

Annual Report

2011-2012

Vision

To see individuals live their full potential in intimate relationships and families in a society that is free from gender based violence.

Mission

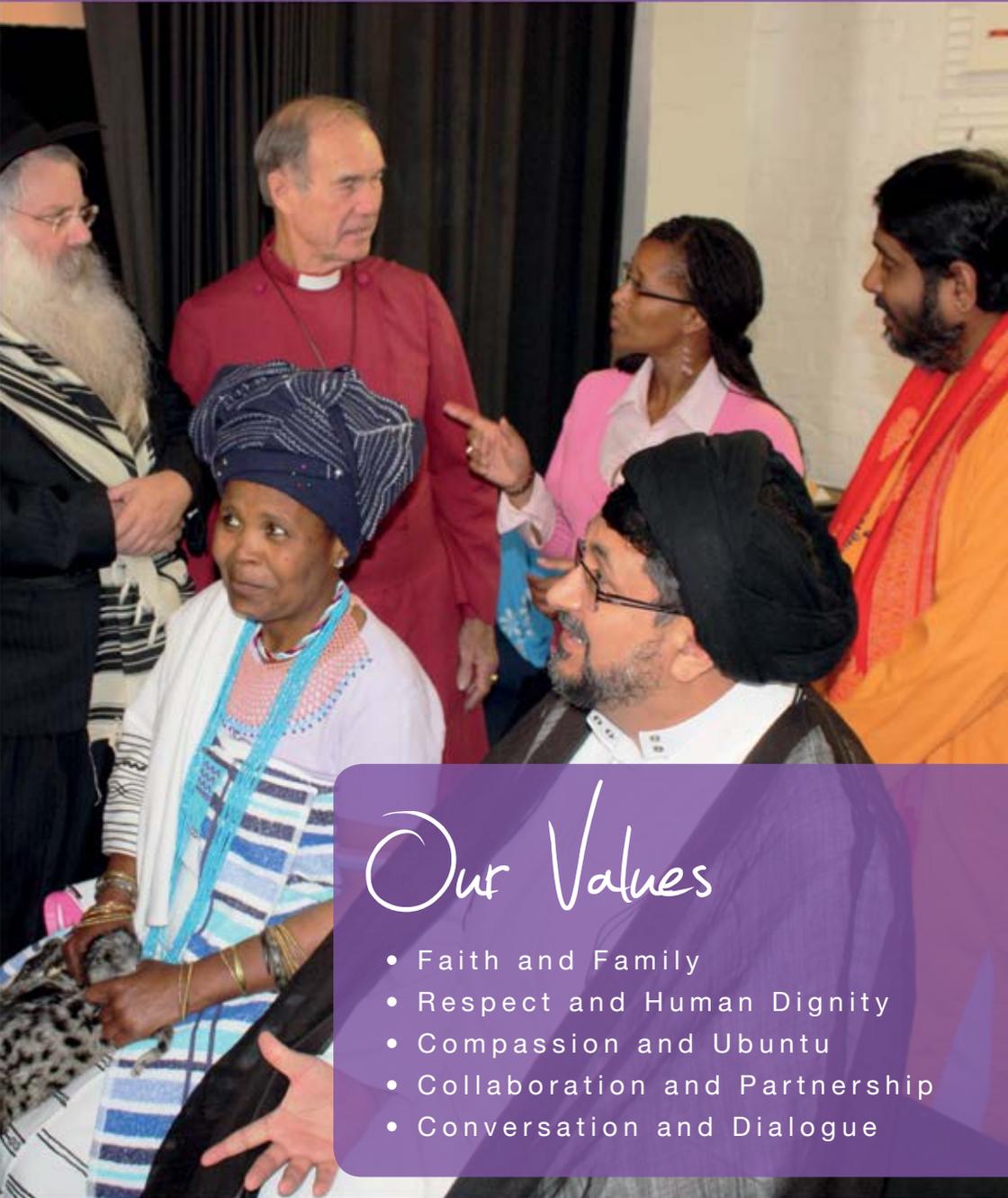
To advance a coordinated, multi-sectoral, culturally competent restorative justice response to violence against women and children by ;

Being a resource to religious leaders, institutions and faith communities as they hold offenders accountable and ensure the safety and empowerment of victims / survivors by offering opportunity for truth telling and healing of individuals and families; and

To challenge from a theological perspective patriarchal traditions and other root causes of intimate partner abuse and violence which destroys the dignity of women, children and men; and

To encourage the promotion of scriptural and theological teachings that encourage intimate relationships that set people free to live their full potential in supportive unions.





