



Bringing Hope, Breaking Despair



ANNUAL

REPORT



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OUR MISSION AND OVERVIEW

Mission

Our mission is to spread the good news of Jesus Christ in a life changing way and encourage people to follow Him.

To play a vital role in the prevention, care, treatment and support of people infected and affected by HIV and AIDS and other chronic illnesses.

To undertake community development, inter alia through education, social and health related programmes.

Overview

Living Hope programmes seek to impact the Western and Eastern Cape, South Africa, through a holistic approach that supports and empowers those affected and impacted by poverty, addiction and disease. We seek to *Bring Hope and Break Despair* in every possible situation.





CHAIRPERSON

When I reflect back on another year in the life of Living Hope, I am amazed by what has been achieved by our wonderful staff. There have been many challenges but when one sees what has been accomplished this year, then all that one can say is, 'What a wonderful God who has blessed Living Hope in fantastic ways and to Him be all the glory'. It is clear that nothing is impossible with the Lord. Living Hope continues to expand and grow, touching the lives of many within the communities we serve. During this past year we have served an incredible **111,798** people. On an average that means each staff member has served **559** individuals this year. What a privilege it is to serve people by *Bringing Hope and Breaking Despair*.

We have a staggering **43** programmes which cover a wide range of issues. To put it simply, we now care for people from the moment of conception till the moment of death. I have never listed all the programmes we cover. They are Antenatal Support Groups; Mom and baby birth to 6 months of age Support Groups; Mom and baby 6-24 months Support Groups; Book sharing; Breast-feeding counselling at False Bay Hospital; Clinic talks on various health topics; Household



assessments; Wound dressing; Bed bathing; Health Screening (Blood Pressure, Blood Sugar, Body Mass Index) Medication Adherence monitoring; Defaulter recalls; Chronic Disease Medication Distribution; Chronic Disease Support Groups; Anti-Retro Viral Clubs; HIV Support Groups; HIV testing and counseling; TB screening. Afternoon Childrens Clubs; Afternoon Teens Clubs; Holiday Clubs; Life Skills in Pre-schools; Life Skills in Primary schools; Life Skills in High schools; Sanitary wear distribution to girls in school; Grief and Loss Support Groups for children; Grief and Loss Support Groups for adults; Parenting Skills programme; Family Strengthening and Counseling; Nutritional support; Job Centre; Way to Work course; Disaster Response; Donations of goods Distribution; Substance Abuse education; Substance Abuse out-patient treatment and recovery; After-care groups for Substance Abuse clients; Family Support Groups for Substance Abuser clients; Farmer training; Missions Training School; Alpha groups; Evangelism; Health Care Centre (Palliative Care, Stroke and Surgery Rehab, Physiotherapy and Occupational Therapy)

In order to support these programmes, we have a wonderful Services team comprising Finance, Procurement, Asset management, HR, Volunteer and Team services, Monitoring and Evaluation, Marketing, Donor Relations along with Health and Safety Management, Risk Management, Quality Improvement and Infection Control.

All of this was managed on an expenditure of **R27,9m**. Our income, due to the generosity of wonderful donors was greater than our expenditure.

My thanks to the Trustees, Staff, Volunteers, Donors and Supporters of Living Hope – what a wonderful team. Most of all my thanks to the Lord, who has made all this possible.

John V Thomas: Chairperson: Living Hope Trust



PROGRAMME DIRECTOR

It has been yet another God-filled year of surprises and achievements as we have worked together in *Bringing Hope and Breaking Despair* through the different Living Hope programmes.

The integration of programmes has continued well and it is good to see this happening naturally across many departments.

There has been a general increase in the spiritual temperature across the organisation and it is heart-warming to find staff praying together and encouraging each other in the ways of the Lord.

The implementation of our operational plan against our strategic plan has been exciting to see come together and we are grateful to the Lord to see many of these plans are well on their way to fulfilment.

As with all development, there are learning challenges for which I am grateful to have a flexible and committed team who are always willing to adjust, and put in the extra work, to meet the requirements of the funder or changing needs of the community.

We have had 3 UCT students do their research projects at Living Hope during this past year and 2 German Social Worker interns spend 6 months each at Living Hope. Having their academic input and skills is always a great asset to the organisation.

I am grateful to the Lord for His provision, goodness and faithfulness to us as an organisation and to all who have served, donated, prayed and encouraged us along the way – Thank-you!



