



ANNUAL REVIEW 2015/2016



Directors: LA Huysamen; M. Jacobs; MP Meyer
133-155 NPO
2013/227807/08
PBO #930050983
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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



With our calling firmly rooted in our biblical foundations, we want to thank God for His faithfulness and wisdom. We acknowledge that without His provision, we will not be able to succeed. As we reflect back on the last financial year, there are so many highlights to celebrate.

Firstly our partnership with Connect Christian Network, Valcare Trust and ThinkTwice took off during 2015 when we were sponsored by World Vision to implement our first joined child protection project for crèches in Atlantis and Mbekweni.

Secondly, we are so thankful that through our relationship with Connect we were able to grow as a non-profit company in all areas. We consider networking and collaboration key to our success and therefore would like to extend a special thank you to the leadership of Connect who gave us so many opportunities to develop, to network and to serve.

Thirdly as a board, we believe in teamwork, continuous development and unity. Under the steady leadership of our chairperson, Lesley Huysamen; operational skill of our managing director, Mariëtte Jacobs and through fresh business and legal perspectives brought to the table by our new treasurer, Maarten Meyer, our governance was strengthened. With a strong focus on developing sound ethical foundations and fine-tuning our policies, standards and practices in line with best practice, we believe we are working towards the highest standards to best serve our beneficiaries.

Fourthly, we also saw some growth in our staff team when we contracted Carien van Zyl as independent facilitator to assist in strengthening our work. As a social worker with in-depth experience of the non-profit sector, her service greatly added to the quality of work we do. Together with our dedicated volunteers, the whole staff team, raised our service to a new level of competence and excellence.

Lastly, we were able to invest not only in organisations who work so hard to make a difference in our communities, but also in the next generation of young people and leaders through living our motto "Grow Today. Lead Tomorrow." This is the joy of our success.

Directors: Lesley Huysamen (Chairperson); Mariëtte Jacobs (MD/Secretary); Maarten Meyer (Treasurer)

GOVERNANCE AND FINANCIAL ACCOUNTABILITY

The 2016 financial year saw Ezraah developing even further in terms of governance in line with best practice. At our previous AGM in September 2015, Anneke Ferreira handed her baton as director to Maarten Meyer. The board thanks Mrs. Ferreira for her service as chairperson and for remaining a loyal supporter of Ezraah. Lesley Huysamen was appointed as chairperson to the board with Maarten Meyer accepting a nomination to serve as treasurer. Mariëtte Jacobs was re-appointed as the managing director and served in the capacity of secretary to the board.

Ezrah Community Training and Development NPC was successful in registering with the South African Revenue Service (SARS) as Public Benefit Organisation (PBO). Our Memorandum of Incorporation (MOI) was amended accordingly and submitted to the CIPC, SARS and DSD respectively. We want to thank Maarten Meyer from Maarten Meyer Attorneys and Mediators sincerely for providing legal input to the MOI amendments in service of the company.

With our strong focus on child protection, a detailed child protection policy was developed and accepted by the board during this time. Our governance and financial policies and procedures were also reviewed and updated in line with best practice.



In line with our strategic goals, the board embarked collectively on the Quality Improvement System (QIS) of Connect Network to strengthen our governance skills. During this time, several QIS modules were attended by our directors including modules on Governance and Financial Accountability.

Emma Pardoe was also re-appointed by the board as auditor and completed our audited financial statements for the 2016 financial year. We are grateful that we saw some financial progress as we move towards financial sustainability through sound financial planning, management and reporting.

As a board, we value growing together and to role model ethical maturity in all that we do. We want to thank all directors along with the supportive families behind them for their contributions to Ezrah. Without your leadership, advice and strategic input, Ezrah would not be able to succeed as an organisation.

A word of thanks from our Chairperson to the board:

Thank you Mariëtte for being an awesome example of excellent leadership, workmanship and encouragement as it inspires me to learn and do better all for God's glory. Thank you Maarten for coming on board and strengthening our Ezrah team - it has made a great difference to us all.