Our Values

- Faith and Family
- Respect and Human Dignity
- Compassion and Ubuntu
- Collaboration and Partnership
- Conversation and Dialogue

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NPO Reg. 074-935 and PBO Reg. 9300 34755

Patrons

Archbishop Dr Thabo Makgoba, Rev Mpho Tutu and Imam Dr Rashied Omar

Board Members

Chairperson: Rev. Barry Isaacs
Secretary: Venessa Padayachee
Treasurer: Noelene Blekkenhorst
Member: Dr Temba Masilela
Member: Rev Nomvuyo Mhlongo
Member: Najumanisa Solomons
Member: Shuaib Salie
Member: Vimla Pillay

Staff Members

Founding Executive Director: Elizabeth Petersen

Volunteers And Interns

Jacqueline Hoorn
Rene Johns
Jessa Hackman
Kelsey Koepfel

Our Contact Details

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Facebook Page: South African Faith and Family Institute (SAFFI)

Bank Details

Account Name: South African Faith and Family Institute
Bank: ABSA
Cheque Account #: 407 631 5590
Branch Code: 632005
Swift Code: ABSAZAJJ

Patron's Message



I would like to take this opportunity to commend the important work on gender based violence of the South African Faith & Family Institute (SAFFI) under the leadership of Elizabeth Petersen. There are a growing number of reputable international research studies which confirm that Gender-based violence is the most widespread and pervasive of human rights violations. As religious leaders, we should be particularly concerned that many of these studies suggest that gender-based violence is sometimes buttressed by bad interpretations of religious texts and symbols.

Credible research indicators are useful tools to raise awareness, however, on their own they will not provide the answer to end violence against women. Reducing the levels of gender based violence will only come about by critical intervention strategies and programmes solidly based on these research findings.

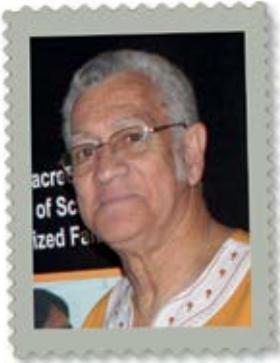
It is crucial for religious leaders alongside other civil society and government leaders to take the lead in such intervention strategies. In order to do so effectively gender-based violence needs to be pushed up the agenda of religious institutions. We need to reclaim our religious texts and symbols to counter gender-based violence, and we need to harness the requisite skills and human resources to undertake this formidable task.

This is precisely what SAFFI offers and provides us with. It seeks to restore human dignity and ubuntu into the hearts and lives of individuals and families affected by gender-based violence on the basis of sound research and with the inspiration of faith. Religious leaders need to grasp the priceless opportunity offered by SAFFI for assisting us in rising up to the challenge of eroding gender-based violence in our society.

I would like to pledge my full support to SAFFI and call upon my colleagues to join me in committing ourselves to work in close collaboration with SAFFI in achieving its noble goals.

Imam Dr. A. Rashied Omar

Chairperson's Report



In South Africa violence and abuse are continuously being experienced by women and children from all backgrounds, and for many their experience remains undisclosed with often devastating consequences for their long-term mental and physical health. Abuse is no respecter of ethnicity, sexual orientation, class or age.

One in four women has experienced domestic violence in her lifetime. I personally know someone who is or has been a victim of domestic violence.

On average, more than three women and one man are murdered by their intimate partners in this country every day.

I am pleased to state that SAFFI has become a VOICE and has made tremendous inroads in addressing the complexities of these challenges within the faith communities. Even though these issues are not readily spoken about, definite partnerships are being formed thus making it easier to address, however there is still much ground to be covered.

I would like to thank the many individuals and organizations who provided invaluable advice and assistance during the course of this year. To each and every one of you we owe a huge debt of gratitude. This organization could not have developed and evolved without the tireless work and efforts of the visionary and Executive Director of SAFFI, Elizabeth Petersen, and the support of the Board, staff and volunteers.