Avril Thomas: Programme Director



CHAPLAINCY

Praise the Lord, all you nations; extol Him all you peoples. For his love toward us and the faithfulness of the Lord endures forever. Praise the Lord. Psalm 117.

During the past year, **47** of our staff were trained on how to practically share their faith. We praise the Lord that during the training some recommitted themselves to Christ while others managed to reach people for Christ during the practical session. It has been encouraging to see some continue to evangelise in their daily work using what they have learnt.

We had three corporate prayer days with the staff during the year and we have weekly prayer meetings on a Wednesday at Capri. We thank God for our prayerful staff that continue to trust the Lord who is always with us.

I am greatly blessed to see how our staff daily devotions are attended. These take place every day in every branch of Living Hope. Across the board Living Hope staff are excited about attending daily devotions and are encouraged by reading God's Word and sharing what they have learnt with their clients as they *Bring Hope and Break Despair*, wherever they serve.

We had a joyful Women's day celebration and acted out the lives of 10 powerful women in the Bible. We encouraged one another to look for women in the Bible and make them our role models. The women of Living Hope thoroughly enjoyed this time together.

It is a privilege to minister to the patients in the Health Care Centre on a daily basis to the **229** patients we had and to share the life-changing Gospel of Jesus Christ. Each one receives a comforting Scripture verse and is prayed for every day.

Twice per month a Bereavement Support Group is facilitated for the Health Care Centre staff. They find it very helpful as we pray and share together and they thoroughly enjoy the days when we do exercises with them as it helps them to debrief after long hours of exposure to dying and sick patients.

Every Sunday patients and staff attend a service conducted by various Pastors of the Valley in the Health Care Centre.

I praise God for the daily opportunities we have to serve our Saviour and to see the hope and difference that He makes to so many.

Noloyiso Mzizana: Chaplain





RECOVERY

It has been most gratifying to see the integrated ministry as other Living Hope programmes get more involved with the Recovery programme, supplying much needed skills and expertise in the areas of HIV testing and screening, TB information and testing, and parenting classes.

It was discerned this year that clients were not as literate and presented with lower scholastic achievement. This has meant that an adaption to the presentation of the lectures has had to take place accompanied by a slower pace to assist those with low literacy levels.

The community of Retreat continues to provide a valuable service to clients in partnership with Lakeview Community Church. They offer a weekly programme comprising, Family Programme (Mon) Addiction Insight Classes (Tues) Exercise (Wed) Bible study (Thurs) Recreation (Fri) Community outreach (Sat) Worship Services (Sun).

Surfers Church continue to be loyal partners and provide a popular Support Group meeting on Thursday afternoons in Muizenberg. Annually they run a holiday programme meaning that the Recovery Programme does not close over the December holiday period. We rejoice that when the programme recommenced in January only two clients were "lost" in the holiday period. Well done Surfers Church!

The ongoing support and funding from City of Cape Town via the local ward Councillors allocation continues to make the work in Ocean View possible. City Councillor Simon Leill-Cock has been very supportive as well as a great ambassador for the programme in the City Council.

The Recovery Programme has been kept busy with many requests for information and training regarding Substance Abuse and



Recovery from a wide variety of organisations, like churches, trade unions, commerce and industry as well as the radio media.

Another area of ministry has been the monthly outreach campaigns by Retreat and Ocean View Branches with the distribution of posters and pamphlets. A sincere word of appreciation to the following loyal supporters; Hidden Treasure Simons Town for the excellent support over the past year. The Surfers Church for their continued interest in clients and support of our programme. Lakeview Community Church, and City of Cape Town. Their contribution is greatly valued and our prayer is that these blessed partnerships continue.

A very special word of appreciation to the many teams who have visited and contributed to our ministry this year in particular the team from Gordon Food Services USA who have been exceedingly generous not only in their direct assistance with the construction team upgrading our ablutions and kitchen but also the donation of a complete external renovation of the building.

We thank God for enabling us to serve **6 663** people and for His gracious prompting and provision and look forward to another year of faith in action.

Peter Lovick: Recovery Programme Manager

LIFE SKILLS PROGRAMME

We have so much to be thankful for as we have seen God move in our programmes. New staff have joined the team and some have staff moved onto other ventures.

This year our Life Skills department has focused on being more restorative in our ways of disciplining and handling children, looking rather to restore Biblical values life skills that will change the child's thinking and behaviour. Often our own life experience and culture hasn't encouraged restorative practices. A new culture is needed - a culture that points children and teens back to Scripture.

