



2022 ANNUAL REPORT

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SERVICE



TRUST



ACCOUNTABILITY



RESPECT



SUSTAINABILITY

1. INTRODUCTION

With the collaboration and support from all our stakeholders, supporters, funders, partners, local businesses, collaborators and by God's grace, the hands and hearts of Strong Schools were strengthened during this past year. We are so grateful for your support and would like to thank, bless and salute everyone that was involved this past year.

Together we could make a difference towards sustainable change in our Support Hub Schools in disadvantaged communities according to the following main outcomes on our Theory of Change:

- Established new Strategic Partnerships
- Improved School Management Practices
- Improved Life Skills for Educators and Learners
- Improved Learner Academic Performance
- A safer school environment; more conducive to learning
- Capacitated For Purpose Organizations through Virtual Workshops



2. FROM THE CHAIRPERSON'S DESK

Vonnie Mostert



Another year has passed, and it is always encouraging and motivating when you can reflect and report on progress and measurable outcomes. Incrementally we could see how every drop and nurturing of our tree started resulting in the growth we were praying for and this leaves us with grateful and humble hearts.

This could be done despite our beloved country's very challenging economic and social context. Should we never forget that the socio-economical condition of our country has the most severe impact on the poor and marginalised groups, such as the children of our communities. This can never ever be ignored if we want to create a future of peace and stability in our country. When talking about the education of our children, I like quoting *"Whoever controls the education of our children controls the future."* (Wilma Mankiller).

I would like to celebrate the following which has stood out for me as noticeable accomplishments in 2021/22:

- Our capable and highly reliable operational team. Trudie, Juanita, Annette, Xolisa, Mario and Fefe form a formidable team that makes things happen. The fruit appearing on the trees can often be traced back to the hard work done by them.

- Our strategic partners and sponsors – the alignment between our Vision, Values and partners is such a strength and every little success is celebrated by this close-knitted community. Our focus on developing a collaborative culture is paying off and the footprint is extending as a result of it.

- Our commitment and execution to delivering sustainable change processes. The Compass Calibration process was initiated as a tool to map the strategic priorities of a school. The work done by Sonja van der Bank and Dr Henk Punt should be recognised. This tool gives guidance to the actions to be driven by the Support Hubs (i.e collaborative structures offering support to school leadership). This enables us to spear-head our initiatives and to avoid the "spray gun" approach, which leaves so many community projects ineffective and not sustainable.

I would want to conclude with a quote from a book by the author Jodi Picoult – *"If I cannot do great things, I can do small things in a great way"* (Dr Martin Luther King).

Thank you all for the great way in which you are doing things!!

***"To educate a child is
like turning walls
into doors."
- Anonymous***





3. COO SUMMARY

Juanita Möller & Trudie Schoeman



From Trudie's Desk

It has been a privilege and pleasure to serve Strong Schools this year. Even more so after we appointed and welcomed Juanita Möller in January 2022 as Co-COO and Support Hub coordinator of Strong Schools. We salute her for the knowledge, skills and passion she brings to our organization, in order for us to achieve a much bigger impact towards building stronger and more efficient schools. We are also grateful for our small but committed team and a few new volunteers and team members who joined SSCC this year. Their passion, dedication and hard work are much appreciated, as they supported us to establish a more successful organization which can serve our schools and communities.

Trusted partnerships with our principals, schools and other stakeholders are at the core of how SSCC functions and towards our 5-Step Change Journey with each school. Therefore, we are proud to report that all five our Support Hubs in the Helderberg Basin are now fully functioning and became the birthplace of the SSCC projects and initiatives, according to each school's unique School Improvement and Development plan.

Our new Theory of Change enables our board and team to remain focused and is one of the strategic tools we started using this year. It assists us with setting SMARTER goals, in order to reach our purpose towards sustainable change in under-resourced schools. As SSCC facilitated practical solutions through various community collaborations, more change management processes and projects were launched.

We are thankful that our Compass Calibration Survey that was launched in all our schools, is now ready to be transferred to a virtual platform for other schools to use.

Together we are making a difference and can multiply the impact in our schools!



From Juanita's Desk

My journey at SSCC started on the 12th of January 2022. I got to know the wonderful SSCC Team and Board members, as well as the schools we serve and have been privileged to meet the principals, School Management Teams and educators, who are doing such amazing work in their respective schools.

