates (local and international). We were then thrilled when Spence-Chapin of New York, USA (the original pioneer of the Granny Programme) picked up the funding in September 2019.

The funding from Spence-Chapin meant that the Granny Programme could be expanded back up to full capacity again and that the Gogo's could get a long overdue increase in their stipends.

Very importantly, a programme manager and a coordinator were also appointed to ensure that the Gogos get the training, assistance, guidance and supervision that they deserve, all to the benefit of the babies and toddlers whom they are bonding with.



Through the Granny Programme we were able to implement a structured ECD programme for the children who have aged out of our traditional care programme but who will stay at PAAH until they are able to move into family environments.

Three Gogos left the programme during the year to take up alternative employment opportunities. We thank them for their dedication and the difference that they made while they were part of our team.

Our residential care team

The staff compliment was relatively stable during the year. The two vacancies for Auxiliary Nurses were filled.

One of our General Domestic Assistants successfully applied for a position as a field worker in one of JCW's community-based HIV programmes. We were very proud to see her progress forward. This vacancy was also filled.

One staff member received a Long Service Award for five years' service at PAAH.

We employ 14 caregivers who work in rotating shifts to provide 24-hour care for the children. They are supervised by a registered professional nurse and are supported by three general assistants.

Very sadly, Thabile Xulu, one of our much-loved caregivers, passed away in a car accident in September. She is deeply missed and mourned.

Child and youth care workers training

Six of our caregivers attended training to qualify and register as Child and Youth Care Workers (this is for compliancy reasons but is also of direct benefit to our beneficiaries). Their graduation has been delayed because of the COVID-19 outbreak, but they have all registered as Student Child and Youth Care Workers.

Maintenance

Maintaining an old house like ours is challenging as items frequently give way under constant wear and tear. We are especially grateful to the individuals and companies who

provide us with pro bono assistance to help us keep our heads above the water. Most notably, in the past year, we have received help from Greg Mullins of Il Fraser Plumbers, Dan's Appliances and Goldline Industries.

We were also extremely grateful to Ninti Thebe and family who replaced shabby flooring in the playroom areas with beautiful laminated wooden flooring.

One of the main objectives for the coming year is to convert one of the lesser used rooms in the house to a nursery area specifically for the younger babies, providing them with more protection but also a space that encourages their specific developmental needs. The room is provisionally called The Rose Room and should be completed by the last quarter of 2020.

Challenges

Over the past four years the pace of adoptions has slowed down significantly. As a result, many children spend much longer in our care than is ideal. PAAH was created to primarily provide for the needs of babies. We have adapted, and continue to adapt, 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 and of course, our volunteers.

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

Manager/Fundraiser
Princess Alice Adoption Home



OTHANDWENI FAMILY CARE CENTRE

Introduction

Othandweni, "a place of love" continues to provide responsible and safe residential care to 90 children from birth to 18 years. The responsible caring and development of children remains our key priority despite the challenges we sometimes face as a centre.

As I sit and write this report, the whole world is battling with the coronavirus pandemic which has caused a huge disruption and hardship to many people in our country, and the world in general. Our centre felt the pinch as well as the considerable decline in our income from before the start of the official country lockdown. Our fear is that this negative impact will worsen as the pandemic continues, leaving us most concerned for our future.

Education

The centre continues to ensure that children are offered the opportunity to attend schools that will enhance their educational abilities. About 72 children were placed in appropriate schools. Regular communication is being maintained with educators.

Student Auxiliary Workers conducted a learners support programme where the children's school books are regularly checked, as well as visiting schools together with the child care workers, for further intervention.

We had two children in matric. One passed with bachelors and one was unfortunately not successful.

We had a colourful annual awards ceremony where learners who achieved outstanding results at school were recognised. Children with outstanding performance in sports, art and culture were also recognised.