I wish to express my sincere thanks to the Reverend Mpho A. Tutu for her commitment and support of SAFFI. In her own words *"I am proud to support the work of SAFFI. The family is the core of our society. The model of family life is the model that we carry into our larger community. A flourishing society demands healthy family relationships. Families in which all can live in safety and without fear of violence. The shalom of the biblical promise begins with shalom in our homes. You too must support the important work that SAFFI is undertaking to restore health and wellbeing to our household".*
"We must become the change we want to see in the world". ~ Mahatma Gandhi

A handwritten signature in black ink, appearing to be "R. D. ...", written over a horizontal line.

Treasurer's Report



Congratulations to SAFFI for the first Audited Financial Statements.

Financial Management involves correct and effective planning, organising, controlling and monitoring of financial resources in order for the organisation to reach its objectives. By ensuring good financial management one instils confidence in potential donors and beneficiaries.

Our revenue for the previous financial year was R133 256 and total expenditure was R154 486 resulting in a loss of R21 230.

Our sincere appreciation and thanks to the Foundation for Human Rights for the grant of R108 000.

Thank you to the auditor Valentine Sargeant.

May SAFFI continue to grow and expand.

N. B. K. K. K. K.

Executive Director's Report



Research indicates that many victims and survivors of domestic violence / gender-based violence use faith as a coping mechanism and they often approach their religious leaders and faith communities for help. Perpetrators also often use (abuse) easily misinterpreted religious text and teachings to justify their abusive behaviour.

In the South African context more than 90% of the population ascribe to religious practice. Studies indicate that every 26 seconds a woman is raped and that 1 in 4 women finds herself in an abusive intimate relationship. Research confirms that religious women, who find themselves in abusive relationships, often do not receive adequate support from neither their faith

communities nor the domestic violence service providers. The former often do not understand the complex dynamics of domestic violence and the latter do not understand the faith issues that they struggle with. The South African Faith and Family Institute (SAFFI) was established to address this particular dilemma by offering opportunity to unpack and address faith issues pertaining to domestic violence and to be a resource to the faith sector.

The birth of the SAFFI came as result of over a decade's local and international research and international program visits to establish what institutional memory exist to inform our vision and mission. We are mindful that South African women live in one of the most violent yet most religious societies in the world. From the onset, we also understood that we can never underestimate the unique historical context in which men's violence against women and children in intimate relationships and families occurs in South Africa. The lingering impact of apartheid system which systematically oppressed and dehumanized over 80% of the South African population (black families in particular) remains a huge obstacle as civil society and government consistently expand efforts to prevent and reduce this gender-based violence.

In the words of Gracia Machel at a recent Desmond Tutu International Peace Lecture: *"18 years of freedom is not enough time to reverse the serious psychological and emotional damage done to the South African society. Families have been torn apart for at least three generations. Many people had grown up in "torn" and dysfunctional families....They carry with them this emotional mutilation". Referring to the high incidence of rapes of women, children and the elderly, she called for "a vision of how to build a healthy society". She also called for a 30-year national plan, to help restore society. This should involve men, women, the youth and religious institutions, and should be backed by academic research", she said.*

SAFFI, as a new venture would not only specifically address faith issues and root causes of violence against women in intimate relationships, but it would primarily mobilize religious leaders as key stakeholders in the plight of abused women and their families. Like with any new non-profit organization, the challenges remain enormous, but we have been humbled by the generosity of many individuals and organizations who have dared to risk collaborating with us on various initiatives even though we did not have any track record to scrutinize.

Targeting religious leaders and faith communities from all faith traditions remain our commitment. To date we have had several events where religious leaders from various faith backgrounds including African Traditional Religion, Baha'i, Christian, Hindu, Islam and Judaism have participated. Our mission (in short) is to support religious leaders in making their places of worship sanctuaries of hope and healing to individuals and families who are made vulnerable or who survive gender-based violence.

Since our first Advisory Board meeting in March 2008 and my subsequent 10-month program in the USA, SAFFI has managed to establish itself firmly as a catalyst for bringing together religious leaders, domestic violence service providers, government departments and academics albeit in its infancy stage through dialogues, sacred conversations, pilgrimages, workshops and conferences. The quest is to create safe spaces to talk about the complexity of the problem which wrecks havoc in the lives of individuals and families; but more importantly to learn from and draw on the insights and wisdoms of each sector as we restore human dignity and Ubuntu in our intimate relationships, homes and communities.

