

Work for Love

NPO 066-189

Annual Report March 2011/ Feb 2012

Annual General Meeting

17.6.2012

3:00pm- 4:30pm

AGENDA

1. Opening Song: I have a dream, Building Bridges
2. Opening Prayer
3. Notice of Annual General Meeting and Welcome
4. Apologies/ Proxies
5. Minutes of the 2011 AGM- call for signing off minutes
6. Xhosa dancing, Zanele's Story
7. Presentation of Annual Report
8. Presentation of Financial Narrative Report 2011/Accountant's Report for financial year 2011
9. Call for adoption of reports
10. Election of Office-bearers for 2012
11. Appointment of Accountant
12. Marie's Story
13. Thank yous
14. Gary Simons
15. Sharing of Questions and Answers
16. Closing Prayer- Laying of Foundation Stone- Verse

Acknowledgements 2011

We wish to record and acknowledge with thanks the generous support, contributions and donations from the following people in no specific order:

Volunteers:

Siyakhula:

Akhona Gom, Nolupho Phama, Zanela Rasmeni, Amelie Raith, Marie Lange,, Ruth Brunner, Vuyiswa Phakathi, Trina, Nomphumelelo Seti, Nicola Cox, Richard Cox, Rose, Yoliswa, Bongeka Stokwe, Nomavulanzana, Mary G Haeuptle, Sheila Millar, Imhoff Waldorf School KG teachers, Sally Berg, Delphine Silberbauer, Laurine Le Roux, Denise Dino.

Wellness:

Rowayda Bester, Denzil Jehoma, Adelaide Jacobs, Alvin Castro, Betty January, Carmen Solomons, Debbie Delcarme, Elaine Hackner, Mandisa Gxekwa, Nazely Mostert, Nicolette Dumo, Patience Nobandla, Thenjiswe Landingwe, Wieke van Zyl, Yolanda Clayton, Renate Jehoma.

General:

Nicola Cox, Rowayda Bester, Anne and Kjetil, Cara and Garth Pearson, Catherine Williams, Cecilia Solis-Peralta, Claudio Celestino , Denice Linnegar, Denzil Jehoma, Fawzia Haeri, Helen Celestino, Jacqui Mortensen, Jennifer Bovim, Karen Rootenberg, Karin Blumer, Liz Smith, Michelle Knight, Natalie Forbes, Patience Booi, Rebecca Sturgeon, Samantha Wittenberg, Maia Nangle, Simoa Nangle, Alina Preis, Emanuel Heinemann, Leonie.

Sponsorships:

Siyakhula children:

Graziella Delfino-Reinecke and daughter Leah, Monika Moser and Aroundaboutcars, Mark

Frankel, Claudia Dittgen and her class, Craig Grossnolan, Gutrie & Rushton, Veronica & Mark Hunecken, Kathryn & Sandy John le Roux, Hazel Anderson, Thomas & Jule Gerhardts, Annie Lomax & Peter Kemp, Rocket Films & Christene Saltonstall, Rosie Stanway, Albrecht & Wiebke Hüttig.

Wellness:

Lapiz Trade-OHSOBOHO- Alison Nightingale.

Educational Sponsorships:

Michael Baumgartner, Evelien & Volker Lambertz, Inge Wolfgang & Anna Matejek, Armin & Dorit Weiss, Connie & Anthony Hummel.