Developmental programmes

Development in the early year of a child is a key determinant of the child's future learning capacity, the ability to interact with others, the ability to develop trust and respect for other people. Among other developmental activities, the children are involved in the following programmes:

Independent Living Skills Programme

This programme aims to empower older children who will be exiting the centre with the necessary life skills to cope with life after institutional care. We develop a sense of pride in our youth as they grow into adulthood by teaching them the skills they need to live successful lives. The centre has an independent unit that houses two children at a time and who are ready for a decreased level of supervision as they prepare for independence.

During the year under review, the unit housed a boy who finished his matric with bachelors. The programme equipped this boy with the necessary skills that enabled him to independently source employment at cake factory through his own contact, and now lives independently in a rented accommodation.

Children on the programme are taught to give back to the community. They visited Soweto Old Age Home where they did community service by helping with cleaning the centre, assisting with cooking and preparing lunch for the elders, as well as assisted in laundry.

Twelve children on the programme participated at the South African National Defense Force's (SANDF) Winter camp in Pretoria from the 24-29 June 2019. Through this engagement, children learned more about discipline, team work, commitment, survival skills and the importance of punctuality.

Granny Programme

Children are offered an opportunity to form early consistent attachments with significant adults. The programme provides individual stimulation, attention and love from a trusted adult and improves the bonding and attachment skills of the child.





Our Granny programme was extended to 12 additional children in the cottages from the ages of five to 10 years. We are grateful to Spence Chapin and their partner TJ Forstmann Foundation, both from the USA. About 71 children benefited from the programme during the year under review.

Child Protection Week

The theme for 2019 Child Protection week was: "Let us protect all children and move South Africa forward" Our child protection day was held on the 1st of June which was also the International Foster Care day. Our guests were: Moroka SAPS, SANCA, JCW Foster Care Department, Protea SAPS Child Protection Unit and the Teddy Bear Foundation. Our guests shared very valuable information with our children. Children from Mofolo South Youth forum were invited to the event and benefited from the information that was shared by our guests. Our choir and the gumboot dancers entertained our guests.

The President Awards

This is an international programme that aims at increasing the children's self-esteem and enhances their capacity to achieve. Eight participants received their Bronze and Silver Awards at a ceremony at Kyalami Castle in November 2019.

Recreational programmes Sport, Art and Culture

There is Latin phrase that says "*Mens sana in corpore sano*" which means a healthy mind in a healthy body. Apart from academic matters, our children are involved in various physical and recreational activities. They continue to participate in sport, dance, choir and art. During the year under review, our children participated with various institutions in the following activities: Soccer, netball, Spelling B, drama, gumboots dance, choir and karate.

On the 24th September 2019 the centre celebrated Heritage Day where children were dressed in their traditional clothes and enjoyed various traditional meals.

Annual beauty pageant

Our 2019 Mr and Miss Othandweni event was a wonderful success for the children. The event aims at enhancing a positive self-image and boosts their self-confidence. We are grateful to our sponsor Reagile Mosaka for securing gift vouchers for our top three winners in both boys and girls categories.

Therapeutic Programme

Children continued to receive individual and group counselling from our social workers. Other external resources, such as psychologists, SANCA, Teddy Bear Foundation, Thusanani Children's Foundation, Nicro, etc. were utilised to ensure that the needs of all children were met.



OTHANDWENI FAMILY CARE CENTRE

CONTINUED



Staff development

The centre not only develops and nurtures its children, but also its staff members so as to ensure that children benefit optimally from their skills and expertise. We appointed 10 new child care workers, all of whom received child care training from our Aganang Learning Centre.

One of our child care workers completed her social work degree at the end of 2019. She is now appointed as a social worker at our Child and Family Unit department.

Various training and workshops were attended by our staff members. These included trauma debriefing in children, the witness to violence interview, behaviour modification, building connections, caregiver-child training, sexual offence training, collaboration workshop, etc.

