



Annual Report 2017



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Contact SALT Alliance

Email: secretariat@saltalliance.org

Website: www.saltalliance.org

Facebook: <https://www.facebook.com/SaltAlliance>

SALT Alliance is a registered Not for Profit Company: NPC: 2017/183687/08

ABOUT SALT ALLIANCE

What is SALT Alliance?

SALT Alliance (South African Learning and Transformation Alliance) is an Alliance of six independently registered South African Christian non-profit organisations. Across all 6 organisations, their work covers the following programmatic areas:

1. Services to orphaned and vulnerable children
2. Youth leadership and life skills
3. Family empowerment
4. Health education, care and support to the sick
5. Helping un-employed or under-employed people to become active participants in the economic system

A cross cutting strategy is the development of community-based change agents across all of these five programmatic areas.

Vision of SALT Alliance

SALT Alliance sees strong and courageous South African families and community groups responding to the needs of and opportunities available in their communities, using the many assets that they have. This is being achieved, in part, by the work of different community change agents including home based carers, youth workers, church leaders, women's community groups and community leaders.

Objectives of SALT Alliance

In support of the above mentioned programmatic areas of its members, SALT Alliance has set itself the following objectives:

1. Development and learning of Alliance members' senior leadership
2. Development and learning of Community Change Agents
3. Joint research, development and advocacy
4. Communications and fundraising support for Alliance members

Funding and budget

SALT Alliance members fundraise collectively and individually for Alliance activities. They manage funds collectively in cases where there is clear value for the donor and Alliance to do so. Alliance funds are the responsibility of the Board and all expenditure is agreed jointly and managed from SALT Alliance's bank account by an authorised Member. In addition, Alliance Members share information about fundraising methods and leads.

SALT Alliance members



eThembeni: Meaning “place of hope”, eThembeni supplies holistic, relevant social services in KwaZulu-Natal, focusing on the rural, poor communities of the uThukela district and the uMsinga municipality. eThembeni's services address HIV and Aids-related issues and encourage communities to take control of their situation in their private life, family structures and society. This is achieved through home based care, self-help groups, early childhood development training, life sport skills at schools, family preservation interventions, assisting religious leaders to understand HIV and to create congregations that are without bias, and outreach to orphans and vulnerable children (OVC).

www.ethembeni.org



Mfesane: Mfesane’s vision is to empower communities. Mfesane has developed several successful programmes to address the basic needs of vulnerable groups including a church mobilisation programme, HIV counselling and testing, palliative care, orphans and vulnerable children, peer education, community development, skills development in ancillary health care, child and youth care work, new venture creation, welding and bricklaying.

www.mfesane.org.za



Nakekela Christian Community Centre: Nakekela is a Step-Down Facility and Hospice giving care to the terminally ill in the greater KwaMhlanga community. Nakekela’s mission is to render palliative and curative care in a holistic manner to both in- and out-patients in the KwaMhlanga Community whose lives are impacted by HIV/AIDS.

www.nakekela.co.za



Themba lethu Christian Community Centre: Themba lethu Christian Community Centre delivers a comprehensive service to orphans and vulnerable children and their families - from early childhood to teenager years - addressing their physical, spiritual, social, emotional and educational needs. Located in KwaMhlanga, Mpumalanga (90 km from Pretoria), the Centre currently reaches orphaned and vulnerable children between the ages of 2 and 18 from the local community and their caregivers, and addresses the immediate needs of the beneficiaries as well as underlying community needs.

