



The Peace Agency

Annual Report
2015

Contents

Chairman's Report	3
Project Report Back	5
Stop Crime Say Hello	5
The Baby House	6
The Adoption Companion	8
Bright Stars Mentorship Programme	9
Kwa-Zulu Natal	9
Gauteng.....	9
Recruitment	10
Gauteng.....	11
Training	11
Kwa-Zulu Natal	11
Gauteng.....	13
Screening.....	13
Matching	15
Kwa-Zulu Natal	15
Gauteng.....	17
Monitoring and Evaluation	19
Programme Enhancements.....	19
Website Plans.....	20
Facebook: Bright Stars Mentors.....	21
Conclusion.....	21
Cookie Jar	23
Project Dignity.....	24
Finances	25
Financial Overview	25
Donors.....	25
Fundraising.....	26



Chairman's Report

Report by Cathy Foxton

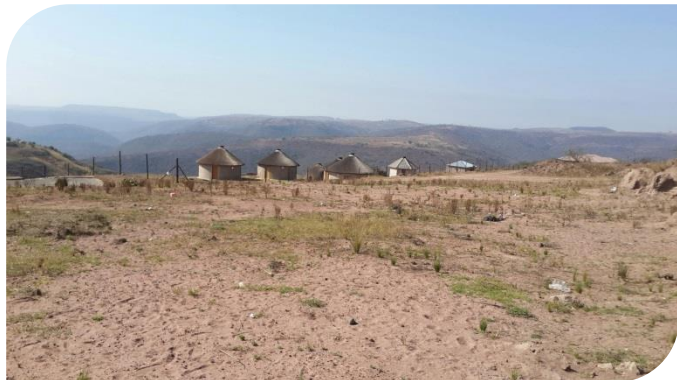
This year was one of our best years in terms of press coverage and brand awareness.

Our Baby House has gone from strength-to-strength and we hope that our crisis parents Skip & Sheila Collins will soon be able to take over the full running and administration of The La Lucia Baby House, once again freeing us up to help start another one.

A piece of land was purchased from the Chief in the Hammarsdale area (between Durban and Pietermaritzburg) and plans have been finalised for a new facility "Thando's Baby House."

We have been given a very generous donation for the building of this Baby House and will begin in September 2015.

There are many challenges we expect to face with this, such as lack of water and electricity infrastructure to the area, but are confident that we will be able to work through these and in turn help the whole community.



We have been very fortunate to discover that our neighbours, The Zulu Family, are part of the Royal Family and are very excited about our project and have been invaluable in the entire process so far.

Although we will still be working very closely with the Adoption Companion, it will no longer fall under The Peace Agency umbrella from this year. In order for the Adoption Companion to be correctly registered for adoption services and adoption support services, it needed to be registered as a separate organisation with special requirements.

We have a social worker on board and are in the process of getting all the relevant accreditations and registrations.

Bright Stars continues to grow both here in Kwa-Zulu Natal and in Gauteng. We are in our second year of sponsorship from DHL for the Gauteng region and are incredibly grateful for all the support they have given us. We are in the process of identifying a possible sponsor for Kwa-Zulu Natal as our program here now has over 70 mentors and is fast outgrowing our current budget.

We have continued with our Cookie Jar project, although this is now mostly run by Sheila from The La Lucia Baby House.

This year we have partnered with another NGO, Project Dignity and have been able to supply over 500 girls in the Richards Bay area with washable, reusable sanitary products.



This year we have been very proud of Justin Foxton who was nominated for two awards during the course of the year.

The first was the Sunday Tribune LeadSA Hero Awards in which he came second in KZN.

The second nomination was for the ANN7 South Africa of the Year Awards in the Spirit of Humanity category.

Him and Cathy were flown up to Johannesburg, accommodated at the Michelangelo Hotel in Sandton and chauffeur-driven to the two separate awards functions over that weekend!



We continue to grow and find truly rewarding projects to be involved in. I look forward to 2016 with great excitement as I know we have much on the horizon for The Peace Agency.

A handwritten signature in black ink, which appears to read "Cathy Foxton".

Cathy Foxton - Chairman

Project Report Back



Stop Crime Say Hello

Report by Justin Foxton

Stop Crime Say Hello has now morphed into the other Peace Agency projects namely Bright Stars and the Baby Houses. It is in these projects that the campaign has its expression. The message of Stop Crime Say Hello is also represented in all that Justin writes and speaks about.

To that extent we have taken a decision to simply incorporate this into these other projects and – whilst we will leave the website live - disband the physical campaign. It has done its work in terms of providing a platform from which we are now working and we are so grateful for the thought processes that it began in all of us.

But there is a time to come and a time to go and our sense is that it is time to move on from an active running of this campaign.



The Baby House

Report by Skip & Sheila Collins

2014 was a great year at the Baby House. We were able to care for 10 babies and were privileged to see four of them adopted and one reunited with his mother.

There were five babies that started the year with us. Kwanele, Dimpho, Andiswa, Nokuthula, and Ezinhle. During the course of 2014 we added Spamandla (January), William (July), Hlelo (August), Siya (September), and Khona (October).

Early in the year, **Dimpho's** name changed to Marie when she was adopted by a beautiful couple in Denmark. They own a large farm and so she has the run of many acres along with dogs, cats and pigs. When the family was here we realized that they live only 20 km from Nosipho (now Ellie) who was adopted from our Baby House last year. The two girls were reunited in Denmark and are able to spend time together!

