

# Work For Love Annual Report 2015



Work For Love NPO

AGM 10-10-2015

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## Vision

Work For Love is a community based, multi-cultural non-profit organization. Work For Love unites communities by offering holistic, sustainable programmes that heal empower and support. We encourage and facilitate the positive fulfillment of destinies.



## Objectives

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 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. Specifically Siyakhula Educare, Chameleon Gardens Pre and Primary School planning and Adult Training.

Engage in fundraising; seeking, receiving, allocating and distributing funds, sponsorships and donations according to our public benefit and non-profit objectives.

## Note from the Founder and CEO

Nicola Cox

It is a great pleasure to introduce this year's annual report of the Work For Love Organisation.

It offers an account of Work For Love's activities of the last year and gives an indication what the next year has in store. The value of Work For Love's approach to ongoing organisational and individual learning has affirmed and harnessed renewed commitment to address our organisational and personal home-base that can best support healthy development practice and delivery.

On behalf of the Management Committee, I wish to extend our heartfelt thanks to the staff and volunteers of Work For Love's Siyakhula Educare and the Chameleon Gardens Training Centre for their committed and tireless work in pursuit of the organisation's vision.



Richard and Nicola Cox

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Masiphumelele wetlands with view of Chapman's Peak. This is where the Siyakhula play school was originally founded by a group of mothers wishing to serve and protect the vulnerable children in October 2008.

## Building Developments

### Richard Cox- Chairperson

Work for Love had a year of dramatic building construction in 2014. This came after lengthy planning and fundraising efforts and we are delighted with the support we received and the improvements to our facilities.



**Siyakhula Kindergarten with new upstairs classroom thanks to the Lycee Caousou and the Build-A-Class-Build-A-Future Campaign.**

The main project was the completion of a second floor for Siyakhula. The original plan was to increase the outdoor playing area with an upstairs open-air playground and flower beds, connected to the upstairs classroom. It would also solve our complex, leaking roof problems over the office and kitchen areas and provide additional storage space.

Unfortunately, the planning department would not allow an open air play area at a second story level despite provision of all safety features. We were forced to construct a roofed structure to provide the necessary playing area. Such are the regulatory complexities and challenges of providing basic facilities in an area where many children are educated in makeshift shacks and living under scraps and plastic.

The extension upstairs was done by local workers and we are very pleased with the results which has provided us with desperately needed additional space.

Also at Chameleon Garden plot 1 alterations were made providing an independent small flat with a neat bathroom and upgraded internal arrangements and a new roof.

Fortunately, the Chameleon Garden property land use application for a place of instruction for Early Childhood Development, Primary School and Adult Training Centre has been approved in February 2015 after a lengthy process. Various building upgrades will be



**Arial view of Chameleon Gardens with plot 1 on the right and plot 2 on the left.**



undertaken in the next year to comply with the conditions set out in the approval.

In June 2014, Work For Love was able to occupy plot 2 at Chameleon Gardens (left plot on the picture) after an arduous legal battle with the previous owners. Upgrading began with the main house needing major maintenance including roof and ceilings repairs, new sewage drains, new internal plumbing, electrical wiring and gutters. It provided a wonderful, generous space for the educare while building at the Masi site was underway and then for our third group of Kindergarten children in 2015. There were also improvements made to the garage spaces next to the house and the electrical supply to the property. Several shacks were removed allowing us to do major earthworks which helped to solve the serious flooding experienced last winter. The entire property has seen a major facelift and literally tons of rubbish has been removed from the property including hundreds of scrap tyres.

Our thanks to all those who have helped make this possible with a special thanks to Electrospec who have provided the extensive electrical and plumbing work free of charge.