[http:// themba lethu community centre.weebly.com](http://themba lethu community centre.weebly.com)



Themba lethu Nkomazi: Themba lethu Nkomazi is in the Nkomazi region of Mpumalanga province, on the border of Swaziland and Mozambique. Themba lethu Nkomazi offers home-based care, orphan care, spiritual counselling, social welfare, garden projects, burials, health services and food parcel distribution to local communities.

www.themba lethu.biz



TWR-Africa: The vision of TWR is to reach the world for Christ through mass media so that lasting fruit is produced. The South African offices are in Botha's Hill, just outside Durban. TWR-SA works in close partnership with the church, media networks, organizations and the private sector to make disciples of Jesus Christ. Within South Africa, TWR-SA produces relevant programmes to address the challenges of the nation through mass media.

www.twrafrica.org

SALT Alliance Board and Secretariat

The SALT Alliance Board consists of the following persons:



Chairperson:
Lourens Schoeman
(eThembeni)



Vice-chairperson:
Cleopas Maseka
(Thembaletu Nkomazi)



Treasurer:
Danie du Preez
(TWR-SA)



Director:
Nomvuyo Baba
(Mfesane)



Director:
Dorcas Mathibela
(Nakekela)



Director:
Ernest Matsela
(Thembaletu Christian Community Centre)

The Board is served by a secretariat and a finance administrator:

Secretariat: Kerry Feldman
Finance admin: Deborah Hancox

MESSAGE FROM THE CHAIRMAN

To be added

SALT ALLIANCE ACTIVITIES 2017

SALT Alliance held three Imbizos (gatherings) in 2017, a board meeting in March, a Change Agents Meeting in May and a Home Based Carers Meeting in September. In addition, members of SALT Alliance attended independent training hosted by The Dignity Campaign on women's menstrual health management for women with lack of access to resources.

SALT Alliance members also hosted a Dutch student, Barbara Donker, who did research on the West Coast (Vredenburg) and in KwaZulu-Natal into choice and the impact of unprotected sex for teenage girls (*Wie beslist? Zij of de omgeving? Een kwalitatieve studie naar factoren die van invloed zijn op de keuze van Zuid - Afrikaanse tienermeisjes voor beschermde seks*)

MARCH 2017: SALT BOARD MEETING



OVERVIEW

Dates	Tues 7 March – Thursday 9 March
Host	TWR, Kempton Park, Gauteng
Attendees	10 attendees: <ul style="list-style-type: none"> • Thembalethu Nkomazi: Cleopas Maseka & Sally McKibbin: • eThembeni: Lourens Schoeman • Mfesane: Yolandi Afrika • Nakekela: Dorcas Mathibela

- Thembalethu Christian Community Centre: Ernest Matsela
- TWR: Danie du Preez & Petros Gwala
- SALT Secretariat: Kerry Feldman
- Barbara Donker, student

Objectives

1. Feedback on SALT Members work in the different provinces
2. Encouragement and enrichment
3. Planning for 2017-2019
4. Discuss networks that would be of benefit to join
5. Funding opportunities
6. Work together on SALT budget and proposal

FEEDBACK ON BOARD MEETING

The Board Meeting provided a time to reconnect, reflect and encourage SALT Members. In addition, it provided an opportunity to plan ahead for 2017-2019 and agree the activities and structure of SALT Alliance as an independent Not for Profit Company.

CHANGE AGENTS MEETING: 26-28 MAY IN LADYSMITH, KWAZULU-NATAL



OVERVIEW OF CHANGE AGENT IMBIZO HOSTED BY ETHEMBENI

- Attendees** 39 attendees in total:
- Mfesane: 2
 - Nakekela: 4
 - Thembalethu Centre: 4
 - Thembalethu Nkomazi: 4
 - TWR-SA: 5
 - eThembeni: 18
 - Manaleni Achievement Centre: 1
 - Light Providers: 1

- Objectives**
1. To learn from one another in dealing with challenges.
 2. To know how to develop a relationship with communities.
 3. To network.
 4. To motivate each other.
 5. To know about each organisation's programmes.
 6. To exchange ideas and valuable information that can possibly be implemented in the different organisations.