Highlights at Othandweni:

- TJ Forstmann in association with Spence Chapin sponsored an additional 12 grannies and 16 mentors. Children from five to ten years now have grannies and older children have mentors.
- All children's birthdays are being celebrated and each child receives a gift on his or her birthday. We are extremely grateful for the assistance and sponsorship of TJ Forstmann and Spence Chapin. Their support has made a significant and positive difference in the lives of our children.

Acknowledgements

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

ABSA, African Angel Tours, African Bank, Albany, Armscor, Avery Dennison, Awesome Travel, Beyond Team Building, Department of Social Development, Easi Gas, Edcon, Enzani Technologies, Give 'n Gain, Jawitz



Properties, KFC AddHope, Khaya CCTV, Metix, Moso Consulting Services, MySchool MyVillage MyPlanet, Nedbank Foundation, Pick 'n Pay (Victory Park), SANCA, Santa Shoe Box, Sihamba ka Ncane, Soweto Cycling Club, Soweto TV, Spence Chapin, Studiosus, Synergos, Teddy Bear Foundation, The Ombudsman for Short-Term Insurance, Thusanani Children's Foundation, Tiso Foundation, TJ Forstmann Charitable Trust, Werksmans Attorneys and Woolworths.

I am exceedingly indebted to the consistent contributions for the betterment of the lives of our children, by the following persons: Siyabonga Madikane (Former Othandweni Resident), Magdalena Platzer (from Germany), Sensei Bonny Motsa (Karate Instructor), Jabu Nxumalo, Maruping Seage, Dr Nyoka and Reagile Mosaka.

"Do what you can with what you have for a better tomorrow" – Unknown

My gratitude is incomplete without thanking our JCW Board, CEO, Assistant Directors and the entire staff.

Een drag, maak maag. Siyabulela.

Phineas Phiti
Othandweni Manager



EXTENT OF SERVICES 2019–2020	
79 Number of children cared for in the cottages	53 Number of children cared for in the nursery
92 Babies and children who received overnight care	224 Total number of children cared for during the past year



AGANANG

Education makes an individual develop personally, socially, as well as economically. It helps people to acquire new skills and knowledge that impacts positively on their development in life. It further helps in creating better communities as it empowers people with skills to find better solutions to their social problems and improves their standard of living.

The Aganang Learning Centre, is an accredited training provider which offers training to individuals, personnel from NGO's and government sectors. The centre is accredited with HWSETA. 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 CBO's in communities.

Social auxiliary work training

Social auxiliary Work is a one year FETC NQF Level 4 course, which consists of 30% theoretical work where the learners attend classes once a week, 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 DSD as well as various non-government organisations.
- Pursue a degree in the Bachelor of Social Work (NQF Level 7) qualification or other related qualifications.

Social auxiliary work 2019/2020 enrolments and training

In the calendar year 2019/20 Aganang Learning Centre enrolled four groups, two in January 2019, and two in April and June respectively. A total number of 90 learners were enrolled for the social auxiliary course. The summary of the enrolments and training is shown in the table below.

These four groups have been undergoing training since enrolments in 2019 and the duration overlaps to year 2020 since it is a one-year course. Currently only two groups have completed their training and other processes will be completed in 2020.



2019/20 enrolments groups	Number of learners enrolled	Competent	Not competent	Drop outs
January G1	25	19	1	5
January G2	23	19	0	4
April	30	Pending completion in 2020		
June	12	Pending completion in 2020		
Totals	90	Pending completion 2020		

Graduations

Graduations of four groups took place during the calendar year in November 2019. The groups that graduated included those enrolled during 2016/17, 2017/18 and 2018/19 calendar years.

A total of **80 learners** graduated in November 2019.

Acknowledgements

A big thank you to the Aganang team for their dedication and efforts in ensuring quality training to the learners and maintaining the high standards in terms of policies and procedures to achieve the departmental results. Appreciation is extended to DSD, NGO's, CBO's for providing space for the learners to do their practical work and to the social workers who supervised the learners to ensure completion of the course.

