



Annual Report 2019



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Cover: “The fields are ripe unto harvest!”.

A wheat field close to Ladysmith, KZN, November 2019

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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 unemployed 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



MEMBERS

The six core founding Members of SALT Alliance all have representation on the SALT Board. It is exciting to see SALT's membership increase this year.



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, life 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



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



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

Thembaletfu



Thembaletfu 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://thembaletfucommunitycentre.weebly.com>



Themba lethu Nkomazi: Themba lethu Nkomazi is in the Nkomazi region of Mpumalanga province, close to 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 offices of TWR Africa's Zulu Ministry are in Botha's Hill, just outside Durban. The Zulu Ministry 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

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.



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



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



Khothatsong Aids Committee is located in Shoshanguve, north of Pretoria. bringing Christian-based care and support to victims of the HIV/AIDS epidemic. Khothatsong offers home based care, clinic visits, education, support, training in nutrition and basic gardening as well as counselling.

<http://www.crwf.ca/project/khothatsong-aids-committee.html>

We have also had requests from various church organisations, including Rev. Daniel Mahlangu, whom we are corresponding and supporting through our SALT members in the Kwamhlanga and Ladysmith areas.

BOARD OF DIRECTORS

SALT Alliance is governed by a **Board consisting of the Directors** of the founding SALT Members:



Chairperson:
Lourens Schoeman
(eThembeni)



Vice-chairperson:
Cleopas Maseka
(Themba lethu Nkomazi)



Sphiwe Petros Gwala:
TWR Representative
(TWR-SA)



Treasurer:
Yolandi Afrika
(Mfesane)



Director:
Dorcas Mathibela
(Nakekela)



Director:
Ernest Matsela
(Themba lethu Christian Community Centre)

A new Director from TWR was elected in July 2018, but changes have yet to be made to the company registration documentation as SALT is waiting on their tax clearance before making company changes. Petros Gwala represents TWR at Board Level.

The Board is served by a **Secretariat** of one person, Kerry Feldman.

Funds are administered centrally with signoff by three directors.

OVERVIEW

SALT assisted members with access to and funding for training in Cape Town for both Dignity for Women and Girls Train the Trainer training in Cape Town and the DARE for Boys Facilitators Training.

SALT Alliance held one Imbizo (gathering) in 2019. This Imbizo was hosted by eThembeni in Ladysmith, KwaZulu-Natal. The imbizo focused on Dignity and Dare Facilitator training for all SALT members and gave the newly graduated Trainers an opportunity to assist in facilitating the training in partnership with Dignity Campaign facilitators.

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 imbizo.

IMPACT AND REACH IN 2019

Outreach and training for SALT Members:

- Four ladies were trained as Dignity Trainers (two from eThembeni, one from Nakekela, one from Thembaletu Centre)
- Five men (three from eThembeni and two from Mfesane) were trained as Dare Facilitators.
- 50 delegates were trained to implement the Dignity for Girls and Dare for Boys programmes
- Teaching on communication – within an organisation, with regards to donors, and appropriate use of social media.

Resources provided to SALT members

- Dignity and Dare training with detailed facilitator handbooks
- Resources on combatting the ills of pornography in South Africa (books and pamphlets)

Life experiences:

- Travel to another province
- Meeting other NPOs and their employees who do the same kinds of work
- Networking

Spiritual benefit:

- Friendships and encouragement from SALT members outside own organisation
- Prayer
- Spiritual counselling
- Opportunity to learn to share in SALT leadership meetings
- Training on Biblical leadership from Pastor Gwala (TWR Africa) and Director Maseko (Thembaletu Nkomazi)
- Testimonies of life change from Dorcas Mathibela (Nakekela)

Mentoring:

- Practical peer-to-peer advice and guidance on dealing with organisational challenges

SALT MEETINGS (IMBIZOS)