ACTIVITIES OF IMBIZO

DAY 1: 25TH MAY 2017

The agenda for the first day:

1. Introductions of programs
2. The impact of the programs
3. Challenges on programs
4. Personal challenges when running programs

Different foci of attendees

Whilst united in purpose of existence, our points of departure remains different. For example, TWR's focus is more on Radio Programmes whilst Thembalethu Centre, Thembalethu Nkomazi, Mfesane and Manaleni work with Orphaned and Vulnerable Children in and out of schools (through a Learning and Teaching Programme which incorporates an assistance with School Home Works, Stationery and Uniform. eThembeni (with its Camp Site Facilities) excels in enrolling teenagers and youth around Ladysmith Schools into monthly Weekend Camps (for example, Zimisele Primary School learners would be attending from the 2nd to the 4th of June). On the other hand, Nakekela Christian Centre's (which is a Step Down Facility for Terminally Ill Patients) Professional Nurse does her best in visiting neighbouring Schools with the view to motivating teenagers about Health Issues. In a way, Nakekela embodies how families could take care of their loved ones who have been affected and infected by HIV/AIDS.

Challenges that Change Agents face include:

- Transport to visit their clients. Change Agents who depend on Taxis as a mode of transport experience delays in reaching their destinations when it takes a longer time for a Taxi to reach its recommended number of passengers for it to drive-off. This results in having to pay for an extra Taxi Fare for unoccupied Passenger Seats so that the Taxi could drive off.
- Identifying a family as a Case Study for one's Research Project and not being able to solve the family's challenges (as a payback) after been given a wealth of information for one's Research Project.
- The prospects of getting Funding for one's Project due to one's appearance (how one looks or dresses) or the kind of property/premises one has (being big and beautiful, thus creating an impression in a potential Donor that one has money in abundance).
- Striking a balancing act between the family needs and those of the workplace (such as in a Case whereby a Change Agent has to leave his or her sick family member or relative in order to address the needs of a client in the field).
- Spending a long period of years as a Volunteer and not being able to put a food on the family's table at the end of the month, or even purchase soap.
- Having to deal with abused children in a particular family.
- Resource Materials which are used by Change Agents are sometimes too modern and not suitable for rural environments.
- Being rebuked for trying to help children who are slow learners in the community at large whilst failing to attend to one's loved ones at home.
- Clients who threaten to default on their treatment should the support they receive be withdrawn (as in transport or Food Parcels).
- Clients who try to be difficult and arguing that disclosing their HIV Status to Change Agents did not give Change Agents the power to control their lives (such as when they are advised on how to live positively and how to avoid unwanted pregnancies).
- Children who take Change Agents into their confidence about their Abuse or Rape Cases and refuse to allow Change Agents to report such cases to the relevant Law-enforcing Agencies (putting their trust on the Change Agents with regard to their problems).
- Cases of children who drop out of school and end up being either pregnant (young mothers or fathers) or victims of Substance Abuse.
- Instances where Change Agents are not able to manage their Programmes well.

DAY 2: 26TH MAY 2017

The Change Agents left the camp site at 7am to visit two schools and participate in their Morning Assemblies. During the school visits the Change Agents conducted Life Skills lessons for the children about Self-Esteem, using a drama to teach the lesson, and giving children the opportunity afterwards to respond to a series of questions about what they learnt.

The Centre Managers (except the facilitator and Manaleni Manager) remained at the campsite and learned more of eThembeni's work and participated in a practical lesson on how to make yoghurt.

In the afternoon the Change Agents gave a report-back about the School visits.

