

2021-2022 Annual Report



**BIZWENI
CENTRE**
— FOR CHILDREN —
WITH DISABILITIES



As of March 2022, we are so blessed to look back over the last year and recognize how truly fortunate the Bizweni Centre for Children with Disabilities has been. With so many strong partners in our community helping to carry the vision, Bizweni Centre has continued in its endeavour to feed the families of our children well after the lockdowns have passed, fostering strong relationships with our most valued parents. From all of them and all of us, we say thank you to you for your caring heart!

Having the children return in full force has brought a most welcomed and joyful sound to the Centre's hallways, and Campus grounds. With the return of a motivated staff team, along with some new faces, the work continues to bring the most dedicated services and therapy to our children.

Currently, we are in the process of building a new docking ramp for the buses, in order to add an extra level of safety when transporting children to and from the Centre, ensuring that our children get to where they need to be with a smile on their face.

All in all, we're extremely grateful to our faithful funders who have stood with us through these uncertain and challenging times. It is thanks to you, and our wonderful staff, that we are able to provide such a loving space for these precious children.

We look forward to another year of blessings and partnership as we continue to grow our Centre's vision here in the Helderberg.



Message from the Board Chair
Justus Swart



Message from the Centre Manager

Vicky Hinrichsen

2021 started with opening delays for the children. We were still only allowed to have 50% of the children in the Centre at a time so we continued developing and delivering home programs during their home weeks. One could really sense fatigue in the parents/caregivers. To be honest, it was a stressful time for both the staff and the parents. Many mothers were unable to return to their jobs with their children still at home or they had to leave them with young siblings or alone. People kept talking about the 'new norm'. If this was a reflection of a new norm it wasn't exciting.

August 2021, back to full attendance. Finally, a sense of things returning to how they were. Half classes to full classes, full busses. **Exciting and wonderful!** I look at the very good attendance of the children and know that this was a result of the strong relationships and teamwork that were built up during the extraordinary past two years.

Something that had played very heavily on me was the fact that the Centre needed to relook at its Human Resource documents. At a Board meeting, it was decided that we would bring in an HR Company on a consultancy basis. Dale Halloway from DNA Crow gave us a great discounted package. After an organisational needs analysis/diagnostic it was decided that we needed to redo all our employment contracts. They had been fixed term, renewed yearly whereas they should have been permanent. We then redid job descriptions and are still in process of putting together an employee policy & procedure manual and employee performance review process.

What I am really trying to say is that I am very aware of the responsibility I have to ensure that we are running according to best business practices. Loving our children and delivering our wonderful services can only be sustainable if every area of the Centre continues to be refined and improved upon.

Thank you to everyone who supported us through 2021 and into 2022 and partnered with Bizweni Centre for Children with Disabilities. We love you all.

BOARD OF DIRECTORS

Chairperson

Justus Leo Swart

Vice Chairperson

Lwazi Mankahla

Secretary

Denise Rankin

Treasure

Daniel De Villiers

Additional Members

Russell Julius
Stephen Mack

THE BIZWENI TEAM

Centre Manager

Vicky Hinrichsen

Financial Manager

Denise Rankin

Admin Assistant

Simone Coetzee

Events Fundraiser

Debbie Bone

Occupational Therapists (OT)

Emma Kritzinger
Chenell Myers

OT Support

Sauney Coetzee

Speech Therapist

Chelsea Hach Van den Berg

Music Program and Teacher

Estie Griesel / Anine Momberg

Life Skills Coordinator

Luvo Mboxela

ECD Practitioners

Catherine Coetzee
Miriam Blom
Caroline Moletsane

Senior Carer

Megan Stefoor

Class Assistants

Virginia Oliver
Zandiswa Ketani
Sandra Morris
Maria Hoffman
Charlene Masindwa
Noluyanda Mtheli
Gaynore Bell
Leeann Nel
Nosabelo Vumazonke
Frances Leibrandt
Irene Mutswiri

Amanda Sohuma
Levonina Fortuin
Nothini Tyityi
Yoliswa Pekula

Bus Drivers

Francois Vogelzang
Gift Mpufu
Charles Adriaanse

Housekeeper

Nancy Mutuda

Office Helper

Celeste Eager



WE ARE

A special needs
daycare Centre
for children with
severe to
profound
disabilities.