We remain most grateful for the partnership with the FaithTrust Institute who pioneered this work already in the 1970's. We are also deeply indebted to our patrons i.e. Rev Mpho Tutu, Imam Dr Rashied Omar and Archbishop Dr Thabo Makgoba for aligning themselves to SAFFI even as it was just a vision. The Board members, volunteers and partner organizations like the Department of Religion and Theology of the University of the Western Cape (in and through the person of Prof C Lombard), the Western Cape Religious Leaders Forum and the Cape Town Interfaith Initiative (in and through Fr John Oliver) – thank you for believing in us in those very early days of conception and as we started to take our very first steps. A particular acknowledgement is expressed to the Cape Town US Consulate for bringing out Rev Dr Marie Fortune, founder of the FaithTrust Institute, as keynote guest during our 3-week launch during the 16 Days of Activism Campaign in 2010. Through this generosity we were able to launch SAFFI in Cape Town, Gauteng and Durban.

With no financial resources we heavily relied on volunteers and the goodwill of strategically identified colleagues, organizations and institutions to assist us in getting on with the work. Performance Enhancement & Rewards (Pty) Ltd, a graphic design company, believed in us from the start and designed our beautiful logo, marketing material and designed our website pro bona. We also thank volunteers in the persons of Jacqueline Hoorn, Rene Johns who dedicated their time and skills during 2010 and part of 2011 to assist at the office. The interns, Kelsey Koepfel and Jessa Hackman from the Marquette University came as a breath of fresh air during the latter part of the year in review as our volunteers had found employment. One always wonders who would be the first grant making donor to invest financially in an emerging initiative like SAFFI. Here we want to acknowledge the Foundation for Human Rights. This is only our first annual general meeting and we have a very long way to go in crafting the path ahead and as we restore human dignity into the hearts and lives of individuals and families in a fragile yet resilient South African society. Our resilience comes from the spirit of Ubuntu which is innately part of who we are as a people. It is the Archbishop Desmond and Mpho Tutu that remind us that we are “made for goodness” Our work is to remind ourselves of this and to do our best to reclaim our humanity and build a legacy of hope, joy, compassion and peace in intimate relationships and families.



Activities and Events Report

“Ubuntu is the essence of being human. It speaks of the fact that my humanity is inextricably bound up in yours.”– Archbishop Desmond Tutu

This report reflects on our activities and events for the periods 2010 – 2011 and 2011 – 2012 financial years.

As an emerging organization, the primary focus of our work was on raising awareness about the faith issues and root cause relating to gender-based violence / abuse against women in intimate relationships and families; and SAFFI’s intention of mobilizing and resourcing religious leaders and faith communities as key stakeholders as we expand safety options for women and children; and holding perpetrators accountable. The religious sector has a unique role in confronting injustice and offering perpetrators the opportunity for personal transformation, restoration, healing and accountability.

Recognizing the historical tensions between the faith and gender-based violence sectors, SAFFI embarked on various dialogues, sacred conversations, walks on witnesses, pilgrimages, workshops and conferences to bring our message and contribution to the already sterling work that is being done by so many of our colleagues, institutions and government.

Activities and Events for 2010 - 2011

Roundtable Discussions, Dialogues and Sacred Conversations

Seven dialogues were conducted and 125 participants from diverse religious traditions, government departments and gender-based violence service providers benefited

- Morning Conversation: Men Calling Men to Account for the Violence against Women with Ted Bunch from a New York-based organization i.e. A Call to Men. This event gathered male religious leaders to help unpack the theme of the conversation.
- A very successful dialogue was conducted in Oudtshoorn in partnership with FAMSA Karoo where a small but influent group of local religious leaders gathered to start the conversation about unpacking the faith issues pertaining to domestic violence and what churches can do.

Workshops and Training

Four workshops were conducted and 134 participants from diverse religious backgrounds benefited.

- A 3-day Gender Reconciliation Workshop in partnership with the Western Cape Religious Leaders Forum and Satyana Institute was successfully facilitated for religious leaders and women and men from diverse faith communities
- Bishop Lavis Religious Leaders Forum (BLRLF) workshop – at this workshop we had some participants from the deaf community which brought some significant insights about deaf women's experiences of domestic violence. We learnt of their painful struggle to access services and how the communication barrier often adds to their burden.

Awareness raising through Public Talks

- Six public awareness engagements occurred and 710 people were reached.
- CC FM
- 1 Radio Interview with Jenny-Cr wys-Williams of Radio 702 in Johannesburg.
- Muslim Radio Station
- We also participated in two Radio Sonder Grense (RSG) interviews during this past year.

