



# Annual Report 2018

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# ABOUT SALT ALLIANCE

## ABOUT

SALT Alliance (South African Learning and Transformation Alliance) is an **Alliance of independently registered South African Christian non-profit organisations** whose 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

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

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

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.

## MEMBERS

The **six core founding Members** of SALT Alliance all have representation on the SALT Board.



**eThembeni:** Meaning “place of hope”, eThembeni supplies holistic, relevant social services in KwaZulu-Natal, focusing on the rural, poor communities of the uThukela and uMsinga. 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](http://www.ethembeni.org)



**Mfesane:** Mfesane has developed and sustained several successful programmes to address the basic needs of the vulnerable, such as the Integrated Home Community Based Health Program, the Isibindi Program for orphans and vulnerable children, Youth Development, Care and Support to Families and Children, as well as skills development programs in ancillary health care, child and youth care work, new venture creation, welding and bricklaying. [www.mfesane.org.za](http://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](http://www.nakekela.co.za)

*Themba lethu*



**Themba lethu Christian Community Centre:** TCCC 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, addressing the immediate needs of the beneficiaries and community.

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



**Themba lethu Nkomazi:** Themba lethu Nkomazi is located Schoemansdal, working 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, skills development opportunities and food parcel distribution to local communities. [www.themba lethu.biz](http://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](http://www.twrafrica.org)

## PROSPECTIVE MEMBERS

SALT Alliance is partnering with several organisations as **prospective members**. These organisations are invited to SALT's imbizos and training meetings and included in SALT correspondence and opportunities. As common foci are identified, SALT's Board will extend an invitation to individual organisations to become SALT members.



Supported By Faces In Need, Inc.

**Manaleni Achievement Centre** provides afterschool facilities, a basic meal, homework help, counselling and care to children in KwaMhlanga, just north of Pretoria. [www.manaleni.org](http://www.manaleni.org)



**The Dignity Campaign** has a vision to see individuals find their dignity, belonging and purpose in God. Their mission is to impact lives and restore dignity by equipping people through training, awareness, and life skills programs. Dignity Campaign has two key campaigns running – Dignity (programmes to restore girls and women) and Dare (focusing on young men). [www.dignity.org.za](http://www.dignity.org.za)



**Veritas College** empowers churches to train their own leaders through access to theological resources. Through years of research and field testing Veritas has developed a unique training process that works in any culture, and that can be run even if resources are limited and without the need to go away to receive Bible training. Veritas College currently runs more than 1,400 classes in more than 40 countries with more than 17,000 participants. [www.veritascollege.org](http://www.veritascollege.org)

# GOVERNANCE

SALT Alliance is governed by a **Board consisting of the Directors** of the founding SALT Members and served by a **Secretariat** of one person, Kerry Feldman.



Lourens Schoeman (eThembeni)



Cleopas Maseka (Thembaletu Nkomazi)



Danie du Preez (TWR-SA)



Yolandi Afrika (Mfesane)



Dorcas Mathibela (Nakekela)



Ernest Matsela (Thembaletu Christian Community Centre)

A new Director from TWR (Petros Gwala) was elected in July 2018, but changes have yet to be made to the company registration documentation.



# SALT ALLIANCE ACTIVITIES IN 2018

## OVERVIEW

SALT Alliance held **two Imbizos** (gatherings) in 2018. Our first Imbizo was held in Stellenbosch in June (incorporating participation in Stellenbosch University's seminar on the church and non-profit organisations, as well as SALT member training and a Board meeting. In October SALT Members participated in a Change Agents Imbizo hosted by Thembaletu Nkomazi in Schoemansdal where SALT members learnt about organic and sustainable agricultural projects, participated in a one-day outreach to local youth on employment and were challenged with leadership training. A team also had the opportunity to speak to local matriculants at a high school.