Donors:

Anne & Kjetil Hana, Familiy Raith, Sally Berg, Freunde der Erziehungskunst Rudolf Steiners Susanne Berghammer, Rüdiger & Janet Jurkosek, Sonja Niedrig, Sue Walker, Monika Tittert, Elfi Deigner- Gierse, Günther & Ute Gerhardt, Bärbel Hoppstock- Helferich, Annegret Stiven, Mechthild Deeken- Jatzkowski, Claus & Sabine Roth, Jürgen & Ursula Lenz, Doris Scheuren, Reinhild Boß, Christina Kuhlmann, Johann Schrieverhoff, Sandra Ort kraß, Anne Herding, Burghard & Sigrun Zobelt, Agnes Berkemeier, H. & A. Tschentscherer, Constantia Waldorf School, Sheila Millar, Richard Middleton, S. Harvard, K. Rootenberg, Val Vd Steeg, Kate Snadden, People`s Education Foundation Japan, Frank Enste, Friederike Kieselbach, Lorenz Felder, Jörg von Hadeln, Hans & Elisabeth Sauerborn, Gudrun Banbeck, Peter Breßer, Family

Mengede, Family Kuhlmann, Family Krebs, Family Helbig, Family Harns, Jürgen Valentin Lenz, Family Stenbrock, Family Sonnabend, Family Bäsler, Carolin Imdahl- Raith, Lesley Beakes, Hans- Ulrich Fehlmann, Klemens Spanke, Frau Heinemann, Anja and Thomas Schulte, Claudia Williams, Brigitte Stehlik, Weltwaerts Programme- German Government, Ackermans.

Inkind Donations

Imhoff Waldorf School, Noordhoek Foodbarn, Ann, Robin Koehorst, Louise Adler, Savely, University of Stellenbosch, Chris, Robyn, Sarah Hope, Christophorus School, Michael Oak Waldorf School, Compass Bakery, SIAS, Kathryn Le Roux, Kate Heins, Constantia Catholic Church, Under the Radar, Electrospec, Zip Print, Hugo le Roux, Heidi Paris, Fran Robertson, Evelyn Nangle, Rocket Films, Carol Scrooby, Berto, Ann Allan, Guthrie and Rushton Attorneys, Zac Wessels, Derrick Gripper, Vilda Starbuck, St. Luke's Hospice, Mick and Margie Murgatroid, Nancy and Mike Armstrong, Sally berg, Rebecca Sturgeon, Tariq, Sue Conradie, Simona, Shelley, Jennifer De Villiers, India, Denise Cohen, Michelle Knight, Dave Baxter, Belinda Parker, Anna, The Gift Restaurant and many more that have brought used items to sell at our weekly rummage sale.

Thank you all very much.
God Bless

Chairperson's Annual Report- Nicola Cox

Since 2005, **Work for Love** has been bringing together diverse communities in the Fish Hoek Valley by initiating social programmes, many of which are voluntary, that support community self-help development. Our philosophy is to respond to community needs by developing existing knowledge in our communities; to recognize and develop people's resources and abilities and to facilitate their support of each other. Fundamental in our striving is that we sustain the values of self-development, co-operation and respect that are central to the Waldorf educational impulse. On an ongoing basis, Work for Love identifies and addresses contemporary issues of our society-in-healing whilst continuing to empower, maintain and strengthen its original initiatives for as long as is necessary.

We celebrate and rejoice in our Cultural Diversity. We also work closely with the other NGOs in our area towards a unified society.

We are educating 40 children at the Siyakhula Educare from 7:30-4:30 in 2 classes in a beautiful building owned by Work for Love next to the wetlands area, the informal settlement of the Masiphumelele township. The 2 new classrooms were completed in April 2011 thanks to the donation from the Weltwaerts Programme. Our approach is based on the principles of Rudolf Steiner. Our constitutional secondary aim is to provide Xhosa mother culture education for Grade 1-3, where basic concepts are taught in the mother tongue while a solid foundation in the English language is fostered.

We have raised funds to make the training of 9 women from Masiphumelele in Early Childhood Education at the Centre for Creative Education possible. 2 women are now working at the Imhoff Waldorf School, one at the Scarborough Sunflower Waldorf School and 4 at Siyakhula Educare.

An experienced Waldorf Teacher, Sheila Millar is the educational mentor of the school. The Federation of Waldorf School visits 2x per term and the 2 Imhoff Waldorf School Kindergarten Teachers attend the Siyakhula teacher's meeting every other week on a rotational basis. Siyakhula is the first Waldorf Educare Centre is the first to have applied to become a Waldorf School with the Federation of Waldorf Schools in South Africa.