**Classroom at sleep time after dilapidated main house at plot 2 has been renovated**

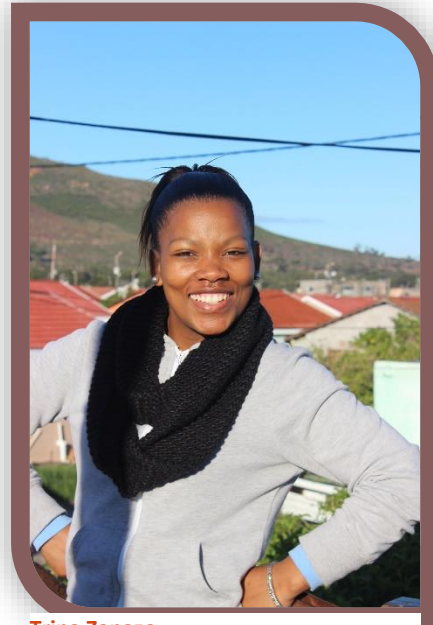
## Siyakhula Educare

### Trina Zanazo- Teacher

In 2012, I started training towards a certificate in Early Childhood Development at the Centre for Creative Education, and at the same time working at Siyakhula Educare as a relief teacher.

Then in 2013, I was asked to take on my own class, full time at Siyakhula. This sadly meant I would be leaving my then employer Nicole James, who had supported me so generously in getting my training and certificate. She was just as happy as I was that I was being offered this amazing opportunity. She helped me transform and grow and was happy to see me progress on my path.

Ever since I was young and at school myself, it had been my wish to work with children. I was so happy to be part of the staff and I was made to feel so welcome. I knew my wish had finally come true!



Trina Zanazo

In my first year at Siyakhula I had my own class of 20 children, and it was not easy at all. I wanted to set my own rules but the children were struggling to adapt. I soon realized that I was too easy on the children and some of them were getting away with whatever they wanted. I hold all the children in my heart and soul, so trying to be tough on them was not easy for me.

As I received more training at college and through the mentors that visited the school, I learned to set clearer boundaries which helped both the children and myself. I started to see a huge difference in my children, and as time went by I received positive feedback from the parents as well, which gave me more confidence and realization that I was doing a great job.

This year has been my second year, with both some new children and some from last year's group, and it has been a wonderful year. This time I started with my new rules straightaway and all the children recognized them, which has made my life much easier. It also makes me so happy because I get to see them develop and eventually move on to other schools. 8 children will graduate this year and move to Grade 1 at the local primary school Ukhanyo.

This year has been great as we have had such a bright and united team working together. The best part for me was when the Federation of Waldorf Schools in South Africa accepted the Siyakhula Educare. It reaffirmed for me what great work we are doing at Siyakhula and as a whole organization. This was also evident when I could see how happy our mentors were recognizing and acknowledging our development and growth.

I am looking forward to the next year. For myself I can see that I'm becoming more capable and skilled as I'm able to take what I have been given and pass it onto the children. Knowing this makes me want to do and learn so much more. My future wish is to finish my ECD Training, and stay at Siyakhula Educare until I am 92 years old.



## CHAMELEON GARDENS TRAINING CENTRE

### Further Education for Kindergarten Teachers

#### Nonzaliseko Dyanti

My name is Nzali and I work at Siyakhula Educare as an assistant and relief teacher. I



Nonzaliseko with her class

began my time here in May 2013, working part time while also starting training with Work For Love. I completed the three month ECD (Early Childhood Development) Teacher Enrichment Course in 2013. Then in 2014, I went onto start the accredited 2 year ECD Programme offered by the CCE (Centre for Creative Education) at Work For Love. In July 2014, I was employed full-time as an assistant teacher here at Siyakhula.

The Enrichment training is a basic foundation for the more challenging accredited Level 4 (equivalent to Matric) programme.

The training teaches us about how a child develops physically, mentally and socially. I have learnt a lot about children's emotions and how they typically learn through imitation and that a young child needs to spend their time much more in free play and less time

doing intellectual thought activities. I have learnt about the twelve senses and their importance during child development and this has shown me that there was so much information that I didn't know or understand about children before. I have also learnt a lot about child nutrition like what is good for them and that the environment must always be clean, nurturing and safe. I have discovered so many new and fascinating things, like the fact that a Caesarean born child is different developmentally from a child who has had a natural birth. A Caesarean child tends to give up on things much quicker compared to a child that has had to struggle its way through the birth canal who often tries by all means necessary to persevere in the world.

I believe that due to this training, I am now more motivated and am striving to be a great teacher. I am so grateful to Eefka, who is our main trainer and enriches our lives with the way she teaches.