Compiled by
Admire Moyo
 Senior Training Coordinator
 Aganang



NACOSA PROJECT

JCW was awarded a USAID/PEPFAR funded project and received the grant in April 2019 as a sub-awardee to NACOSA.

NACOSA is a USAID/PEPFAR funded community-based violence prevention programme in response to the need for addressing GBV as well as sexual violence against OVCY, and AGYW (adolescent's girls and young women) in South Africa. We are responsible for the Gauteng region which comprises of the City of Johannesburg as well as the surrounding areas (Sub-districts C,D,E,F,G)

The programme allows JCW to present a holistic approach to GBV as well as the ripple effect thereof. We have various programmes that interlink with each other and as such allows us to not only assist the victims, but the entire family and the community at large.

The programme covers areas such as referring beneficiaries from one programme to the other, e.g. referring OVC children who have disclosed that they are being abused at home to the Gend_GBV programme, or referring Gend_GBV clients who have challenges regarding school work to our OVC programme where they are assisted, as well as any household activities that they may need assistance with.

There are 48 staff members running this programme. JCW was allocated a target of reaching 4 000 OVC's to enrol into the programme. From the 4,000 beneficiaries that were reached, 3 600 were aged from birth to 17 year old, and 400 were care givers/parents. The OVC programme allows JCW to not only enrol a child, but to enrol the child and their household. In order for the child and its household to be enrolled into the programme, they had to meet the minimum requirement: such as a HIV exposed infant, a child living with HIV, a child which is a single/double orphan, a child survivor and a child living with a HIV+ parent

A total of 3 790 OVC beneficiaries were enrolled and assisted, as well as 2 200 caregiver/parents, and of those caregivers, 495 received the following services:

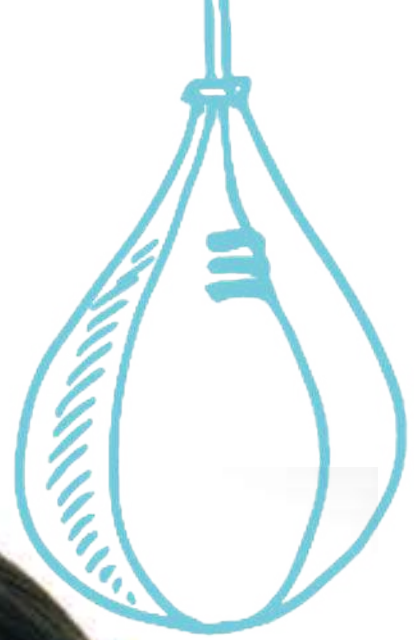
- Condom promotion and provision for HIV+ caregivers
- Household economic strengthening (savings group, micro finance and income generation)
- Referral to SASSA to apply for grants
- Referral to Home Affairs to apply for ID documents and birth certificates

Twenty-three care workers were recruited to be part of the programme and their main focus was to enrol and serve beneficiaries. This has been achieved by training the care workers to assist and provide the following services to the community:

- Qualifying which families require services, as mentioned above
- Supporting families that have HIV status
- Assistance with preparing assessment and counselling support
- Weekly homework assistance to the children
- School visits to monitor attendance and progression
- Individual support to access tertiary education

GBV focuses on clients who were at Thuthuzela care centres; these are clients who have reported cases of sexual violence and emotional/physical violence. Clients who are reported to have been sexually violated are initiated on PEP and they are required to maintain their medication for 28 days. Our Linkage Officers follow up on these clients to ensure PEP adherence. Following the completion of their PEP medication, the client is required to report back to the Thuthuzela care centre to receive HTS testing (HIV testing services).





AGYW dreams

AGYW DREAMS has six facilitators who are responsible for enrolling young girls between the ages of nine to 24 years old who are then invited to attend HIV prevention groups which are known as Vhutshilo 1 and Vhutshilo 2. After completion of the final session, participants then graduate from the programme and a new group of young girls are enrolled to attend the HIV prevention groups.