63 children

5 classes

31 team members

CHANGES 2021-2022

TEAM

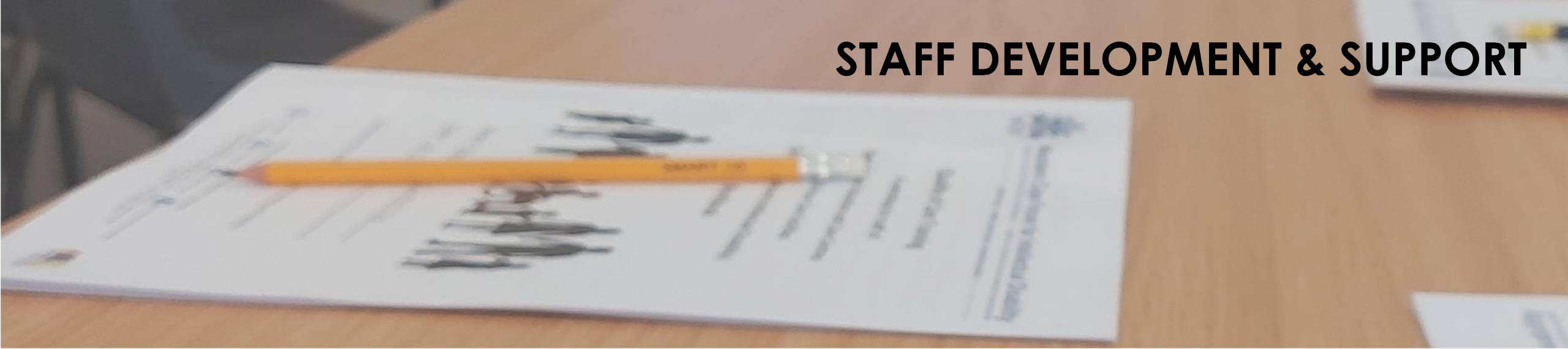
- At the end of 2021, we said farewell to Estie Griesel, and welcomed Anine Momberg as Class 3 teacher and Music Stimulation Coordinator.
- Class Assistant, Virginia Oliver, retired after over a decade of caring for our children.
- We hired two more Class Assistants, Leanne Nel and Noluyanda Mtheli, to ensure each child receives the highest standard of care.
- We also welcomed Luvu Mboxela as Class 4's Life Skills Coordinator.

CHILDREN

- 14 new children enrolled
- 6 children transitioned to special schools
- 2 children aged-out



STAFF DEVELOPMENT & SUPPORT



45 WORKSHOPS & WEBINARS

We are fortunate to have access to very good training, covering diverse topics. We ensure that all staff members attend various appropriate training throughout the year. Examples: 25 staff members received training in 'Epilepsy and Seizure Management'. NPO Collaboration Dialogue, Innovation & Résilience. Two-day Digital Communication and Fundraising Workshop. Finance Workshop. Cerebral Palsy Training. Down Syndrome Training

22 IN-HOUSE TRAINING & MENTORING

This is the number of formal training presented to the staff. Yet their experiential training is ongoing. With the high diverse individual needs of our children, the Class Coordinators and Therapists continue to oversee and guide the staff in individual therapy, wheelchair seating, positioning, and feeding.

STAFF WELLNESS

The holistic well-being of staff is very important to us. A one-day team building & training was arranged for all the staff following on from the previous year's training, 'Understanding People, Mental Health and Trauma'. Providing us with a greater understanding of self, people, mental health, and trauma.

We are fortunate enough to have a Wellness Counsellor who offers her services to us for a nominal fee. She has helped us with individual staff needs, conflict resolution and debriefing.



OCCUPATIONAL THERAPY

Emma and Chenell attended a 5-day practical 'Basic Professional Wheelchair Seating' training to equip them with the skills to assess and fit our children in specialized seating devices, procured through government services. Within the profession, only trained therapists can seat children and adults in wheelchairs. Previously, a trained seating practitioner was paid to consult at the Centre.