Nokuthula also moved to Denmark. Her mother gave her the name Vega. She lives in Copenhagen and is surrounded by grandparents and aunts, uncles and cousins.



A local family adopted Ezinhle. It was the first same-race adoption that we have ever had at the Baby House in the four years of existence! It is fantastic to see that the stigma around adoption in South Africa is slowly changing.

Just after her 1st birthday **Andiswa** was adopted. She is the most beautiful little girl and lives in Hillcrest, KZN. Her parents absolutely adore her and are giving her the loving home that every child deserves.



Siya arrived in September and was only with us for a couple of months. He was reunited with his mom after an Aunt came forward to help her.

This continues to be one of the most rewarding things that Sheila and I have ever undertaken. We are challenged by the complexity it has brought to our lives as well as the frustration with a sometimes slow and cumbersome system. When we look at the orphan crisis in South Africa we realize that four adoptions in a year is less than a drop in the ocean. But when we see these

children thriving in their new families we realize that we are blessed to be involved in this cause. We continue to pray that God will raise up more families in South Africa that will consider adopting one of these precious lives.



The Adoption Companion

Report by Ruth dos Santos

The decision was made during the reporting year 2014/15 to independently register The Adoption Companion as a standalone NPO with the Department of Social Development.



In the course of the reporting year, 5 Adoption 101 Workshops were successfully held at 5 church venues in the greater Durban area, and from these workshops over 100 families were assisted with adoption information and referrals for adoption services to reliable service providers.

Due to the great response from the public for adoption information, the decision was made to register a standalone NPO with the express purpose of then applying to the DSD for designation as a Child Protection Organisation with accreditation in partial adoption services: screening, counselling and preparation of prospective adoptive families, post adoption support and counselling, trauma counselling and attachment therapy.

A Board was formed of like-minded individuals who support adoption aims and an application was submitted to the National DSD for NPO registration in January 2015. The application was approved and NPO registration received on 26 February 2015 (149-480 NPO).

The 2015/16 year will be spent seeking out suitable, qualified and experienced social workers to carry out the aims of the organisation and to submit an application for designation as a CPO with accreditation in partial adoption services. Programmes are already being planned and strategy formulated on how best to operate this service in the area, given the other adoption service providers. The aim of the organisation is to not only assist families with accurate information and comprehensive screening, counselling, preparation and post-adoption support services, but to integrate and support the services of the other adoption practitioners in the province.

Kwa-Zulu Natal

Bright Stars has seen excellent growth in all areas in 2015. Not only have mentor numbers increased significantly, but the number of Child and Youth Care Centres (CYCC's) that we have entered into partnership with has also increased.

2015 has seen Bright Stars expand to the Gauteng Province with the aid of the DHL SA Foundation Trust that has partnered with us.

With the growth in mentor numbers and the expansion to new CYCC's and provinces, it has also been a season of preparation for programme development and strengthening. Much research has gone into finding suitable resources that will enable the enhancement of the programme administratively and in terms of training, monitoring and evaluation.

Youth mentorship is a growing international phenomenon because of the impact that it has on youth development. Statistics continue to prove that mentorship plays a vital role in youth being empowered to make good decisions that not only affect their own lives but also the future of a community, province and nation as a whole.

Gauteng

The Gauteng Chapter of Bright Stars initiated operations in August 2014. The establishment of the chapter was based on the Kwa-Zulu Natal model, although some adjustments were made to accommodate the unique aspects of the Gauteng province. In order to operate in Gauteng, partnerships had to be established with Child and Youth Care Centres (CYCC's) to identify vulnerable children who would be the beneficiaries of the programme. Negotiations were undertaken with more than 25 organisations to evaluate the possibility of working with children in their care. Partnerships were cemented with eight of these organisations namely: Bokomoso Educational trust (Jhb), The Johannesburg Children's Home (Observatory), Colin House (Benoni), Hearts of Hope (Sandton), Abraham Kriel Children's Homes (Soweto, Langlaagte, Rissidale, Linden campuses), New Jerusalem Children's Home (Midrand), Re-connect (Pretoria East) and the Desmond Tutu Child and Youth Care Centre (Pretoria North) where Gauteng Bright Stars Mentors started mentoring in 2015.

152 people were trained over four Bright Stars Mentorship Training sessions held in either Kempton Park or Sandton. Of the 152 trainees, 39 completed the application and screening procedures successfully. 21 of the 39 applicants have been matched and are actively engaging in one-on-one relationships with vulnerable children across Gauteng and two more matches are scheduled to start early in August 2015, with 11 more scheduled to start in the third term.

Each of these mentors has committed to visit their mentee for one hour a week for a period of a year. Mentors have given formal feedback on three occasions and informal support has been provided by the Bright Stars Office in the form of a closed Facebook group and ad hoc responses to any issues.

Growth of the Gauteng chapter has been slower than anticipated but quality relationships have been forged with partner homes and a passionate group of mentors who have been incredibly supportive and who are doing excellent work to impact the lives of vulnerable children across the province.

Recruitment

In 2015 our recruitment objectives were to raise the number of mentors in order to work with more children and be able to partner with more CYCC's in the greater Durban area. We have built strong partnerships with local churches in Durban who have been willing to let us utilize their facilities for training purposes as well as to recruit potential mentors through their congregations. These churches are: Grace Family Church (Umhlanga), Hillside Church (Hillcrest) and Olive Tree Church (Morningside).