SERVICE DELIVERY

In Ezrah, we are implementing service delivery through four strategic pillars or programmes: Training, Leadership Development, Capacity Building and Collaboration.

During the 2016 financial year, there was a strong focus to coordinate the flagship programme of Connect Network (QIS) and to assist with the review of their organisational policies. The QIS Governance, Project Planning and Design (PPD) modules as well as the Financial Accountability module were all successfully hosted during 2015 to conclude the QIS cycle. Connect Network was also invited by Hatfield Church to host the Project Planning and Design module in Pretoria for several of their ministries during August 2015.

Thank you for opening up my eyes to see the leadership and quality of Nehemiah in today's lifestyle. I will definitely study this book .

I expected this workshop to be useful, but I was surprised by just how much of it I could use in my work and share with my team. It was especially helpful to have this training with colleagues from other organisations that we can collaborate in the future.

Feedback on PPD module from PPD delegate, Gauteng





Fun and inspiring.

A well planned and productive workshop.

I would like to thank you for this opportunity to have this now- our organizations will have a way forward and we will know what to have in place.

Feedback on the Connect QIS Standards Day.

The QIS programme for this financial year was concluded with an interactive QIS Standards Day in February 2016 to assist Connect affiliates in preparing for QIS verification. Two organisations, Sikhula Sonke and SA Cares for Life started their verification process towards the end of 2015 and were successfully verified early in 2016.

Apart from assisting Connect Network with the review of some of their organisational policies, specifically related to governance, another exciting contribution was to assist Connect NPC members with the development of the Connect Network Strategy for 2016 to 2019. This strategy will be implemented within 10 Western Cape communities in the next few years to work towards safer communities for children.



As part of collaboration Ezrah, jointly implemented a Child Protection Project for crèches with our partners, Connect Network, ThinkTwice and Valcare Trust by training and mentoring 20 crèches in Mbekweni and Atlantis. We thank all Connect partners for their dedication to make this project so successful as well as WorldVision for sponsoring this project.



We also collaborated with Kingdom Vision Bible School in Namakwaland by providing them with discipleship curricula and training material. This ministry team works tirelessly to impact the lives of children through their outreaches and Ezrah is proud to support the work they do in the West Coast area.

Ezrah's leadership programme LEAD is especially important to us as we believe that investing in the next generation of leaders through value-based development has tremendous potential to bring change to communities.



Our leadership programme consists of team building events, strategic planning sessions and training on leadership skills.

During January to February 2016, Ezrah was privileged to host two different team building events for Eagles Rising and Sikhula Sonke respectively both with the theme LEAD: Looking out for others, Ending Well, Attitude and Discipline.

During the Eagles Rising team building week in January 2016, the student teams from Eagles Rising had to race against time by completing an Amazing Journey in the Greenpoint Park, build their own rafts, compete against one another in beach relays and hike up a mountain to Spioenkop. They were also sponsored to enjoy the Cape Wheel and visit the Two Oceans Aquarium in the Waterfront, Cape Town.



The staff of Sikhula Sonke gathered at the Glencairn camp site to do some strategic planning during February 2016. It was an amazing experience to see the energy of this staff team as they completed the team building activities with enthusiasm. The event was concluded with the staff making vision boards for their organisation and by using the LEAD model to identify key action points for their next season. The essence of what we aim to achieve through our LEAD training is perhaps best summarised in the words of a Sikhula Sonke team members during evaluation:

I have learned how to look out for my team members and to have endurance. A positive attitude gets you a long way, discipline is good when making a decision... I would like to thank all of the Ezrah team, because they gave us skills that no one will take from us.



Grow today. Lead tomorrow.

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WITH SPECIAL THANKS TO:

OUR WEBSITE HOSTING AND DESIGN SPONSORS:

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BOARD OF DIRECTORS:

Lesley Huysamen; Mariëtte Jacobs; Maarten Meyer

AND EZRAH STAFF TEAM:

Carien van Zyl, Carmen Meyer, Mariëtte Jacobs and Marie Krügel

