



# Western Cape Foundation for Community Work Annual Report 2011/2012



## Chairperson's Report

South African civil society is in crisis. Funding for NGOs are declining and many organisations have been forced to close down or to scale down on much-needed services to poor communities. The global recession and economic downturn played a big role in international donors and corporates trimming their funding to local organisations. To add to the challenges faced by cash-strapped NGOs, the National Lotteries were tardy in the distribution of much-needed funds. Media reports further indicate that of the total social development budget of R104 billion, R97bn will be spent on social security grants, and a further R73m will be spent on social fraud investigations, and only R632m has been allocated for actual social services.

Realising that the funding situation is not going to improve it now becomes important for NGOs in the ECD sector to explore how to work together in the interest of young children. The last few years have seen FCW and other ECD organisations collaborating for better impact. The Collaborative ECD Initiative project of 2009 and the ECD Registration Drive project served as a basis for how organizations should continue to pool experience, skills, resources and ideas. Collaboration has the potential to:

### Create trust and a shared vision

Finding common ground takes time and we need to help partners and individuals in organisations to become comfortable with each other. As discussion develops around general issues affecting the ECD sector, encourage your partners to exchange specific ideas, perceptions, and concerns.

The process of developing a shared vision is open-ended and exploratory. It requires partners to set aside individual and

organisation-specific views in favour of a broader, community-wide perspective.

### Create platforms for learning

Collaborative partnerships often bring together individuals with different knowledge bases, attitudes, and assumptions. Each partner possesses unique knowledge and skills that can benefit the others. As partners organise, plan strategies, and move forward, they create learning opportunities for themselves and each other.

### Create awareness about collaboration

Educate partners in the ECD sector about the benefits of working together and make information and ideas accessible to all.

At FCW we believe that collaboration with like-minded organisations and individuals will strengthen and improve our collective impact on young children as we move forward.

In these desperate times when the future looks bleak for many NGOs I would like to express our heartfelt thanks to the funders who help us to make a difference in the lives of young children, and would like to urge them to continue their support for our work and the ECD sector in general. I also thank the FCW Board for its continued support. Your time and dedication to the service of our organisation is invaluable and sincerely appreciated. On behalf of the FCW Board we also express our appreciation to the FCW staff for their commitment and dedication who have managed to not only keep FCW able to carry out its mission and continue its services, but to expand in the face of adversity. We are proud of all of you!

Adv Lynette Myburgh

FCW Chairperson

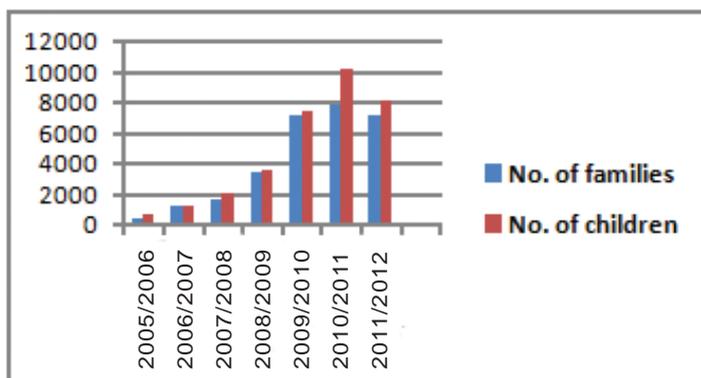
## Growing the FIF Programme

The future of young children requires drastic action if we want to stop the downward spiral of young children in poor communities. For the majority of young children who live in poor communities where there are limited or no ECD facilities and resources, the Home Visitors in the Family in Focus Programme may have the key to unlock their future potential. South African and international research on family based ECD intervention programmes shows a ripple effect that benefits caregivers, children as well as other family members as a result of the intervention. Research highlights the following:

