

Strong Schools Community Collaborative ANNUAL IMPACT REPORT 2023



LEAD THE CHANGE



FROM ROOTS TO FRUITS

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SERVICE



TRUST



ACCOUNTABILITY



RESPECT



SUSTAINABILITY



COLLABORATION



Co-CREATION

“

“Money is not the only commodity that is fun to give. We can give time, we can give our expertise, we can give our love or simply give a smile. What does that cost? The point is, none of us can ever run out of something worthwhile to give.”

— Steve Goodier

”

1. INTRODUCTION by our CEO Campher Serfontein



Strong Schools Community Collaborative continued its journey as a young and vibrant Not-for-profit company. The five schools in the Helderberg are now not only blessed with fully functional Support Hubs, but also with four Well-being Hubs since the beginning of 2023.

Discussions with the Principals of the strong schools confirm the enormous need for external support and the facilitation thereof. Critically however are not only the educational and development needs but also the psychological support to address learners' and teachers' trauma and other personal needs. This is where the Well-being Hubs assist the schools in a real and practical way.

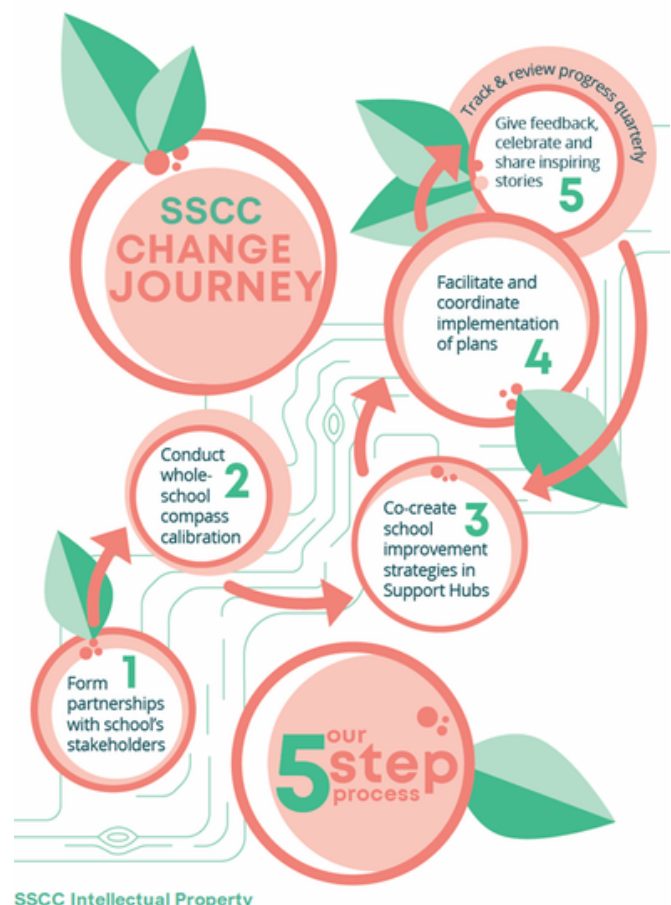
It is in this environment where Strong Schools Community Collaborative finds itself facing giants with often very little to give. It reminds me of the little boy with the five loaves and two fishes and how a small obedient vessel became the center for a miracle and change in the lives of thousands. Similarly, Strong Schools Community Collaborative is seeing the multitudes of needy people in and around the schools. By standing in the gap, this small SSCC team faces the giants of our time. Through sacrifice and service they demonstrate the love of our LORD when He touched and helped the people. The result is the impact already experienced at the schools and in the communities.

Looking into the future, we know that the SSCC model will play a special part in transforming Education and the people of our country. We sense that the 5-step Change Journey with its' Support hubs, Theory of Change and the automation of the Compass Calibration (whole-school audit) will allow for a foundation to bring change.

I wish to thank the chairperson and board members, team members of Strong Schools Community Collaborative and the collaborators who delivered the valuable additional programs at the schools.

Thank you to all the partners, sponsors and supporters and our school principals and their leadership teams, without whom none of this would be possible.

I honor our Heavenly Father for His guidance love and provision as the SSCC model moves forward towards new horizons.



“ *Education is the passport to the future,
for tomorrow belongs to those who prepare for it today.* ”
- Malcolm X

2. FROM THE CHAIRPERSON'S DESK

Berthold Alheit



At the end of the 2022/2023 Strong Schools Community Collaboration (SSCC) financial year, it is with grateful and humbling hearts that we can look back on a very difficult economic and social year for South Africa, but where-in SSCC has managed to grow and prove the resilience of our model towards improving the schools where we are active. Huge progress is visible in all five schools and each one is surely on the road to become a Strong School, in which all learners have better access and life training to perform both academically and in their own community life, as you will read in this report.

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. The systemic nature of the under- resourced schools is what prompted the start of Strong Schools in 2020 to find a long-term model of sustainable improvement rather than any simplistic, often short-term approach, trying to put plasters on deep wounds. Our results over time now start to bear good fruits in the lives of both the learners and the educators as well as their leaders and governing structures (Principals, School management teams, Governing bodies) and the parents from the school community.

We have to emphasise the value of long-term trust, collaboration and partnerships in order to attain the required goals and wish to thank all of those involved for their combined achievements. Finally, we need to acknowledge our highly motivated and resilient operational management team of the past year who, with the assistance of a part-time CEO, formed a formidable team that made things happen again.

Theodore Roosevelt said: *"In any moment of decision, the best thing you can do is the right thing, the next best thing is the wrong thing, and the worst thing you can do is nothing."* I would like to add the following to that: with clear God-given goals and the resilience to continue", SSCC has proven itself in this regard.