- **Wheelchair seating completed in March 2021 - Feb 2022:**

- Assessment: 19
- Fitting/adaptions: 31
- **Assistive devices (walking frames/AFO's) issue/adaptations: 25**
- Referrals/beneficiaries transported to Orthotics & Prosthetics clinic in Pinelands for additional assistive devices (Ankle-foot orthosis, build-up shoes: 28
- **Therapy in Action:** 4 children received hand splinting
- Bizweni Centre OTs made 6 hand splints
- **Makaton training:** This is a language programme of speech, signs and symbols to support people with communication challenges.

Therapy room - What once was a storeroom has now become a therapy room! The new therapy room used by our OTs is equipped with specialized sensory swings and therapy apparatus. This change has allowed the therapists to provide more individual therapy sessions to more children. These sessions have already shown improvements in child learning and behaviour. SENEICIO donated therapy wedges and a bolster swing.

IMPROVING DENTAL HEALTH

Sometimes it's easy to take things for granted, like one's dental health. In January 2022, 31 of our children visited Melissa, the Oral Hygienist at the Pebbles Project. We transported the children to the appointments. These visits were made possible by money raised at the Paint & Sip fundraiser held on the 1st of December 2021. The children that were found to have cavities were referred to Tygerberg Hospital for further treatment.

AUDIOLOGY APPOINTMENTS

Chelsea (Speech Therapist) arranged and booked appointments for twelve of our children who have never been screened or have been lost to follow-up. Due to the nature of our children's disabilities, hearing tests can only be done in specialised settings. Additionally, if a child needs hearing aids these can be provided through government services.

JOB SHADOWING

McDonalds collaborated with Job-Abled to give youngsters with disabilities a chance to job shadow at a number of their outlets. Two of our boys were chosen for this wonderful initiative, which may potentially employ some of our teenagers in the future. Sadly, at the end of the year, the parents did not follow up with Mcdonalds.





FOOD DRIVE

Food parcel drops	23
Food parcels delivered	1291
Deliveries since 2020	46

With remaining funding in the Elma Foundation Special Fund, the decision was made to continue supporting the families with food parcels every second week.

This has really made a difference for our families.



BIZWEN
— FOR CHILDREN



TRANSPORT

Our three busses are the life support of the Centre. When we are unable to pick up children, only a handful of them manage to get into the Centre.

Great excitement! Our new VW Crafter bus sponsored by LOTTO was delivered on 4 May 2021. This was to replace our Mercedes Sprinter which we were then able to sell.

Disaster Struck. The Ford Transit bus was destroyed by fire. Thank goodness, there were no children on the bus. The bus driver and one staff member had collected the bus from its garage to bring around to the Centre. The staff were waiting to be transported to get their COVID vaccinations when a fire broke out on the bus. Thankfully, they managed to get out of the bus before it literally burst into flames and was completely gutted. The driver sustained burns and needed to be hospitalized. He received wonderful care and has recovered fully. Both received trauma counselling. The cause of the fire could not be determined.

The Wow factor. We were able to replace the Ford with a new VW Crafter out of the proceeds of the insurance, the sale of our old Sprinter (that had been sold the day before the bus fire) and a wonderful R100 000 donation from Virtual Resource.

Emergency bus protocols and procedures were drawn up. The bus drivers and staff received training. Bus fire evacuation drills were carried out. This will be ongoing.



VOLUNTEERS

We have the most wonderful volunteers who offered their time and services to the Centre:

Pets as Therapy – brought Brandy a therapy dog, for our children to pat and brush.

Therapy in Action – offered their services to assess children and made hand splints for those who needed them.

Marinda Bruwer Biokineticist Practice – sent one permanent and two intern biokineticists weekly to work with 10 specific children.

Applewood Preparatory School – the Grade 6 'Apples' returned in October 2021, excited and ready to participate for an hour every Friday.

Carleen Newton

PRACTICUM STUDENTS

Brenda Chitongwe (Chilton Training facility)

CONSULTANTS

Liezel Els - Wheelchair practitioner

Stefanie Halford –Physiotherapist



OUTINGS

Finance report for the financial year ended 28 February 2022

Bizweni Centre is registered as an NPO, which measures itself against best practice in terms of governance for its sector. It has a staff complement of 30, who care for more than 60 children. The Board recognises that these people are dependent upon the financial sustainability of the centre. The financial statements were audited by an independent auditor, who expressed an unqualified opinion on the results.