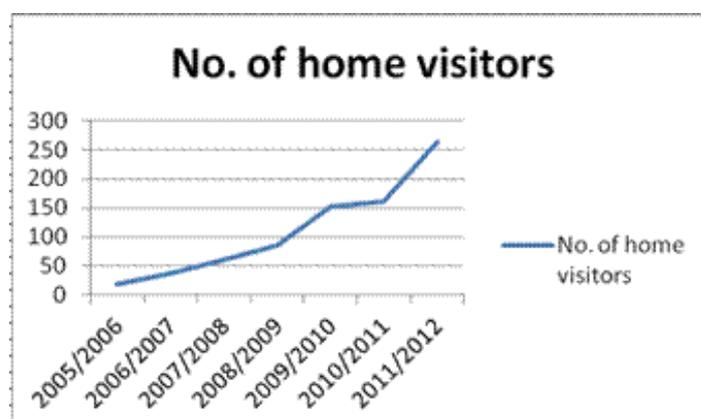
- The major strength of the home-based ECD programmes is that it increases the involvement of parents in the development of their children.
- It caters for children who would otherwise not have been in ECD programmes.
- It makes use of trained fieldworkers, and this ensures that the running costs of programmes are lower than that of centre-based programmes.
- The ratio between children and home visitors are low and this permits individualised attention.
- Feedback from parents to home visitors and vice versa can be immediate.
- Various members of the household can participate in the learning sessions.
- Help can be individualised and tailored to the needs of the parent or child concerned.
- Contact between home visitor and parent can be arranged at the parent's convenience.

The following tables reflect the growth of the FIF Programme over the past 5 years. From 2006 we have steadily increased the training of Home Visitors from less than 50 to about 250 for the current year. Similarly our outreach and impact to families and their children grew to about 10 000 children who benefited from the intervention.

The FIF programme is not perfect and retaining home visitors has been a challenge, as they often leave to seek better employment opportunities after the training. Some of the home visitors also use the programme as a stepping stone to move on.



## Impact and Outreach



**779:** The number of home visitors trained and jobs created in the FIF Programme since 2006.

**R9.3 m:** The amount spent on stipends over 5 years

**28 597:** The number of families that were reached over the 5-year period

**33 150:** The number of children that benefited from the FIF intervention

## By the numbers

In 2010 there were estimated to be 18.5 million children younger than 18, or 40% of the population

In 2010 about 62.1% of children lived in households with a per capita income of less than R570 per month

By 2011 two million children had been orphaned because of HIV/Aids

### Assessment done by Impact Consulting

In partnership with the Department of Social Development Impact Consulting was contracted to assess the impact of out of centre ECD programmes in the province. The study involved the work of FCW, ELRU, Grassroots, Valley Development Project and CECD. The following challenges related to the FIF programme were identified:

- Quality control and monitoring:**  
 Concerns about the quality of the home visits were noted when home visitors engaged with children and not the caregivers, as well as the fact that some thought it was easier to work with children. Therefore regular on-site monitoring of the home visitors is critical.
- Resistance from caregivers:**  
 Caregivers are sometimes reluctant to get involved because of the mindset that the home visitors are the “teachers”.
- Capacity of local committees:**  
 Effective management and governance of FIF projects seems to be demanding when members work fulltime. The Project Managers and Coordinators must therefore be trained to manage and supervise the home visitors and take responsibility for the day-to-day functioning of the projects.
- Attrition rates of Committee members and Home Visitors:**  
 Commitment on the part of committees fluctuates and therefore ongoing training and capacity building programmes are required to transfer skills but also to support the committees. Projects are encouraged to request committees to serve for at least 3 years to ensure stability and continuity. The issue of Home Visitors who are poached by other NGOs after their training highlight the need to regularly incentivise the stipends and allowances paid to home visitors.

### Incubating Community Organisations

In order to develop the capacity of the FIF committees to become effective in their management of the projects they were involved in a series of governance training programmes facilitated by various community partners. Unfortunately the projects regularly suffered setbacks when committee members resign or simply stay away. Despite the constant turnover amongst committees and the lack of skills and experience in the local communities to manage their projects effectively, ongoing capacity building and long-term partnerships with service providers were required to ensure a process of skills transference.

This is a slow process that involves FCW staff having to facilitate committee meetings, demonstrating meeting procedures and the importance of record keeping and minutes. Some projects have managed to grow under extremely difficult and trying circumstances and others unfortunately had to close down. As an organization the Foundation for Community Work is proud to have served as an incubator where emerging community projects are nurtured to become independent and autonomous organizations.

Through a memorandum of understanding (MOU's) FCW continues to provide support and training to the projects to ensure effective governance. MOU's were concluded with the following projects: Mitchell's Plain, Athlone, Franschoek, Klapmuts, Oudtshoorn, Atlantis, Beaufort West and Baardskeerdersbos.