*SSCC Team Building -
discovering our Strengths*

“**Learning and innovation go hand in hand. The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow.**”
— William Pollard

3. SUMMARY FROM OUR COO

Juanita Möller



“Wellness is the complete integration of body, mind, and spirit - the realization that everything we do, think, feel, and believe has an effect on our state of well-being.”
- Greg Anderson

The 2022/2023 Financial year saw our organisation implementing a number of Projects, which included the resourcing of our Schools in terms of Stationery, Computers through a donation from Capitec and Calculators for Nomzamo High School through donations from a number of individuals, Capitec and SMD Technologies. Through a partnership with Breadline Africa and fundraising initiatives like our Music Concert and our Golf Day, we were able to embark on building a brand new Library for Christmas Tinto Primary School. During this period, it became clear through the discussions in our Support Hub Meetings, that our Schools were really struggling in terms of the mental health challenges faced by the Learners and Educators, given the full re-entry into the School system post Covid-19. As the Schools relayed their experiences and how they felt powerless to help their Learners and Educators and how this aspect was a major hindrance to the academic achievement of the Learners, a dream emerged in our hearts. A dream to have a network of Psychologists, Counsellors and supporters around our Schools that could offer them these services and thereby strengthen them in this regard and therefore enable the School to deliver on their chief mandate, which is the delivery of Education to their Learners. This idea was taken forward to our organisation and through further development by Mario Rousseau and SSCC team inputs, it grew into a concept called the Well-being Hub. The idea with the Well-being Hub is to have one established at each School and then we started considering what are the kinds of aspects that we would be addressing through the Well-being Hub. Ultimately, we came to the conclusion that through offering programmes that address the following areas of health, we would be able to address the needs of individuals within the School ecosystem - Learners, Educators, Support Staff and Parents:

1. Spiritual Health
2. Psychological Health
3. Physical Health
4. Life Skills

We then embarked on the establishment of the Well-being Hubs and we were able to appoint a Well-being Hub Coordinator. A strategy of meeting with each School Governing Body (SGB) was implemented. During these meetings we shared the offering of the Well-being Hub, in order for us to have buy-in and support from the SGBs. Subsequent to these meetings, we were able to formally establish Well-being Hubs in four of our Schools and have been able to deliver on a number of programmes.

We have been fortunate to establish a partnership with Helderberg Counselling Centre and as a result our Educators and Parents can access free Psychological Services. We have also started the SSCC Well-being Support Fund, which will aid Learners who have experienced trauma and who need urgent intervention to be able to access such services which would be paid for by SSCC from our Well-being Support Fund. Although all achievements at SSCC during this financial year, are major success stories, for me personally the establishment of the Well-being Hubs at our Schools is an absolute triumph and has become a beacon of hope for our Schools. Being able to take members of our School community back to who they are at the core of their being and then to, from that point on empower them, train them and develop them so that they can go out into the world restored, healed and ready to take their rightful place in society and the economy of our country, is a true blessing. It remains an absolute honour and the most beautifully humbling experience to be part of an organisation such as SSCC. The focus within our organisation remains on the value that we can add to our Schools and the entire School ecosystem, in order for the School and all the individuals within and around the School and ultimately the greater society, to be able to reach their God given potential.

4. TESTIMONIES FROM OUR PRINCIPALS



Charlton De Morney,
Sir Lowry's Pass
Primary School



Tauhira Fanie,
Dr GJ Joubert
Primary School



Chris Mgubanto,
Nomzamo
High School



Steven Quantolo,
Christmas Tinto
Primary School



Thobile Majingo,
ACJ Phakade
Primary School

Nomzamo High School: Mr. Chris Mgubanto

"Nomzamo High is very privileged to have a relationship with Strong Schools. We have seen our strategic objectives move from paper to reality. Please see below for the period of July 2022 to June 2023:

- Installed a borehole to solve our water outage challenge which has had a direct positive impact on teaching time.
- Revitalized our garden and installed an irrigation system
- Academic support
- Ensured 80% of the learners have scientific calculators for Mathematics
- Stationery for learners, educators and the office
- Life Skills for Grade 11, which has prepared them for Grade 12 in 2023
- Human Capital Development
- Trained the Senior Management Team to be more effective in their job performance
- Team building exercises for educators
- Monthly Support Hubs to tackle strategic objectives
- Identification of the Strengths program for our Principals, which has a direct impact on the institutional management.

We look forward to maintaining and harnessing this relationship, as it is beneficial to all the stakeholders. We would like to thank all partners who ensure that our dreams become a reality."

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

"As a school, we would like to thank Strong Schools for the help and support during the past year. We realize how fortunate we are to have you on board. The courses we attended during the year had a great impact on the development of the SMT and the teachers. The Support Hub twice per term is a tremendous help and of great value. Thank you for the various donations that we received - we appreciate it. The Life skills personal development project with the Grade 6 learners and the Prefects has a huge impact on the character of the learners. The teacher appreciation day was of great value.

We thank you so much."

ACJ Phakade Primary School: Mr Thobile Masingo

"It is a great pleasure and a privilege to be part of this amazing Non-Profit organisation, which seeks to support underprivileged schools of our community. On my first encounter with SSCC, I thought this is one of the many organizations which comes to schools and promise everything under the sun. Strong schools proved me otherwise, they plan, they implement and most importantly they go out of their way to seek donations for the simple reason - only to address our school's needs.

Strong Schools has connected our school with various helpful people, like Palesa from Capitec, and many others. Our school library was there, but not functioning. Since we partnered with SSCC, our library is partially functioning again. It is bright and colourful, portraying a learning environment. Annette is one the names I think of when we talk about libraries - she orchestrated all the library initiatives. Yes, there is more to be done but hats off to SSCC.