Once again, the Board are pleased to present a healthy set of financial statements. These include a balance sheet, showing the financial position at a point in time and an income statement, which records operating activities for the financial year ended on 28 February 2022.

The **Balance Sheet** is healthy:

Capital and reserves have increased to R3.3m from R1.8m, which is an improvement on prior year. This increase is largely due to the extraordinary income from Lotto, which was used to purchase a new bus.

The **Bank** balance at year end is R2.1m; which is positive. R413k of this balance is incomereceived in advance, which represents donor funding received, but which is allocated for use in the next financial year. The Sustainability fund of R800k is held out of the remaining balance, which is intended to reduce risk, should donor funding commitments change.

Net assets materially comprise three buses, which transport children. Two have been replaced in the current year.

Also reflected in the notes is another asset, being the non-cancellable operating lease over the building from the church. Both these categories of assets are critical to the future of the centre.

The **Income Statement** shows a net loss of R70k from operations. However, there is a surplus after extraordinary items, which was used to fund new bus purchase.

Donations remain the key source of funding, which are 8% up year-on-year at R4.4m. There was an increase from trusts and foundations, while individual donations declined. The Board are extremely grateful that all our funders have continued to fund the Centre during and since the Covid pandemic.

Fee income is 5% up on prior year. The practice that started during covid continued, whereby if parents pay school fees, then children received donor-funded food drops in return.

Staff costs were 11% up, which includes a market related cost of living adjustment and overtime worked.

Program costs were 16% up, which was mainly driven up by the food drive, which has been positively received.

Office and administrative expenses were down 12%. Overheads have been reduced wherever possible to mitigate any increases due to Covid. Unrecovered fees are the write-off of school fees, where affordability is an issue, and these are significantly down.

It cost R4,5m to run Bizweni for 2022, which is an average of R376k per month.

In summary, the Centre has funded itself and the reserves have grown, which Bizweni continues to strive to build to ensure the sustainability.

Dan de Villiers

Income



- Government funding
- Corporate donations
- Trusts & Foundations
- National Lottery Commission
- Individual donations
- School fees
- Other - interest

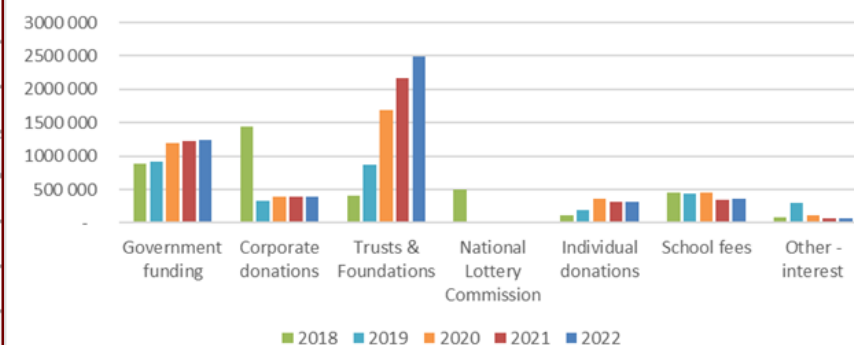
INCOME	2022	2021	change
Government funding	1 242 751	1 224 103	2%
Corporate donations	384 000	393 000	-2%
Trusts & Foundations	2 496 862	2 168 307	15%
National Lottery Commission	-	-	
Individual donations	310 790	319 467	-3%
School fees	363 350	346 500	5%
Other - interest	73 880	60 296	23%
TOTAL INCOME	4 871 633	4 511 673	8%
EXPENSES	2022	2021	change
Staff costs	3 223 743	2 914 431	11%
Program costs	704 331	609 052	16%
Transport	155 549	246 635	-37%
Food & nappies	346 813	176 630	96%
Education	201 969	185 787	9%
Administration costs	587 978	670 631	-12%
Office and administrative	437 805	580 194	-25%
Maintenance	113 556	90 437	26%
Fund raising expenses	36 617	-	
TOTAL EXPENSES	4 516 052	4 194 114	8%
Depreciation	425 669	224 808	
NET INCOME / (LOSS)	-70 088	92 750	
Extraordinary income	1 572 567	-	
NET INCOME / (LOSS)	1 502 479	92 750	

