



ANNUAL REPORT



20 20

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VISION

To restore hope and develop people to a point of self-reliance.



MISSION

To transform the lives of the destitute, sick and vulnerable in South Africa through Education, Health and Training projects.



CORE VALUES

Team
Integrity
Compassion
Stewardship
Professionalism

BOARD OF DIRECTORS – SOUTH AFRICA

Anthony Geard
Frank Christie
Monica Folscher
John Miller
Gundo Maswime
Luyanda Ndlela
Alison Carvalheiro

BOARD OF DIRECTORS – UNITED KINGDOM

Jacqueline Torr
Allison Aldous
Jan Scholtz
Jo Terry
David Wartski

BOARD OF DIRECTORS – UNITED STATES

Helen Baxter-Southworth
Frank Christie
Anthony Geard
Nicki DePuydt Rios
Lindsay Ngidiwe
Kirsten Henley

MESSAGE FROM THE CHAIRMAN

Despite two of the toughest years in Thembalitsha's existence (now 23 years and still going strong), the faith, resilience and hope of our key leaders is manifestly evident.

It is also apparent that our projects, our finances and our marketing initiatives are drenched in prayer and faith and I am convinced that we will continue to see God's faithfulness in many ways and for many years.

We have endured a period of loss in regard to project closures in Grabouw (of which ThembaCare is the most recent and painful) and it is appropriate that we grieve the trials that the Foundation has endured and the implications for loyal staff members of many years' standing.

However, the remaining projects are in excellent shape, have a clear vision and mandate and have reasonable funding prospects, in my view. I am heartened by the determination and unity demonstrated by the Thembalitsha team.

We have reason to be extraordinarily grateful for the faithful support of our many partners and donors and also for God's provision. Apart from the losses associated with Grabouw projects in 2020, the other projects, together with the service centre, are projected to more or less break even.

I am encouraged by the progress achieved in regard to fundraising and organisational stability in the UK and USA. We certainly need all the ambassadorial help we can get.

I am grateful to God for the wisdom and strength imparted to me and others to address our collective challenges.

We look forward to better days in 2021.

Anthony Geard
Chairman



MESSAGE FROM THE MANAGING DIRECTOR

A couple of phrases come to mind in reflecting on one of the most challenging years in Thembalitsha Foundation's history: Never waste a good crisis and hindsight is 20/20.

I can list all the challenges and the thousands of hours spent on making plans, fighting for survival and our concerns about our staff and beneficiaries during one of the strictest lockdowns in the world. I can share the impact of the COVID crisis on our finances, sustainability and resources. I can share the grief of retrenching staff and closing down one of our health projects and the deteriorating security situation and volatility in some of our areas of operation.

I can tell horror stories about being an essential service provider, with only a permit for protection driving through military roadblocks and riots to reach projects and beneficiaries. I can inform you of staff testing positive and projects needing to be closed and disinfected, affected staff having to self-isolate.

However, that will only take away from the amazing growth, flexibility, team spirit and resilience that characterized 2020. As a foundation we came together and took on every challenge and created and grabbed opportunities where none existed before. I saw the personal growth, sacrifices and commitment beyond job descriptions and working hours. I experienced putting our beneficiaries first, ensuring they have wi-fi for online schooling, stimulation packs, food, masks and sanitizers. I saw our staff members living our core values of integrity, team, stewardship, compassion and love.

Knowing that 2021 will still be a tough year in all aspects, as the financial impact worldwide will keep spiralling down to the non-profit sector and our community development projects in Health, Education and Training, we end 2020 with gratitude, immense gratitude for every act of kindness and support which enabled us to continue to restore hope, change lives and develop our people to a point of self-reliance.

With a strong and competent Board of Directors, Management Team and staff team, we have certainly not wasted this crisis year. In hindsight, I would not change a thing.



Monica Folscher

Managing Director

NO. OF BENEFICIARIES ASSISTED THROUGH
THEMBALITSHA'S SERVICES EACH MONTH:

1920+



THEMBALITSHA UK

Raising and channelling funds to the work of the Thembalitsha Foundation South Africa.

This was a year unlike any other. The covid-19 pandemic swept across the globe and crippled economies within a matter of months. The UK became one of the worst affected countries in the world. Daily government briefings delivered increasingly dire statistics. Restrictions turned into lockdowns. Businesses closed, livelihoods were lost.