I personally acquired various leadership skills through facilitators brought by SSCC. Sonja van der Bank (Camino Consulting) played a big role in terms of empowering our School Management Team, with topics like Conflict Management and Time Management. She has been assisting us putting together our School Improvement Plan, through developing School Self Evaluation. Now we have better ways of developing our SSE.

Support Hubs facilitated by Juanita also helped me to be a better version of myself in terms of sharpening my management skills. Juanita's session, unpacking my GALLUP Strengths, helped me to realise more about my strengths and that setting my goals as a manager would assist me to realise my vision and our school's vision. As a leader I need to lead confidently and lead well at the same time.

The Brightstar workshop for educators was one of the thought-provoking sessions, where we had to realise who we are and how we treat each other, especially in a workplace. At times it was emotional, because we had to look back where we come from and where we are now.

Strong schools has played a very important role in our school with rare Well-being programmes like Legacy Dads, which is not easy to access. The training of prefects was another outstanding program and the Cleaner-Greener Nomzamo projects are also applauded.

I might not have mentioned every benefit of partnering with SSCC, but they are really contributing towards Education and assisting our schools. Thank you very much to the management and the facilitators of this organisation. I pray that God may expand this vision and attract more donations and sponsors so that you achieve all your goals."



Principal Support Hub session with Niel Steinmann: "Finding your roar"

Dr GJ Joubert Primary School: Me Tauhira Fanie

"Ons is verskriklik dankbaar vir SSCC vir die werk wat hulle in ons skole doen. Ek was ontsettend skrikkerig om hierdie jaar my posisie as Prinsipaal in te neem. Die ondersteuning van SSCC het my die nodige "Tools" gegee om hierdie portefeulje met selfvertroue te kan bemeester..

Die kwartaallikse Support Hub sessies, is van onskatbare waarde vir ons. Hier ontmoet ons ook mense wat dienste kom lewer by ons skool, bv. die Helderberg Beradingsentrum – juis op 'n tydstip waar ons 'n Gr. 7 leerder aan die dood afgestaan het en hulle het onmiddellik ingekom en berading gegee aan ons Gr. 7 groep opvoeders om te help om die trauma te verwerk. Een van hulle beraders, Andre Venter, het daarna ook 2 sessies ter ondersteuning in my werk as prinsipaal gedoen.

Deur SSCC het ek die "Gallup Clifton Strengths" toets en opvolg Coaching sessies gedoen wat my gehelp het om nou volgens my sterkpunte te lei en my visies vir die skool te help bevorder. Ons splinternuwe en jong bestuurspan het gegroei en die vertroue en lojaliteit tussen ons is versterk, danksy die heerlike BrightStar Spanbou sessies op Saterdag. Verder het Sonja van der Bank (Camino Consulting) gehelp met ontwikkelingssessies van die bestuurspan. Ons het 'n baie jong personeel en baie nuwe opvoeders. Hulle is bemaagtig deur die twee sessies rondom klaskamerbestuur en Dissipline.

Ons het baie goeie terugvoer gekry van die pappas wat die BrightStar Legacy Dad program voltooi het. Hulle sien uit na 'n opvolgssessie en het na die kursus gesê dat hulle met nuwe oë na hulle families kyk. 'n Span van SSCC het intussen ook begin werk met ons leier-leerders om hulle leiersvaardighede te help ontwikkel.

As skoolgemeenskap is ons baie dankbaar vir Strong Schools en wat hulle vir ons skool doen en beteken.

Baie dankie."

Christmas Tinto Primary School: Mr. Steven Qantolo

"SSCC has had huge impact on our school in providing us with resources. Our school was runners-up on the Spelling Bee competition after support of books and a library assistant.

The donation of extra chairs had a positive effect on our discipline. We received 10 computers, which helped us to keep up with the reality of today's technological world.

Soon we will be opening our brand new donated library. This will make a huge difference in improving our Literacy results. Therefore, we will have a lot more improvement in terms of learner performance.

SSCC has supported us with a lot of things right from the start, even masks during the Covid time, which potentially saved lives too."



5. KEY RESULTS AND IMPACT

Measuring true impact is hard – especially in the Not-for-Profit sector. Although every different sector has different views on the definition of impact, a few themes are common:

Impact is **subjective**, **includes non-financial metrics**, is **hard to aggregate** and it **takes a long time!**

By God's grace, measured against the Outcomes in our Theory of Change towards the Impact we are aiming for, we were able to deliver the following key results. After three years, we are starting to experience some visible impact and trust that our efforts and interventions will result in more sustainable impact as we continue this journey in faith.

- Our School Support Hubs are fully functional and the birthplace for identifying areas for interventions and finding creative solutions for the many challenges in our schools
- Well-being Hubs are now established in four of our schools in order to support them with the many challenges they face – to become more whole in body, soul and spirit. Nomzamo High School will be receiving a Counselling room in the near future.
- New strategic partnerships were established and the previous ones were strengthened
New partnerships with Faith communities, Capitec, Communities of Abundance, Breadline Africa.
Continuing partnerships with Mergon, BrightStar LifeStyle, Grayswan and CoCT and previous donors
- According to the feedback from the Principals and measured against their School's Strategic plans, the schools reached quite a few of their goals. The whole-school audit played a major role towards achieving this.
- School Management Practices improved significantly because of quite a few interventions:
Various Change Management sessions with the Principal and Senior Management Teams
Professional Coaching sessions with Principals to help them lead from their Strengths
Principal Support Hub interventions
Classroom Discipline and Management sessions for Educators
Conflict and Time Management sessions for Senior Management Teams
- Through the various Life Skills programs presented and the testimonies from Learners, Educators and Parents, Life Skills are improving. We have developed a sound strategy to facilitate various workshops for teachers, learners and parents. Together we are building and strengthening faith communities within the school space and beyond.
- Principals and Mathematics Teachers testify of improved academic performance, also because of newly-established Libraries and Literacy improvement
- We involved the SGB's in decisions and got some parents involved through the Life Skills programs. This is a longer term investment.
- Through interventions like establishing and beautifying school Libraries and classrooms, creating new spaces in the schools, educating Learners and Educators through the Cleaner-Greener Nomzamo project, the environment around our schools become safer and more conducive to learning.
- We capacitated our own organisation and others through the Virtual workshops we conducted.
- For Fundraisers we had a successful Music Concert and launched our first Golf Day.
- Completion of our Compass Calibration tool – a whole-school audit for schools. Currently it is in the final stages of being fully automated and available for other schools to use. This will also create an income stream for SSCC.

