

2022

INTEGRATED ANNUAL REPORT

GRATITUDE

THIS REPORT IS FULLY SPONSORED

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Gratitude unlocks the fullness of life. It turns what we have into enough, and more. It turns denial into acceptance, chaos to order, confusion to clarity. It can turn a meal into a feast, a house into a home, a stranger into a friend. Gratitude makes sense of our past, brings peace for today and creates a vision for tomorrow.

– Melody Beattie

Dikeledi never misses an opportunity to smile for the camera

LITTLE EDEN Society for the Care of Persons with Mental Handicap was established in 1967 and is a registered Non-Profit Organisation (001-827 NPO), licensed to operate under the Department of Health Gauteng Provincial Government and is an approved Public Benefit Organisation in terms of Section 30 of the Income Tax Act (PBO 930/0000/03). The Section 18A status allows for donations made to the Society to be deductible in terms of Section 18A of the Income Tax Act, dependent upon the amount of the taxpayer's tax liability.

OUR MISSION

To care for, develop and enhance the quality of life,
with love and understanding from a dedicated staff,
persons with intellectual disability of all races and creeds entrusted to us,
by providing with trust in Divine Providence
and in co-operation with the parents, the community and the State
the necessary spiritual, nursing, therapy and stimulation services
in as efficient and economic a manner as possible.

CORE VALUES

The solid principles and beliefs by which LITTLE EDEN has operated since 1967 have ensured that each child and adult with profound intellectual disability who has passed through its doors has been treated with the love, care, dignity and respect to which they are entitled. Since inception the Values of *Respect*, *Sanctity of Life* and *Love & Care*® have been present and form the core of all decisions made and are a solid foundation on which LITTLE EDEN will continue into the future.

Graphic illustrations of these three Values are represented throughout LITTLE EDEN and displayed on all documentation. These Values present a solid base from which to create practical ways for ensuring a high standard of excellence in the care regime and professional interpersonal relationships. These Values are what define LITTLE EDEN.



RESPECT • SANCTITY OF LIFE • LOVE & CARE®

INTRODUCTION

It is said of Mother Teresa that one day she answered the parish priest of Kharjpur where she worked: "You are always talking about problems. Couldn't we find another word for them? For example, the word gifts". Mother Teresa thus expressed her ability to understate difficulties and discover instead reasons for gratitude, just like the Founder of LITTLE EDEN Society, The Servant of God, Domitilla Rota Hyams. An extract from Taiocchi, D. (2017). *Emptied for Filling* (pp.43)

From a collective of literature, it is clear that both Founders of the Society, the Servants of God, Danny and Domitilla led simple lives yet filled with love, faith and *grateful* hearts. They didn't seem to have much but always made provision for the next person. At LITTLE EDEN, we have a culture of sending Thank You letters to those who extend their gift of love to us. Whether it is an individual or a company, pre-loved clothes or monetary donations - each gift is warmly received. LITTLE EDEN was started through a deposit of R10 into a jar!

Domitilla recalled the first LITTLE EDEN meeting as follows:

"Today is a great day! Thank you, Jesus, Our first group of 26 people all interested in the proposal to create a home to accommodate mentally retarded children. We met in our house: 10 St Anne Road. We discussed, talked and had new ideas...Prayer and work must be our motto..."

Maria ('Domitilla') Rota diary (unpublished):
Entry 1 February 1967

This is a reflective year for us here at LITTLE EDEN as we celebrate 55 years of service to people with profound intellectual disability. The theme for this year's



Sr Maritza gives a special reassuring hug



This is how we celebrate 55 years of being a part of the LITTLE EDEN family

report is *Gratitude*. We are *grateful* for being a part of this journey and seeing this dream unfold. As we celebrate this milestone, we can also attest with *grateful* hearts and, with 1078 individuals who have passed through our doors, that "today is a great day! Thank you Jesus!"