Through the Support Hubs, I learnt about the needs and priority areas that the schools have identified. It has been such a rewarding experience to develop strategies with these schools, partners, collaborators and members of the SSCC team, in terms of how the needs and priority areas could be addressed. The Support Hub meetings are highlights on my calendar and I look forward to facilitating the meetings. A major highlight in April was the Business Breakfast that SSCC hosted and it was an honour for me to play a part in this event, with the purpose of supporting the schools with their priority areas.

At the heart of why SSCC provides this support to schools, is to bring about sustainable change in schools for the better, so that they are strengthened in terms of their ability to deliver against their mandate, which is ultimately delivering quality education. The dream that SSCC holds dear is that one day soon all children will receive a quality education in a safe environment, which is conducive to learning. Schools will therefore be able to develop and capacitate learners to such an extent that they would be able to achieve their goals and reach their dreams. As a result, the learners would become productive members of society, who in turn will capacitate their fellow citizens; develop communities; grow the economy and uplift our country as a whole.

SSCC also has a heart for capacitating other For Purpose Organisations and to this end we coordinate virtual training on varying topics, such as the Theory of Change, Management Controls, Good Governance, etc. I have been fortunate enough to play a supportive role in this initiative, which is also an area that is close to my heart.

I am greatly blessed to be a part of the SSCC team and will continue to find ways to add value to the organisation and the schools that SSCC supports.



4. FROM THE PRINCIPALS



Charlton De Morney,
Sir Lowry's Pass
Primary School



Keith Meyer,
Dr GJ Joubert
Primary School
(Acting Principal)



Chris Mgubanto,
Nomzamo
High School



Steven Quantolo,
Christmas Tinto
Primary School



Thobile Majingo,
ACJ Phakade
Primary School

ACJ Phakade Primary School: Mr Thobile Majingo

- It is with great honour and a privilege to testify regarding the positive role played by SSCC. You are not people who just promise and then disappear – you are so much more practical.
- With the assistance of SSCC, our school's kitchen now has a concrete slab and is lifted from the wet area
- Our Senior Management Team has been developed in various leadership areas through Support Hub sessions, successfully facilitated by members of SSCC.
- In collaboration with Capitec, some of our offices received furniture and they also donated two laptops to our deputies
- Because of a thought-provoking sponsored Team building workshop facilitated by Juanita Möller and her team, we have witnessed a very positive contribution from the staff on how to communicate more positively with each other and have better contributions from sub-committees.
- SSCC made a big difference in our school and we are really so blessed to be in partnership with such an NPO. May God keep on blessing the work of SSCC with more willing sponsors, in order for them to keep making a difference, especially in our underprivileged schools.

Christmas Tinto Primary School: Mr Steven Qantolo

I strongly and personally believe that we must all contribute to the welfare of our society. I am most grateful to Strong Schools for doing just this and want to thank them from the depth of my heart. We are very blessed to have such amazingly wonderful people that make sure that the culture of reading is currently inculcated through the library project that has taken off. The dignity of our learners and teachers is maintained by the donation of chairs and other office equipment. The partnership formed through the support hubs has yielded results in terms of classroom management sessions, prefect system and leadership coaching. One can tell that we are heading in one direction and that is from GOOD to GREAT.



Dr GJ Joubert Primary School: Keith Meyer

Dr G.J. Joubert Primary School would really like to extend our hand of thanks to all the members of SSCC and everybody that is involved with the upliftment of under-resourced schools. You will never realize the value and impact of the excellent work you are doing for our school, its teachers, learners and the community.

Your unselfish act is uplifting us as a team, giving us the skills and putting processes in place that we usually think we don't have time for. Sharing ideas in the Hubs and with colleagues from other schools help us tremendously. We realize that most of us are struggling with the same problems and through collaboration and discussions, we can reach solutions that we don't need extra money for.

We also thank Sonja van der Bank (who started with us through Camino Consultancy), as well as Juanita Möller, who is doing a great job at our Support Hubs. There are no words that can express our gratitude towards SSCC and all the stakeholders who made part of our lives.