Positive things identified on school visits

- Team spirit

- Team work
- Information was relevant to learners
- Facilitation was excellent different from teaching
- Simple and understandable language used
- Time frame was good and the team was well prepared, straight on point
- Good participating from learners
- Learners were confident and interact very well with the team
- Inviting the holy spirit before visiting schools

Areas of improvement that the Change Agents identified which they could implement back in their own environments when working with youth included:

Group discussions

- The leader of the group has to make sure everyone in the group has an input
- Repeat the question or statement until it's clear and understandable
- Tell groups that there is no wrong answer but be careful not to take all answers even when they are wrong
- Ask the question, "What do you think"
- Let them know how and why communication is so important
- Do ice breakers for all to participate
- Do role plays
- Confrontation between tea and lunch breaks
- The facilitator to also participate in funny activities
- Get the children to draw, sing, do a poem, etc. about what you were teaching about so that everyone's strength can be used and they will all feel important

How to involve parents

- Write a thank you letter to a parent about the good performance of the child and leave the space for comments. State the strengths of the child and ask the parent about the impact of the program to the child's life.
- Some children do not get hugs from their parents or hear them saying 'I love you' to them. The facilitator can ask the parents to write a nice short message to the child and mention positive words like, "You can do it"

Later in the afternoon the Change Agents participated in typical camp activities which eThembeni uses when hosting camps for school children. Camping Facilitation Activities included being divided into groups and having to develop a group name, a war cry and a band; new-member protection game (nests-building); fashion-design show; as well as a tv/radio show games.

DAY 3: 27TH MAY 2017

The theme for Day 3 was encouragement and equipping. Themes that emerged included:

- Ensure there is personal growth and development in your life. Evaluate what drains and fills your tank.
- Continue praying for one another.

- Change Agents need to work on time management. Lead by example!
- Be confident and work hard in your position
- Character is very important, live what you are saying
- Do not steal, even if you think it is very small
- Do not let friendship ruin your position
- Be respectful and try to be on the same level as your participants. Do not appear very fancy
- Being a volunteer is not a waste of time. There are many positive things to learn about every day.
- Develop your community.
- Not everyone will appreciate and compliment your efforts but don't be afraid to continue bringing positive change
- Associate yourself with progressive people who will fill your tank.
- Acknowledge that Growth + Development + Success = Harder and more difficult challenges. If you facing the same challenges for a long term this means your life is stagnant

Change agents listed things that they would like to do/be terms of going forward:

- The use of Salt Alliance Facebook Page to encourage Change Agents.
- Exchange ideas and support each other.
- See oneself as a Professional
- Improve each other's personal growth
- Nominate your liaison person
- Use positive comments
- Practice what one preaches and accept one's mistakes (as in advising young people to abstain from Unprotected Sex whilst as a Change Agent pregnant).
- Learn to be accountable (even holding your colleagues accountable) and develop a good character.
- Learn to be a change you want to see.
- Always pray for the courage to be able to face the challenges.
- Always seek to identify the things which tend to either "Drain or Fill" your "Tank".
- Using one's Life Experience in order to advise others.
- Try to do a Swot-Analysis in order to identify your Organization's Strengths, Weaknesses, Opportunities and Threats.
- Learn to do the good things without expecting other people's approval but God's!
- Never be afraid to bring about a positive change.
- Try to understand God's purpose for one's life.

COMMENTS FROM ATTENDEES

Thembaletu Christian Community Centre, Ernest Matsela

Indeed, it was an Imbizo worth attending. Thanks to our Salt Alliance Board for its insight in organizing it. Our thanks go to eThembeni for the hospitality and in opening up to us all as Change Agents (the Camp Site General Manager was exceptional). Thanks also to the schools which hosted us. To Mr Cleopas Maseko, congratulation for an excellent facilitation! Thanks also to our Northern Donors for making an Imbizo possible!

It was heartening to observe how all these Member Organizations spontaneously gravitated into a one, big Christian family which has come to represent the different parts of Christ's Body through a commitment to bring about a total transformation of the communities they operate in. By way of illustration, Nakekela, Manaleni and Thembaletu Centre travelled together from KwaMhlanga to Pretoria Station by a Nakekela Combi (only to be met at Ladysmith Caltex Service Station by the hosting Organization), whilst KZN TWR had helped with transporting Mfesane Agents to and from King Shaka Airport. Despite us having to board the 09H:00 Citiliner Bus for 07H:15, an hour's delay on the way due to a "burning truck" incident, God still saw us safely through to our final destination!