Our recruitment strategy was to use existing partnerships with churches, NGO's, our existing mentor pool, editorial content and word-of-mouth to promote the programme and the events surrounding recruitment and training.

Several recruitment videos were developed and utilized to great effect in churches and on social media platforms:

<https://www.youtube.com/watch?v=SE-oQzcXN2A>

https://www.youtube.com/watch?v=8CI5Td_Wnzg

Emailers were designed that were sent out to various databases to encourage potential applicants to attend training and learn more about Bright Stars and mentorship with a view to making application.



BRIGHT STARS
MENTORSHIP PROGRAMME

IN SOUTH AFRICA...

- 1.5 million children are *orphaned*
- 50% of children registered for Grade 1 in 2002 *did not write matric* in 2013
- 21,000 children live in institutions
- 122,000 children live in child-headed households

ONE HOUR A WEEK...
That's all it takes for a child to know that someone out there cares about them. Just one hour of an adult mentor's time can often mean the difference between a life lost and a life filled with promise.

Bright Stars is a child and youth mentorship programme run by local NGO, The Peace Agency. The programme assists vulnerable children and at-risk youth who lack adequate adult role models and family support. Bright Stars recruits, screens and trains suitable adult mentors who are matched with a child. Mentor and child then engage in a one-on-one relationship for a minimum period of a year, just once a week. These relationships are supervised monthly to ensure a positive shift in the child's attitudes, behaviour and educational performance.

"Be the change that you wish to see in the world." - Mahatma Gandhi

JOIN TODAY

A CHILD MENTORED IS

- 53% more likely to engage in school
- 32% less likely to engage in violence
- 46% less likely to use drugs

MENTORS ARE richly rewarded as they see the immense difference they make in the lives of these children.

*"A nation that takes care of its children takes care of its future."
- Nelson Mandela*

*"A great mentor has a knack for making us think we are better than we think we are. They force us to have a good opinion of ourselves and let us know they believe in us. They make us get more out of ourselves, and once we learn how good we really are, we never settle for anything less than our very best."
- The Prometheus Foundation*

The Peace Agency
www.peaceagency.org.za or info@peaceagency.org.za

Social media was utilized to promote the training events and to get potential applicants to proceed to the website for more information.



Gauteng

Listen UP! a public relations agency, was contracted to roll-out a publicity campaign in Gauteng before each of the three public training sessions. Some of the highlights of these publicity campaigns included interviews with the Bright Stars regional coordinator on the morning news show on ANN7 as well as Morning Live on SABC2, radio interviews on 702 Talk Radio, SAfm and several smaller local radio stations as well as digital and print appearances about the mentorship programme and the training days specifically. In addition to the campaign, direct marketing methods were employed to create awareness of Bright Stars. KZN mentors and later Gauteng mentors were called on to distribute information about Bright Stars via their personal networks.

Training

Kwa-Zulu Natal

The training of mentors, and preparation for mentoring a vulnerable child, is a vital process. Feedback from successful applicants and from those who made the decision not to apply, indicates that the training process needs to be geared more towards relationship building, activity setting and planning, goal setting and youth development. Previous training material for 2013 and 2014 has been a combination of orientation (what is mentorship, why it is important in a South African context, what the role of a mentor is, and what to expect from mentorship) and training on how to mentor effectively. This has not been the most successful and for this reason research was done to assess international youth mentorship training standards and to bring Bright Stars training material in line with these standards.

It was also decided to have separate orientation and training events with a view to increasing the percentage of people who attend training and then continue on to complete the application process.

The disadvantage to this is that not everyone who is interested in knowing more about mentorship is able to make two separate events within a few weeks of each other, therefore, we also uploaded the orientation content to an Adobe presentation that is available on the website, or on email, for those who are unable to make the orientation event.

Research uncovered many different training resources, however, the one that stood out as being the most appropriate for Bright Stars is the Ready to Go Mentor Training Curriculum. This curriculum was developed with youth mentorship in mind and is a series of activities paired with theory that covers a broad spectrum of topics relevant to youth mentorship. The curriculum is evidence-based and has been developed by the Michigan State University Extension: 4-H Youth Development in response to a need for more in-depth and targeted training for mentors reaching out to vulnerable and at risk youth.

The training covers 5 categories extensively: Relationship Building, Boundaries, Communication, Youth Development and Cultural Competency. Each category is made up of many different activities pertaining to that topic which can be selected to create a unique menu of training material for every individual mentorship programme. It is the flexibility and the option to choose what best suits the context of the programme that makes it such an exciting tool to use.

This will only be implemented in the 2015/16 reporting year.

Three training events were held with the following results:

	Number of attendees	Number of applicants
Training 1 (<i>September 2014</i>)	83	36
Training 2 (<i>October 2014</i>)	30	20
Training 3 (<i>February 2015</i>)	47	28
Total attending training	160	84
Applicants who completed the process and were approved		46
Carry over from 2014 mentors		26
TOTAL MENTORS 2015		72
Current Active Mentors		67

From the above we can see that there is an average sign up percentage of 56% from those who attend the training, and during the application and screening process there is a significant drop-off with only 54% following the process through to conclusion and approval. These numbers have assisted us in assessing that our application and screening process is overly onerous and cumbersome. For this reason we decided to streamline the application process by upgrading our

website to a fully interactive site that accommodates an online application platform in the 2015/16 reporting year.

Our upgraded website and public Facebook page will lead to a greater and more interactive awareness for mentorship, and will inform the public of what we do and how we do it.