Great things that happened:

- Our life-long dream of having a library was realized. Children love and adore it. They started writing their own stories.
- Candice Cassner (an old learner of our school), who did not have a job, now has the opportunity of a two years learnership as a Librarian with the Department and hopefully a great future.
- Our School Improvement and Management Plans are more strategic and are not just something written on a piece of paper any longer.
- We received a few White Boards and Projectors from AFRIMAT, which are used for Future CAPS Kids sponsored by the Rupert Foundation.
- Improved strategic planning and organisational skills are some of the great things we appreciate.

The best thing about SSCC is that they never left. They stick with us and this is something you don't experience too often in today's life.

We would like to thank SSCC for their unselfish act of dedication and love towards our school and learners. We hope that this partnership will continue for life because this will make a difference in any community and build a better South Africa.



Nomzamo High School: Chris Mgubanto

Nomzamo High School would like to express its utmost gratitude for your partnership in realizing our vision and mission: *"We, the community of Nomzamo High School, aim to produce learners that are successful, productive and well-rounded citizens through productive learning and teaching that will prepare our learners for the global community"*.

Biz Stone once said, *"When you hand good people possibility, they do great things"*. It is the partnership with SSCC that helped us reach and surpass our institutional strategic objectives, which range from academic, infrastructure and capacity building. This shows the unlimited range of support your organisation offers to our school.

We look forward to nurturing this relationship, as their impact leads to tangible outcomes. This proves what George Shinn said, *"There is no such thing as a self-made man. You will reach your goals only with the help of others."*



Sir Lowry's Pass Primary School: Mr Charlton De Morney

SSCC has a tremendous impact on our school:

- The upgrading of the Grade R play park was an improvement of our infrastructure, as well as the safety of the learners. Grade R learners can identify the different colours used in the upgrade and make full use of the jungle gym. The school bags and stationary donations through Capitec came in very handy.
- The puzzle boxes were used in the Intermediate Phase for intervention purposes and learners enjoyed building them.
- The takeaway packs and lunches for the prefect camp were of great value and much appreciated by everyone involved.
- The Teachers Team building workshop with BrightStar had a huge impact on the morale of our teachers and everyone involved came back with renewed energy and a positive mindset.
- We find the Support Hub sessions very interesting and informative - it contributes impeccable knowledge to our team.



Your support is highly appreciated and valuable to all the role players at our school.

5. KEY RESULTS AND IMPACT

- We were able to achieve most of our general objectives in the past year, as summed up in our Change Journey with each school. Impact is by definition “a marked effect or influence”. As a very young organization, we are cautious to call it impact yet, but believe our efforts will become more sustainable and have a greater future impact, as we keep pursuing our purpose.
- We have built and improved trust relationships with all five principals and some of their team members. We also found a few champions in every school that we are working with, therefore building further on the relationships within the schools. We have built quite a lot of new network relationships, formed good partnerships this year and are looking forward to more strategic partnerships in the year to come.
- The Whole-school audit, called the Compass Calibration Survey, was implemented successfully and the feedback reports to all five schools were completed and followed up with an in-person session with the Senior Management Team of each school. It was well-received and will now be used as a baseline for their strategic meetings and for Strong Schools for Monitoring and Evaluation and Impact Reporting.
- Five Support Hubs were established and have now started to function more effectively. The principals shared very positive feedback regarding the impact of the Support Hubs already after one year and they all signed our Collaboration agreements.
- We have co-created quite a few solutions with every school based on their School Improvement Plans, School Development Plans and their most urgent needs.
- Through ongoing feedback and reflection processes, feedback was given to our donors and supporters. We celebrated the successes with our team, schools and funders. Impact stories were shared on our social media pages and website in the form of video clips, interviews and photos.

We launched over 20 different projects and programs in our schools this year. Attached is the link to a full feedback report with photos and video clips for our funders and supporters. A few of the highlights and best demonstrations of collaboration and partnerships are:

- Various Change Management processes for our five Support Hub schools
- A new and well-functioning library for Dr GJ Joubert Primary School – involving various collaborations
- A borehole for Nomzamo High School – fully sponsored, managed and installed though Afrimat
- An R100 000 concrete slab for ACJ Phakade Primary School to lift their kitchen out of sewage water – involving various stakeholders and donors
- A great partnership with BrightStar Lifestyle – various Life skills Team building workshops, funded by the TrimTab Foundation
- 245 Calculators to the value of over R60 000 were delivered to Nomzamo High School, in order to help improve their mathematics results
- A re-vamped play area for the Gr R learners of Sir Lowry's Pass Primary School, fully sponsored by Capitec and their volunteers.