We run a laundry service to supplement our income.

We administer sponsorships for students at Siyakhula, at local high schools, at university level and for adult training.

We are running 2 Wellness Clinics per week in Ocean View and in Masiphumelele (Masi only up to Nov. 2011). The Ocean View Massage Group provide Wellness Care to teachers from the local schools. Health professionals volunteer various modalities of complementary health care. Massage is offered for a small donation by some of our 40 graduates that we have trained in the 'Healing Art of Massage' over the last 4 years. Many of the masseuses are finding lucrative work in Bed and Breakfast establishments, at events, with private clients and in corporate settings and are running successful and sustaining businesses that support their families. 5 masseuses are doing regular outreach visits to the bedridden under the guidance of a physiotherapist. Currently, we are training 20 graduates in the skill of rhythmic baby massage. The interns will go to some of the 40+ Educare centres in Masiphumelele and Ocean View to do their case studies and once graduated receive a stipend from Work for Love to continue their involvement at their chosen Educare centre.

The gentle way of touch taught in this specialized course creates trust, calms down and gives strength to the children's life forces. The children are often living in conditions where basic caring for the child is not guaranteed.

Work for Love host volunteers both local and international at both our programmes and at partner institutions such as the Sinethemba Special Care Centre in Masiphumelele.

Currently, 47 volunteers are active. 6 are temporary visitors from Germany. Volunteers receive orientation courses and are invited to regular self-development workshops and to

share their stories in groups. Most of our administration is done through long term committed voluntary work.

Purchasing Chameleon Gardens in order to Expand the Siyakhula School and to Create a Centre for Work for Love

Work for Love was planning to expand the existing Educare in Masiphumelele by buying the neighbouring plot and building double story. When the extension project was planned and passed, the neighbours pulled out of the agreement and demanded a ridiculous sum for the purchase of the treasured neighbouring plot. The plots in the township are very small and scarce, needless to say there is no room for expansion.

We then decided to turn our attention back to a property called Chameleon Gardens we had seen 2 years before. Chameleon Gardens is adjacent to the Masiphumelele township and is at the end of a road of an industrial area. Once inside Chameleon Gardens is a haven in the chaos around. The price had been reduced by over a third due to its seemingly "poor position" which to us for our purposes is perfect. It is selling for R2mil.

Not only the position but also the buildings are as if built for Work for Love. With the funds for the neighbouring plot and the planned extension now available (with agreement from the funders) the purchase through a bond all of a sudden seemed accessible. At Chameleon Gardens we can create the 'heaven from home' we wish for the children from Masiphumelele.

Events 2011

Fire: May 20 11- A great fire raked through the Wetlands leaving our teachers and 6 parents and their families homeless. Siyakhula became a distribution site for many donations coming in and going out assisting the destitute families to rebuilt their lives.

Opening of 2 new Classrooms at Siyakhula Educare- April 2011. A lovely ceremony with Welcome a local priest blessing the new space and many friends joining, enjoying a massage, singing and feasting. A cheque of R 10 000 was handed over to us from the Constantia Waldorf School.

ChristmasTalent Show Dec 2012- A free spectacle for all volunteers, donors, parents and friends was a great success. Thank you Jenny Bovim.

PR MATERIAL:

2 Newsletters, 1 Sponsorship Booklet, 1 pamphlet, a set of A3 Posters and many small adverts and invitations were produced. We had articles and Ads in the Echo, Post and the Scenic South Website. Jenny Bovim is our editor and Cecilia Solis Peralta our creative designer and desk top publisher. Our Website, facebook pages and twitterpage are continually being updated.

ADMIN and MANAGEMENT:

Staff are on UIF and Workman's Compensation, contracts are reviewed annually and job reviews are done.

The annual evaluation and strategic planning workshop for the management team was held in October.