Expenses

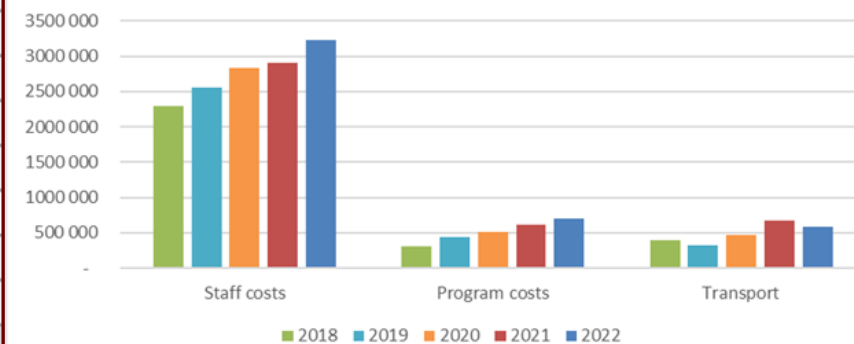


- Staff costs
- Transport
- Food & nappies
- Education
- Office and administrative
- Maintenance
- Fund raising expenses

Total income



Total costs



THANK YOU to all our loyal donors, sponsors, contributors and supporters

Government

Department of Social Development, The National Lottery Commission

Trusts and Foundations

Elma Foundation, Moltano Brothers Trust, NBP Charitable Foundation, RB Hagart Trust, The 476 Charitable Trust, Syringa Trust

Corporate Donations

Alexander Forbes, Power Group

Individual Donations

Dr MJ Abelson, Kevin & Carla McPherson

Support A Child

Annelisa Zeuch, Jean de Beer, Hazel Swart, Astrid Eager, Nina Bragg Pettersson, G & T Bertram, Dale Kuys, Margaret Murray, R&B Sinden, Allan Bellamy, Mr & Mrs Minderhoud, Tim Bertram, Blanche Assam, A Crawforth, Barbara Kingwill, Collen Lategan, Cheryl Micheletti, Stekhoven, Rhett Lothar, Ricci & Lloyd Marshall, Johan & Azanne van Wyk



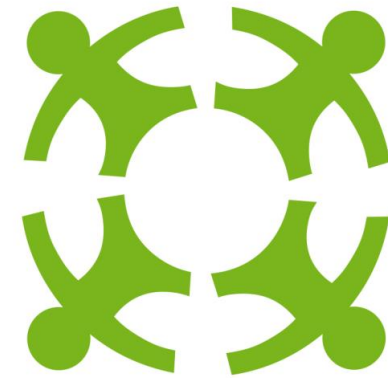
GENERAL DONATIONS

- **Ackermans** donated nappies, wet wipes, and toiletry bags with facecloths, toothbrushes and toothpaste
- **Tuschemy** donated 50lt of hand sanitizer and soap
- **Alexander Forbes** – a huge PPE donation of sanitizer, gloves, masks and other products
- **Niall Welch Phonak Centre** fixed a hearing aid for free
- **Specsavers** fixed a pair of glasses for free
- **Applewood Prep** held a Cultural Evening and raised R9000
- **Beaumont Primary School** raised R3700 from their year-end event and R22,000 from their Valentine's Day school market
- **Helderberg Rotary Anns** also donated 64 warm tops, one for each child to keep them warm
- **Orden** – a big bag of clothing, towels and bedding
- Elbe' Jansen van Rensburg – sand toys
- Nicola Jacobs – a fan to use in a classroom
- Ingrid Boysen – clothes our teenagers

EVENTS

- Heritage Day fundraising Braai
- 1st December - Our Paint & Sip event raised R8,320





**BIZWENI
CENTRE**

— FOR CHILDREN —
WITH DISABILITIES

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