EVERY SCHOOL CAN BE A STRONG SCHOOL

6. SCHOOL SUPPORT HUBS

Juanita Möller

SSCC is an organisation that asks schools, "How can we help you?" We do this through a mechanism called the School Support Hub. Here schools are provided with an opportunity to identify their needs and priorities for the period under review. SSCC then comes alongside the school and facilitates solutions through collaborative efforts with the school community, donors, funders and volunteers, in order for the school's needs and priorities to be addressed.

From March to June 2022, fourteen Support Hub meetings were held and during the period under review a total of 28 Support Hub meetings were held. During the March 2022 Support Hub meetings the schools identified a total of 40 priority areas. Out of the 40 priority areas, 28 were taken on by SSCC as Projects. All SSCC Projects have the strengthening of our schools as the key driver.

I look forward to facilitating the Support Hub meetings because it is a creative space where ideas are shared and solutions are collectively sought in order to co-create strategies which address the needs and priority areas of the schools.

Through the efforts of the participants in the Support Hub meetings, partners, collaborators and members of the SSCC team, we were able to complete various projects and ventures, discussed in our Feedback Report. A few additional challenges mentioned in the Hubs were also addressed:

- Stationery was provided to all schools.
- Resourcing and volunteer needs have been placed on the ForGoodSA platform.
- Sports shoes for eleven netball girls at Dr GJ Joubert Primary.
- Sports shoes for two netball girls at Nomzamo High School.
- The Teach The Future Life Skills Program sponsored by Capitec for around 200 Grade 11 Learners at Nomzamo High School was planned and authorised.
- Volunteer contact details provided for the Grade 9 and Grade 11 Saturday Maths classes at Nomzamo High School.
- Classroom Management Training sessions presented by Sumaya Gabier were arranged.
- Support obtained from MIDO with a bulk communication system for Nomzamo High School in order for the school to communicate with their parents.

To cement and guide our relationship with the Schools, SSCC designed a Collaboration Agreement with the expectations of the relationship listed on the back. The Collaboration Agreements were signed by the Principal of each School and SSCC. The signed Agreements were framed and handed to the Principals to display in their Office as a reminder of the support the School has in SSCC and our relationship, which serves to benefit all in their School Community and beyond.

Collaboration is part of our organisation's name and DNA and we strive to empower and co-create so that every school can become a strong and independent school which then also enhances its community.



COLLABORATION



CO-CREATION

7. PROJECTS FEEDBACK

For more detail on the projects please [click](#) to view our 2022 Feedback and Donor Report.

Compass Calibration Survey: Dr Henk Punt and Sonja van der Bank

Dr Henk Punt and Sonja van der Bank (Camino Consulting) created this Compass Calibration Survey and Feedback Reports for the schools, with qualitative and quantitative measurements. This was made possible through the gracious support from the Mergon Foundation.

- The objective: to create a tool to measure the basic functionality of the schools where SSCC is involved.
- The results inform interventions that support each school's improvement plan.
- The tool was developed and introduced to our five schools. The schools have completed and submitted the Google Form format.
- A report for each of the schools was written and feedback sessions were held at our schools.



Change Management and Leadership Development

Funding provided by Trim Tab Foundation enabled Camino Consulting to provide strategic change management and leadership development to thirteen schools' management teams, of which five are SSCC Support Hub schools.

The principals and deputy principals received group coaching to lead competently with integrity and focus.

- The management teams were trained in effective planning and monitoring of curriculum delivery and implementation of other key performance areas.
- Various other Change management sessions within schools were conducted.
- BrightStar Life Skills workshops facilitated for learners of two schools.
- BrightStar Life Skills Team Building Workshops, funded by TrimTab , presented by trained BrightStar facilitators

A few principals' feedback words:

-"It was very good. We enjoyed it and it meant a lot to the team."

-"The key take-away was that they must treat each other as precious. Everyone took something from the training. It was a beautiful session with lots of information and changed mindsets."

-Thank you for this session. I must say that I, for one, really enjoyed it..."