Charities grew anxious as critical fundraising events were postponed then cancelled. But human ingenuity prevailed. Key events like the London Marathon and Prudential Ride London were reinvented as virtual events. New online campaigns were created to support UK charities. Our special thanks to Jeff, our 2020 London marathon runner who raised £2,000 for Thembalitsha, (although he was ultimately not able to compete due to the race cancellation) and to all our TUK teammates who came together in the 2.6 Challenge, raising an additional £500.

Our ability to continue to fund the incredible work of our partners in South Africa is due to the generosity of our small but loyal support base, including a number of key patrons who gave generously to our principal Sponsor-A-Desk campaign. We received several substantial one-off donations alongside our crucial monthly donor contributions. We also were able to draw on our financial reserves to bolster our contributions to Thembalitsha Foundation during these incredibly challenging times.

Thembalitsha UK is primarily operated by a small group of volunteers and we are ever grateful to them for their dedication. The global marketing team provided increased communication with our support base via regular online newsletters and a variety of social media campaigns. We also established a sponsorship application process for UK Trusts and Foundations. The year ahead holds many challenges, including further restrictions on fundraising events, increased competition for funding and reductions to overseas funding budgets. So we will need to draw on all our strength and resources to find a way forward.

Jacqueline Torr



THEMBALITSHA USA

Raising and channelling funds to the work of the Thembalitsha Foundation^{NPC} South Africa.

2020 was full of firsts. Full of challenges. Little did we know when we began 2020 it would be more than an election year in the United States. Assuming our Thembalitsha fellow citizens would be thus pre-occupied, we decided as a board to focus on relationship building in 2020. We agreed to reach out personally to check in on and reconnect with those who have been friends to Thembalitsha throughout the years. No “ask”, just connect, renew, refresh relationships. Share what’s going on in South Africa in general and Thembalitsha in particular. We divvied up our TUSA contact list and did just this. This decision proved powerful, heartening, mutually encouraging.

In early January of 2020 I flew to Dallas and Austin, Texas as an “appreciation tour” to meet face-to-face (who could know with the impending pandemic this would be such a luxury?) with some of our friends, past and potentially new mission team members and sponsors, long-term volunteers to South Africa and our newest TUSA board member, Kirsten Henley (welcome Kirsten!).

With our annual visits to South Africa out of the question, we decided to pilot a “virtual mission” in October. Five amazing 2018 mission alum from Grace Covenant Church in Washington DC (shout out to Claudia, Tara, Janae, Nola, and Carmaya!) agreed to return with us to our projects via Zoom to rekindle their own relationships and to be reminded of the good people and God’s hand in the important work of Thembalitsha. With prayer and thanksgiving we started and ended each call letting Thembalitsha know we love them and support them. Thank you to Lindsay, Brittney, Amanda and Morgan for all you do to help us connect the dots in the US with those we serve on the ground in South Africa.

Challenges remain. We continue to seek ambassadors in the US to actively promote the work of Thembalitsha. We continue to seek to build our TUSA board with active and committed board members – to fill the role of treasurer as Nicki Depuyt steps away to do important social justice work in her community (Thank you, Nicki for your years as a Thembalitsha missionary, long-time volunteer in South Africa, and TUSA board member.) Through the weekly virtual visits to our projects throughout the month of October I am once again firm in my knowing that Thembalitsha does what we say we do for the reasons we say we do it: to restore hope in those most in need. We in the US seek to do more in 2021 to support Thembalitsha.

Helen Baxter - Southworth




HUMAN RESOURCES

Our aim is to develop and deliver a quality human resource management program designed to support the strategic vision of the foundation.

The Worldwide pandemic surely accelerated Thembalitsa Foundation to transition to digital operations. Staff has adapted quite easily to digital platforms and productivity has increased. The main difficulties we had to deal with includes suspended operations or project closure as well as financial uncertainties.