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*The greatness of a community is most accurately
measured by the compassionate actions of its members.*

- Coretta Scott King

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6. OUR SCHOOL SUPPORT HUBS

Juanita Möller



*Dr GJ Joubert PS
Support Hub meeting*

At the School Support Hub, 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.

Between 1 July 2022 to 30 June 2023, 30 Support Hub meetings were held. 28 School Priorities were taken on by SSCC as Projects. All SSCC Projects have the strengthening of our Schools as the key driver.

Support Hub meetings is a creative space where ideas are shared and where collectively the participants in the meeting co-create strategies to 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, the following has been achieved:

- Educator Team Building sessions were conducted with the Educators of our five schools
- A Borehole was installed at Nomzamo High School
- More than 500 Calculators were provided to the Grade 12, Grade 11 and most of the Grade 10 learners at Nomzamo High School.
- A digital Mathematics classroom and programme, funded by the Capitec Foundation, was initiated.
- Stationery, laptops and other equipment were donated and provided to all our schools.
- Library Assistants were appointed at ACJ Phakade Primary School and Christmas Tinto Primary School.
- Training of the Library Assistants took place.
- The Mukuru Team beautified the Christmas Tinto PS Library on Mandela Day.
- Resourcing and volunteer needs have been placed on the ForGoodSA platform.
- Volunteer reading support at Dr GJ Joubert Primary School.
- Sports shoes donated for Netball girls at Dr GJ Joubert and Nomzamo High School.
- Teach The Future Life skills programme sponsored by Capitec for Grade 11 Learners at Nomzamo High School took place. First Career Expo was implemented at Nomzamo High School.
- Volunteer contact details provided for the Grade 9 and Grade 11 Maths Saturday classes at Nomzamo High School.
- Sir Lowry's Pass Primary School Prefect Camp took place.
- Classroom Management Training sessions took place.
- A Youth Leadership Camp for ACJ Phakade Primary School
- An Alumni Programme has been developed and disseminated to the Schools. They now have active Alumni Programmes in place.
- Well-being Hubs were established in 4 Schools

7. SSCC PROJECTS FEEDBACK

Below is feedback of a few of our Projects addressing needs communicated in the Support Hub meetings. For more detail on the Projects, read the Feedback and Donor Report on our website.

Change Management and Leadership Development

Change Management sessions with the Principal and Senior Management Teams specifically focussing on Conflict Management and Time Management took place between March and May this year. The sessions were facilitated by Camino Consulting.

Please see some participant comments below:

"Got a better idea of what my job entails as an HOD. We were able to discuss and share different aspects of the roles and responsibilities and I know now which areas I still need to work on."

"I learnt that when dealing with conflict between two parties make sure you not let feelings mislead you. And always make sure that resolutions are made."

"Learnt how to manage your time by choosing your priorities but not forgetting by the rest of your duties. Remember to start with the urgent and important."

Gallup Clifton Strengths Coaching - by Amanda Swanepoel and Juanita Möller

The Principals shared that they found the series of coaching a worthwhile and valuable exercise to engage in and that they learnt a lot about themselves. At the start of the 2nd follow-up session some reported that the knowledge they gained had resulted in them starting to manage their portfolio and team differently, e.g. the one Principal shared that they are now having one-on-one sessions with their Educators, where this was previously not an activity that they did. They further reported that it has yielded positive results since there is improved buy-in and participation from Educators. At the end of the 2nd follow-up session each Principal left with a blueprint of how to achieve the goal they had set for their School using their Strengths.

BrightStar Lifestyle Life skills Programs

Life Skills workshops have been presented to all our teachers. 50 Youth Leaders were trained on the First Light Programme. Post the training the Schools informed us that there has been growth amongst the Learners and that they are now able to utilise these Learners as another level of discipline within the School. 90 Parents of the 150 Youth Leaders attended the the same training.

The BrightStar Legacy Dad workshops were also presented at all our schools, with wonderful feedback from the fathers. The strategy is to use the same Life Skills workshops for learners, teachers and parents, so that they can apply the same learnt skills at school and at home. "I AM A DIAMOND!!"



Library & Literacy Project - by Annette Botha

Through our Library and Literacy projects, we come alongside our Support Hub Schools to help them improve their Literacy levels - starting with functional libraries. With the many challenges in the educational landscape, SSCC believes that our schools can be places of safety, creativity and learning.