The exercise at the end of the session where every educator stated their contribution to the team and placed their star on the Hope poster worked very well. The principal and educators were very jovial. They enjoyed engaging with each other and really enjoyed the opportunity to make a few dance moves. ~ Juanita Möller

Library & Literacy Project: Annette Botha

We know for a while and for many different reasons, that many children don't read anymore, and that the Covid 19 regulations added to the problem. There are many different studies and information available on the negative impact this has on children's academic and social performances. Our Support Hub Schools know the importance of reading and that is why it is one of their priorities in their School Improvement Plan. Strong Schools came alongside Dr GJ Joubert Primary School and through collaboration with other stakeholders, today have a Story of Hope to tell of a fully functional library. An assistant librarian has been appointed.



At every Support Hub meeting, Dr GJ Joubert Primary School gives positive reports on the impact which the library has on the learners and the teachers. A library period is incorporated into the curriculum and is part of the school's Literacy plan. The learners can also visit the library during break times and after school. Even though it is still early days, an improvement in some of the learner's results and their reading culture are starting to show.

Our other four Support Hub Schools also identified a functional library as one of their priorities for 2022/2023 and Strong Schools has taken on this project with them.

We still need volunteers to help the learners with reading and spelling intervention and are busy looking for passionate and committed people to get involved in the 2022/2023 Literacy Project.



Nomzamo Clean-up and Recycling Project: Fefe Ngaye

With the support of the Grayswan Charitable Trust, the City of Cape Town and our three schools in the Nomzamo community, SSCC has embarked on a community clean-up journey and launched the Cleaner-Greener-Nomzamo project.

Christmas Tinto Primary, ACJ Phakade Primary and Nomzamo High Schools have welcomed this initiative with excitement, as it will educate and inspire learners about the environment and improve recycling habits within the school. The project will be extended to the community level with the aim to strengthen community understanding of recycling habits and its benefits. We hope to contribute towards positive behavioural change with regards to recycling, saving the environment and a litter-free community – a cleaner-greener-Nomzamo! This should hopefully result in the reduction of littering in the community as a whole and be a springboard for Swop shops and job creation in the local community.



Wellness Support for our schools

Another huge need identified by the Support Hubs is the wellness of the learners, educators and parents and the lack thereof. We are currently establishing Wellness support in our schools according to their expressed needs, to support them mind, body, soul and spirit. We have partnered with various organisations like BrightStar Lifestyle, HEY! and Truth2Kids, who bring their expertise to encourage and empower learners and teachers and use people from within their communities to support the schools emotionally and spiritually.



Digital Marketing and Web maintenance: Xolisa Nakele

Being part of the Strong Schools team has brought so much more meaning to my daily life. It's been an endearing journey up to this point, seeing how everyone is putting the needs of others above themselves to achieve a greater good that may be realized beyond their lifespan is very humbling and inspires me towards more.

I've been involved in digital marketing at SSCC for over a year now and I don't recall a timeframe in my life where I've seen more growth than this past year. From day one, I have been exposed to new learning opportunities and I have done a range of courses to hone my skills and grow professionally and personally.

We have seen growth in our social media following, increased the quality of content we put out, and most importantly, our community members are slowly but surely engaging with our organisation, and our brand is becoming more recognizable.

Our growth has been organic and we don't pay for advertisements or to have our posts appear on people's feeds. Our Facebook following of just over 800 people, our monthly reach has consistently been over 20 000 people every month for the past year. It's only a matter of time before everyone finds a way to get involved and give back to the community that we're all so invested in improving.

SSCC needs a marketing professional to come alongside us towards an even greater impact and reach than we currently have. We plan to get more stories of hope and success out, capturing each school's story in a way that the surrounding community gets invested in helping the school get to where it needs to be. Our dream is that all those involved should be more active on social media, have more people interact with the schools, shed more light on all the work we do to get these projects done, getting more members and stakeholders in our community involved in the projects launched. Most importantly we want to help everyone visualise a STRONG SCHOOL. The pathway we will use to create that is Community Collaboration.

Keeping our website updated is important and my second role has been to fulfil that role on our team. In that way, stakeholders can stay up to date with what is happening and we can share our Stories of Hope.



8. COLLABORATIONS AND PARTNERSHIPS

The success of an NPO like SSCC lies in building trust relationships and partnerships with like-minded individuals, NPOs and companies. Without the buy-in from our community, a lot of volunteers and the support of businesses, this initiative to support the education of our children from disadvantaged communities will not be sustainable.