Gauteng

Four training workshops were held during the reporting period. The first and second training sessions were held at the DHL premises in Plumbago Office Park on 15 November 2014 and 31 January 2015 respectively. A small corporate training session was hosted at Nedbank in Sandton for eight staff members as a form of corporate social investment for Nedbank. Feedback indicated that potential trainees requested a more centrally located venue and thus Bright Stars decided to host a training event in Sandton on 23 May 2015.

In total 152 people attended one of the four training workshops and 39 of these attendees successfully completed the application and screening process.

	Number of attendees	Number of successful applicants
Training 1 (15 November 2014)	52	16*
Training 2 (31 January 2015)	62	15
Corporate training (26 March 2015)	8	1
Training 3 (23 May 2015)	29	7
TOTAL	152	39

Screening

Every applicant in KZN and Gauteng was thoroughly vetted and screened against the Child Protection Register and the Sexual Offenders Register (through use of the sexual offender's affidavit). Criminal clearances were obtained by each applicant as well as two references as to the suitability of the potential mentor to work with children and to mentor effectively. Individual interviews were held with each potential mentor prior to approval.

Mentors submitted application forms, indemnities, confidentiality agreements, mentor contracts, sexual offender's affidavits, criminal clearances and copies of ID for application for clearance from the CPR.

The administration of the programme is relatively intense and requires full-time monitoring and accurate data capturing. In order to make this process easier and more effective, mentor software was found and has been earmarked for implementation in the 2015/16 reporting year. MentorCore Youth is specifically designed to facilitate the administrative process of managing 50+ mentor relationships and allows for full functionality in terms of data capturing of both mentors and

mentees, document storage, online evaluation processes and activity monitoring and reporting by mentors and social workers at the CYCC's.

Mentor breakdown KZN:

	Younger than 30 years of age	31 – 50 years of age	Older than 50
FEMALE	9	26	12
MALE	3	14	7
TOTAL	12	40	19

Mentor breakdown Gauteng:

	Younger than 30 years of age	31 – 50 years of age	Older than 50
FEMALE	8	20	5
MALE	3	3	0
TOTAL	11	23	5

Matching

Kwa-Zulu Natal

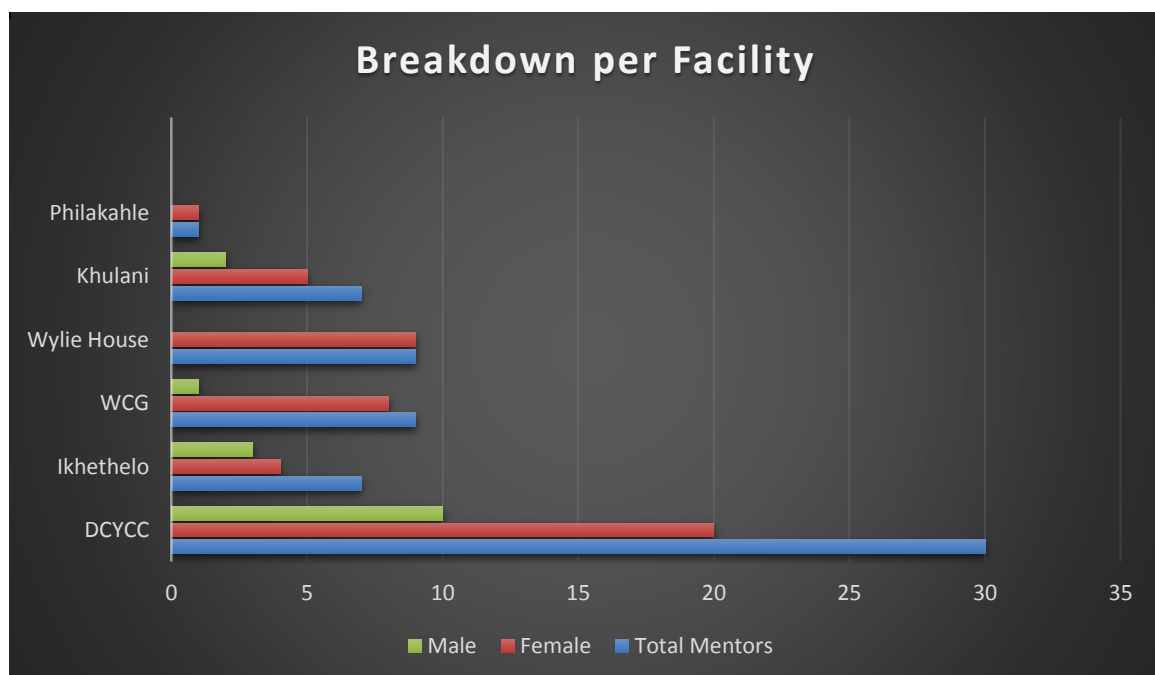
Each of the 46 new mentors were matched by Bright Stars administration and the social workers from the various facilities according to the strengths of each mentor and the specific needs of each child. Of the 26 mentors who carried over from the previous year, 2 mentors were rematched with new children as their previous mentees had been reunified with family. The remaining 24 continued with their same mentees for a second mentorship cycle.