Looking back onto this past year, we can celebrate the following:

- Dr. GJ Joubert Primary School celebrated the One Year birthday of their library on 24 February 2023.
- Dr. GJ Joubert Primary won a book trolley worth R50 000 through the AVBOB's 2023 Road to Literacy Campaign.
- SSCC continued so support Dr. GJ Joubert Primary School's Library with quarterly meetings and in collaboration with the Gordon's Bay Lions Club.
- Biblionef South Africa donated books to Christmas Tinto Primary & ACJ Phakade Primary Schools' Libraries
- Darryl Earl David, author and lecturer at the University of the Western Cape, joined Biblionef SA as part of an outreach programme for the SA FESTIVAL OF CHILDREN'S LITERATURE. He read to the learners from his book "My New Home" and donated it to Christmas Tinto Primary School's library.
- The Christmas Tinto Primary School Library Project was set in full motion when Breadline Africa committed to sponsor a new prefabricated Library facility.
- SSCC raised R37000 through the SSCC Music Concert and Golf Day towards the new Library Project of Christmas Tinto Primary School. This amount also includes a R5000 donation received from Helderberg Retirement Village's Golf Club.
- ACJ Phakade Primary School's Library became operational again after 21 members of the Capitec Business Improvement Team went to the school to revamp their Library.

We still need volunteers to help the learners with reading and spelling interventions and are looking for passionate and committed people to get involved in the next year.

A big thank you to all our supporters, stakeholders and volunteers for their contributions and collaboration towards this project.

“
| *"Once you learn to read, you will be forever free."* |
| *- Frederick Douglass* |
”



**Christmas Tinto Primary School
Learners in current Library**



**The school's newly built library by Breadline Africa who says:
"Every child has the capacity to do something phenomenal
with his or her life."**

Cleaner-Greener Nomzamo Project - by Fefe Ngaye

This initiative aims to educate learners and their surrounding community to take collective action with regards to waste management, cleanups and recycling. Its main objective is to create consciousness about the importance of a clean and healthy environment now and in future and in so doing ensure positive behavioural change. After a huge baseline administrative preparation, the project was initiated at the Mandela Day Cleanup event. Local volunteers emerged and the Street Committees enthusiastically undertook to encourage community members of Nomzamo to participate in this event, including the learners from our participating schools. The community welcomed the initiative with lots of determination and showed interest in more upcoming cleanups. After this event, the project was formally launched on the 17th of September 2022 on World Clean-up Day.

Despite many challenges, especially a lack of resources, the desire for the success of the project remained a highlight in the participating schools. Our supporting stakeholders all strived to ensure that the project is provided for whenever there was an opportunity. The Municipality provided us with 5 Wheelie bins for each participating school. Recently we also received reflector vests through Municipal funding, which will help us drive the project more effectively and make it more visible in the community. We are thankful towards Grayswan Charitable Trust who has continued to channel funding towards this project on a monthly basis. Unfortunately, some of the schools have a huge challenge with regards to space and security to keep recyclables safe, which has hampered the roll out of the Project. We however continue working towards finding solutions for these challenges.

We hope to progress smoothly in the next term and new year and work towards ensuring the sustainability of this project. We are thankful for the participation of all the schools, our funders and the City of Cape Town for all their assistance and support towards the success of this project.



Nomzamo HS and Christmas Tinto PS Learners on Cleanup Day

Digital Marketing Project - Xolisa Nakele

In 2023 we crossed the 1000 followers mark and we've accumulated a reach of 75,000 accounts on Facebook, which is our primary social media platform. This was all through organic posting, without paid advertising. We are seeing better interaction with our content than before on our social media platforms, which means that people are now familiar with the brand, and there is an increase in our Public Value.

Digital marketing efforts were able to see new partnerships and collaborations formed, with multiple stakeholders in our community reading about our impact, listening to our Stories of Hope and wanting to become part of changing our hurting and broken society.

Please kindly follow us on the social media platform of your choice: LinkedIn and Youtube (Strong Schools Community Collaborative); Facebook & Instagram (@Strongschoolsza).



Compass Calibration Virtual Platform - by JC Schoeman

I have had the privilege of developing the Compass Calibration (a whole-school audit) online platform with SSCC over the past year. The platform will be live as of January 2024 and will provide a resource (at a reasonable price) for schools to perform self assessments and to analyze areas where certain aspects could be improved in order for them to become stronger schools. The new platform will be fully automated, where staff members of the school fill in carefully-designed questionnaires to get insight into important themes. Upon completion, the Principal (as well as other stakeholders) will then have access to a detailed report that summarises the assessment.

This platform has the potential to create a new income stream for SSCC. This can easily be scaled up to meet the demand as the platform gains traction. Possibilities of extending the platform also exist, for example by including additional organisation types, gaining insight from the captured data, etc. Since schools will be encouraged to complete a survey on the platform once per year, it is also a good way to track the impact of interventions.

During my collaboration with SSCC, I have admired their vision and passion for what they are doing on a day-to-day basis. I also enjoyed the freedom that I received to provide suggestions and input along the way. I am looking forward to any future collaborations with this multi-disciplinary team.



Well-being Hubs - by Zelda Coetzee



*SGB session at
Dr. GJ Joubert
Primary School*

The well-being of learners, educators and parents and the lack thereof is a huge need that Covid-19 highlighted even more. After sharing the heartbeat and four focal areas (Spiritual, Psychological, Life Skills, Physical) with our schools, we launched the Well-being Hubs in May 2023. It was well-received by our School Governing Bodies, the City of Cape Town and the corporate sector, who already started supporting the suggested Well-being projects and programmes. We conducted sessions with the school SGB's and identified a WBH champion in every school who supports the facilitators and processes in the schools.

Our Well-being Hubs currently offer the following:

Life Skills for Teachers, Learners and Youth @ Risk

Industrial Psychologist available for Principals

Clinical Psychologist available for Learners

Helderberg Counselling Centre for Educators

Gospel Programs and prayer support when and where there are expressed needs

We are now involved in four of the SSCC schools, where our team focuses on Grade 6 and Grade 11 learners weekly with our Life Skills program and Youth @ Risk topics, learner counsels (prefects) by being pro-active about great leadership, as well as addressing psychological challenges they face daily.