Nandipha Yelani's feedback: Change Agents Camp at Ladysmith

Fresh smell of the wind, big yard, and livestock said we had reached our destination the camp site at Ladysmith.... It was a beautiful sight to see after a long drive from Durban, it was a huge farm I mean the yard was so big and the people were so welcoming.

The experience was great, it was out of this world and I had a great time. I got to be in a group of people who share the same passion as me, working with the Youth. We got to speak about the challenges that the youth we work with and us, the change agents, encounter and that identifying our challenges doesn't mean that they will go away, we just have to look at the challenges with a different attitude a Positive one. I experienced the love and welcoming from the school children of Zimisele Primary School while we were there doing a life skills program along with the Transformers (the organisation that was hosting us) it was amazing, the lesson was about Self-esteem and the children received it very well, I had a great time delivering my part though language was bit of a barrier because I'm Xhosa speaking and they speak Zulu. Apart from that it was amazing. When we came back from school we had a brief session of evaluation which helped a lot because most of the time we don't realize where to improve or what to put in until you sit with your group and evaluate.

The games we played were just over the top (we were divided into groups) our first game was to name the group, come up with the Haka of the group and then form a band, the had to have one singer and other members were instruments (any musical instrument) and I was the lead singer, I sang the famous song of a group named The Soil called Lizzy and after that Lizzy became my name it was awesome, secondly we got to design a piece of clothing using 2 black bags and newspapers it was a hilarious activity and we had to model our designs we won 3rd prize (I model it), we had to go outside and build a nest for an egg, amazing game the nest was evaluated we won 2nd place. Then we had to choose to members from our group who played catch with an egg and the rule was if it breaks we have to do a funeral, our egg was the last one to die (we named the egg Bright). The last game of the day was great, the team had to choose one member of the group to wear a blind fold and gather the tennis balls along with the dice, the tennis ball had 20 points and the dice had 10 points and we did not win this game but it was so fun I enjoyed myself, it's the memory and growth that I will cherish forever.

The last day was all about reflecting on the first day, where we identified our challenges and that day was about finding solution or rather having a change of attitude dealing with challenges. The camp was so fun.

It's the 2nd day now since the camp I still feel great and I feel positive that nothing is impossible and I am starting with me, to be the change I want to see in others and approach things with a different attitude, and with all this information and this new network the is no going back, the exposure was great for me because I've just joined the Youth Development team so now I feel more confident because "When the root is deep, the is no need to fear the wind" so with this much information the is no need to fear, just approach every challenge with a different attitude.

HOME BASED CARER IMBIZO: 26 – 28 SEPTEMBER IN MPUMALANGA



OVERVIEW

Host Nakekela

Attendees 48 attendees:

- Thembalethu Nkomazi: 6
- eThembeni: 3
- Mfesane: 2
- Nakekela: 24
- Thembalethu Christian Community Centre: 4
- TWR: 3

Objectives To bring organisation leaders, home based carers and change agents in health together, give them some training and input time, encourage them and connect them.

STRUCTURE OF THE IMBIZO

The meetings started at 2pm on Tuesday, opening with a welcome, ice breaker activities, connection time. On Wednesday training continued, followed by a visit to Nakekela’s Step Down Facility. On Thursday there was a focus on home-based carers, with a time of encouragement, debriefing and more presentations by Nakekela.