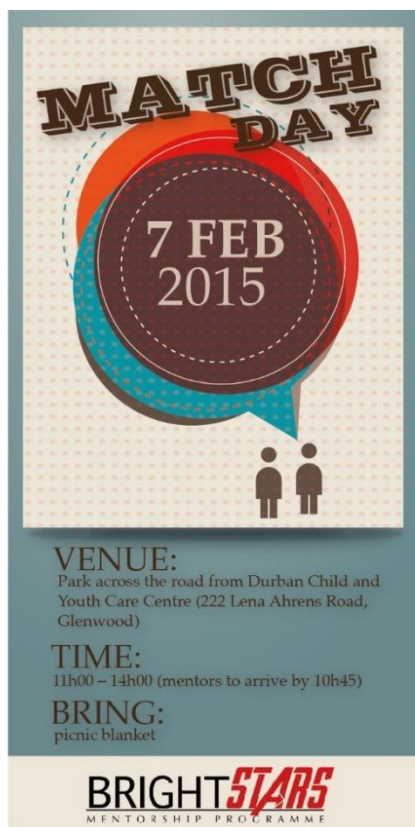
Mentee breakdown:

	5 to 10 years of age	11 to 14 years of age	15 to 18 years of age
FEMALE	14	18	14
MALE	8	6	7
TOTAL	22	24	21

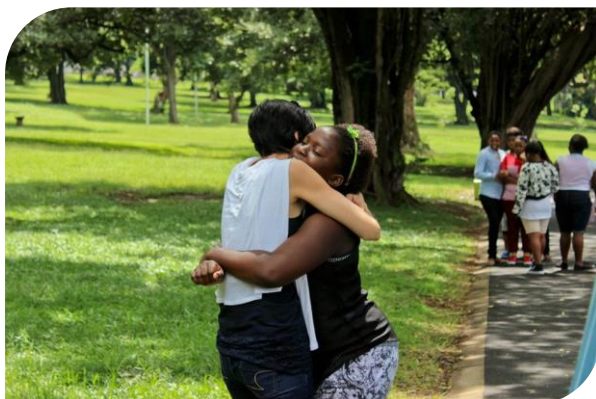
2014 has seen Bright Stars expand into new CYCC's and partner with facilities that have a great need for youth development and support. New facilities are: William Clark Gardens, Wylie House and Ikhethelo Children's Village. Capacity was increased at Durban Child and Youth Care Centre and at Khulani Children's Shelter.

Breakdown of facilities:





Matching took place in Glenwood Park opposite DCYCC and all children across the facilities and their respective mentors attended the Match Day Picnic. Match Day was a successful event that saw the children and mentors introduced for the first time in an introductory ceremony. Games were played and fun was had by all with competitions and prizes for the best couples. A picnic lunch was provided where each couple had the opportunity to start getting to know each other. The day culminated in the mentors and mentees creatively filling in a Bright Stars Dream Board which is where they write down their individual dreams and goals for the year of mentorship as well as the long-term dreams of the children.



Gauteng

Various factors were considered in selecting the children to become part of the programme. Children were chosen who lack family or relatives who play an active role in their upbringing or where the adult role-models that they do have might not be able to provide quality support in terms of emotional, behavioural and educational development. The Bright Stars Gauteng office tried to identify a point of commonality, be it an interest, passion or life experience, to match each child and mentor. The strongest consideration in identifying a match for each mentor was their area preference. Most mentors were not able to travel far outside a preferred radius from their area of residence or work. Another consideration was the time that the mentors would be able to visit their mentees since not all the children were available during weekends.

In the case of non-institutionalised children (Bokamoso) challenges had to be overcome in arranging the logistics of visitation. A decision was made to provide financial aid from the Bright Stars Gauteng budget to some mentees where they have to travel to a specific location to meet their mentors. The possibility of securing a central venue to accommodate mentorship sessions during weekends is being investigated. Support from the schools that these specific mentees attend and mentor's willingness to find a way to schedule their visits at a time that suits the child and school has been instrumental in the viability of these relationships.

Mentee breakdown:

	5 to 10 years of age	11 to 14 years of age	15 to 18 years of age
FEMALE	8	9	2
MALE	0	2	0
TOTAL	8	11	2

Since August 2014 Bright Stars has partnered with eight CYCC's in Gauteng for the provision of trained screened adult mentors for children in their care. Initially partnerships were cemented with Johannesburg Children's Home (JCH) in Observatory in the East of Johannesburg, the Bokamoso Education Trust which sponsors the educational costs for disadvantaged children at various schools across Johannesburg, Childline with a visitation point in central Johannesburg, Hearts of Hope in Sandton and Colin House in Benoni.