1
Reported Injuries
0
Serious Injuries

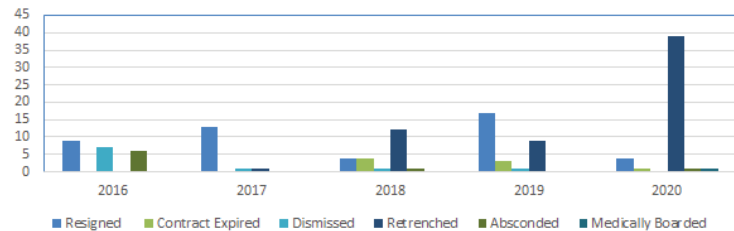
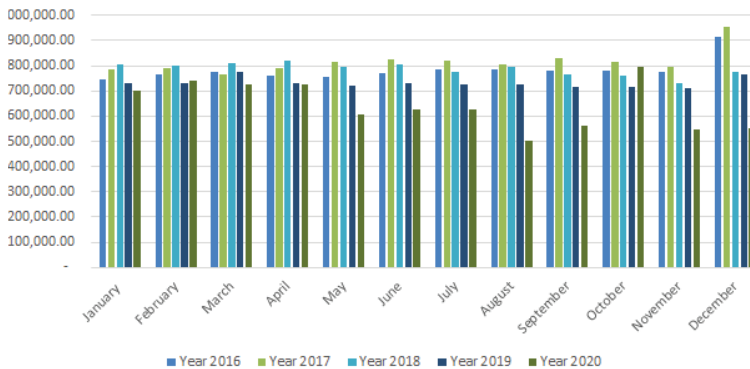

African 42% Indian 0%
Coloured 39% White 19%


25% 75%


35% Decrease
in Workforce


66% Decrease in
Staff Turnover

Yearly Payroll Comparison



HEALTH AND SAFETY

Covid-19 protocols were implemented across all projects and strictly adhered to.



MARKETING, FUNDRAISING & COMMUNICATIONS

To mobilize resources for sustainability through sound marketing, fundraising and communication practices.

The Marketing and Fundraising team continues to believe that a diverse strategy involving a variety of stakeholders is the best way to ensure the long term sustainability of our organisation. We are excited to share that, despite its challenges, 2020 was a year of great progress for our team.

Government: Relationships with our Government partners continue to be strong. We are pleased to continue working alongside the Department of Social Development (ECD) and the Western Cape Education Department (SOH) to support them in reaching their service delivery goals.

Institutional Donors: We are grateful to have restored our relationship with Patrizia Foundation (Germany) and to have new funders. We continue to be incredibly grateful for the continued support of our partners like Stavanger Gospel Choir, ITS Solar, Nussbaum Foundation and many others.

Individuals/Campaigns: 2020 was a challenging year for so many people— and yet we experienced enormous amounts of generosity. From our very successful #GivingTuesday/12 Days of Hope campaign and Emma's Virtual #Active4Hope campaign, to our new relationship with Rockefeller Philanthropy Advisors, we couldn't be more grateful.

Churches: In the face of enormous need and demands for support from all sides, our church partners (InFocus (USA) and EveryNation (Somerset West and Stellenbosch)) continue to be incredible supporters of our work.

We also made huge administrative progress this year with the integration of FundraiseUp into our website— now donors from around the world can make a donation in the currency of their choice in a matter of clicks! We are also proud to share that Salesforce (our CRM tool) is now up to date and fully functional.

Challenges:

As mentioned in previous reports, COVID 19 will have an impact on fundraising for years to come—we are seeing this more and more with reduced grant submission opportunities.

Our team has benefited incredibly from the pro-bono support of people around the world, totalling more than 420 hours in Q4 alone. Additional support is required if we are to meet our 2021 targets.

2020 CAMPAIGNS





MAMA THEMBA

We are very proud to have maintained our service to vulnerable mothers and their babies during the pandemic. The provision of goods in kind to Mama Themba has been nothing short of miraculous and we are so grateful.

Our annual Mother's Day blanket drive brought in over 270 baby blankets, we are so grateful to all who purchased as well as Themba Training for sewing the blankets in our 2-for-1 giving opportunity, not only did mothers and their newborns benefit from the drive, the 2 sewing contractors earned an income off each blanket sewn.

Amalgamating with Ladies-4-Babies as a result of Covid has been a real boost to us as we have inherited about 25 new passionate crafting women and received a vast amount of knitted, crocheted and sewn baby clothes and blankets during this difficult year. Our Swedish Volunteers who spend the Summer in Sweden have sent 100 kilograms of knitted goods back to us with Lena Gutberg, our Swedish Ambassador, Donor and Volunteer par excellence! This means we will start 2021 with stocks of knitted items.

Our unprecedented volumes of donated Goods In Kind for the year 2020, amounted to a value of in excess of R1.3 Million. This is nothing short of miraculous.

Working without any volunteer or pro bono staff assistance during the pandemic had been extremely challenging. Our Peer Counsellors were seconded to assist in our offices and made a significant difference to the workload and thankfully on the 1st of November, our Peer Counsellors returned to their normal and vital work in educating and supporting mothers in 5 local clinics in our district.