In addition to the Imbizos, SALT members benefitted from **communications assistance** from the Secretariat, including design and compilation of Annual Reports, proofing of funding proposals, updating of websites, newsletter design/layout/content as well as social media support. The Secretariat also advised on communication strategy, helped design logos and assisted with coordination and travel arrangements for the imbizos. A key learning was the importance of educating SALT Member's own boards about SALT.

## IMPACTING WHOLE COMMUNITIES

SALT Alliance equipped key leaders from 9 organisations with **training** in 2018:

- Trauma, grief and bereavement (Hilary McClea)
- First 1000 days research (Common Good Foundation)
- Monitoring and evaluation: designing good questionnaires (Susan Farrell)
- Enterprise Development (uTurn, The Zanokhanyo Network, SALT Members)
- Emotionally healthy leaders (Danie Du Preez)
- Leadership as a lifestyle (Cleopas Maseko)
- Skills for the marketplace (Sally McKibbon)
- Agriculture for income generation (Thembaletu Nkomazi, eThembeni)

**Resources** provided to SALT members this year included:

- Sinxolo training facilitator and delegate manuals
- Children Church and The Law, a handbook on the requirements of law with regards to churches and children in South Africa (published by The Warehouse Trust)

**Life experiences** otherwise out of reach:

- The opportunity to travel (flights to Cape Town, road trips to Nkomazi)
- Encountering the sea for the first time
- Seeing the Cape vineyards (and snow)
- Visiting one of South Africa's national parks
- Meeting other NPOs and their employees who do the same kinds of work

**Spiritual benefit:**

- Friendships and encouragement from SALT members outside own organisations
- Prayer and spiritual counselling
- Opportunity to learn to share in SALT leadership meetings

## JULY 2018: STELLENBOSCH IMBIZO



### OVERVIEW

SALT Members met from Sunday 7 July to Friday July at the University of Stellenbosch. This Imbizo brought SALT Member directors and key individuals from each organization together to:

1. Participate in Stellenbosch University Theological Faculty's conference on the Church and Mission
2. Equip SALT Members (as leaders) to deal with trauma, change, bereavement and death
3. Revisit and refresh M&E practices/understanding
4. Create a plan for building healthy communities through Enterprise (Skills) Development
  - Learn more about the role of Enterprise Development in building healthy communities (skilling individuals to become breadwinners)
  - explore Enterprise Development options for SALT Members
  - interact with NPOs in Cape Town to examine active Enterprise Development strategies in action
5. Share feedback on last year's SALT Imbizos
6. Train members on fundraising best practices
7. Review of member communication strategies and the impact of good communication on fundraising

# THE DIACONIA CONFERENCE

SALT Members participated in the University of Stellenbosch's Theological Faculty's conference on the Church and Mission.

The conference invited practitioners to participate in order to

1. gain a deeper understanding of integral mission and the Church's role
2. contribute a practical perspective from the field
3. explore how the Church and NPOs can work together to further the mission of Christ

While some SALT participants felt very out of their depth as they had minimal schooling, all were challenged in their thinking about their work and its deeper impact spiritually.

Stellenbosch Faculty staff also thanked SALT for their honest and down-to-earth input on many of the more theoretical concepts and invited SALT to be part of a new exploratory group to take the findings of the workshop sessions further.



## TRAINING: DEALING WITH TRAUMA

Hilary McClea presented the Sinoxolo training for dealing with trauma, death and bereavement. With many home based carers and counsellors in the SALT Member organisations, equipping and training for dealing with these difficult yet common topics is essential.



## FIRST 1000 DAYS RESEARCH

SALT Members were also privileged to attend a presentation by Common Good Foundation on their research into the First 1000 Days, a study that looks at the impact of key factors in the first 1000 days of a child's life (from conception to approximately 2 years old).



Each SALT representative received a summary of the research and its findings to take back to their team for further discussion.