## Early Childhood Development (ECD) NQF Level 4 Fieldwork

### Akhona Njokweni- Trainer Assistant and fieldwork mentor

*Akhona Njokweni is one of the founding mothers of the Siyakhula Educare. With the support of Work For Love she completed her Kindergarten teacher as well as Early Childhood Development Business Management training and received a Level 5 certificates for both. She is now employed as a training assistant and fieldwork mentor by the Centre for Creative Education for the Masiphumelele Level 4 training.*

2015 is the second and final year of Level 4 ECD Training offered by the Centre For Creative Education at Chameleon Gardens. The course started with thirty six students but some students had to drop out because of financial, family and other problems. Work For Love supported 30 students with bursaries in 2014. The number of students has come down to twenty three committed students in 2015. It is not an easy journey for them but they have managed to come this far. They are facing lots of challenges as I mentioned earlier and the biggest challenge they faced in Masi is fire. Last year one student's shack was involved in a fire during class time and immediately students came out of the class and went to help her. They managed to save her belongings. This year two students lost their homes because of fire but they are still in the course. Last year we started with four men in the course this year we have only have one left.

I have been mentoring all the students while they are doing their fieldwork. The field work is part of the course. All of the students managed to find sites for practical work this year. They take field work seriously and I encourage them as a mentor. The highlight was that two students opened their little ECD sites with the support of the fieldwork mentor. I am impressed with their ability to put their theoretical knowledge to practical use. Especially this year, we can see our students becoming professional teachers. In class their work is spotless and in their classrooms we can see the confidence and full



participation in all activities. Although at first they were scared of the fieldworker mentor's presence and judgement, they now know we are there to help and encourage them to implement what has been learnt in the classroom.



## VOLUNTEERS

### My South African Year Abroad as a Weltwaerts Volunteer

**Chinenye Bosco** *Chinenye was with us for 4 months at the end of 2014.*

Wow! I'm in South Africa, finally! After six months of waiting it finally came.

I have now been here for 4 months, and South Africa is my new home for another 7 months, and I'm so excited about my new life.

Together with other volunteers I live at Chameleon Gardens and spend most of my time working at the Siyakhula Waldorf Kindergarten in Masiphumelele. When I first arrived I met so many new and interesting people, and all the young children and wondered: 'How will I ever remember all of their names?' Nomveliso, Nonzaliseko, Nolupho, Voyulwethu, Ayabonga and Khanyisa, and will they ever remember my name and call me Chinny instead of 'teacha'? Chinny comes from Chinenye and is my African name which my Nigerian father gave me. I have never been called by that name but, as I'm here now in South Africa, I decided to use it.

The lifestyle here is different to what I am used to, but I like it very much, largely because the people here are so friendly and open-minded. It's so easy to get into conversations with all the new people we meet, and this attitude everyone has makes us feel welcome.

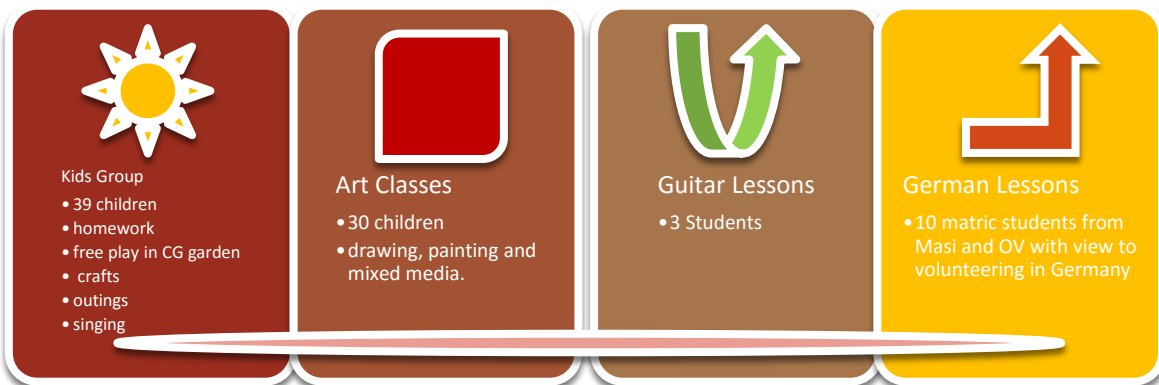
I've now gotten very used to my daily routine and responsibilities, I also recognize the jobs I can do to develop and nurture the school, and I am even learning all the children's

names. There is so much help needed here and I am so happy to be given the opportunity to make a difference, for example by finding sponsors that make the amazing education that the children receive here possible.