KZN IMBIZO



SALT Members met from Wednesday 6 November to Saturday 9 November at eThembeni in Ladysmith, KwaZulu-Natal. This Imbizo brought SALT Members, change agents, local church leaders, youth workers and key individuals from each organization together to:

1. Provide training on the Dignity and Dare programmes for implementation at schools, in churches and in wider communities
2. Equip SALT Members with leadership input
3. Review member communication strategies and the impact of good communication on fundraising
4. Meet as a board to review 2019 and strategically plan SALT's reach going forward
5. Reconnect as an alliance of change agents
6. Provide opportunities for delegates to network and learn from each other (peer learning)

FEEDBACK ON THE IMBIZO

"I value SALT so much," says Jabulile Sibeko of Manaleni Achievement Centre. "I have learned from the other leaders of organisations. I will also be able to use this training I have received on Dignity and Dare at Manaleni with the boys and girls we work with. I am so excited about this training for us. I am also grateful to SALT for showing me more of my own country as this is the first time I have visited KwaZulu-Natal."

"I have always been concerned with the dysfunctional being experienced in our society, especially at family level. The Dare programme will make a significant contribution in restoring our families through equipping young boys." – Cleopas Maseko, Thembaletu Nkomazi

"This training has taught me what it is to be a man," said one of the youth leaders. "A real man protects."

"I have felt fellowship and support. When I came here I was so discouraged. But being with SALT has given me new strength!" says a SALT Director.

"Before, the name my parents gave me meant death. But I have discovered that God has His own name for me and He has redeemed my name for me." – one of the lady Dignity Facilitator delegates.

“Each of our stories matter. And when we face our stories, we are able to walk with other people in their stories. Women wept together as they shared their pain for the first time. But I also saw them dance and step into freedom because their silence was broken. They are now ready to journey with girls and other women to find THEIR healing. For me, this is what SALT is: meeting Jesus, growing, healing, being filled with hope again. Encouragement is such a powerful gift God gives us.” – Kerry Feldman, Secretariat

“The Dare training was an eye-opener as it made it possible for us (from the Session about the Development of the Teenage Brain) to understand why our boy children beneficiaries behave the way they do. They are also confronted with a challenge of having to grow up in the absence of their fathers at home, without a Father-Role Model, thus without an Identity of who they are and God’s purpose for them.” – Ernest Lebogang Matsela, Thembaletu Centre

“The information provided (through SALT Alliance training) continues to contribute towards building well-functioning organisations.” – SALT Director

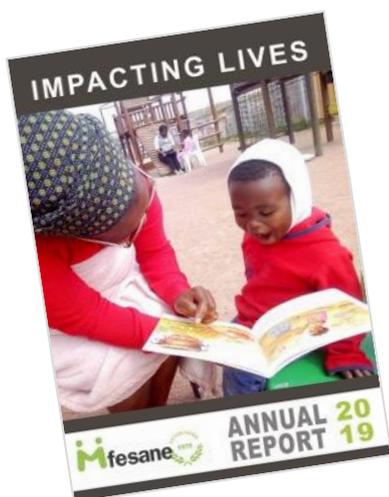
CAPACITATING, NETWORKING, PARTNERING



COMMUNICATIONS ASSISTANCE TO MEMBERS

In addition to keeping the SALT office open, the SALT Secretariat has kept the SALT Facebook account updated by sharing member posts.

The Secretariat has also assisted SALT members with editing of newsletters, updating websites, design and compilation of donor campaigns, and compilation (content, editing, design and printing) of Annual Reports and more this year.



SALT FINANCES

ACCOUNTANTS APPOINTED

SALT Alliance enlisted the services of Magdel 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. A copy of the Annual Financial Statements are available on request.

BUDGET & PLANNING FOR 2020

The SALT Board met on 6 November 2019 and agreed that SALT continues to add value to its members. Historically SALT has used all income for the capacitating members through the Secretariat's resources, imbizos and outside training. Members have covered their own transport and paid a contribution to the imbizo costs.