We are grateful for successful applications to the Department of Community Safety for partial funding for a week of Holiday Clubs in June/July and another in the December school holidays. Living Hope has been a partner since 2015 and has contributed to the Department of Community Safety reaching in excess of 20 000 children and youth.

Our relationship with Connect Network is strong. They invited 2 of our staff members and 6 of our children to their annual Camp Africa. We also have 3 of our staff members

about to complete a Networker training course. This training will help us to start / build networks with local like-minded partners.

Our parenting workshops have enabled many parents to understand how they should be parenting. Grief Support Groups for children are always so moving. Our Way to Work course has enabled people to understand the world of work. Our Job Centre has helped many find work.

Through working in Pre-schools and Primary schools, Afternoon and Holiday Clubs for children and teens, providing Parenting talks and workshops, Family Strengthening programmes, Way to Work and Job Centre, the Life Skills team has served **8 999** people.

We are so thankful to all our DAD donors and funders who have given so generously and contribute to the continuation of the Living Hope's vision and mission for Life Skills. Without God's blessing and providence we cannot do what He has purposed us to do.

Nathan Panti: Life Skills Programme Manager



HEALTH CARE CENTRE

This past year has been a year of changes in the Health Care Centre. We believe that God is Sovereign over the work we do and that we are co-labouring with Him to *Bring Hope and Break the Despair* of poverty and disease through the provision of excellent health care in the hospital setting delivered by committed, competent and compassionate staff, at no cost to clients.

This is all made possible through funding from the Department of Health and Compassus USA, as well as many other generous donors. The following is a summary of highlights from the Health Care Centre:

The application to the Department of Health for dual licensing as "Private Health Establishment" in addition to our current Public Health Establishment licensing is in process.

The completion of the two-family units. Although not in use yet for medical aid patients, we use them as needed.

COHSASA accreditation audit was conducted in March 2019 and we are thrilled that we came through with flying colours. This is a very exacting audit and it accredits us to be among the very best hospitals in South Africa.

Staff Changes:

Amy Aaron, the previous Health Care Centre manager, is transitioning into another position in the organisation, following maternity leave. The new manager, Fredelene Smith, commenced duties in December 2018 and was working alongside Amy until March to ensure continuity during the preparation time for the COHSASA audit.

The previous Social Worker, Tinashe Mhangara, finished with us in December 2018 as her family moved. A new Social Worker, Sive Vaaltein, was appointed in February 2019. She adjusted quickly and is a true asset to us and the organisation as a whole.

Thanks so much to our donors and staff for enabling us to continue to *bring hope* to **229** patients needing healthcare!

Fredelene Smith: Health Care Centre Manager



COMMUNITY BASED SERVICES

Our core focus is to assist our clients to cope at home with their disease, lifestyle issues and behaviour patterns, and to educate them on well-being and the prevention of illnesses. We also provides psychosocial support and appropriate referrals to other service providers. We work in partnership with the Client, the Public Health system and Civil society for the duration of the client's life-course. Our committed Living Hope staff serve clients and their families in their homes, do door to door campaigning and education, and do health screening in defined geographical areas, seeking to share the life changing message of Jesus with individuals and families. The areas we serve include: Masiphumelele, Ocean View, Red Hill, Capricorn and Overcome Heights.

Our Community Based interventions provided a meaningful service to the community by caring for the sick, doing wound dressings, monitoring of health conditions and offering advice on healthier habits and lifestyle changes to **5075** clients. Our Carers completed **5147** Household Assessments and our Wound Dressing Clinic treated **901** clients.

Through the First 1000 Days programme (the period from conception, through to 2 years of age) we assisted mothers with education and support using 3 different age appropriate curricula. Once a participant has completed



all 8 sessions of the curriculum they graduate. During this last year we had **123** graduates. Through clinic talks, we reached **3987** clients.

Our community engagement intervention aims to promote wellness and support those who have long term conditions, particularly with correct medicine usage and education and advice on minor health problems. The Support Group ministry is actively involved in the distribution of Chronic Medication to **524** clients referred by local clinics and False Bay Hospital, which saves the client waiting time and de-congests the crowded pharmacy waiting room at the hospital.

Our staff have also delivered HIV and TB treatment adherence support as well as prevention and promotion service to clients referred from the clinics, supporting wellness and ensuring care through home visits, pill counts and education to clients and their families.