One-on-one executive coaching for Principals and Educators in our schools by an Industrial Psychologist and other counsellors were well-received.

We are looking forward to see the impact of this Isaiah 61:1-3 ministry in our schools and community as we "preach good tidings unto the meek; bind up the brokenhearted, proclaim liberty to the captives, and the opening of the prison to them that are bound; give unto them beauty for ashes, the oil of joy for mourning, the garment of praise for the spirit of heaviness; that they might be called trees of righteousness ..."

Classroom Management and Discipline – by Sumaya Gabier



Sumaya Gabier - empowering the teacheres of Sir Lowry's Pass Primary School

SSCC is very thankful towards Sumaya, a very dedicated, retired teacher with loads of experience, for presenting these Classroom Management workshops on a volunteering basis to our schools' Educators.

Sumaya's feedback: "When I did my presentation at the various schools, I met some amazing, dedicated and passionate teachers. Looking at their expectations for the workshop, I realized how most of them were looking for methods to manage their classes effectively, in order to have good discipline in their classes and never lose their passion."

Looking at the teachers' feedback, I could see that they found the workshop very educational, empowering and fruitful. They were positive to go back to their classes with fresh ideas and strategies, which they can use to make their choice of profession worth doing. Knowing that teachers realize the learners' well-being and education remain the main purpose of their profession and that every child is special, no matter where they come from or what their abilities are, was a sign of a successful workshop.

I truly believe that sessions such as this and even other topics are of utmost importance to ensure that our teachers know that there is support and that they are a chosen group to do this job."

Support Hub Projects - CAPITEC Volunteers feedback



Palesa Qhalane: "As Capitec Bank, we take immense pride in our partnership with Strong Schools and the meaningful impact we believe we've had on their mission. Through our various initiatives and unwavering commitment to Education, we have witnessed transformative changes in the schools and communities we support. Capitec's remarkable commitment to Strong Schools serves as an inspiring example of the positive impact that can be achieved when individuals and organisations come together to support Education. Their dedication reminds us that each one of us has the power to make a difference, no matter how big or small. Let Capitec's journey with Strong Schools be a beacon of hope and motivation. By volunteering your time, resources, or expertise, you too can contribute to a brighter future for the next generation. Every act of kindness and support counts, and together, we can create a world where every child has access to quality Education and the opportunity to thrive. Join us in this transformative mission, and together, let's build a stronger, more equitable tomorrow. Our team focused on the Libraries."

Matthew Donet: "Working as a volunteer for SSCC was a seamless experience. When we arrived, the objectives were already fully defined and clear with all necessary materials provided. The tasks were not overwhelming large or small and thus we felt as though we made a strong impact through our work and walked away feeling accomplished."

Henriëtte van Greuning: "I have confidence in recommending SSCC initiatives to Capitec Teams. Volunteer events are tailor-made for teams and there is a sense of achievement a person can leave with knowing you are leaving an area in a better place than when you arrived. We are making a difference where it is needed, as the needs were identified jointly between the schools and SSCC."

Jo-Ann Fourie: "The ground staff were well prepared for our arrival – we were shown where to park safely and there seemed to be an air of security provided. They were very accommodating to the disruption whilst some teachers and learners were still around. All-in-All, the feel was gratitude and kindness for the contribution."

Elvis Ndlovu: "A few highlights from the volunteering experience with my colleagues at Dr. GJ Joubert Primary School:

- Painting the jungle gym brought our team closer together, fostering stronger bonds and collaboration.
- We were inspired by the enthusiastic response of the learners and the school staff, which further motivated us to put our best effort into more projects like this one in future.
- The jungle gym's transformation from worn-out to colourful and inviting was truly rewarding. We believe it will provide countless hours of joy and play for the Grade R learners.
- Volunteering goes beyond the physical labor; it offers a profound sense of fulfilment that our team will carry with us into our daily work."

8. SOCIAL IMPACT PARTNERSHIPS & COLLABORATIONS

As collaboration is part of our organisation's name and DNA, we strive to co-create solutions, empower our schools and each other and learn from each other, so that every school can become a strong and independent school, which then also benefits the whole community. The success of a Not-for-Profit like SSCC lies in building trust relationships and partnerships with like-minded individuals, NPOs and organisations. There is no time to re-invent the wheel - we need each other's expertise and skills in order to make a bigger social impact.

TESTIMONIES FROM PARTNERS, SUPPORTERS AND VOLUNTEERS



*Nomzamo High School
BrightStar
Team Building Workshop
for Teachers*



Amanda Swanepoel, CEO BrightStar LifeStyle

Congratulations and thank you, Strong Schools Community Collaborative team.

2023 has been marked by continuous breakthroughs that encapsulated the BrightStar slogan: "Yes to Joy!"

A personal highlight for me was the SSCC teambuilding with a discussion of their strengths. I once again was inspired by the team of authentic leaders who understand their strengths and use it to the benefit of the team and all the schools and learners involved.

The joy was embedded deeper when I was invited to join Juanita Möller to embark on a Strength coaching journey with the Headmasters. Through this initiative, we guided them in leveraging their top ten Gallup Strengths to effectively lead their teams towards specific goals. It is our hope that their newfound insights into their strengths will yield impactful results.

We extend our heartfelt gratitude to the Trim Tab Foundation for entrusting us with funding, enabling us to sustain and expand our offerings of personal development programmes and workshops for both educators and learners. Last year we facilitated Team building sessions for the educators and this year the schools could choose from one of these BrightStar LifeStyle options: The CORE life skills product for Learners, FIRST LIGHT Team building, or a 'Talk on Juggling Priorities' tailored for the educators. The feedback received from both facilitators and participants has been very positive, indicating that these additional growth opportunities have empowered them to effectively navigate the challenges they encounter on a daily basis.