Conferences

Two conferences were conducted i.e. one in Cape Town and another in Durban. One hundred and 240 participants from diverse religious, gender-based violence and government sectors benefited.

- SADC Gender Justice and Local Government Summit – SAFFI presented its work under emerging initiatives to reduce and combat gender-based violence in the SADC region.
- SAFFI's 16 Days of Activism Campaign Conference - The main focus of the conference was to learn about interventions with male perpetrators of intimate partner abuse. We had 3 roundtable discussions i.e. Government's interventions, NGO's interventions and Religious Leaders / Faith Communities' interventions with men who abuse their intimate partners.

Organisations who collaborated with us in 2010 - 2011 include

Mitchell's Plain Care Centre

National Religious Leaders Association for Social Developments

Sonke Gender Justice Network and Brothers for Life

Department of Justice and Constitutional Development

Kwa-Zulu Natal Network on Violence Against Women

Department of State: United States of America

United Nations Office on Drugs and Crime: Western Cape

Department of Social Development

Commission for the Promotion & Protection of the Rights of

Cultural, Religious and Linguistic Communities

Western Cape Network on Violence against Women

Women Empowered Committed Against Negativity

Activities and Events for 2011 - 2012

Roundtable Discussions, Dialogues and Sacred Conversations

During July 2011, SAFFI hosted Rev Dr Sharon Ellis-Davis and conducted two international roundtable discussions on Challenges experienced by religious leaders in addressing domestic violence in their faith communities. Thirty one participants were reached.

Two Walks of Witness were arranged for religious leaders to visit with families of lesbians who were raped and or killed because of their sexual orientation. About 60 religious leaders and LGBTI activists and NGO's participated.

A series of 7 Sacred Conversations on Race, Religion and Gender-based Violence were conducted with Rev Dr Tracy West from the USA as keynote guest. Two hundred and seventy eight participants comprising of religious leaders, academics, students, government departments, gender-based violence activists and service providers benefited. One of these conversations were co-hosted with the Desmond & Leah Tutu Legacy Foundation where

12 female religious leaders were gathered. Women clergy spoke about their personal and professional challenges. This conversation revealed the need to create support services for clergy women who may be victims or survivors of domestic violence themselves. Some participants shared their personal conflicts when it appears as if the church is complicit in gender-based violence by its silence. Several views were raised about the systematic oppression of women and how the church may play a role in addressing these.

Robben Island Pilgrimages:

The partnership with the St George's Cathedral Justice and Reconciliation Group and the Restitution Foundation, SAFFI takes groups on walking pilgrimages on the island. We have been intentional about using these pilgrimages to address the scars apartheid has left on us as well as the gender-based violence experiences of women from across the board. These sacred journeys have proved to have a powerful effect of healing and transformation on all participants.

One such women's pilgrimage on Robben Island was organized this past year. Thirty women from diverse (religious, socio-economic, sexual orientation, etc) walks of life benefited. Comments from participants about their Robben Island pilgrimage experience:

"Seeing the human side of our tour guide, having read about the people kept in that prison especially Robert Sobukwe, I concluded that with a Spirit steeped in deep faith, no system can imprison your mind, for your mind will always be focused in the Hope and Vision of a transformed society". ~Reverend Nomvuyo Mhlongo, Methodist Church of Southern Africa

"When we left the island the sea was very choppy. I imagined that, in addressing violence against women and its intersections with the LGBTI sector and the faith community, this is probably what the road ahead will be like. I also realized that even though the road will be tough, we can offer support and encouragement to each other. I came away knowing and feeling that in this 'family' we are all different and can choose to accept each other and learn from each other's uniqueness but first we would have to identify how we are prisoners and how we imprison others." - Glynis Rhodes, the Women on Farms Project

Workshops and Training

Three workshops were conducted and 51 participants were reached. One of these workshops was held in Mitchell's Plain with the theme - Unpacking Faith Issues of Domestic Violence. What stood out about this particular workshop is the fact there were pastors, university students, activists and women community workers. The need to establish support services within faith communities for religious leaders who may be perpetrators themselves was highlighted. This was revealed as one of the participants, a pastor, reported that as a perpetrator himself he has been in court for the past five months on domestic violence charges.