Living Hope follows the World Health Organisation calendar and took part in the following campaigns: World Diabetes Day, World Aids Day, World TB Day, World Hand washing Day, Nurses Day, Mother's Day and Mandela Day. Through such outreach campaigns we reached **19 774** people.

Our goal is to integrate all our services and to connect with each client holistically. Some of the challenges that we face include community violence, gang wars and drug addiction, as well as unfavourable weather conditions. Despite these we remained strong as a team, highly motivated, and enthusiastic about improving our output within the communities we serve.

Joy Truter: Integrated Home and Community Based Services Programme Manager





HIV, AIDS, Sexually Transmitted Infections & TB



12000 people were screened for TB. Although this campaign did not immediately yield many positive cases of Drug Sensitive or Drug Resistant TB, the numbers in the surrounding clinics did show an increase in cases in subsequent months. On average these Clinics appear to have two Drug Resistant TB clients starting or re-starting treatment monthly and up to 30 Drug sensitive TB patients.

The Drug Resistant TB medication regimen has shortened enabling more clients to persevere to complete treatment, resulting in more clients being declared cured. The challenges most commonly faced in this programme surround treatment adherence by those who are substance abusers or involved in gang-related activities.

Our Health Counsellors serve a vital role in clinics and hospitals as they break the sensitive and confidential results of those testing for HIV, TB and STIs and invariably become that listening ear for all those desperate to share their burdens. Most of our Counsellors have been with Living Hope for over ten years, some from our early years and they have developed a reputation of trust and confidentiality with all with whom they work. The Counsellors are well-equipped and are often asked to speak in schools, hospitals and other community settings. Their expertise covers all aspects of Family Planning, Adherence to Medication and Chronic Disease Lifestyles as well as issues pertaining to Substance Abuse and recognising symptoms of Cancer.

The Drug Resistant TB Programme got off to a flying start with additional funding from HPCA last year and we were able to employ an extra counsellor and 20 DOTS supporters for April and May. This was an intense awareness campaign in Seawinds, Lavender Hill, Overcome Heights and Retreat - close to

In January our HAST department was given notification that the Department of Health would be terminating the HAST programme in its current form at the end of March 2019. With less than two months to prepare for this, we requested an urgent meeting with the Chief Directorate of Metro Health. After much prayer and persistence, our contract was extended for another year.

Although we do not know how the Department of Health plans to replace the role of the Health Counsellor in our clinics and hospitals, we do know that the loss of the HAST counselling Programme to Living Hope is a significant one. Please pray for our team as we seek other opportunities to make the best use of all that has been invested in us to transform the health and well-being of the communities in which we live.

The total number of people served by the HAST programme in 2019 was **57 819** people.

Sue Scholtz: HAST Co-ordinator



EASTERN CAPE

We are so grateful that God has carried us all through this past year. He has provided and come through for us on numerous occasions. We are grateful and proud of the staff team that God has put together in East London. They are committed, creative, faithful and sincerely carry out the vision and mission of Living Hope.

Our staff component has grown and now consists of 1 full time and 2 half day Life Skills Educators and 4 Community Health Workers and 1 Manager. Our team is led by Pumla Madliwa who has done an amazing job by leading the team and who has great networking skills and influence in the community of Mzamomhle.

On 1 March 2019 Living Hope became the proud owners of Klako Glen Farm bordering Mzamomhle to the Eastern Cape. We are thankful to God for Chets Creek Church who were miraculously able to raise the funds for us to be able to purchase the land.

During this past year the Life Skills programme has touched **421** children and **192** teens. Health talks presented at the local Mzamomhle and Gonubie clinics have reached **12 222** clients. **337** Defaulters were recalled to the clinic to continue their treatment. The first 1000 Days programme has continued to flourish and **17** moms and babies have attended these weekly sessions, **20** have attended the Chronic Disease Support Groups and **17** HIV+ clients completed the I ACT course. We are indebted to the Chets Creek Church, Jacksonville, who are the primary generous donors and founders, together with Gonubie Baptist Church, of this ministry. We are also thankful to "One More Child" for their continued support for helping us feed the children and teens in our Life Skills

programme as well as our 1st 1000 Days programme.

We praise God for all that he has done this past year. What we thought was impossible He made possible for us. Our prayer for this coming year is that God would provide funding and resources so that we can start with the developments of infrastructure on our land in East London so that we start operating our programmes fully from there. We also pray that God would continue to strengthen our networking in the communities that we serve so that we learn from others, and grow and work together in the places that God has ordained for us.