We work hard here and there are many more hands needed. I love the lunch breaks because we receive a yummy, nutritious, cooked lunch made with love by the cook Nolupho, and it's a chance to be together and find out more about each other.

Then in my free time, I get to travel around and soak up all the beautiful places here in South Africa. I'm so excited to discover more of this amazing country that I have already fallen in love with.

#### Activities offered with volunteer facilitation:



## Kids Group

Hi there, my name is Leonie and I am one of the four German volunteers here at Work For Love.

One of my weekly tasks is to manage a kids group, every Monday and Thursday afternoon, at Chameleon Gardens. Hanna-Lara and Caspar founded the group, with about 5 kids from Chameleon Gardens 2. Now it's spread already into the wetlands of Masiphumelele, and I am happy to say that we have a lovely group with about 13, the youngest is 4 years and the oldest is 12 years old.

At first we only had an English application for parents to sign up their children to the group. But now with Thomas's help, one of the level 4 students in training, I prepared a Xhosa letter for the Xhosa speaking parents.

It is my aim, to give the kids a chance to play, sing and feel loved in a safe environment. When I first took over the group, I had a very difficult time with the children, as they liked to test my limits. However, after they realized that I am here to have fun with them, we are spending wonderful afternoons together, especially with the pool which one of our wonderful donors gave us. One of the simplest pleasures of the children is to have a quick dip in the refreshing pool, and then cuddling with me afterwards as we lie in the sun to get dry.

Then after the nice free-play time, the kids have lunch and we then sing a prayer together that I learned during my volunteer work in a church in Germany. I've found that lunchtime is the most interesting time with the children. When all 13 of them come

together at one table, and eat the donated bread (thanks to the Noordhoek Foodbarn). It is amazing to see how well they can work and play together. It doesn't matter which heritage they have.

When the lunch is done, and some of the children have helped me clean the dishes, there is still some time to do other things like their homework, craft, or singing.

I think that this kids group is a great project of Work For Love and I am looking positively towards a future where the children can grow and flourish.

## Volunteers- our experience

In 2014, Work For Love hosted and accommodated 14 international volunteers at the Chameleon Gardens Centre. The organization has gained tremendously over the years from the many young and enthusiastic volunteers that have made a commitment to serve and help in South Africa. Much of Work For Love's growth and development is thanks to this freely offered support. This year was the first year that we could accommodate larger groups at the Chameleon Gardens' centre rather than in private homes.

Through this experience we have come realize that young people require a lot of mentoring, staff capacity/time and resources and we would need to employ a designated person for this job to make it viable and fulfilling. Furthermore, our ECD teacher training students need to find fieldwork placements and local youth are seeking job opportunities through the SA government's public works programme.

After much deliberation the WFL management decided that we would not host and support groups of foreign youth until funds to support this are available from overseas. We will rather harness our development capacity, time and resources for our local staff, students and youth. We now host only one international volunteer at a time. The European volunteers thankfully continue to bring a welcome freshness, generosity and cross cultural exchange.



Nonzali and Leah

## Management Committee

Richard Cox (Chair), Zac Wessles (Treasurer), Akhona Gom (Secretary), Patience Booï, Denzil Jehoma, Renata Jehoma, Nicola Cox.

## Staff

Nicola Cox (CEO, Bursar, Fundraiser), Nolupho Phama (Siyakhula Cook and Cleaner), Vuyiswa Phakati (Playgroup Teacher), Trina Zanazo (Kindergarten Teacher), Nonzaliseko Dyanti (Assistant Teacher), Khaya Nkompe, Nosipho Runelli and Nomveliso (Relief Teachers)

## Trainers

Eefka Young (ECD), Robyn and Soleka (ECD), Liz Smith (Eurythmy), Katherine Christen (Fingergames/Eurythmy), Joy Levin (Craft), Alison Fenton and Estelle Briar (Puppetry) Wieke van Zyl and Emma Staines (Physifun Movement Groups), Baerbel Reckhart (medical training), Gerd Vikingstad (Sewing), Assistant Trainers in training: Patience Booï, Thomas Ndabeni, Akhona Gom (ECD), Hanna Lara Seelen (Art), Beatriz Lucendo (Craft)

## Partners

Centre for Creative Education, Institute for the Healing of Memories, i-med vision, Rainbow Puppet Theatre, Valley Development Projects and Living Hope.