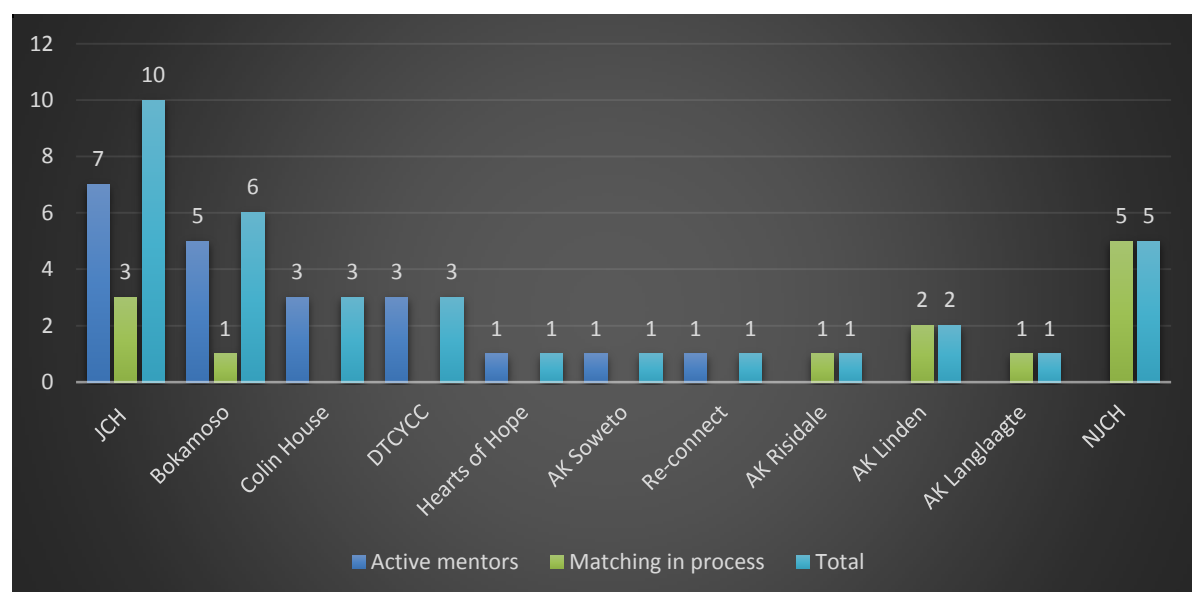
Of the first group of applicants four mentors were placed with JCH, four mentors with Bokamoso, two with Hearts of Hope and four with Colin House. A decision was made to shelve the partnership with Childline when extensive challenges were experienced in communicating with the organisation. Hearts of Hope also indicated that they do not wish to accept more mentors due to strategic changes in their operations.

After the first round of training and screening it became clear that more organisations had to be approached due to the fact that certain applicants were not willing to travel to the existing partners and preferred to mentor within a reasonable radius from their work or home neighbourhoods. The area preferences of the applicant mentors guided the search for new partner organisations. The

Desmond Tutu Child and Youth Care Centre in Pretoria North was approached to accommodate three mentors from Pretoria and New Jerusalem Children’s Home for five mentors in Midrand. The Abraham Kriel Children’s Home group has several campuses and satellite homes across Gauteng and they came on board in May 2015 to accommodate one mentor at the Risidale satellite home for girls and two* in the Linden satellite home for boys. Another mentor was placed at the Soweto drop-in centre and one* mentor on the Langlaagte campus. Re-connect in Pretoria East came on board to accommodate another mentor in Pretoria. Bringing the total number of partner homes where Bright Star mentors are involved to 11 (7 + 4 Abraham Kriel homes).

In the search to establish these partnerships, negotiations were undertaken with more than 25 CYCC’s across Gauteng. Some of these institutions have in-house volunteer and mentorship programmes and therefore did not wish to become involved with Bright Stars. Some CYCC’s were reluctant due to a phenomena informally termed: “volunteer saturation” experienced across Gauteng. Volunteer saturation happens where corporates and individuals often approach homes with outreach initiatives and social projects. Unfortunately many of these projects are not sustainable or in-line with the needs of the homes and so the CYCC’s become reluctant to introduce the children in their care to out-siders.

At some of the other homes approached, children did not comply with requirements (100% black, 40 % female), the homes had specific requirements such as additional interviews and religious stipulations, or the homes were not willing to comply with the Bright Stars programme policies. Another organisation is keen to come on board as soon as there are mentors available to mentor in their specific area of operation (Mamelodi in Pretoria).



Abbreviations: JCH-Johannesburg Children’s Home (Observatory); DTCYCC-Desmond Tutu Child and Youth Care Centre (Pretoria North); AK-Abraham Kriel; NJCH-New Jerusalem Children’s Home (Midrand).

With a smaller contingent of mentors, the majority of matching took place in smaller groups or individually.

Monitoring and Evaluation

Monitoring and evaluation remains one of the more challenging aspects of the programme. Mentors are required to complete a monthly evaluation which focuses on the good aspects of the month, any challenges experienced, noticeable changes in the mentee (behaviourally, confidence-wise, physically etc), activities participated in and their own rating of the overall success of the month. These evaluations allow Bright Stars administration to assess group challenges being experienced so that additional resources and ongoing training can be provided in those areas, our team can provide support to each mentor, guidance and encouragement, professional resources can be sought out where necessary, and mentors are kept accountable for the relationship and the progress thereof.

In 2013 and part of 2014 our focus was on developing the programme elements and growing the numbers so as to impact on more children. In so doing a few key threats presented themselves which have been transformed into opportunities. One of these is how to measure the success of each mentorship relationship in terms of impact and change in both the mentee and the mentor. The programme falls within the psycho-social category and aims to impact on youth development. It can be difficult to measure change where it is emotional, behavioural, and psychological and aimed at building self-esteem.

It has become necessary to strengthen the programme in how we measure our success, for each match and for the programme as a whole. Research was undertaken and counsel was sought from various professionals as to how best to evaluate the quality of the mentorship relationships and how to determine how much of any one child's improvement can be attributed to mentorship alone.

For the 2015/6 reporting year we will implement a new evaluation system which is evidence-based and validated and constructed specifically for youth mentorship that will enable us to ascertain the success of each relationship and the impact that mentorship has had on the mentees and the mentors' lives. This will enable us to determine the overall success of Bright Stars within the communities where we are active.