Chantel Delcarme: Community Networking Co-Ordinator



HARVEST TRAINING INITIATIVE

The Harvest Training Initiative is an Agricultural training programme which seeks to prepare farmers to be fully equipped as Farm Managers and Farming Entrepreneurs.

4 students completed phase 3 in December 2018 and presented their business plans. The winner, Fezeka Mndayi, is managing a single span hydroponic tunnel growing tomatoes and cucumbers. She is managing very well and is able to pay off her loan.

As part of their mission school graduation requirements, 8 students went on a 4 day mission trip to Koringberg in March 2019. They ministered to **339** people by running kids clubs, ministering to the elderly, vaccinating 160 livestock and showing the Jesus film. 59 people prayed to accept Christ.

The aquaponic farming is thriving and we are growing spring onions and all sorts of fancy lettuces. We are trying to stay up to date with the trends and our clients demands, so we are selling lettuce in pillow pack bags nowadays.

We have established 2 new Memorandums of Understanding with Ikhala College, in Queenstown, Eastern Cape and Boland College in Worcester, to have their students do some of their practical studies through Harvest Training Initiative. We had **48**

students enrolled in the programme over this period with an intake in July 2018 and another in February 2019. Unfortunately we had a number of students leave us during the year due to various differing reasons.

Harvest Training Initiative is clear about developing people's faith in Christ. Every morning we start our day together with devotions. **19** students have finished an Alpha course and attended Live School four times a week.

We have found a new vegetable purchaser – Cerebro. They are buying most of our produce and collect from our farm twice a week. Cerebro supplies most of the hospitals in the Western Cape. The remaining vegetables are sold to Pick 'n Pay, Food Lovers, Nude Foods and Garden Route.

As a staff team we want to thank our wonderful volunteer facilitators who do a great job and add to the success of our programme. Particular thanks must be paid to Andy Wingreen and Dirk Steenkamp.

During this reporting year the HTI programme has served **294** people.

Gerrit Kleynhans: Harvest Training Initiative Programme Manager





TEAMS

This year Living Hope hosted **207** people who took the opportunity to serve the Lord on a short term mission at Living Hope. Teams generally serve for a period of 7 to 10 days and come alongside our staff as they serve the communities through the various programmes that we offer. These teams spread over the whole year but most teams come between May and August, making these months our busiest. We have seen our teams from USA returning annually for their annual missions outreaches. We are excited to have hosted 2 new teams from Germany who came out as part of their Universities service hours.

Our greatest need for assistance is with Holiday Clubs that run 8 weeks per year and the teams add value by providing material resources, help on the ground and encouragement to staff while pouring blessing into the lives of the children in these communities. We have also seen an increase in teams from colleges and universities where students observe community health as part of their studies. These teams offer valuable support to our Community Based Service staff as they assist with household assessments and uplift the staff that reach communities in vulnerable health situations.

We were blessed by the visit of a team from Gordon Food Service that funded and created a garden for our Health Care Centre for patients and family members to enjoy. They also funded major renovations to our Recovery building.

The success of a team visit requires teams to be flexible with their schedules and intentional with their time and we are always encouraged when staff feedback that this was achieved.

In this past year we have had a variety of teams adding value in areas such as photography, videography, skilled labour, health work, holiday clubs and work on the farm.

I am always humbled and blessed to see how from planning to execution God's hand is evident in the work we do with the teams and also the impact on the lives of the team members as well as those who are served.

Karen Peiser: Teams Manager





VOLUNTEERS

"When people serve, they are more likely to focus on their walk with Christ. They are more likely to invite others to serve with them. They are more likely to stay connected to the mission and the vision. We need to continuously create ways to connect more and more people into meaningful ministry."
-Tony Morgan

In the last year, **241** local and international volunteers have given freely of themselves in many of our Living Hope programmes. One notable point of our volunteer demographic is the amazing cultural blend of South Africans and foreign nationals that choose to serve with us. When I think of our volunteer staff, I am reminded of the great opportunity we have at Living Hope to share our mission and vision with people and how God continues to inspire people to action as they serve with us. The volunteer heart is strong in South Africa and it seems that so many are just waiting to be called into action and purpose. It is such an honour to spend time with people and attempt to match their passion and personality with tangible service opportunities.