Committee representatives and DSD Officials

FIF Projects	NPO Registration	Location
Athlone FIF	044-811	Metro Central
Atlantis FIF	066-681	Metro North
Baardskeerders Bos	079-055	Cape Winelands
Franshoek FIF	034-826	Cape Winelands
Klapmuts FIF	084-881	Cape Winelands
Mitchells Plain	060-831	Metro South
Oudtshoorn FIF	084-626	Eden Karoo

This table reflects the FIF Projects with NPO registration and FCW's ongoing governance and management training is to ensure full compliance and accountability.



### Opening of the Oudtshoorn ECD Enrichment Centre

A partnership between the Department of Social Development and the Oudtshoorn municipality that started in March 2009 resulted in the official opening of the ECD Enrichment Centre in Rosebank, Oudtshoorn on 7 April 2011. The Department of Social Development provided the funding for the building and the municipality provided the land for the project. FCW facilitated the community consultative process and managed the building process and the eventual registration process of the facility with the municipality and the Department of Social Development.



Proud officials at the official opening on 7 April 2011

### ECD Mobiles and Toolkits

The 3 ECD Mobiles continue to bring joy to both parents and children, and supports and strengthens the work of the home visitors in the field. Each of the FIF projects has received toolkits of their own. All the home visitors have been trained how to use the toys in the toolkits in relation to specific age groups.



### By the numbers

In April 2012 child support grants were being given to 11 million children, or 59% of the child population

In April 2012, 544 968 foster care grants were paid

R215 million: The Provincial DSD budget for ECD IN 2011

## FCW's Partnership with DG Murray and Wordworks

As part of our strategy to grow the Atlantis FIF programme, the DG Murray Trust saw the need to increase the outreach to more children and caregivers in the community. This resulted in 10 additional Home Visitors being trained. Through the DG Murray partnership, an opportunity was afforded to establish a working relationship with Wordworks who focus on early literacy development. Part of their strategy, which aligned closely to our FIF programme, includes some of the following:

- A literacy strategy from birth to six years that should be implemented within the context of broader developmental needs.
- Homes becoming language environments.
- Community life supporting language acquisition, and
- Making a case for investing in research projects and campaigns for early language and literacy development as a good investment.

The Atlantis team of home visitors was taken through the Wordworks training with Shelley O'Carroll, and the FCW staff. During March 2012 an initial assessment was completed with the home visitors and the parents in the programme that will be followed up by an additional assessment during August/September 2012 to determine improvements in language skills in children as a result of the work shared between Home Visitors and caregivers.

## Home Visitors training and capacity building

During this year 68 Home Visitors completed the FIF training programme and about 130 Home Visitors were involved in ongoing in-service training with a specific focus on child protection, and the new Children's Act. Naydean and Carmelita presented this support training across the projects. 83 Home Visitors from Atlantis, Mitchells Plain, Franshoek, Klappmuts, Athlone and Stanford were involved in 6 training sessions on understanding the Childcare Act, and 96 attended the child protection workshops.

## FIF Graduation, 28 July 2011

A total of 68 home visitors completed the 6 weeks FIF training programme and we celebrated their achievement with a gala graduation function at the Athlone civic. Mr. Maiyilli Isaacs, an FCW Board Member paid tribute to the home visitors with a motivational talk, commending and encouraging home visitors to continue with the excellent work they are doing and the support they are providing for families and children in their communities.



## National ECD Conference, East London, 27-30 March 2012

The national ECD conference was hosted by the National Department of Social Development, and set the ball rolling for the development of a national plan of action for ECD. The conference also adopted the Buffalo City Declaration for taking ECD forward. There was acknowledgement that ECD services are an investment in the overall well-being of children and intrinsically related to the promotion of child rights, poverty eradication, sustainable human resource development, basic education and health for all as enshrined in the South African Constitution, and adopted the following resolutions:

1. A comprehensive review and harmonisation of policy and legislation within the ECD sector moving towards universal access.
2. A multi-sectoral, integrated, coordinated approach to ensure the effective provisioning of ECD services.
3. Strengthening the role of parents and/or caregivers, families and communities in the provisioning of ECD services.
4. The inclusion of children with special needs and deliberately extending ECD services to children in rural areas.
5. Adequate resourcing of ECD services, including infrastructure provisioning;
6. Working towards professionalization, accreditation, improving training and promoting the Basic Conditions of Employment Act in the ECD sector.
7. Streamlining of registration processes and the standardisation of ECD services to improve the quality thereof.
8. The development of a Programme of Action, in collaboration with civil society partners, with clear targets and outcomes for each of the identified focus areas by 30 June 2012.