Impower

Impower is a self-defence programme, aimed at empowering young girls between the ages of 10 to 24 years old with self-defence skills. Young girls who disclose any form of emotional/physical abuse, or sexual violence are then linked to our other programmes for further intervention. These young girls attend a 12-hour session. These sessions are conducted over a period of 4 days with a 3-hour session per day.

JCW's overall performance produced positive and encouraging results. Following the end of the USAID/PEPFAR financial year, which was in September 2019, we were honoured to then be considered to continue with the programme. JCW was awarded a further 12 months to continue with the programme as well as to establish a country operational plan known as Cop 19.

The USAID/PEPFAR programme, through NACOSA, has been of great benefit to the communities that we have worked in and the beneficiaries have been extremely grateful for the services offered and taken up by them.

We would not have been able to reach so many vulnerable youth without this funded programme and are extremely grateful and proud for the opportunity to be the face of our funders in Gauteng.

Mashudu Managa
Programme Manager



NACOSA

534

HIV Negative Male and Female Stats in age group 1 – 4

601

OVC Male and Female Assisted in age group 1 – 4

328

HIV Positive Male and Female on ARV in age group 10 – 14

2 824

OVC Male and Female Assisted in age group 10 – 14

1 271

OVC Male and Female Assisted in age group 15 – 17

64

HIV Positive Male and Female on ARV in age group 1 – 4

93

OVC Male and Female Assisted in age group <1

900

Impower Defence Skills for Girls

176

HIV Positive Male and Female on ARV in age group 5 – 9

1 597

OVC Male and Female Assisted in age group 5 – 9

163

HIV Positive Male and Female on ARV in age group 15 – 17

718

OVC Male and Female Assisted in age group 18+

8

HIV Positive Male and Female on ARV in age group <1

1 417

HIV Negative Male and Female Stats in age group 5 – 9

2 485

HIV Negative Male and Female Stats in age group 10 – 14

1 090

HIV Negative Male and Female Stats in age group 15 – 17

1 108

Post Exposure Prophylaxis figures Completed after 28 days

83

HIV Negative Male and Female Stats in age group <1

SPECIAL THANKS

We would like to give a special thank you to everyone mentioned here. Without your support and dedication to JCW, we would not have been able to continue for another year. It is with your support and loyalty in making JCW your charity of choice that ensures our existence. You allow us to keep our doors open and assist all the beneficiaries that come for help.

A simple thank you are not just words; they are emotions that come from the families and children that we have assisted. A smile, a hug, a tear... the knowing that they will be alright for another day or maybe another year.

Thank you.

36One
ABSA
ABSA Cres
Absa Trust Services
Absolute Organix
Academy Air
Ad Outpost
Adele Drechmeier Trust
ADT and Netcare 911
Africa Mining Trust
African Bank
Afrox
Agape Giving Trust
Alexandra Court
American Embassy
Andru Mining
Anglo American Chairman's Fund
Ann Skelton
Arm Scor
ASI Finance Services
Australian Aid Grant
AV Dynamix
Avanti Coffee
Avery Dennison (King Baudon Foundation)
AVIS
Awesome Travel
Barnes Charitable Trust
Barrow Construction
Bastion Group
Belgian Embassy
Bennetts
Beryl Pugsley
Beyond Team Building
BG Bowman Gilfillan
Blue Label Company
Blue Label Distribution
Blue Label Telecoms
BlueSpec
BORSOOK FAMILY TRUST
Brelko Conveyor Products
Brian Heineberg & Associates
Bridgman Foundations