Awareness raising through Public Talks

Two webinars were conducted in partnership with the FaithTrust Institute. The one addressed clergy Sexual Misconduct and the other focused on the role of religious leaders during the 16 Days of Activism Campaign. Perspectives of five different countries were explored during these webinars. Thirty participants benefited.

SAFFI partnered with the City of Cape Town in organizing one Inter-faith service to launch the 16 Days of Activism Campaign. Approximately 250 people were reached.

Conferences

- Anglican Church Continuing Indaba in Cape Town. This conference brought together about 40 bishops, senior leaders and laity from the Saldanah Bay Diocese, Kenya and Ghana to discern the Church's mission on key issues including Gender and Women's Empowerment. SAFFI presented on the theme: Oppressive Hierarchies of Power Operative in Gender-based Violence. Following on from this conference, SAFFI was called back to facilitated a 1-day workshop to their 50 clergy as part of their annual clergy conference. We continue to offer consulting services to the Saldanah Bay Diocese
- The main SAFFI 16 Days of Activism Conference was held in Nov 2011 at the University of the Western Cape. The conference theme was - Interventions with male perpetrators of domestic violence: how religious leaders, government and NGO's intervene with them. Sixty two participants benefited.
- Dysseldorp 16 Days of Activism conference in partnership with RUFED was held in Oudtshoorn where 40 religious leaders, community workers, laity, domestic violence service provider and government officials participated.

Organisations who collaborated with us in 2011-2012 include

Bishop Lavis Religious Leaders Forum

Rural Family Empowerment and Development in Dysseldorp

Department of Justice and Constitutional Development

FAMSA Karoo

Commission for Gender Equality

Sonke Gender Justice Network

NICRO

Mosaic - Simelela Centre, Khayelitsha

Department of Correctional Services: Western Cape

South African Police Services

Parole Board

Radio CCFM 107.5

St Georges Cathedral Justice and Reconciliation Group

Mitchell's Plain Care Centre

City of Cape Town: Gender and Diversity Unit

Western Cape Network on Violence against Women

United Nations Office on Drugs and Crime: Victim

Empowerment Programme, Western Cape

Department of Social Development

US Consulate Cape Town, Johannesburg and Durban
Durban Department of Justice
SA Council of Churches: Western Cape
Luleki Siswe
Church Restitution Foundation
Anglican Church: Saldanah Bay Diocese
Muslim Judicial Council
City of Cape Town
Bishop Lavis Religious Leaders Forum
St Georges Cathedral Justice and Reconciliation Group
St Marks District Six Anglican Church
Free Gender
Inclusive and Affirming Ministries
University of Cape Town: Department of Religious Studies
Methodist Women's Auxiliary: Cape District
Centre for Christian Spirituality
University of Stellenbosch: Faculty of Religion
Centre for Christian Spirituality

South African Faith And Family Institute

(Registration Number 074-935-Npo)

Annual Financial Statements

For The Year Ended 29 February 2012

Valentine Sargeant

Chartered Accountants (S.A.) Registered Accountants and

Auditors Issued 17 April 2012

SOUTH AFRICAN FAITH AND FAMILY INSTITUTE
ANNUAL FINANCIAL STATEMENTS
for the year ended 29 February 2012

The reports and statements set out below comprise the annual financial statements presented to members:

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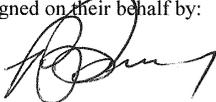
Approval and statement of responsibility

The members are responsible for the maintenance of adequate accounting records and the preparation and integrity of the financial statements and related information. The external auditors are responsible for independently auditing and reporting on the fair presentation of financial statements in conformity with South African Auditing Standards. The financial statements have been prepared in accordance with Statements of Generally Accepted Accounting Practice.

The members are also responsible for the organisation's system of internal financial control. These are designed to provide reasonable, but not absolute, assurance as to the reliability of the financial statements, and to adequately safeguard, verify and maintain accountability of assets, and to prevent and detect misstatement and loss. Nothing has come to the attention of the members to indicate that any material breakdown in the functioning of these controls, procedures and systems has occurred during the year under review.

The financial statements have been prepared on the going concern basis, since the members have every reason to believe that the organisation has adequate resources in place to continue in operation for the foreseeable future.