Karin Blumer our commission based fundraiser and Nicola Cox compiled our funding proposal and sent out a number of proposals.

The Policy and Procedure Manual is growing and refining and giving us clarity and guidance. WfL MC met 4 x. Siyakhula MC met 3x. Siyakhula College meets weekly as do the teachers. Monthly Finance Committee meetings are held. Fundraising and other subgroup meetings happen as needed.

Budgeting meetings were held in December/January and finalized for first MC meeting in 2012.

Reports are compiled by each programme leader for each MC meeting.

We do the admin for the Masi NGO forum and run the Educare Support Programme.

2012

In March 2012 ran the One Month to a Dream Campaign. We managed to receive pledges worth R 12000/month and raised 1million rand (Thanks to Nussbaum Foundation, Godalen School and many other who will be mentioned in next year's report).

Transfer of the proper has not gone through yet due to unforeseen problems with the neighbour and not yet approved building plans.

We plan to rent out the property once transfer goes through and open the school with 3 Grade R Classes in January 2013. We will open a Grade 1 in 2014 and add a Class each year.

Application for Conditional Use for Place of Instruction is underway for both the Masi site and Chameleon Gardens. We have a wonderful new volunteer Gael Scott who is helping us with this process.

Our Plans for the Wellness programme in the coming year is to create and support independent business groups providing massage and that by the end of year, the stipends will cover only the provision of baby massage at Educare Centres and outreach to the bedridden. A Wellness Room at the Chameleon's Garden's Centre will be open daily to the wider public.

Our aim for the year is to consolidate all programmes and make them sustainable while also raising funds to start the new school and its programmes.

Treasurer's Narrative Financial Report

Financial management

This is done at the Monthly Financial Committee attended by:

Jacqui (Assistant treasurer)

Nicola (Chairperson)

Cecilia Solis-Peralta and then Natalie Forbes (Treasurer)

Cecilia has resigned as treasurer when Natalie offered her services in August as she felt she rather wanted to give time to the desk top publishing.

Financial statements ending Feb 11 and Feb 12 have been signed off by the accountant.

There has been an increase in assets from 2011-2012 by R42 219.00 this is going to change within the next year once we have the final purchase of Chameleon Gardens.

At this stage we have no long term liabilities but we know that this will change as well within the next year.

Looking at our Income Statement donations were down compared to the previous year no doubt to the economic downturn worldwide and that there were no big capital expenses, although we have shown an improvement in membership fees and social entrepreneurship which consists of international volunteers, rummage and laundry income.

Over all our expenses have increased which is to be expected with our biggest expense going to salaries followed by educational sponsorships. Travel and accommodation is a growing expense where we have assisted volunteer travel expenses and paid for volunteer accommodation.

Our surplus for the year is R42661.00

The in depth Financial Statements and Management Records for each of the programmes are available on request.

Year End Feb 29 2012 Balance Sheet

Assets	2012	2011
Non-current assets	369 387	327 168
Fixed Assets	369 387	327 168
Current Assets	62 202	61 761
Payments in advance	1 614	-
Cash and cash equivalents	60 589	61 761
Total assets	431 590	388 929
Reserves	431 590	388 929
Accumulated Funds	431 590	388 929
Total reserves	431 590	388 929

Income	2012	2011
Donations	215 628	419 071
Interest received	780	1 590
Membership Fees	2 880	930
Social Entrepreneurship	89 250	39 392
Income Total	308 538	460 984
Expense Total	265 877	233 901
Accounting Fees	2 250	1 950
Bank Charges	2 789	4 875
Computer Expenses	3 945	3 911
Courier and Postage	424	320
Donations	-	500
Educational Sponsorships	28 986	45 256
General Expenses	4 643	3 039
Insurance	1 865	1 505
Marketing	-	222
Printing and Stationary	9 716	8 414
Rent	6 519	11 591
Repairs and Maintenance	5 030	190
Salaries- admin	-	17 850
Siyakhula Educare	130 642	80 194
Specific assistance	16 414	-
Subscriptions	545	-
Teas and cleaning	2 328	11 356
Telephone	1 455	1 267
Theft	420	-
Training	3 300	4 850
Travel and accommodation	27 898	711
Wellness Centre	16 088	35 899
Workman's comp.	720	-
Surplus for the year	42 661	227 083
Accumulated Surplus at the beginning of the year	388 929	161 846
Accumulated surplus at the end of the year	431 590	388 929