Programme Enhancements

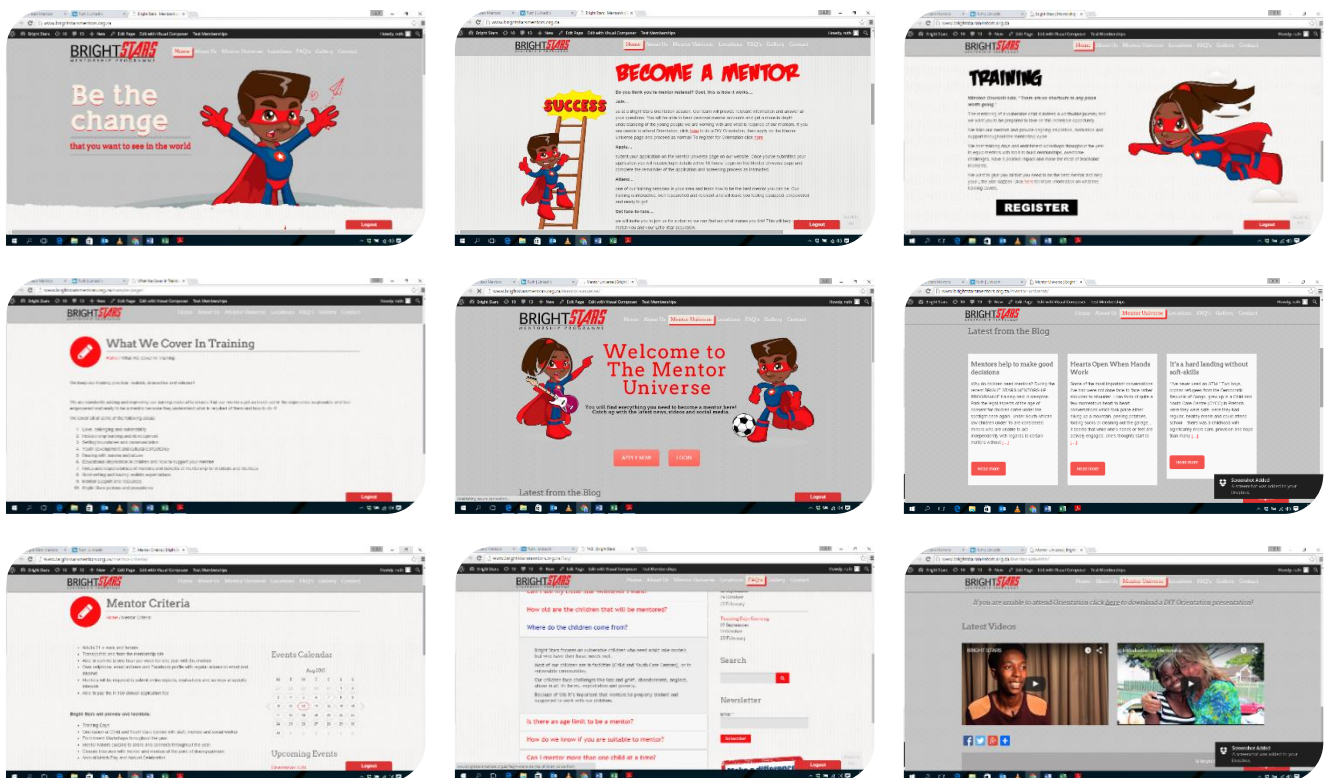
Our team has learnt a great deal in the 2014/5 year which will enable us to enhance the programme in various areas in the following year.

Planned enhancements include:

- New training curriculum for basic mentor training, and quarterly training workshops (topic specific to current challenges being experienced);
- Comprehensive mentee preparation and assessment prior to matching – mentees will be prepared for the programme in their home language and will be required to volunteer to participate and to undergo a brief strengths/difficulties assessment to highlight unique areas of ability and challenge;
- Online application and evaluation platforms for mentors to streamline the process and make the submission of more regular activity reports less time consuming;
- MentorCore Software to provide better programme administration and monitoring;
- New evidence-based, validated mentor/mentee match quality evaluations to be interpreted by a team of industrial psychologists to ensure accurate reading thereof;

- Stronger mentor support through the hiring of a Relationship Development Manager who will assist mentors on a one-on-one basis with support and encouragement. She will also manage the relationships with each facility and build new relationships with new facilities as the need arises;
- Resources – new and varied resources will be utilized to assist mentors in their relationships – these will be predominantly online resources that will be made available through the new website;
- Mentor preparation and activity guideline – mentors will be asked to set relationship goals prior to matching and to set measureable goals with their mentees once matching has taken place. These goals and the attainment thereof will be monitored by Bright Stars. An activity guideline will also be provided catering for specific age groups and genders;
- Recruitment strategies will be improved upon taking into consideration the power of social media, as well as the convenience of corporate staff volunteerism and we will focus on the recruitment of male mentors using video as a medium;
- Mentee support will be enhanced with quarterly contact with the children and brief assessments in their home languages.