Extreme protocols have been imperative to safeguard the health of the staff in the Maternity Units, as well as the mothers and their babies. However, working in such a confined space with strict protocols has not been easy!

However, we are so happy to report that not a single mother or her baby contracted Covid in the maternity units during this time.

We are so grateful to our Donors, Ambassadors and Volunteers for their tremendous contributions and support in 2020! We are exceedingly appreciative for all who support and stand by Mama Themba and for their sacrifice and generosity!



FACILITIES SERVED

5 Clinics
3 Hospitals



BENEFICIARIES

6055
(Mothers and Babies)



CARE BAGS

1715 to Newborns &
Premature babies.



EDUCATION & COUNSELLING SUPPORT

2712 Women (Q1 & Q4)



BLANKET DRIVE

270+ Blankets
from Mother's Day



VOLUNTEERS

Packing Carebags & Visits: 10
Knitting & Miscellaneous: 55

Lindy Officer
Project Manager

THEMBACARE GRABOUW

We salute every staff member of ThembaCare for their valued contribution to the community over more than a decade.

With the increasing challenges faced in these very dynamic times, Thembalitsha Foundation leadership is in the process of consolidating operations to ensure maximum impact across our various projects. Community needs, financial sustainability, leadership and staff capacity are all important factors in the decision making process.

During 2020, the Board and executive leadership of Thembalitsha have consulted with ThembaCare Grabouw employees and a range of stakeholders, both local and international, to discuss the future of this project. It became clear that closure of the In-Patient Unit was inevitable due to shifting priorities and a lack of sufficient funding from the Department of Health. A scaled-down home-based care only service was then considered, however, limitations in regard to staffing oversight and the identification of a duplication of services (another organisation is providing home-based care in the area) have lead us to make the painful decision to close ThembaCare's doors with effect from 31 October 2020.

We continue to engage with our stakeholders and donors as we navigate this transition and address a constrained operating environment which has been exacerbated by severe funding pressures. To our loyal ThembaCare funders, we thank you for your patience and understanding during this testing period. We would be so grateful if you elect to transfer your support to another Thembalitsha project.





AGAPE / GRACELAND / THEMBANI

2020 has been a challenging year for all of us but there are still things that we can celebrate. 143 children were welcomed into our Educare Centres at the start of 2020; Agape (75), Graceland (38) and Thembani (30).

Our schools were advised to close on the 18th of March 2020 due to the Covid-19 pandemic, adhering to Cyril Ramaphosa's national state of emergency address. For the next 5 months our teachers were able to compile work books for their learners, make videos and send messages to the parents to encourage them to continue working with their children to keep up with the year's curriculum so as not to be too far behind when they return to school. Constant communication was kept between parents and teachers to address any questions or concerns and for the teachers to assess the learners' work done at home.

During this time, generous donations also allowed us to distribute food vouchers to each learner's family, which was a great blessing.

Discussions on Early Childhood Development Centre's reopening were postponed on numerous occasions, until we received word that schools may reopen on 1 September 2020 within covid regulations and under the necessary protocols. The staff took great initiative in preparing the schools for opening, setting up washing stations, spacing out desks and putting social distancing measures in place, both in the classrooms and out in the playgrounds.

Each child received 3-layered fabric masks made by Themba Training and the classes returned on a staggered basis. Teachers educated and informed their learners of Covid-19 and the importance of wearing their masks and social distancing.

We noted a significant decrease in attendance at each of our centres as parents and guardians were cautious in sending their children back to school. We hope to see them back at school in 2021.

We are pleased to announce that 53 children graduated at the end of 2020, promoted to Grade R and Grade 1. We are so proud of each and everyone of them as well as our teaching staff for their commitment and action in these unprecedented times.



EDUCARE CENTRES
3
TEACHERS
11



BENEFICIARIES
143 Children



NUTRITIOUS MEALS
36 046
(Breakfast, Snack and Lunch)



GRADUATES
53 Children prepared
and ready for Gr R & Gr 1

Thabisa Mbolomba

Agape Principal/Project Manager

Elizabeth Solomons

Graceland Principal/Project Manager

Michsaan Willemsse

Thembani Principal / Project Manager

SCHOOL OF HOPE

Teaching and learning as well as life during the lockdown was challenging in the beginning. But we got into the rhythm of things over time (as the country moved from Level 5 to Level 1) within our provision of nutrition, safety and, of course, in teaching.