Over the past four years, we have seen an incredible trend in our local volunteer

work force. We have seen a 641% increase over the past four years going from **29** local volunteers in 2015/16 to **219** local volunteers in 2018/19. Individuals from our community are beginning to see and spread that word that they can make an impact by getting involved as a significant number of our new volunteer applicants come through a personal referral of a current or past volunteer. This new culture is developing a more sustainable model for the health and vision of Living Hope, which also empowers and disciples of our local people.

So many of our Living Hope paid staff have had the pleasure of working with, training and discipling our volunteers. They are aware of the tremendous value they add to our organization but I truly believe no one seems to realize just how much. It is my opinion that the impact of this shift and focus will only truly be realized over the next 5-10 years as we see how God uses it for His glory and greater Kingdom work at Living Hope and in the communities we serve.

With immense gratitude,

Kenny Kneezle: Volunteer HR Co-ordinator



MONITORING AND EVALUATION

"We believe therefore we act"

It is wonderful to see the fruit of what we do as we serve. Everyone in Living Hope has served so sacrificially.

We have seen a 1.5% increase of individual people served in 2018 - **111 798** compared to 2017 - **110 151** and a 13% increase over 2017 compared to 2016 - **97 809**. The increase in number of individual people served this year is less than last year because we decided to be extremely prudent in our reporting by only reporting 55% of those present in large groups we run. This helps us to beat acceptable margins of error by removing any possibility of double counting of people served so that our reporting remains beyond reproach by all standards.

It is not only about the numbers of people served but the heart behind and quality

of service. Our Quality Improvement programme received a 100 percent evaluation during a recent external accreditation review done by the Council for Health Service Accreditation of Southern Africa.

Our Quality Improvement tracks 30 quality goals which are constantly re-evaluated to improve how we do what we do. As soon as that goal is achieved for a programme, another is created so that we are constantly improving ourselves.

Every year we keep believing in God and His help through all of you holding hands with us as we serve people in obedience to Christ.

Tawanda Mutsigwa: Monitoring and Evaluation Manager





FINANCIAL REPORT

In the 2018-2019 budget year Living Hope received **R29 649 344** in income and expended **R27 973 677** on our programmes - Chaplaincy, Health Care, Family Strengthening, Recovery, Harvest Training Initiative, Mzamomhle branch and General Services. **R4 848 234** was spent on assets and expansion including:

- the purchase of a house in Overcome Heights for further ministry in Capricorn
- the completion of the Water Bottling Plant as a potential future source of income generation
- private wards in our Health Care Centre
- a vehicle and the purchase of the farm in the Mzamomhle/Gonubie area

All we can say in awe and wonder is - look what God has done!

The income funding increased by 31% mostly due to the huge amount of donation support received for the expansion and capital growth projects. A healthy 14% growth in the sales of produce from our tunnels is also worth a mention. Expenses increased by only 6% (less than the 8% of last year) largely due to inflationary increases

and an annual staff salary increase. There is a good ethic of responsible stewardship of our resources amongst the managers and staff which impacts these figures positively too. After deducting allocated funds, we had an operational deficit of **R168 428**. (see breakdown on note 10 of the Audited Financial Statements)