Fixed Assets	2012	2011
Cost of Land 22.2.2010	124 620	124 620
Improvements 2011 to Siya	202 548	202 548
Improvements 2012 to Siya	42 220	-
Total assets	369 387	327 168
Cash and cash equivalents	2012	2011
Standard Bank Market Link	597	1 295
FNB Current	16 601	14 221
FNB Money Market	19 993	10 260
FNB Flexi Fix	24 091	29 018
FNB Smart	-	6 681
Petty Cash	(695)	287
Total	60 589	61 761

Proposed Management Committee June 2012

Natalie Forbes
Patience Booï
Jacqui Mortensen
Nicola Cox
Rowayda Bester
Denzil Jehoma

Work for Love's Objectives in the Constitution:

The organisation's main objectives are to:

- Promote a culture of mutual collaboration, understanding and celebration amongst the previously divided communities in South Africa.
- Sustain the founding values of self development, co-operation and respect for the other's spiritual striving central to Waldorf educational impulse and based on the principles of Rudolf Steiner.
- Initiate and support social programmes and projects that build on the needs, knowledge and experience present in the local communities, to recognize and develop people's resources and capacities and to facilitate their support of each other.
- Maintain and strengthen the programmes and initiatives that have started through Work for Love as is necessary.
- Engage in fundraising; seeking, receiving, allocating and distributing funds, sponsorships and donations according to our public benefit and non-profit objectives.

The Siyakhula School's objectives are:

- To found a school based on the teachings and educational philosophy of Rudolf Steiner and become registered as a Waldorf School with the Federation of Waldorf Schools South Africa.
- To become a registered school with the Department of Social Development and Education Department of South Africa.
- To offer quality, heartfelt and age-appropriate education in a nurturing and beautiful environment, initially for children aged 2years-6yrs.
- To educate and equip young children in the school with the necessary skills they require for the transition into their schooling career,
- To release well rounded and bilingual (English and Xhosa speaking) children to other schools in the Valley; children who are able to look with awe, wonder, devotion and freshness at the world and people around them
- To develop the child holistically; being spiritually, emotionally, intellectually, socially and nutritionally.
- To ensure the School's premises complies with the requirements of the relevant authorities.
- To ensure that the standard of care and education developed and maintained for the children in their community is acceptable.
- To continually support and develop in the Waldorf approach our teachers and include the parents and wider community in our activities while maintaining a strong bond with our school's mentor (who would be linked to an established Waldorf Institution), the CCE (Centre for Creative Education) and the Federation of Waldorf Schools.
- To create fair employment and capacitate the skills of employees.
- To equip parents with additional insights, necessary knowledge and inspiration to more effectively and creatively protect, nurture and care for their children in the Waldorf way. To support teachers and participants to be confident and continually encourage and offer opportunities to build their innate, personal capacities to graciously serve their families, their school children, their community and the world. We see a school community that is vibrant and growing and inspiring those in the area to become involved by reaching out to serve and involve others while growing and building from strength to strength through the grace of God.
- To ensure academic authority and independence of the trained teachers and to encourage full participation of parents in the administration and affairs of the school, in accordance with the principles expounded by Rudolf Steiner.
- To do fundraising and find sponsors for children and teacher training.

The school's secondary objective is to provide quality Waldorf Education on Primary School level in Xhosa initially up to Grade 3 to insure the Xhosa children learn basic concept in their mother tongue while receiving a solid grounding in spoken English.