SALT has not charged for membership before, however with an anticipated decline in overseas funding, the SALT Board has agreed that each member contribute towards the functioning of SALT with an amount of R500 – R1000 per month as members have capacity. SALT has approached DVN regarding ongoing funding for capacitation of SALT for the next three years.

SALT's budget for 2020 was drawn up as follows:

Secretariat		R44 100.00	
Administration, finance and office (10 hours per month)			R 42 000
Meetings (1 hour every 2 months)			R 2 100
Videos and storytelling (12 hours annually - a day and a half)			R 4 200
Finances		R 8 980	
Bank account fees	R165 pm		R 1 980
Accountant	Magdel Hougaard Accounting Services		R 5 000
Transaction fees	Based on 2019		R 2 000
Social media, including website, FB		R 13 557	
Email	R99pm		R 1 188
Domain renewals	Domain registration fee		R 219
Weebly hosting (website)	Payment for 2 years of hosting - starter plan (due 2020)		R 2 000
Updates to FB	2 hours a month		R 8 400
Updates to website	5 hours once a year		R 1 750
			R 70 837
Capacitating SALT members through Imbizos			
<p>Members pay own travel, food, accommodation and a training contribution. One member hosts venue. SALT pays for training, materials, facilitators and contributes towards facilitator travel/accommodation.</p> <p>Imbizo 2020 is provisionally to be hosted by TWR in Botha's Hill, KZN, with a focus on using mass media to extend the gospel and capacitate communities.</p>			
Travel	Travel: car hire, flights		R 10 000
Accommodation & food	Accommodation (R1000 per member + secretariat)		R 8 000
Venue	Venue hire, equipment		R 2 000
Materials	Materials (books, training material, printing)		R 10 000
Subject matter experts	Facilitators, trainers, presenters		R 5 000
M&E of impact	Capture of feedback, reporting		R 3 000
			R 38 000
Other projects			
1. Research	Project for 2020?		R 2 000
2. Learning	Participation in networks, training and conferences around South Africa with feedback to SALT members		R 3 000
3. Special projects	Donation to each SALT member for one Dignity and one Dare training (R500)		R 7 000
4. Communications	Communications assistance for each member: 1 hour per month each (web/FB/stories/annual reports/proposals)		R 29 400
5. Fundraising	Proposal writing and submission		R 2 000
			R 43 400
Total budget including all items for 2020			R 152 237
Suggested SALT member contribution per month R500-R1000			R 42 000
Amount SALT needs to raise			R 110 237

THANKS AND GRATITUDE

As SALT, we have so much that we are grateful for this year. Despite challenges of staffing, finding finance, change management, lack of water and electricity (a growing problem across South Africa) and societal pushback including government mismanagement, crime and ongoing violence, each SALT member reports children being supported, families helped, patients recovering, communities standing together and most importantly, living relationships with Jesus being birthed in the most unlikely places.

SALT members report that their teams are developing a stronger faith, schools welcome our Christian youth change agents into their classrooms and assemblies, health workers are kept busy with spiritual encouragement and counselling as they perform medical tasks and government is happy to partner with SALT members because of their accountability, reliability and good attitude (servant hearts).

Our deep appreciation to DVN and the churches of the Netherlands for keeping the SALT office open and underwriting our imbizos and capacity building efforts through their generous funding. Our thanks in particular to Jakolien Meas for her commitment to SALT, prayers, encouragement and mentoring.

“Truly, brothers and sisters, you have refreshed the hearts of the saints” this year.

Our thanks also to our Board of Directors for engaging your staff in the Dignity Training and committing time and funds to making the most of training opportunities. This year SALT has embraced the practical and spiritual support that you give each other as you lead your people humbly.

To God be all glory for the seeds sown, watered and the harvests of this year!

CONTACT SALT ALLIANCE

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

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