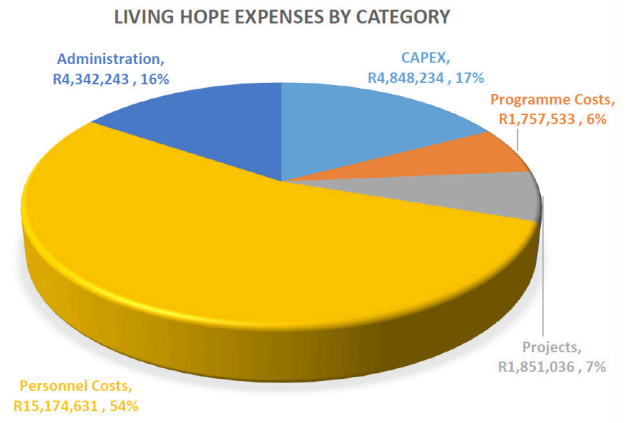
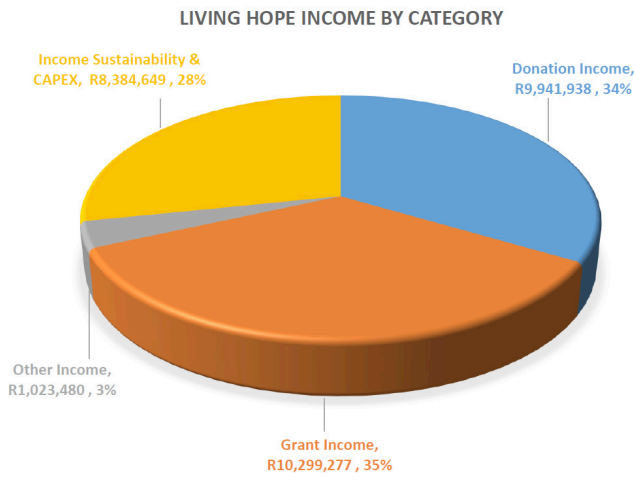
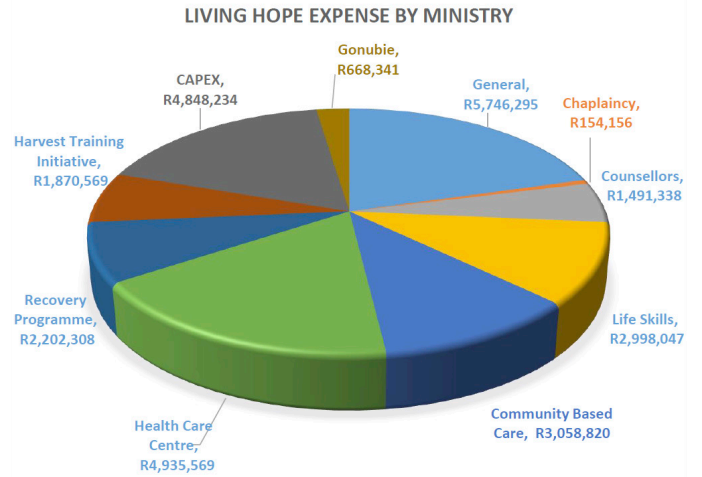
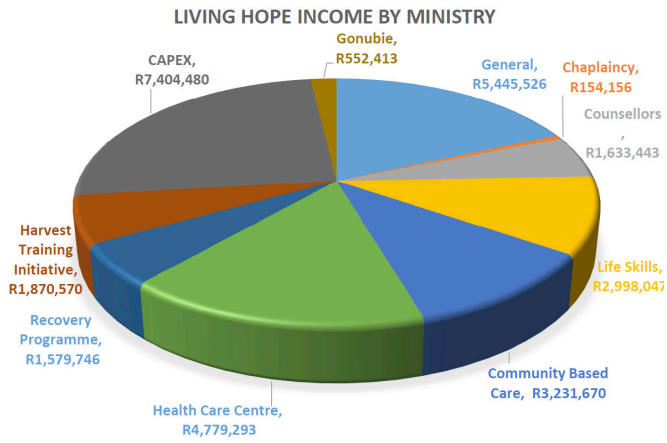
The following graphs depict the income and the expenses of each ministry area and show in which category these funds were received and expended.

This year **16c** in every Rand or Dollar of funding went to cover administration costs, which means that **84c** in every Rand or Dollar was directed back into our various ministry programmes and projects to impact the communities (For a more detailed Financial Report see Audited Financial Statements 2019)

We are so grateful for all the donors, funders and supporters of Living Hope, but mostly we are thankful to God for all that He has provided.

Jessica Bennett: Finance Manager







HUMAN RESOURCES

The Living Hope Human Resources department consists of two funded full time employees (HR Manager and HR Payroll Administrator) and one full time volunteer who co-ordinates and oversees both local and international volunteers. The HR department is responsible for the following functions:

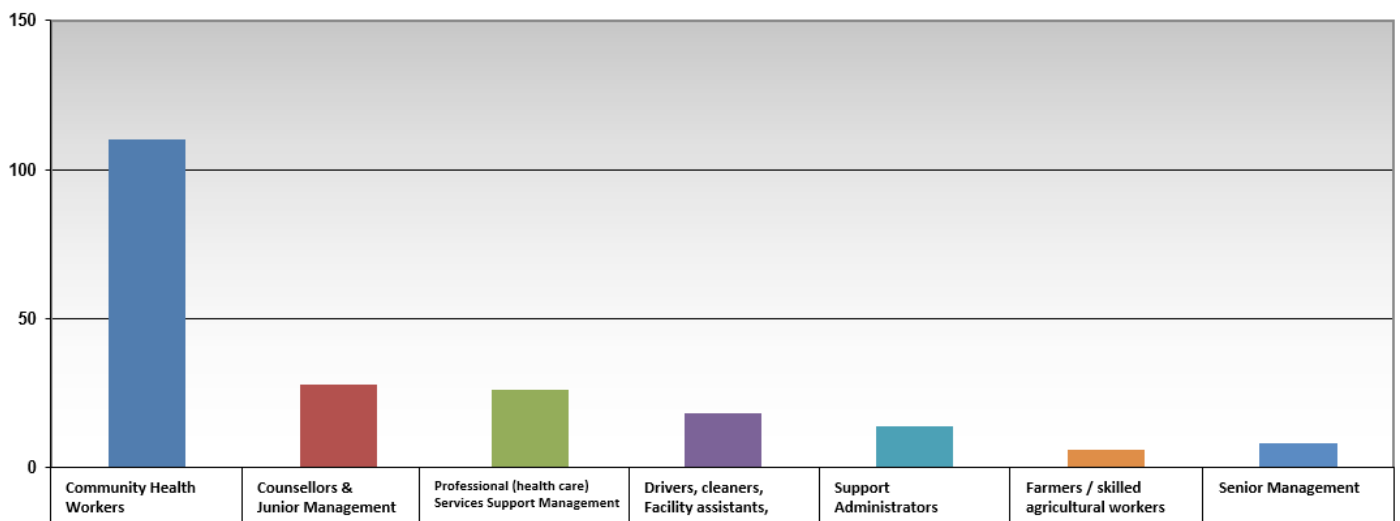
- Monthly payroll administration and processing
- Recruitment and terminations
- Orientation / induction
- Labour Relations and labour law compliance
- Disciplinary / Performance Management
- Government reporting and compliance: B-BBB EE, Employment Equity, Letters of Good Standing (required for funding and government compliance)
- HR Policy compliance
- Skills development / Training
- Employee relations

- Management reports
- Record Keeping

For our reporting period we have employed a total of 208 staff members. 175 staff members are employed within the health (Community Based Services, Health Care Centre, HAST and Addiction Counsellors) and Education programmes (Life Skills Educators). This includes professionally qualified staff such as our Doctor, Nurses and Social Workers. Our Harvest Training Initiative (farming) Programme employs 6 permanent staff members. Support Services (Finance, HR, Procurement, M&E, Marketing, Reception, Administrators and Maintenance) employ 19 staff. Senior Management (Executive Director, Programmes director, Finance Manager & Programme Managers) employs 8 staff members.

Kerry-ann Ives: Human Resources Manager

Categorised by Occupational Category and Level





STATS AT A GLANCE

Total People:	111 798
Recovery:	6 663
Life Skills:	8 999
Harvest Training Initiative:	294
Health and Care Center:	229
Community Health:	26 640
HAST (HIV, Aids, Sexually Transmitted Infections and TB):	57 819
Eastern Cape	9 992
Volunteers and Interns:	215
Marketing:	947



ACKNOWLEDGMENTS

We wish to acknowledge that all our programmes are made possible through the generous support of:

Don Reid
William & Lisa Rollins
Hein & Froula Van Zyl
Patrick & Melanie Hammer
Jon & Denise Beckman

Mike Winfield
David Porteous
Wiegand Morning Star Foundation
Bronner Burgess Memorial Fund

The Mason Family
Bill & Diane Waud

And the many numerous other generous individual donors.



And all of our other sponsors who contribute into our programmes.

The Board of Trustees , Management and Staff of Living Hope wish to thank everyone for their contribution and would like to advise everyone that the content of our programmes is the responsibility of Living Hope and do not necessarily reflect the views of our donors.

TRUSTEES

John Thomas (Chairman)

Tracey Uganja (Secretary)

Neil Smith

Gavin Williams (Deputy Chair)

Devon Retief

Engela du Preez

Julie Buisinne (Treasurer)

Michelle Wanless

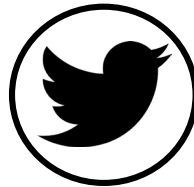
Sipho Zondi



CONTACT US



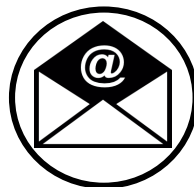
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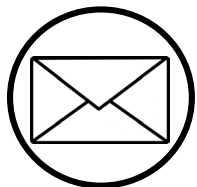
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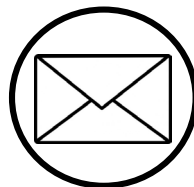
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