# SKILLS & ENTERPRISE DEVELOPMENT

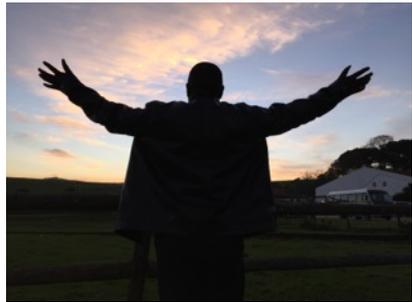
An afternoon was spent with two other NPOs from Cape Town, namely uTurn (working with homeless people and job creation) and The Zanokhanyo Network (Common Good Foundation) which specialises in skills development for the marketplace. Each organisation represented shared how they are working to create healthy communities through Enterprise (Skills) Development.

Delegates were divided into teams (mixing representatives from all the organisations) and key topics were discussed.

The findings and ideas generated in the Brainstorming sessions were consolidated so each organisation could take fresh innovations and ideas back to their communities and implement and/or improve on their current skills development and entrepreneurial programmes.



## CONNECTING, SHARING & FRIENDSHIPS



## BOARD MEETING



The Board Meeting was a time of planning. Danie Du Preez announced that his contract with TWR had concluded and that he was taking up a position of training facilitator/change manager at Veritas College. Yolandi Afrika was voted as the new SALT Treasurer. Plans were made for an October imbizo at Thembaletu Nkomazi and SALT finances and minutes were discussed and finalised.

## OCTOBER 2018: CHANGE AGENTS MEETING IN NKOMAZI



### 43 PARTICIPANTS

43 representatives from the different SALT members travelled to the Nkomazi imbizo from KwaMhlanga, Cape Town, KwaZulu-Natal and local Schoemansdal to attend the imbizo: nine youth and leaders came from eThembeni, five of Nakekela's team came, two representatives from Thembalethu Christian Community Center, one from Manaleni (MAC), three from TWR and 22 youth and leaders from the host organisation, Thembalethu Nkomazi. The SALT Secretariat was represented by Kerry from Cape Town.

### LOOKING INWARD, LOOKING OUTWARD

#### Objectives

1. Leadership training and personal development.
2. Peer learning in working with youth
3. Participation in a community outreach programme launch.
4. Networking.
5. Exposure to TN's agricultural outreach programmes (seedlings, indigenous trees and food gardens projects).
6. To exchange ideas and valuable information that can possibly be implemented in the different organisations.
7. To expose change agents to different heritage parts of South Africa through a day visit to the Kruger National Park.

# SALT POTS TRAINING & DEVELOPMENT

On Tuesday Cleopas gave a challenging talk to the change agents about leadership not as position, but as an outworking of inner attitude and resilience. Participants were challenged to review their personal status with regards to character, integrity and attitude.

**“Members are not the solution but signposts to the solution.”**  
- Youth change agent learning observation

The different organisations introduced each other and shared their stories. Jabulile shared about the challenges of working in a community. Constance from Nakekela shared how she went back to school in her 40s, studied to first get her matric and become a careworker. Julia shared about her personal difficulties and the impact of good life choices that led her to become the mature and kind careworker she is today.



Kerry spoke to the youth about living in a digital age and how that affects not only the individual but also the organisations he/she works for. She also spoke about personal "brand" and social media's inherent dangers and opportunities. She emphasised that whatever youth put out on social media is not retrievable, and how each person's personal "marketing" can affect them with regards to the jobs they apply for and the people who interact online with them. She also spoke about the legal aspects of privacy on social media and possible consequences for posting inappropriate pictures or information.

Cleopas showed the team around the different agricultural projects happened on the grounds at Thembaletu Nkomazi's centre. Key discussions were held around how to start and maintain seedling projects. The day ended with a shared meal at Sally McKibbon's home.



## COMMUNITY OUTREACH TO YOUTH

On Wednesday SALT participated in a youth outreach for youth who are unemployed. Unfortunately only about 10 of the 50 youth invited turned up, but SALT was excited to have Grade 1 and 11 students join the meetings at the last minute from the local high school. Petros opened the day with prayer and a short message. The interactive morning was facilitated by Sally and the high school group discussions and break out groups were led by the SALT change agents.