This newly discovered mode of teaching and learning has taught significant lessons to both the teachers and learners at School of Hope. One very good quality evident at School of Hope, among staff and learners is adaptability; this was exactly what transpired with "learning under lockdown". The learners seamlessly adapted to the new way of learning which involved a Blended Learning approach, which featured a more restricted physical teaching to more remote teaching.

We saw how educators "reinvented the curriculum" and still gave their utmost attention to their learners, and in return, the hard work and dedication learners put into their school work. School of Hope learners from Grade 8 to 11 enjoyed the fruits of their labour with an overall pass rate of 99.2%, we are just so proud! Our matric results release date has been confirmed for the 22nd of February.

Our school management ensured that all forms of possible spread of the virus was eliminated and/or contained, Sanitizing was an essential priority throughout the order of each day. This approach ensured a 0% transmission of the virus throughout the 2020 academic year.

Social Work related support was limited to avoid physical contacts with learners, however, this support was made available to both learners and parents remotely. Sessions were held with learners in need of support during the lockdown via WhatsApp and telephonically. Due to a limited number of days allowed for physical teaching and learning, priority was given to serious cases while other cases were supported telephonically. Referrals were made on a need basis as the Department of Social Development saw a record number of cases logged during the lockdown period.

We are grateful as a school to our donors who heeded the call during the lockdown period for financial support towards providing data for online learning to our learners. It is because of you that we had a good academic year despite the wrath of the pandemic. All proceeds from our Lockdown Data Drive were allocated to the purchase of data for both teachers and learners, and with this support, the majority of learners from financially challenged backgrounds were able to learn in real-time with their peers.

Ade Oyewo
Principal/Project Manager



BENEFICIARIES
165 Learners.



ACADEMIC PROGRESS

GRADE 8 - 99.2% | GRADE 9 - 100%
GRADE 10 - 100% | GRADE 11 - 100%
(GRADE 12 - TBA)



NUTRITIOUS MEALS
15122
(Breakfast and Lunch)



DROPOUT RATE

Due to the pandemic, 5 (3%) of the 165 beneficiaries failed to return to school. We hope to see these learners return in 2021.



THEMBA CONNECT / THEMBA TRAINING



BENEFICIARIES

99 Males and Females



BABY BLANKETS

1261 blankets sewn
for Mama Themba



SEWING COURSES

BASIC SEWING: 2 courses
INTERMEDIATE SEWING: 2 courses
FABRIC CENTRE: 6 courses



MOBILE TOY LIBRARY

318 Children benefiting
from the services.



SAVEACT MEMBERS

15 Members

Themba Training's main objective in 2020 was to focus on the development of our Training courses, in order to provide better sustainable skills development and income generation for the individuals and communities we serve. We planned to recruit suitable volunteers to assist in training our sewing groups, and to roll out a new Advanced Sewing Training Course. At the start of the year we were grateful to have had 1 basic and 2 intermediate sewing courses.

Due to the Covid-19 pandemic resulting in a national lockdown, our focus shifted away from training to income generation for Themba Training as a project and for its sewing contractors. Themba Training received the necessary permits to function within lockdown where they started off on a sprint to provide our community with face masks at the end of April and have been busy sewing ever since. We've since moved on from making masks and have been making other sewing products for small businesses in our area. This has made a difference in the lives of our 2 sewing contractors in offering them the opportunity to earn at least some income for their homes, whilst their other family members were without income.

We were not able to safely provide training (despite continual enquiries throughout all lockdown levels), but were able to start off again during October when we trained a local fabric supplier's (Fabric Centre) staff, this enabled us to develop an even stronger relationship with them, that will continue developing in the new year. We were very happy to be able to present one Basic Sewing training course for the public during November.

Covid hit the Eastern Cape slowly, but once the first cases were reported, it spread quickly. Themba Connect's services were all impacted and came to a stand still for almost 4 months. Our Toy Library could not go out to educare centres as they were closed or totally lacking in health and safety equipment. The SaveAct group only started in September and no sewing training took place during 2020. We also had to postpone our Annual Adelaide's Got Talent Event.