Our collaborative efforts in offering workshops like the 'Legacy Dad' product for fathers in our schools have yielded significant progress and positive outcomes. We look forward to build on this momentum and exploring further avenues for growth and development in the future.

Thank you for your unwavering commitment and dedication to the inspiring mission of Strong Schools.

“*Desire is the key to motivation, but it's determination and commitment to an unrelenting pursuit of your goal - a commitment to excellence - that will enable you to attain the success you seek.*”
- Mario Andretti

Tania Theron - Head of Wealth, Grayswan



In a remarkable display of collaboration, one of Strong School's projects "A Cleaner-Greener Nomzamo" and the GraySwan Charitable Trust, have united their efforts to create a powerful Recycling project aimed at motivating children to clean and protect their environment. Through the joint initiative, these organisations have not only fostered an eco-conscious mindset among young individuals, but have also instilled a sense of community and responsibility within them.

This partnership serves as an inspiring example of how collaboration can amplify the impact of social and environmental initiatives, creating a brighter future for generations to come.



9. FINANCIALS

Campher Serfontein

SSCC is still a young and growing Not-for-profit company after three and a half years. It is always a challenge when a company grows fast in the early stages, as it needs to manage the expectations and growth in services and product delivery while also monitoring the expenses to not increase exponentially. It is an even bigger challenge for Not-for-profit companies, dependent on donations and support.

Our financials confirm significant growth from 2022 to 2023, with the following highlights as basis for the growth:

- Revenue and income increased from R597 046 to R1 140 583 or 91%
- Costs increased from R667 818 to R1 142 999 or 71,2%
- The deficit of R70772 for 2022 reduced to a deficit of R2416 for 2023.
- The small deficit caused the accumulated surplus to reduce to R105 692 at the end of the 2023 financial year.
- The "Goods and services in kind" amounted to R566 720, which meant that SSCC managed overall donations of just over R1,7 million.

On the income and expenditure side the following should be noted:

Income:

- Donations increased from R541 990 in 2022 to R985 410 or 82%
- Fundraising increased from R18 767 in 2022 to R75 100 in 2023 or 300%
- Workshop fees were similar at around R25 000 for both years

Expenditure:

- Consulting and professional fees reduced from R85 225 in 2022 to R15 012 in 2023 or -83,3%
- Employee costs increased from R218 794 to R747 096 or 241%, which was mainly due to the appointment of more permanent staff to deliver quality service and programs to the schools
- The Compass Calibration project which automates the whole-school audit was successfully launched and is seen as a key product for SSCC in the near future to generate income
- Training fees of our staff increased from R36 095 in 2022 to R77008 in 2023 or 133%

SSCC is at a very interesting position as the organisation continues to shape and improve the Change-model in our schools. It is positioning itself to become a key service provider in the Education sector for under-resourced schools.

The challenge is however the same as with any start up business in a growth phase, as capital will be required to capacitate and complete the model before scaling can occur. Capital will either mean additional donations, more fundraising events, or the development of an inhouse revenue stream with products and services developed.

Audited Financial Statements for the 2023 Financial Year (audited by FinHub) are available on request.

“
— *“Do your little bit of good where you are;
it's those little bits of good put together that overwhelm the world.”*
— Archbishop Desmond Tutu.

10. GOVERNANCE

Berthold Alheit

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 2023 Financial Year once again 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 continuation of our school "Compass Calibration" for each of our current schools and providing feedback on the outcomes to each School's management team and the embedding of the Support Hub in each of the schools which remains 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 new library at Christmas Tinto, the establishment of Well-being Hubs at four of our schools and 18 Gallup Clifton Strengths session conducted with the School Principals. 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 and Learner Life skill sessions).

With respect to formal Governance, the following support documents are available:

- NPO & NPC Registration
- CIPC list of Directors
- SARS Tax exemption letter
- Tax Compliance letter
- B-BBEE Certificate
- VAT Registration
- Project Plans and detailed Budgets as required
- Audited Financial statements



ACJ Phakade Primary School's Prefect Camp

11. LESSONS LEARNT & CHALLENGES

Main lessons learnt and Challenges

- If you choose the Not-for-Profit route, you choose the difficult route.
- If this is God's dream and vision, He always provides and is never late.
- Enough committed volunteers for this huge task are hard to find and to manage.
- For a holistic approach to support schools, meaningful change can only be achieved through collaboration and collective efforts.
- How to maintain positive cash flows to ensure uninterrupted operations and remuneration payments during the present high growth phase stage of SSCC.
- How to multiply into another five Helderberg Basin Schools and simultaneously into at least two and hopefully more schools in a distant, non-Western Cape geographical area.
- Implementation of our new virtual Compass Calibration (whole-school audit) tool and its introduction to many more schools in order to also create a "new income stream" for SSCC.
- Suitable, competent, affordable additional human resources to execute all the above.
- Finding a new financial model and additional sponsors for the combined above requirements to be implemented simultaneously.
- Not-for-Profits need a broader funding strategy that will help us sustain our own organisations and not be dependent only on donors and fundraisers.
- Corporates and individual funders need to understand the need to remunerate staff for a Not-for-Profit organisation sufficiently if you want to draw and keep quality employees.