Website Plans

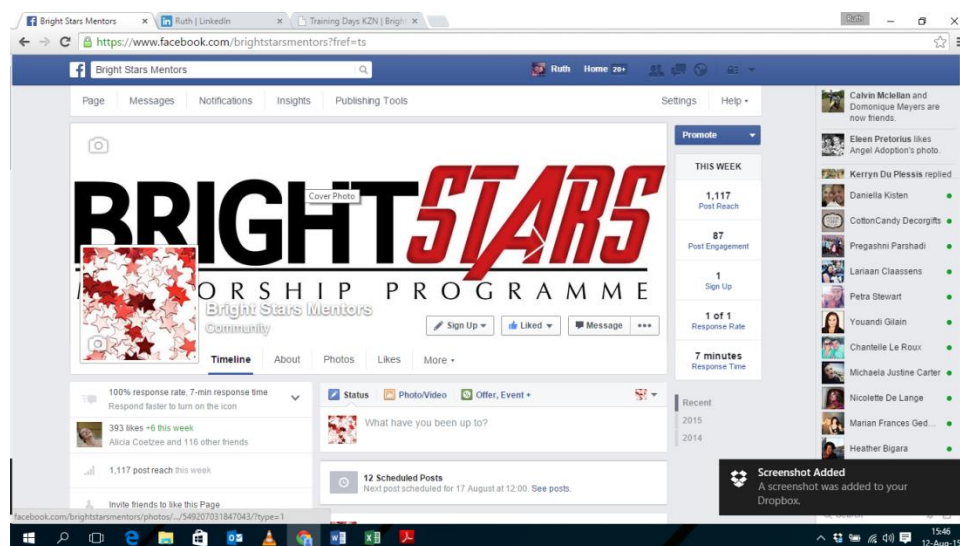


In upgrading the website we have designed two mentorship mascots that we can use across platforms, with mentors and with potential mentees. We wanted the mascots to portray the

empowerment and strength that mentorship provides to our youth. Enthuzia and Zeek will be utilized in the 2015/16 reporting year:



Facebook: Bright Stars Mentors



Bright Stars would like to increase our Facebook following in the upcoming year. Social media has the power to link the programme with many members of the public who may be interested in becoming mentors. Bright Stars also runs a closed Facebook group where mentors can communicate with each other and the team and share stories, experiences, support each other and give suggestions and resources. This group is not available to the public.

Conclusion

This has been a successful year for Bright Stars both in KZN and Gauteng. Positive impact is being made in the lives of the children who are part of the programme, as well as in the lives of the mentors who report incredible changes in perception and belief in South Africa, as well as a genuine emotional impact due to the incredible resilience of the children and their ability to thrive despite severe challenges.

Mentorship is growing internationally and hailed as a large part of the solution to many societal ills.

Statistics show that a child who is mentored is:

53% more likely to stay in school – 32 % less likely to engage in violence – 46% less likely to take drugs.

For South Africa, where almost 50% of children do not matriculate, this must be part of the answer to growing our youth and ensuring a safer, better future for our country. Youth need guidance, support and encouragement and they need to learn how to make positive, life-enhancing decisions. With mentorship they are empowered to do this. They are provided with tools and resources that will ensure that they have a future that will impact on South Africa as a whole for good.



Cookie Jar

Report by Cathy Foxton

The Cookie Jar project continues with the distribution of extra baby clothes, toys and blankets to communities in and around Durban.

Where we previously did not take in donations of clothes and toys for older children, we are now finding a great need in our local communities and have found a number of organisations to distribute these on their behalf.

We have some fantastic partner organisations that are always looking for donations and it has been wonderful to be able to contribute.

This year we have donated many of our outgrown or additional baby items to a local NGO called We are Durban. They in turn distribute the items to needy organisations and NGO's.



In my early school days I came across an article in a Fair Lady magazine which highlighted young girls not having access to sanitary products. I was so affected by it and so determined to try and help. With incredibly limited resources I collected products and began posting them to

an organisation in Bosnia.

After losing touch with the organisation a few months later, my efforts gradually stopped, but my desire to help girls with sanitary products never went away.

Jump ahead 20 years and after an amazing series of events, we have formed an incredible partnership with Sue Barnes and her organisation, Project Dignity.

Justin was writing an article linking absenteeism from school to a lack of sanitary products and as an organisation, we decided to try and raise money to provide products to girls in schools. I then met Sue at a fundraising workshop and discovered that she had designed and produced a washable, reusable panty and pad pack.

Justin put out an appeal for funds and we raised an incredible R63,000.00 in just over two months.

We were able to buy 510 packs, which each consist of 2 panties and 6 washable clip on pads. This pack should last each girl about 3 years.



We were privileged enough to go with Sue to the schools we had chosen in the Richards Bay area and watch her with the girls. She gives a wonderful lesson on female health, sex education and how to use the panty packs.

We continue to raise funds for this project and are aiming to do at least one school every year.



Finances

Financial Overview

We have had another incredible year of operations. For the fourth year we have raised enough funds & donations to enable us to offer a high quality service to those individuals dependent on TPA. We ended the financial year in the green and have been able to build up our reserves to start expanding our projects.

Donors

We have many individuals and companies who have contributed to our work over the past year and we are incredibly grateful for each and every one.

There are a number of our donors who have donated R20,000 or more over the last year and we would like to make special mention of them.

- AC Exports (Jens & Kate Reuning)
- Anil & Rene Bhagwanjee
- Craig & Michelle M^cIntosch
- GraceAid
- HABIT
- Louis & Teresa Ceneviz
- Marielle Den Hoet
- Ooba Bond Originators
- Richard Foxton

Fundraising

We were the recipients of the Ooba Bond Originators fundraising breakfast which took place in Botha's Hill in late February 2014. We received a very generous donation from them and were extremely grateful for all the effort that went into organising the breakfast.

Mandela Day remains a big day for The Baby House as so many wonderful, willing people come through the doors to give our babies some love and to drop off much needed baby items.

In August we held a fundraiser banquet for special invited guests. The evening was unbelievable and our team did an amazing job with the décor, food and entertainment. Everyone had a wonderful time and it was incredible to hear the testimonies from some of our adoptive families.