Testimonies from volunteers and partners:

A Joyful Collaboration: Amanda Swanepoel, CEO BrightStar

The collaboration with SSCC is a God-ordained opportunity for BrightStar LifeStyle (who focuses on Personal Development products) to serve and grow while we say "Yes to joy".

A number of the SSCC team completed the BrightStar Life, -Coach and -Mentor Programmes, as well as Coaching-, Mentoring- and Team building sessions, where the strengths of the team were discovered and celebrated. Four of the SSCC Team members were also trained as facilitators of various BrightStar Lifestyle programmes and workshops. In March 2022 a new phase of the collaboration started when we joined our strengths and started the 'First Light on BrightStar' Team buildings for eleven schools. The sponsorship by Trim Tab Foundation empowered us to lift the morale of the educators and inspired hope for all involved.

We are honoured to be part of the SSCC vision and will continue serving the team and their dream with our collaborative value of excellence.



Tania Theron: Head of Wealth, Grayswan

As they say, "there is power in pairs". The collaboration between Strong Schools and the GraySwan Charitable Trust enabled bigger strides in bettering our immediate community by bringing about new ideas. The leaders of both NPOs are sharing their expertise and knowledge in a cooperative effort and our resources to minimise costs. It also led to the opportunity to bolster our voices when it comes to advocating a similar mission. The more numbers we have behind our mission, the louder our voices are and the greater impact we can have on the community.



Capitec Volunteer at SSCC for two years: Henriette van Greuning:

I am privileged to work for a company that supports volunteering. Through our Employee Volunteer Programme, I can step out of my daily routine and do something that has the potential to change someone's life for the better – giving some of my time and sharing my knowledge.

I see my role as volunteer to bridge the gap between the need (from SSCC) and meeting the need (through Capitec). My focus for the year was Nomzamo High School and Capitec CSI supported me in various identified. The Hub Meetings with all stakeholders present, where contact information and ideas were exchanged, I found very practical and hugely beneficial.

Through my involvement with Strong Schools:

- Laptops and PC's were donated by Capitec
- Discussions about support for mathematics teachers through the Capitec Foundation kicked off, resulting in a meeting between Strong Schools and Capitec CSI
- A team building/volunteer effort resulted in the revamping of the Grade R playground of Sir Lowry's Pass Primary School.
- Collaboration with Teach the Future South Africa (TTFSA) resulted in four Futures Literacy workshops facilitated by TTFSA for Grade 11 learners of Nomzamo High School.
- The purchase of 200 Sharp financial calculators for learners of Nomzamo High School was arranged
- Capitec Involvement in the Cleaner-Greener Clean-up project for Nomzamo.



The interaction with the learners during Saturdays' workshops was a highlight of my year. The Grade 11 learners of Nomzamo High School were ambassadors for their school and for Strong Schools Community Collaborative.

Attending the inauguration of the library at Dr. GJ Joubert Primary School was an honour and an excellent example of what is possible when we collaborate and *"do what you can, with what you have, where you are"* (Theodore Roosevelt). It is a joy to work with SSCC and I look forward to continuing this relationship.

Volunteering in schools: Sumaya Gabier

I am a teacher by heart and believe the profession was chosen for me and not by me.

This means that my passion for teaching and enriching did not end when I retired in 2019 after 43 years in education. On the contrary, my retirement was an encouragement for me, because I was now no longer in a setting where I was exposed to teaching daily. I, therefore, vouched to continue to share my experience by volunteering at SSCC, which was my door to continuing my passion. To continue to share the knowledge and skills is not only an enrichment for the recipient but for me as well. It affords me the opportunity to add value to the profession and lives of others, but furthermore add value to life, knowing that I can continue to make a difference.

In the words of Mahatma Ghandi, *" Be the change you wish to see in the world."*



SSCC treasures our established relationships with:

Mergon Foundation, Grayswan, Afrimat, Capitec, Helderberg Development Center, Breadline Africa, The Bookery, Otto Foundation, Nosh for Josh, Ziyu, MIDO, Bridges Retreat Centre (School Camps), Heaven on Earth Project, Optimi and Xtradev.

Relationships with a few new organisations were built and strengthened. Our first Business Breakfast on 20 April played a big role towards more collaborations.

These include the following which are currently heading for long-term partnerships:

- Communities of Abundance
- StoneThree

Other organisations, which are more involved in specific projects and areas of support and expertise, include: Valcare, NASCEE, Nationbuilder, SCAN, Local Network of Care, The City of Cape Town and ASLA.