Some of the main challenges in our Schools:

- Many of our Learners and their Parents have major emotional and physical challenges just to survive daily. Therefore, it is a big challenge to get parents involved in their children's lives and at school.
- Transport is a big challenge for almost every event/opportunity. This influences the attendance of most of our workshops and initiatives.
- A lack of good communication: People do not always have data or airtime on their phones, and messages are not always answered.
- A lack of time to pay attention to possible interventions is a major challenge for everyone. The main focus in schools should still be on education and achieving the academic goals. The challenge is to balance it all and manage time and efforts well.
- A challenge from time to time is the workload of the Principals in relation to Support Hub and other meeting dates. Sometimes the Principals are unable to attend due to unforeseen visits by the WCED.
- Slotting programmes, one-on-one counselling sessions and prayer meetings into the busy school schedule is challenging.
- Not all the SMT Members and Educators were able to attend the training sessions.
- Commitment of the people attending the training remains a challenge.
- Language and cultural differences: One has to make sure that you explain concepts in such a way that it is understood correctly, especially regarding spiritual matters.
- Safety: We pray for safety when we have to work in areas that might not always be safe. Some volunteers or service providers do not feel safe to work in the areas where our schools are situated.
- A lack of basic resources, because the schools we serve are no-fees schools.

“

Success is not final, failure is not fatal: it is the courage to continue that counts.

Winston Churchill

”

12. VISION & DREAMS TOWARDS 2025

- Expansion of the SSCC model from the 5 schools in the Helderberg to schools in other areas and more specifically to the Vhembe area. At least 10 successful and 5 'in progress' Strong Schools country wide with suitably trained and successful School Support Hub coordinators.
- A fully automated Compass Calibration (whole-school audit) allowing for SSCC to also test the Compass Calibration as product offering for schools across provincial boundaries, providing both good user results and a consistent source of income to Strong Schools. 2024 will be used to identify the benefits for schools and initiate marketing of the online tool to a prospective market.
- The Support Hubs (proven to be extremely valuable to the schools and their engagement teams), will continue with the vision to train coordinators for each school in the future. Having proven the 5-Step Change Journey concept at the present 5 schools, also proving the model's sustainability in these schools over time.
- A competent Support Hub Coordinator for every 3 schools and eventually one per school.
- Fully established and well-functioning Well-being Hubs in all our schools. The coordination function also needs to be provided, as schools don't have the capacity or means to afford and appoint these critical resources.
- Collaboration with more key service providers will be important, as SSCC will focus to deliver on their Theory of Change through coordination and facilitation. The vision is to allow various service providers to each deliver their core services and contribute towards building stronger schools.
- Strong schools are seen as central components of the Education pipeline, where others such as Early Childhood Development and post-school development programmes allow for strengthening of the people developed. The building of the Education pipeline with effective measurement of all the components forms part of the dream for 2025 and beyond.
- A sustainable financial model successfully implemented giving more certainty to all the committed personnel and the schools. Increasing to a solid foundation of at least 20 regular long-term primary donors.
- A working, successful Moringa-Carbon Offset programme in the Vhembe area to expand our vision to address more than a hundred schools before 2030.
- Increasing the number of committed Volunteers to at least 20.
- Greater Parent Involvement in all our schools.
- Life Skills programmes offered to two more grades in every school and the Legacy Dad Mentoring Programme expanded to another 30 Fathers in each school.
- Finding more effective strategies to improve Literacy and Numeracy in all the schools.



“The size of your dreams must always exceed your current capacity to achieve them.
If your dreams do not scare you, they are not big enough.”
— Ellen Johnson Sirleaf

13. THANK YOU

We would like to extend a deep, heartfelt, sincere thank you to each person and organisation for your generosity, support and contributions towards the work that Strong Schools does. Without you, none of these stories of hope would be possible. You enable our young Not-for-Profit organisation to make a difference in the Education sector and in our communities and to reflect the light of Christ in this hurting world. We pray Abba Father will multiply your blessings back into every area of your lives.

- Principals and their Educators for standing strong in the relationship and our Change Journey
- Volunteers for sharing your gifts, resources and professional services
- Corporates leading by collaborating towards a better South Africa
- Donors for annual, monthly or once-off contributions towards our projects
- Praying friends who carry Strong Schools in their prayers
- Service providers coming alongside Strong Schools with your unique contributions



OUR SOCIAL IMPACT PARTNERS & DONORS:

Afrimat - Nomzamo Borehole
Blackburn Holdings (UK Lamb Family Trust) - SSCC Funding
Breadline Africa - Build Libraries
BrightStar Lifestyle - Life Skills & Coaching
Camino Consulting - Change Management
Capitec Bank - Sponsorships, Mathematics Programme, Volunteer Teams
Complete Office Solutions - IT Support
City of Cape Town - Grant in Aid, Cleaner - Greener Project
Communities of Abundance - Strategic conduit Funding Partner
Grayswan Charitable Trust - Project Funding
HEY! - Gospel Programs
Malan Investment Holdings - SSCC Funding
Mergon Foundation - Funding Projects, Organisational Development
Real Deal - Organisational Development
SHARP & SMD Technologies
Trim Tab Foundation - Funding Partner for BrightStar Life Skills
Truth2Kids - Gospel Programs
Private Donors, Supporters & Prayer partners for their valuable contributions
Local businesses from our community who donate gifts and goods

LEAD THE CHANGE



FROM ROOTS TO FRUITS



HOW CAN YOU SUPPORT STRONG SCHOOLS:

- Volunteer for a Project
- Make a Tax-deductible donation
- Organise a drive for a project
- Pray for our organisation and schools
- Swipe your MySchool card with SSCC as beneficiary
- Follow us on Facebook and Instagram: StrongSchoolsza
- Support our Fundraisers and Golf Days

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THANK YOU TO ALL OUR SUPPORTERS

TOGETHER WE ARE STRONGER