

ANNUAL REVIEW 2014/2015



MORE ABOUT US

1. Name:

Ezrah is a Hebrew word that means "help, support, assistance or aid; either human or divine. It is often used in the sense of a helper or assistant, one who assists and serves another with what is needed."

2. Vision:

To promote ethical service delivery and quality education to communities.

3. Mission:

To assist and to strengthen through capacity building, leadership development, training and collaboration.

4. Objectives:

Main: Providing assistance to and strengthening of community-based organisations through capacity building, leadership development and training in effective programmes.

Secondary: Working in collaboration with other organisations and networks that mainly focus on capacity building and effective programmes.

5. Value statement:

In Christ, through integrity, competence, stewardship, transparency and accountability, we take thought beforehand and aim to be honest and absolutely above suspicion not only in the sight of the Lord but also in the sight of men.

Based on 2 Corinthians 8:21 (Amp)

6. Founding Scripture

Sow to yourselves in righteousness, reap in mercy; break up your fallow ground: for *it is* time to seek the LORD, till He comes and rains righteousness upon you (Hosea 10:12).

7. Four pillars or strategic programmes

- a) Capacity building
- b) Leadership development
- c) Training
- d) Collaboration



NOTE FROM THE BOARD

It takes faith and courage to build a company, especially within the non-profit sector. When we first started out, we received an encouraging word that God will place the stepping stones in front of us. We just had to follow it. Looking back over the first 14 months of our company's history this is exactly what happened and therefore in celebrating the year's successes, we firstly need to give God the glory for His guidance and faithfulness.

Secondly, without supporting partners, friends, family, mentors and volunteers this journey will not be possible at all. It is only through collaborative efforts that ethical service delivery and quality education will become a reality within our communities and therefore we strongly believe in solid partnerships and in working together. Our dedicated Ezra friends are too many to name, but we want to say a special thank you to our official partners for dreaming with us - Connect Network, Valcare Trust and ThinkTwice we salute you.

Thirdly, our clients - those that work so tirelessly to make a difference in our communities - are really the inspiration for what we do. We exist, because others have a vision to make a difference. Thank you for allowing us to be part of your journey, because your success is our celebration.

As a board, we believe in teamwork and therefore the dedicated service of our board directors and the supportive families behind them, is really the core of our leadership vision. To our chairperson, Anneke Ferreira who will be retiring at this AGM, a gigantic thank you for your service. We applaud you and we will continue to serve in line with our motto: Grow today, Lead tomorrow!

Directors: Anneke Ferreira (Chairperson); Lesley Huysamen (Secretary); Mariëtte Jacobs (MD)



GOVERNANCE

In the first 14 months of the company's history, we had a strong drive to put organisational structures in place. All staff and board directors had to obtain police clearance and were screened against Part B of the National Child Protection Register. The company was registered as a non-profit company with the Company and Intellectual Property Commission (CIPC) and with the Department of Social Development (DSD). Ezraah Community Training and Development NPC was also successfully registered with the South African Revenue Service (SARS) for provisional tax and payroll taxes, while registration as Public Benefit Organisation (PBO) with Article 18A status will be pursued within the 2016 financial year.

A unique Memorandum of Incorporation (MOI) drafted pro bono by Taryn Lee Vos of DLA Cliffe Decker Hofmeyr was accepted by the board in October 2014 and submitted to the CIPC, SARS and DSD respectively.

We also saw some changes in the staff and board when the operational coordinator, Hilde Heyns pursued a new career and Pieter Heyns as well as Hanneli (Hugo) Gerber resigned in October 2014 as board directors due to personal commitments. Mariëtte Jacobs was appointed as managing director to serve alongside Anneke Ferreira (chairperson) and Lesley Huysamen (secretary). A total of six board meetings were held throughout this financial year to strategise and to ensure that the company is well governed in line with good governance codes. Our first Annual General Meeting (AGM) was held on 23 October 2014.

The following organisational policies and procedures were developed in line with best practice and adopted by the board: Governance, Human Resource, Service Delivery and Financial.

Emma Pardoe Chartered Accountant (SA) was appointed as auditor to do a full 14 month audit and to prepare financial statements as per the requirements of the Companies Act, 2008. Therefore Ezraah is delighted to make our first annual financial statements available to all our stakeholders as reflected by our value system of integrity, competence, stewardship, transparency and accountability.

"I applaud you in developing a God-centered organisation that witnesses God's ethics to the community. May Ezraah grow from strength to strength, bringing Godly hope to many organisations."

Brenda Atherstone (Community stakeholder)

SERVICE DELIVERY

If governance is seen as the head of the company, the objectives must be the heart and the service delivery the hands of the company. We believe that the head, heart and hands must be aligned with one another in order to build a successful company which can effectively fulfill the vision of promoting ethical service delivery and quality education in communities. In Ezrah, we are implementing service delivery through four strategic pillars or programmes: Training, Leadership Development, Capacity Building and Collaboration.

During the 2015 financial year, a total of 9 training workshops with 114 participants from 33 different non-profit organisations, schools, crèches and churches were held. Workshop topics included Child Protection, Brief Motivational Interviewing Skills, Sexual Purity, Behavior Management, ECD and Aftercare Legal Compliance as well as Parenting Skills.



Comments from training participants:

- *Thank you so much for a great day of information and making sense of all the policies (ECD and After Care Workshop participant)*
- *Wow, please go into impoverished areas as well and teach this! (Let's talk: Sexual Purity Workshop participant)*
- *Keep up the good work in equipping people to secure child protection as a priority!*

Five non-profit organisations were assisted with organisational structures and policies, while one organisation was specifically mentored for five months to develop their governance and leadership skills in preparation for their engagement with Connect Network's Quality Improvement System (QIS).

Ezrah was also contracted by the Connect Network to coordinate their flagship programme, QIS and to assist with facilitation of their governance retreat as well as the review of organisational policies and other capacity building tasks. As part of collaboration Ezrah further formed a strong partnership in 2014 with Connect Network and two other Connect affiliates, Valcare Trust and Thinktwice to jointly implement a Child Protection Project for crèches.

Comments from clients:

- *I would definitely recommend Ezra to other organisations (Rochelle Philander, Safeline)*
- *You guys are great. We will spread the word that Ezra is awesome (Hesketh King)*
- *Very informative and great to be introduced to Ezra as part of our network (Child Protection Workshop participant)*



A huge highlight for Ezra Community Training and Development NPC each year is to facilitate the teambuilding of the new students from Eagles Rising in January. This year the theme was "Building with a purpose" and in order to develop leadership and teamwork skills, students had to complete a series of fun activities. Over five days, they had to build shelters, cross a river, climb a wall, hike in a mountain and complete an Amazing Race. As Ezra aims to serve our clients with the motto: "Grow today. Lead tomorrow" our greatest achievement is our beneficiaries' growth. This motto is perhaps best illustrated by the feedback of an Eagles Rising student on completion of the teambuilding week: "As a person I have grown and I believe now that all things are possible no matter what background I come from, I can be someone in the future." Taking encouragement from these words, we believe that Ezra will continue to play a vital role in impacting the next generation of leaders through collaboration, best practice and ethical leadership.



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WITH SPECIAL THANKS TO OUR WEBSITE HOSTING AND DESIGN SPONSORS:

Websurf: www.websurf.co.za

1001 (One Thousand and One): www.1001.co.za

AND DEDICATED EZRAH VOLUNTEER



Marie Krügel, Carien van Zyl, Carmen Meyer and Tamlyn Hughes



Thank you!