9. FINANCIALS

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Overview of the 2022 Financial Year:

Growing a "for-purpose, not-for-profit" company like SSCC from the Covid pandemic and through the present economic climate, is not the most favourable circumstance to thrive financially. Despite this challenging environment, we managed to grow the financial turnover of SSCC to R594 576 for the financial year ending 30 June 2022 plus an additional value of approximately R344 000 other major non-financial donations with many smaller other "in-kind" donations. This reflects a total value turnover of some R950 000 for the 2022 financial year. In addition, SSCC also has a larger number of major sponsors totalling more than R600 000 already confirmed for the 2023 financial year.

The overall income and activities allowed us to clean the Balance Sheet with a write-off in our income statement of computer equipment that has now been transferred to the various schools where it is in use. The income statement thus reflects a shortfall of R70773, but the cash flow shows the cash-out figure of R11 739 which accurately reflects the income-outflow balance of SSCC for the 2022 FY.

Growth and Budgeting for the 2023 FY:

While all the above reflects a good current financial position and an amazing growth of more than 70% in activity levels, SSCC still does not yet have enough longer-term financial support from regular donors from our local community to carry the burden of paying for the full-time personnel required to execute in a sustainable long-term fashion.

Budgeting accurately remains a challenge for SSCC, because our schools have new and unique challenges every year and often each month. SSCC must search and find funding for specific projects as the challenges surface. We found that many companies and individuals prefer and enjoy giving funding towards specific once-off projects with specific outcomes and this requires a continued focus on communicating the related requirements to potential once-off funders.

We are also in the process of expanding our geographical territory through collaboration with partners in adjacent areas to the Helderberg Basin. Here we plan to replicate our long-term 5 steps journey and generate some income to fine-tune the Compass Calibration Survey and other tools used in our 5-step journey, plus cover for the assistance to start new journeys and build the required relationships with the principals and community leaders in their fresh environments.

We have budgeted for a financial donation income of R1 030 000 and are planning for a further R400 000 non-financial income for the 2023 FY.

Audited Financial Statements:

Audited Financial Statements for the 2022 Financial Year are available on request.



10. GOVERNANCE

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Strong Schools has maintained its clean governance record throughout the year with the required updating and renewing of all licenses, certificates, tax allowances and similar documents required to run the NPC coupled with a good financial system and the 2022 Financial Year yielded a clean audit.

Towards donors and based on our 5-step journey, we have also kept records of all our monitoring and evaluation activities, starting with the completion of the first whole school audit, now named "Compass Calibration" for each of our current schools and providing feedback on the outcomes to each School's management team. This forms the basis of the Support Hub activities and is now also the benchmark for measuring our progress.

In addition, for each project timelines and end goals were set, measured and reported against, both in the School Support Hubs and to the relevant specific Donors. Examples are the Nomzamo Borehole where the end result is actually not the water, but a working ablution facility, not dependent on the fickle water supply of Nomzamo, allowing "learners in class on all school days and for Saturday classes", which was successfully achieved. Similarly, end goals were measured where possible on all other projects and evaluated through wider feedback where specific measurements are not possible (e.g. Life skills programs like Teacher Teambuilding sessions).

In this regard the following support documents are available:

- NPO Registration
- NPC Registration
- SARS Tax exemption letter
- Tax Compliance letter
- B-BBEE Certificate
- Project Plans as required
- Detailed budgets
- Audited Financial statements

11. LESSONS LEARNT, CHALLENGES AND OPPORTUNITIES

Lesson 1: TRUST

Trust is the cornerstone of everything. It takes much longer for projects where trust relationships do not yet exist and so SSCC spent quite a bit of time and effort building these trust relationships within the schools and with partners and collaborators. SSCC will therefore continue to focus on doing so when we partner with new organisations and when we are blessed to move into more schools.

Lesson 2: Complexity and Holistic Approach takes TIME

The challenges in the disadvantaged schools and their communities are huge and complex and the level of intervention to make a true impact needs a lot of planning, thinking and doing. Many times this requires re-thinking and re-doing. Most of what we try to accomplish, is part of a holistic approach, addressing mind, body and soul.

This requires trust plus it takes a lot of time, effort and resources before real impact is visible.