CAF
Carl Rehder
Casium Culinary School
Carte Blanche
Cell Find
Citi Bank
Clarins
Cliff Dekker Hofmeyr
Coach Training Services
CTP
CYCC
David Tabatznik Trust
Davies Foundation
Deloitte Payroll Giving staff
Department of Social Development
Department of Social Development- Sustainable Livelihoods directorate
DF Bakery
DisChem
Discovery Health
Distell
Dr Khaleel Ismail, ENT
Edcon
Edith Unlimited
Edward Louis Pokray Trust
EJA Loerincz Trust
Enerji Electrical
Enza Construction
Enzani Technologies
Estate Late Barbara A Nicholson
Estate Late Florence EDELSTEIN
Estate Late G Peters
ESTATE LATE JM LOFFEL
Eversheds
Exclusive Hire
Fairways Primary School
FAMSA
Finish Embassy
Formula One Technologies
Foster Care Parents
Four Seasons The Westcliff
Fuchs Foundation
Genesis Steel

George Elkin Charitable Trust
GH & A COTTON MEMORIAL TRUST
Give n Gain
GlaxoSmithKline
Glenburn Lodge
GLH Architects
Goldline Industries
Graham Beck Foundation
Grant Electrical
Greater Johannesburg SAPS
Harris Nupen Molebatsi Attorneys
Helsing Kaup
Hermann Ohlthaver Trust
Hogan Lovells Attorneys
Honeycomb BEE Ratings
Hot 91.9FM
Houghton House
Hudaco
Ideal Electrical
IL Frasers
IGT
Individual Donors
International Hotel School
J & F Mincer Trust
Jacaranda FM
JACK SILSON TRUST
JCW Staff
Jo'burg Theatre
Joburg Road Agency
Johannesburg Children's Court
John & Elsie Barrow Foundation
Jossel Jacobs LandSec
Jozi FM
KFC Add Hope Trust
Kingsmead College
Kirkness Charitable Trust
La Marina Foods
Lancet - medicals
Landrover Sandton
Laurice Matulovich - Oxygen
Lawton Attorneys
Lewis Stores
Liberty Properties - Eastgate



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Loewenstein Charitable Trust
 Lotto Star (Radio 702)
 M & G Cameron Foundation
 Mars Africa
 Mary Oppenheimer and Daughters
 Matrix Marketing
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 NACOSA
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 National Lottery
 Nature's Garden
 Nedbank Foundation
 Nicarella Trust (St Columba's)
 Nomadik
 Norman Goodfellows
 Orchard Foods
 Orlando Towers
 OSTI (Ombudsman Short Term Insurance)
 OTIS
 Paintcor
 Palm ridge Court
 Paramatic
 Pat Hovenden Trust
 People to People
 PEP Stores
 PEPFAR
 Pestbusters
 Peter Zangl
 Pick 'n Pay – Maponya mall & Dobsonville

Pick n Pay
 Postnet Norwood
 Primedia Broadcasting: Radio 702 and 947
 Stereo
 Printacom – OKI
 Proctor and Gamble
 Randburg Court
 Rebecca Haynes
 Redhill School Trust
 Rheinallt Jones Trust
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 SANCA
 Santa Shoe box
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 SASOL
 Shoprite - Naledi
 Sir Fruit
 Sisters We Can
 Solomon Ruben & Ann Winer Educational Trust
 SophiaTown Psychological Services
 Soul Providers Collective
 Soweto TV
 Spence Chapin
 Standard Bank
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 Supabets Gaming group
 Supreme Elevator Services
 Synergos
 Tau Game Lodge
 Teddy bear clinic
 Telkom Foundation
 Terre des hommes
 Tgoso Sun
 The Barnyard Theatre - Rivonia
 The Davies Foundation
 The Department of Home Affairs
 The Fairlawns Boutique and Spa

The Federal Ministry for Economic Cooperation and Development (BMZ)
 The Home Channel
 The Johannesburg Garden Club
 The Pro Shop Woodmead
 The Sowetan
 The Wings Group
 Thusanani Children's Foundation
 Thusano
 Ticketpro
 Tilly Smith
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 Tsogo Sun
 Turn and Slice
 TYME
 Unity Meat
 US Consulate -Community Grant
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