The eThembeni youth facilitators shared their stories and helped shape the youth interactions. Njabulo from TWR also spoke very well sharing some of his life story. Some of the youth stayed behind into the afternoon to learn more and discuss personal situations with the SALT team.

The day concluded with a review of the previous youth change agent imbizo held at eThembeni and then a review of Tuesday and Wednesday learnings/interactions.

“The Holy Spirit really had his hand on the Wednesday outreach agenda as Sally had not been part of the Tuesday SALT meetings.

Sally’s topics, her scriptures and even her stories lined up 100% with all that was discussed the day before, including personal branding and running your race, as well as being role models. It was so encouraging to see how the SALT input time to our Members was replicated to the local Nkomazi youth – these topics are on God’s heart for young people everywhere.”

Kerry Feldman (SALT Secretariat)

Cleopas finished the day by speaking of how change agents can change a community from within.

“I have a dream of every household reaching out to 5 households around them. What is in your hand? Use that to start something!”

– Cleopas Maseko, TN

“It’s not the unemployment (in our communities) that is the problem, it’s how we as people use our money!” – Change agent realisation

## INTRODUCING SALT TO THE TN BOARD

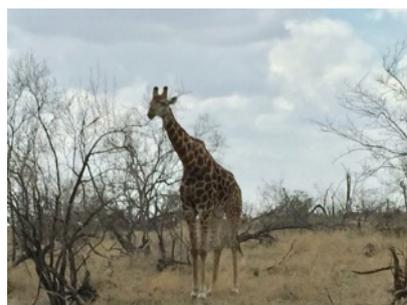
SALT often finds that the Boards of our Members don’t understand exactly what it is SALT Alliance offers to our Members. The Secretariat had the opportunity with members of the Thembaletu Board in the late afternoon on Thursday and share about SALT’s vision and mandate to capacitate our Members, and answered questions from the Board.

Thembaletu Nkomazi’s board identified the great need for local churches to be strengthened in good Bible teaching; this is a need that prospective SALT Member Veritas can potentially assist with.

## LIFE EXPERIENCES FOR SALT PARTICIPANTS

On Thursday SALT members visited the Kruger Park this morning, going in via Malelane gate. For many this was the first time they had seen a wild animal. The group was privileged to see the Big Five and many other animals on their short trip (which is very rare on a short 6 hour visit to the Park!)

“I never dreamed I would see a lion! SALT has taken me places I could not dream to go. ” – Thandi, Nakekela



## HIGH SCHOOL OUTREACH

On Thursday night Johnson Qwabe (TN Board Director) arranged for a last minute visit to a local high school which holds evening meetings so that Grade 12 students can get study help for the matric exams.

A team of 7 SALT members volunteered to share with the students, putting together a quick lesson plan in ten minutes! The energetic eThembeni youth facilitators and Stompie (TCCC) shared with the learners and used storytelling and games to bring across life truths to challenge and connect with the youth.



“I’ve realised the need for Christian fathers and mothers. You may not need to physically adopt a kid, but you can spiritually adopt a kid. At one stage there were no orphans in Africa. But now we ask other organisations to support orphans. Let’s be what our communities are missing: fathers, brothers, carers.” - Cleopas Maseko, TN

## MAKING MEMORIES TOGETHER



# SALT FINANCES

SALT Alliance enlisted the services of Magdal Hougaard Accounting Services to assist with submission of tax returns. MHAS is also assisting SALT with registration as a PBO so that SALT will not need to pay tax on donations and income.

## Statement of Financial Position

Figures in R	Notes	2018
<b>Assets</b>		
<b>Current assets</b>		
Cash and cash equivalents	4	128,956
<b>Total assets</b>		<b>128,956</b>
<b>Equity and liabilities</b>		
<b>Equity</b>		
Accumulated surplus		118,081
<b>Liabilities</b>		
<b>Current liabilities</b>		
Provisions	5	1,500
Trade and other payables	6	9,375
<b>Total current liabilities</b>		<b>10,875</b>
<b>Total liabilities</b>		<b>10,875</b>
<b>Total equity and liabilities</b>		<b>128,956</b>

A copy of the Annual Financial Statements are available on request.