Training topics covered in this Imbizo included:

- Emotionally healthy leaders (Sr. Jane)
- The value of debriefing; trauma and grief wholeness (Letty)
- Cultivating a culture of prayer (Petros Gwala)
- The eternal beauty of a Christian woman – Mary Magdalene (Sr. Jane)
- Counselling (Letty)
- Challenges faced by care workers (Sr. Martha)
- Cancer (Sr. Verina)
- Dealing with difficult patients (Sr. Verina)

FEEDBACK

MEMBER	COMMENTS FROM TEAM	PERSONAL ENCOURAGEMENT
eThembeni Simangele Siwela	They are very excited about everything happened there especially the sharing of the word of God and the traditional dance from Nakekela Team. Also sharing of the difficulties they are experiencing in the field.	Personally I was encouraged by the importance of Debriefing presented by sister Lettie and Sister Verina where she taught us about different kinds of cancer and for her sharing their difficulties when they are helping the patients. The manner she presented it was poetic which drew all the attention and made us to think.
TCCC Ernest Matsela	The Imbizo has become a lighthouse for our team going forward. Of late, the name “Salt Alliance” is referenced frequently, maybe second to the popular “State Capture” in our country. The value of an establishment of Salt is now seen. The wish is not for the past September Imbizo to be the last.	I have noticed that our team has started to be “the best” in the work that it does. Their shared learning and experience has given rise wanting to exalt those who were not part of the Imbizo to its level. I realised how valuable it is for one to enter into a work/profession that one enjoys and not because of the money that it pays.
TN	The team from Thembaletu Nkomazi is now equipped through the presentation by Verina. We are now able to understand the attitude of clients which is instrumental to their recovery or death.	The team were encouraged by the fact that we are to develop relationships with clients as opposed to getting the details of the clients. The first day we are not to collect the details of the clients, but instead the focus should be to help the client. We are also now equipped in involving the family in supporting the sick client. This is helping our organisation, community even our clients in strengthening their relations with their family members.

HIGHLIGHTS OF THE IMBIZO



DIGNITY CAMPAIGN TRAINING: 28-30 SEPTEMBER (GAUTENG)

ABOUT DIGNITY CAMPAIGN

The Dignity Campaign was birthed in 2012. It's vision is to see girls and women find their identity, belonging and purpose in God. Their mission is to:

- Motivate, equip and empower churches, faith- and community-based organisations (FBO and CBO) bring dignity to girls and women.
- Partner with individuals, groups and organisations as they seek to communicate God's heart for women.
- Promote the hosting of a Dignity Day, a Cherish Dignity program and a Dignity Champions leadership weekend with a focus on identity, belonging and purpose.
- Organise Dignity facilitators training with the goal to equip people to organise dignity events, which focusses on empowering girls to share on topics like: identity, relationships, sex, choices, hygiene, menstrual management and leadership.
- Promote hygienic, cost effective and environmental sanitary wear. (menstrual cup and washable panties and pads.
- Make discipleship material available for small group discussion for girls.

SALT ALLIANCE AND DIGNITY CAMPAIGN



Two SALT Alliance members participated in Dignity Campaign training: Zoe Gwala and Khethiwe of TWR-SA and Simangele of eThembeni, as well as two staff from Nakekela. The training took place over three days and participants had the opportunity to network with other churches and organisations who have a heart for women and menstrual health management as a means of restoring dignity to women.

Subsequent to the Dignity Training, ongoing communication has been underway with The Dignity Campaign with the goal of exploring reusable sanitary pads and the opportunity of making these tools as an income-generating product for rural women or women without an income. Discussions with other thought leaders in Africa (refugee camps) have occurred and this is an exciting new development for 2018.

FUNDRAISING TRAINING (NAKEKELA)

In 2017 Toto Konso from Mfesane flew to Mpumalanga to facilitate fundraising training for Nakekela.

More info to add

SALT ALLIANCE COMMUNICATIONS OVERVIEW

The SALT Secretariat has kept the website updated, compiled SALT Alliance's first funding proposal and assisted SALT members with newsletters, websites, design and content of Annual Reports and more this year. In addition, regular Facebook posts share what the members are doing.

SALT ALLIANCE FINANCIAL OVERVIEW

To be added