The Support Hubs and Audit were both pilot projects and therefore needed a lot more time and effort than expected before it was finally properly implemented and proven.



Lesson 3: Partnering and OUTSOURCING SPECIALISED NEEDS

We need to streamline and focus our outcomes and efforts on our current Theory of Change, so that we can start out-sourcing the more specialised needs, for example, social services and counselling of learners and teachers that need that type of assistance.

Working with the WCED and government departments has many challenges and bureaucracy does not make it any easier to get things done in Government schools. We will have to intentionally build more and better relationships with people in the WCED and government who are sympathetic towards our cause in their schools and can better influence the decisions being taken. It will save a lot of time and enhance the implementation and impact of our initiatives.

Lesson 4: FUNDERS and SUSTAINABILITY

All the above requires sustainable funding, staffing and many volunteers – this is a difficult and comprehensive problem which involves all the above-mentioned lessons. We are fortunate to be blessed with many wonderful and good people and organisations, who are willing to make a difference in the world. They are supporting and trusting us at present and thereby play a huge role in our success. We need to build on that and expand it to eventually cover not only the Helderberg Basin, but the whole of the Western Cape and then South Africa.

SUMMARY - Areas for Development in SSCC

- A more effective sustainable Funding strategy
- A more effective Marketing strategy to create better Public awareness of what SSCC is trying to achieve in our communities, resulting in better buy-in from more people and businesses collaborating with us towards multiplying our impact in the Education sector
- Increasing the number of volunteers we have
- Increasing to a solid foundation of at least 20 regular long-term primary donors

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- Finding a company to support us to get our Compass Calibration Survey (whole-school audit) on a virtual platform, in order for other schools to be able to use it as a measuring and monitoring tool also; thus becoming an income stream for SSCC to assist in rolling it out wider.
 - Finding more effective strategies to improve Literacy and Numeracy in all the schools

QUOTABLE QUOTES from our NPC Perspective

Working for an NPC has many opportunities to make a positive impact on people's lives and *is a place where you can live out your life purpose – but the key focus is the purpose and not personal financial gain.*

“What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead.”- Nelson Mandela



12. VISION & DREAMS TOWARDS 2025

Strong Schools and collaborators contribute toward breaking the cycle of poverty and inequality in South Africa by enabling young people to unlock their full potential through quality education and life skills support. We are looking forward to having an automated Compass Calibration Survey tool on a virtual platform for many schools to use. Our dream is to roll out the SSCC model - in collaboration with other stakeholders - in other parts of South Africa as well, so that we can support many more under-resourced schools in our land.

We are working towards the following outcomes:

1. Established Strategic Partnerships
2. Trusted long-term relationships with schools' management teams and stakeholders
3. Improved School Management Practices
4. Improved life skills for Educators and Learners
5. Improved Learner Academic Performance
6. Improved Parent involvement and improved life skills for Parents
7. A safer school environment more conducive to learning
8. For Purpose Organisations are capacitated

13. THANK YOU

We are grateful towards each and everyone who has contributed over the past year towards the SSCC efforts in the following areas:

- Volunteering your gifts and professional services
- Donating monthly or once-off towards our projects
- Praying for the Strong Schools team and for new and creative strategies.
- Participating in the School Support hubs, creating a thinking environment towards creative solutions.

Thank you for the generosity, support and contributions of all the donors and partners towards the work that Strong Schools does. Without you, the feedback outlined in this report would not be possible. You enable our young NPO to make a difference in the Helderberg Basin community and soon also in more schools.

List of Donors and partners:

Afrimat

Blackburn Holdings (Lamb Family Trust), based in the UK

BrightStar Lifestyle

Camino Consulting

Capitec Bank

Complete Office Solutions

Diverso

Grayswan Charitable Trust

Malan Investment Holdings

Mergon Foundation

Sharp at Maths

SMD Technologies

Trim Tab Foundation

All private donors and supporters for their valuable contributions

All local businesses who donated gifts for our fundraisers



Together we will support and empower more educators, learners and parents who will become the change and contribute towards meaningful and purposeful transformation in South Africa.

LEAD THE CHANGE



FROM ROOTS TO FRUITS

WAYS TO SUPPORT US:

- Make a Tax-deductible donation
- Volunteer
- Organise a drive for a project
- Swipe your MySchool card for SSCC
- Follow us on Facebook and Instagram



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