Western Cape delegates singing and soaking it in.



Prof Eric Atmore showing the delegates the scars of his cycle tour

## ECD Registration Drive Project

Building on the success of the 2009/2010 ECD Collaborative Project, FCW was again appointed as a lead partner for the Registration Drive Project with the Department of Social Development. The unfortunate incidents in Pinelands and Mitchells Plain where two young children died while in the care of day-mothers served to jump-start the Department to fast-track the registration of about 2000 unregistered ECD sites in the province. The former MEC, Patricia de Lille announced a 6 months amnesty for all unregistered preschool to become registered by June 2011.

The registration drive project focused on the following key areas:

- **Audit of all the unregistered ECD sites**  
Under the supervision and guidance of Linda Biersteker, and the involvement of 12 service providers more than 2000 sites were visited although the database reflected 1638 sites. Concerns raised in the audit report showed that more than 50% of the practitioners and principals had no formal training in ECD and less than 2 years experience which also raised questions about the quality of their services.
- **Development of the Busy Bee Data base and website**  
Once the audit was completed Grassroots Educare Trust undertook to upload the details of all the ECD sites that were visited and categorized all the sites from A to D. Those that were listed as category A were ready for immediate registration while those listed as category D had serious challenges that could lead to recommendations that they be closed down. The Department hopes to formally launch the website later during the year.
- **Development of ECD Learning Programmes**  
On 25 and 26 July a key group of ECD organisations met with officials from the Departments of Social Development and Education to explore some of the challenges and barriers to quality service provision in the province and a task team had to work on the design of a learning programme. In line with the Children's Act all ECD sites and their learning programmes must be registered with the DSD. This process then led to the registration of the Grassroots, Leer & Leef, Badisa and Klein Karoo Resource Centre's programmes on the undertaking that they support some of the ECD sites with the development and implementation of their learning programmes.
- **Provincial ECD Conference, Woodstock Holiday Inn, October 2011**  
The Provincial ECD conference hosted by the Centre for Early Childhood Development presented local ECD organisations and the Provincial Department of Social Development with an opportunity to showcase their work in the province. This year the Department of Social Development partnered with CECD and also enabled 30 local preschool practitioners to attend the 3 day conference to benefit from the various presentations and the opportunity to network with the various roleplayers in the ECD sector.

**By the numbers**

50.5 m people: 2011 mid-year census

R5.5 million: The amount by which the ECD budget increased for 2012

1473: The amount of registered ECD facilities in the Province

77 500: The number of children in funded partial-care facilities during 2011



Pictured here are Ceasar Scullard, Nafeesa Rahbeeni and Riedewhaan Allie, from FCW, Julinda Kruger, Provincial DSD and Prof. Eric Atmore from CECD.

### Celebrating 35 Years

The 35 AGM was also an occasion where we reflected on the history of the organization since 1974 and former chairpersons of the FCW Boards Dr Franklin Sonn and Dr Lionel Louw acknowledged the growth of the organization and the success of scaling up the FIF programme across the province.

The occasion was also used to pay tribute to Mr Renier van Rooyen who provided the initial funding to FCW. A gallery of pictures that told the story of the organization was on display and complimentary copies of the FCW story was presented to some guests.

### FCW Book launch, 15 December 2011

Our attempt to tell the story of FCW and its achievements over the past 35 have to begin with the acknowledgement of the role played by Renier van Rooyen who made the initial investment of R500 000 during the early 1970s to address the plight of destitute children on the Cape Flats. To mark the occasion, Beulah Fredericks who served as director of the organisation until 2002 paid tribute to Renier van Rooyen.

As a tribute to Mr van Rooyen the training hall was renamed in his honour.