## Donors

Godalen School Stavanger  
Siyakhula Norge  
Freunde der Erziehungskunst  
Lycee Le Caousou Toulouse

Lapiz Trade  
Around About Cars  
Schulte Family  
Chameleon Gardens pledge partners  
Educational sponsors of children and trainees  
Build-a-class-build-a-future-campaign supporters  
School-bus-campaign supporters



**Income Statement for the year ended 28th February 2015**

<b>Income</b>	<b>1 399 209</b>	<b>1 092 722</b>
Donations	876 832	689 509
Interest received	79	15 814
Membership fees	2 958	2 610
Fundraising	8 652	12 533
Tuition fees	102 215	50 881
Sponsorship	164 410	132 061
Social entrepreneurship	244 063	189 314
<b>Expenditure</b>	<b>982 590</b>	<b>529 072</b>
Accounting fees	7 450	6 049
Operational costs & Small projects	60 790	27 572
Advertising	1 710	1 262
Bank charges	12 866	15 927
Computer expenses	11 788	4 185
Consulting fees	4 000	3 500
Courier and postage	322	1 411
Early child development	-	20 370
Educational sponsorships	283 088	29 482
Entertainment	1 872	5 030
Utilities	11 513	5 808
Gifts	2 683	5 083
Insurance	4 302	13 303
Interest paid	88 381	70 657
Printing and stationery	4 740	6 231
Rent	87 579	63 746
Repairs and maintenance	35 342	49 125
Salaries - admin	79 270	27 379
Security	14 275	5 559
Siyakhula Educare	209 848	142 960
Small assets	17 592	-
Specific assistance	-	5 507
Subscriptions	659	285
Teas and cleaning	2 320	3 182
Telephone	18 077	12 657
Theft	2 810	-
Training	7 424	2 802
Travel and accommodation	10 899	-
Workmens compensation	990	-
<b>Surplus for the year</b>	<b>416 619</b>	<b>563 650</b>
<b>Accumulated Funds at beginning of year</b>	<b>1 816 220</b>	<b>1 252 570</b>
<b>Accumulated Funds at end of year</b>	<b>2 232 839</b>	<b>1 816 220</b>

## Balance Sheet 28th February 2015

ASSETS	2015	2014
<b>Fixed assets</b>	<b>3 636 428</b>	<b>2 975 756</b>
Siyakhula Educare	782 941	379 387
Chameleon Gardens	2 853 487	2 596 369
<b>Current assets</b>	<b>13 670</b>	<b>36 372</b>
Cash and cash equivalents	6 645	35 258
Funds receivable	7 025	1 114
<b>Total assets</b>	<b>3 650 098</b>	<b>3 012 128</b>

RESERVES		
<b>Reserves</b>	<b>2 232 839</b>	<b>1 816 220</b>
Accumulated funds	2 232 839	1 816 220
<b>Non-current liabilities</b>	<b>1 402 259</b>	<b>1 181 059</b>
Personal Loan	700 000	700 000
ABSA Bond	702 259	481 059
<b>Current liabilities</b>	<b>15 000</b>	<b>14 849</b>
Trade and other payables	-	11 099
Deposits held	15 000	3 750
<b>Total reserves</b>	<b>3 650 098</b>	<b>3 012 128</b>

## Gratitude

Every year the generosity of business owners, schools and individuals make Work For Love's services and offerings possible, bringing hope and changing lives. Many, many volunteers have given their skills and time in service of the community through the channels and guidance of Work For Love.

May we, with the help of divine grace, continue to be a healing, empowering and strengthening presence in our community and especially for the vulnerable and those striving to overcome poverty?



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