The financial statements which appear on pages 3 to 5 were approved by the members on 17 April 2012 and signed on their behalf by:



Member



Member

Cape Town

17 April 2012

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
SOUTH AFRICAN FAITH AND FAMILY INSTITUTE**

We have audited the annual financial statements of South African Faith and Family Institute set out on pages 3 to 5 for the year ended 29 February 2012. These financial statements are the responsibility of the organisation's members. Our responsibility is to express an opinion on these financial statements based on our audit.

Scope

We conducted our audit in accordance with statements of South African Auditing Standards. Those standards require that we plan and perform the audit to obtain reasonable assurance that the financial statements are free of material misstatement. An audit includes:

- examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements,
- assessing the accounting principles used and significant estimates made by management, and
- evaluating the overall financial statement presentation.

We believe that our audit provides a reasonable basis for our opinion.

Audit opinion

In our opinion, the financial statements fairly present, in all material respects, the financial position of the organisation at 29 February 2012 and the results of its operations for the year then ended in accordance with South African Statements of Generally Accepted Accounting Practice.

Valentine Sargeant

**Valentine Sargeant
Chartered Accountants (S.A.)
Registered Accountants and Auditors**

**Cape Town
17 April 2012**

SOUTH AFRICAN FAITH AND FAMILY INSTITUTE
BALANCE SHEET
as at 29 February 2012

	Notes	2012 R	2011 R
Assets			
Current assets			
Bank balances		24 543	20 165
Total assets		<u>24 543</u>	<u>20 165</u>
Equity and liabilities			
Capital and reserves			
Accumulated loss		(41 432)	(20 202)
Current liabilities			
Accounts payable		65 975	40 367
Total equity and liabilities		<u>24 543</u>	<u>20 165</u>

SOUTH AFRICAN FAITH AND FAMILY INSTITUTE
INCOME STATEMENT
for the year ended 29 February 2012

	Note	2012 R	2011 R
Gross revenue		25 256	56 070
Donations		9 135	970
Training fees		16 121	55 100
Income			
Grant: Foundation for Human Rights		108 000	-
Total income		133 256	56 070
Expenditure		154 486	76 272
Accounting fees		1 080	-
Bank charges		1 596	272
Computer expenses		2 749	327
Facilitation fees		20 524	18 206
General expenses		34	225
Launch		438	22 185
Workshops, Dialogues and Conferences		15 448	-
Resource Material Development		10 000	2 500
Motor vehicle expenses		24 655	20 482
Postage		472	1 807
Printing and stationery		5 661	3 474
Rent and Electricity		6 009	1 000
Research and Advocacy		37 150	-
Salaries and Wages		22 000	-
Telephone and fax		6 670	1 688
Travel		-	4 106
Loss		(21 230)	(20 202)
Accumulated loss at beginning of year		(20 202)	-
Accumulated loss at end of year		(41 432)	(20 202)

**SOUTH AFRICAN FAITH AND FAMILY INSTITUTE
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 29 February 2012**

1 Basis of preparation

The financial statements are prepared in accordance with South African Statements of Generally Accepted Accounting Practice. The financial statements are prepared under the historical cost convention as modified by the revaluation of certain property, plant and equipment, marketable securities and investment properties where appropriate.

2. Taxation

No provision has been made for 2012 taxation as the first R150,000 of other income is exempt from taxation.

Our Donors

For Financial Donations we thank:

Venessa Padayachee

Rev Dr Marie Fortune (Seattle, USA) Rev Barry Isaacs

Foundation of Human Rights

Second Presbyterian Church Women (Oil City, PA, USA)

For Donations in Kind we thank:

ABSA

Cipla Medpro (PTY) LTD

Cape Town Interfaith Initiative

Department of Rural Development & Land Reform

Groote Schuur Rotary Club

FAMSA: Western Cape

Performance Enhancement & Rewards (Pty) Ltd

South African Breweries Limited

Pick n' Pay

Mango Ginger

Valentine Sargeant Chartered Accountants (S.A.)

Our Volunteers Thank You



Ms. Jacqueline Hoorn



Rev. Gail Avery



Jessa Hackman



Kelsey Koepfel



Rene Johns



Women from WE Can

A person with Ubuntu know that they are diminished when others are humiliated, diminished when others are oppressed, diminished when others are treated as if they were less than who they are. The quality of Ubuntu gives people resilience, enabling them to survive and emerge still human despite all efforts to dehumanize them.

- Archbishop Desmond Tutu



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