Beulah in front of the Renier van Rooyen Hall

### FCW on air

On 2 February we had the opportunity to present the work of FCW on the 15:00 Community organisations programme with presenter Aysha Laatoe. Afterwards we were invited to join the Sunday afternoon Education Indaba slot at 18:00 on the 12<sup>th</sup> and 29<sup>th</sup> of February.

The opportunity to present the work of the organisation to a wide audience has resulted in many people phoning the office to make enquiries. People that phoned in or commented on the broadcasts were impressed with our work, but also unaware of the extent of the problems young children experience.



Shamsu, Carmelita and Samané in the VOC studio

### Saying goodbye to Freda Brock

After 17 years as director of ELRU, Freda Brock retired at the end of March 2012 and in true ELRU style her work and commitment to the ECD sector was celebrated. During her time at ELRU Freda also served as chairperson of the RTO Forum, and represented the ECD sector on the Provincial Development Council.



Over the past few years many senior NGO stalwarts have retired and the need for succession planning is becoming important.

### The Wellington ECD Resource Centre

After receiving a well deserved face lift the Wellington centre that used to operate as "Annette se Speelkring" is now serving as a resource centre for the local community where Home Visitors, preschool centres and community organisations come together. After hours and over weekends there is a local church group who make use of the facility and aunty Joanie, one of the neighbours, serves as our caretaker and housekeeper.



The centre also serves as a counseling centre for one of the FCW social workers who assists with child abuse and protection services with the local ECD centres. The centre is also extensively used by the SA Congress for ECD who provides training and run workshops for their members.

### Celebrating long service with the organisation

At the occasion of the book launch we also celebrated and honoured the long service and commitment of Gail Griego and Valerie Erasmus to FCW and the Early Learning Centre respectively.

Valerie joined the Early Learning Centre in 1979, and in her 32 years service she also served as principal for the past 17 years while Gail Griego has been serving as our housekeeper since 1991.



Gail Griego, 1991



Valerie Erasmus, 1979

### By the numbers

264: The no. of Home Visitors trained in the FIF Programme from 2006

1629 Unregistered ECD sites identified in April 2011

54 565 Children cared for in the unregistered sites

More than 50% of teachers and principals have no experience and formal training in ECD

# FCW

FCW registered as the Western Cape  
Foundation for Community Work  
SGW geregistreerd as die Wes-Kaaplandse  
Stigting vir Gemeenskapswerk



## Our Vision for the Future

FCW sees children,  
families and marginalized  
communities, with  
strengthened wings, soaring  
towards their chosen destiny,  
believing the impossible is ...

**I'm Possible**

## Our Mission

In pursuit of our Vision, FCW is a dynamic development organization enabling transformation in Southern Africa by responding to felt needs of children, families and marginalized communities through innovative, integrated and sustainable interventions, which build on their strengths.

This process is guided by:

- development integrity
- democracy
- self-determination
- contextual relevance
- celebration of diversity
- independence
- community ownership
- collaboration in partnerships

## Board of Management

### Chairperson:

Advocate Lynette Myburgh

### Vice-Chairperson:

Ms Nuraan Marlie

### Treasurer:

Mr Iegshaan Ariefdien

### Additional Members:

Mr Rashaad Haynie  
Ms Zelda Pieters  
Mr Starford Isaacs  
Mr Graham Manuel  
Mr Maily Isaacs  
Mr Mbulelo Notshulwana  
Ms Brenda Marshall

## Our Staff

### Director:

Mr Riedewhaan Allie

### Secretariat:

Ms Amanda Petersen

### Financial Unit:

Ms Claire Moyce

Ms Barbara Miller

### Programme Staff:

Ms Nafeesa Rahbeeni

Ms Molly Jordaan

Ms Nydean Stamboul

Ms Maureen Madubela

Ms Magrieta Lesch

Yolanda Solomons

Angelique Simon

Samoné Manuel

Charné Fortune

### Interns:

### Housekeeper:

Ms Gail Griego

## Acknowledgements

The Department of Social Development

Renier van Rooyen

Community Chest

Jet Lee Trust Fund

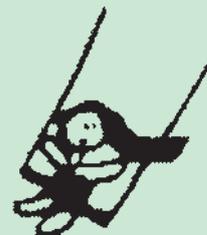
The Clothing Guild

Salty Print

DG Murray Trust

HCI Foundation

Groundswell Trust



# FCW

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