## FEEDBACK FROM SALT ALLIANCE MEMBERS

### Cleopas Maseko of Themba lethu Nkomazi writes...

Themba lethu Nkomazi has indeed benefitted from being part of SALT in many ways:

- **We have been part of an entity that cultivates learning and development, especially that of leadership**  
The management of Themba lethu Nkomazi has attended many sessions that were coordinated by SALT that have significantly contributed to a stronger management team. A strong management team means more efficiency and effectiveness on the part of our organisation. Therefore the donors are able to get value for the money they have donated to our organisation. Even beneficiaries gained from the competence of the management of our organisation. With the same resources from our donors, we managed to reach many clients and with better quality services.
- **We have grown in our position of being Christ-centred as an institution**  
SALT had more influence in cementing our stance of being Christ-centred institution. Our involvement with SALT has really encouraged and challenged our management team and staff members with biblical principles. On daily basis we start our organisation activities for the day with morning devotions. Such morning devotions are led by different staff members and management team members who have benefitted from the activities and programmes of SALT. The work we do now is done with the understanding that it has to glorify our God and each person will bring an account for his/her performance. As a result of biblical principles and SALT's influence, there is more kindness, compassion and aiming for excellence amongst our staff members. This is beneficial to all the people that are being reached by the organisation.
- **SALT has had the ability to broaden and deepen the scope of our work**  
Each member of SALT is stronger in different programmes and activities, therefore through working as a family we have tapped into other areas that we used to not to be confident. SALT members pushed our boundaries and provided other tools to enable us to expand the services we are providing to our communities. Women of Hope programme has been growing from strength to strength through having a close working relationship with TWR.
- **SALT has played an important role in finding solutions to some of the challenges being experienced in our community**  
SALT has provided support to Themba lethu Nkomazi in dealing with current social and economic challenges being faced by our community members. In 2016/17 SALT was involved in initiatives that were seeking to address the issue of statelessness or undocumented people. Then in 2018, SALT played an important role in coming with some solutions in addressing unemployment which remains a serious threat to our democracy. According to statistics South Africa struggles with a 27 % unemployment rate overall, and is even worse for the youth as it is hovering above 60 %. Therefore during the imbizo for the unemployed youth, SALT members shared income-generating options for the unemployed youth. Such support has contributed to the profile of Themba lethu Nkomazi in being regarded as a champion in addressing social and economic challenges faced by our people in our region.

### Ernest Matsela of Themba lethu Christian Community Association writes...

We were, as an Organization, blessed and privileged to have been part of the Salt Family during the past year. Our Organization is at the stage it is at as a result of sharing and learning from other Salt Members. It was great visiting Themba lethu Nkomazi. So much did we learn from there. The experience of visiting the Kruger National Park and seeing the Big 5 was really incredible.

Most importantly, we are grateful for having been exposed to The Warehouse Publication: Children, the Church and the Law...Children's Act. Thanks also to the exposure to the Concept of the 1000 Days of the child's early life. We also found the Trauma Counselling very helpful.

## Jabulile Sibeko of Manaleni Achievement Centre says...

Thank you for the opportunity to be part of training. I have felt less isolated and now am part of a community where I can ask questions of SALT peers. I have been challenged and encouraged.

## Yolandi Afrika of Mfesane says:

“Mfesane is indeed truly blessed and thankful to have been part of the Salt Family during the past year. During every engagement there is new learnings and resources shared that we can take back and implement to add value to our offerings and services.

The spiritual benefits is always my personal highlight. The exposure and knowledge received during the Conference at Stellenbosch University was enriching and a wonderful experience.”

## SALT ALLIANCE INFORMATION

Email: [secretariat@saltalliance.org](mailto:secretariat@saltalliance.org) Website: [www.saltalliance.org](http://www.saltalliance.org)

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

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