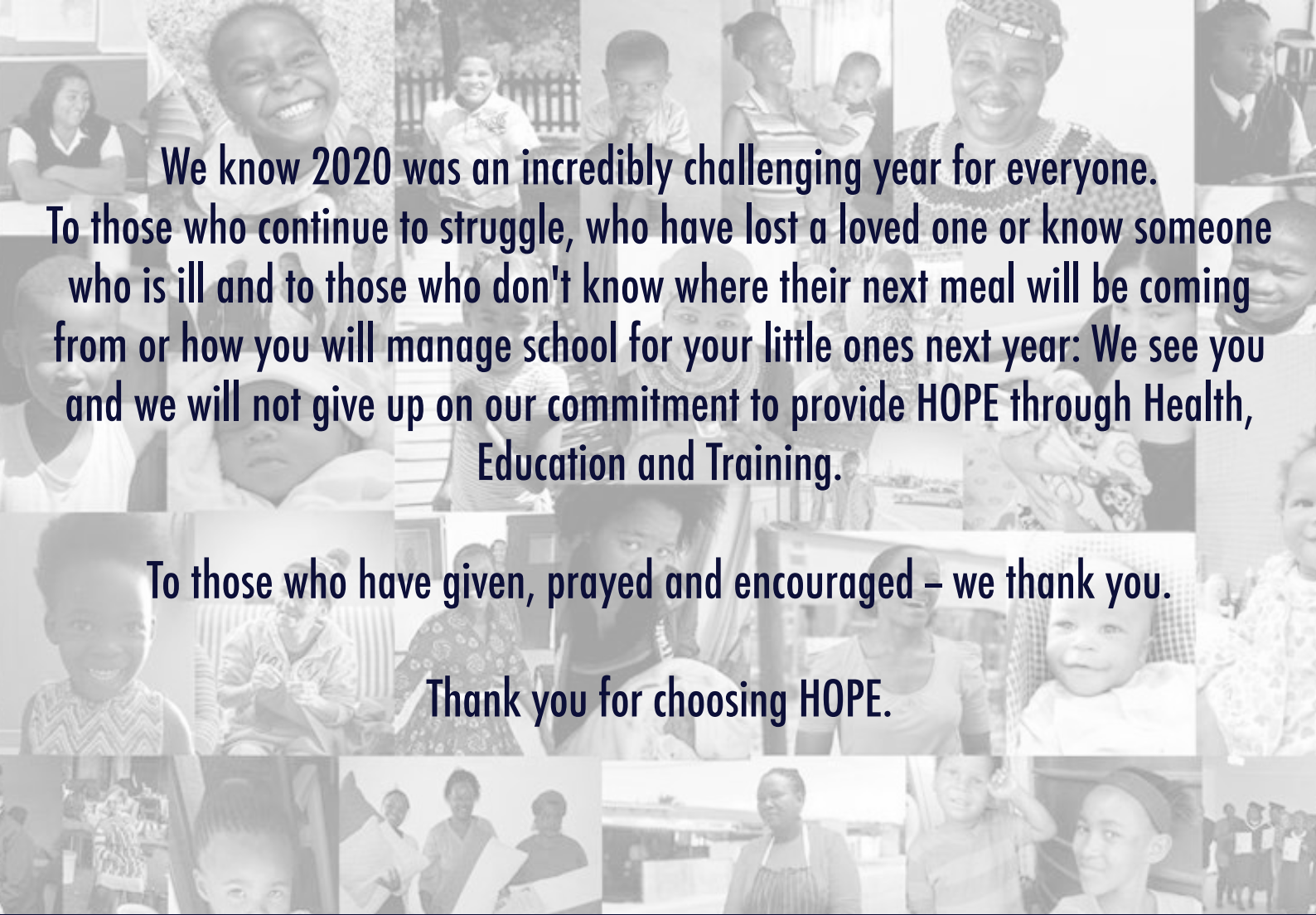
On the positive side, staff started making masks at a greatly reduced price for schools and community members and assisted adults in compiling CV's for job opportunities. Themba Connect was awarded a R10 000 sponsorship for accredited training for Toy Librarians for 2021.

Marla van der Merwe

Themba Training Project Manager

Sonia Mboyiya

Themba Connect Project Assistant



We know 2020 was an incredibly challenging year for everyone. To those who continue to struggle, who have lost a loved one or know someone who is ill and to those who don't know where their next meal will be coming from or how you will manage school for your little ones next year: We see you and we will not give up on our commitment to provide HOPE through Health, Education and Training.

To those who have given, prayed and encouraged – we thank you.

Thank you for choosing HOPE.

THEMBALITSHA FOUNDATION

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