This report covers the most significant material issues related to LITTLE EDEN Society as well as operational matters for the period 1 April 2021 to 31 March 2022. There were no limitations or changes in terms of scope or boundary and the report covers all the operations of Domitilla and Danny Hyams Home (DDHH), Edenvale and Elvira Rota Village (ERV), Bapsfontein, as well as the LITTLE EDEN Charity Shop Operation. This report does not include the operations of LITTLE EDEN Foundation (<https://littleeden.org.za/about/#foundation>) or Associazione Domitilla Rota Hyams Onlus (<http://www.domitillarotahyams.com/en/1/home.html>) as they are independent entities (see page 78). In the interest of simplifying this report the Global Reporting Initiative guidelines (GRI G4 NGO sector supplement: core level) and standards have been considered but not applied.

LITTLE EDEN is mindful of the important role that our stakeholders play and we are committed to constant engagement with them and to taking their views and interests into consideration in our decision-making processes. This is in line with the four principles of **Inclusivity**, **Materiality**, **Responsiveness** and **Impact** set out in the AA1000 AccountAbility Principles Standard 2018.



The Sisters having a sacred moment at the Elvira Rota Village Wayside Shrine



INCLUSIVITY

Our inclusive stakeholder engagement approach, details of which are provided in "Stakeholder Engagement" on pages 35 to 41 of this report, is the cornerstone of how we identify materiality and respond to these issues.



MATERIALITY

We define a material issue as one that can influence our decisions, actions and performance and those of our stakeholders.

LITTLE EDEN 2022 material issues are discussed in further detail in "Material Issues" on page 65 to 68 of this report.



RESPONSIVENESS

In addition to the stakeholder engagement strategy, LITTLE EDEN has entrenched management systems, policies, procedures and processes that help to ensure that we respond appropriately to stakeholder inputs, concerns and complaints.



IMPACT

LITTLE EDEN monitors and evaluates core functions on an ongoing basis in order to measure and be accountable for these actions. Refer to "Monitoring and Evaluation" on pages 72 to 73 of this report for further details.



Martin finds pleasure in assisting Sam with the garden

The scope of this report remains unchanged to previous reports and reporting is in line with global best practice with the express purpose of being an instrument through which LITTLE EDEN is able to demonstrate to all stakeholders its commitment to public accountability, transparency, recording efficiency and sustainable fundraising.

PricewaterhouseCoopers Inc provided limited external assurance on selected data in this report, indicated by "LA", in accordance with the International Standard on Assurance Engagements (ISAE 3000). The scope of the assurance engagement and the statement of assurance are provided on page 81 of this report. The last Annual Report was released in July 2021.

This report has been compiled with reference to the International Integrated Reporting Framework.



It's these smiles that encourage our staff to provide love and care to our residents

THIS REPORT HAS
BEEN FULLY
SPONSORED
WITH *GRATEFUL*
THANKS TO THE
FOLLOWING FOR
THEIR *PRO BONO*
SERVICES IN
DESIGNING,
PRINTING AND
PROVIDING
LIMITED EXTERNAL
ASSURANCE:



Our Homes are filled with infectious laughter

STUDIO ⑤

for the design and layout
of the Report

**MORTIMER
OFFSET
(PTY) LTD**

MORTIMER OFFSET
(Pty) Ltd for printing
the Report



pwc

PricewaterhouseCoopers Inc.
for providing the
Assurance process

SERVICES AND BENEFICIARIES



Solid friendships have been built along the way

LITTLE EDEN Society's core aim is to develop people with intellectual disabilities to their full potential and to encourage the community to recognise that each such person is a whole and complete being created by God with a mind, a body, a spirit and a soul however differently abled.

The nature of our work is a sensitive one, one that our residents' lives depend on. Some of them are HIV positive or have AIDS. Dealing with the terminally ill or dying forms part of the work carried out at LITTLE EDEN as we care for our *angels* from cradle to grave. Many of our residents continue to be with us even after death as their ashes are interred in the Walls of Remembrance. Some residents have been with us over 45 years and for most, LITTLE EDEN is the only home they will ever know. We are a Home that provides *Love & Care* to 300 children and adults with profound intellectual disability.

The Society consists of two Homes: Domitilla and Danny Hyams Home (DDHH) in Edenvale with 150 residents and Elvira Rota Village (ERV) in Bapsfontein, with 150 residents. We are *grateful* to have been blessed with funding by an anonymous international donor towards building renovations of our Homes, where some buildings have been standing for almost 50 years. The building project is still underway and at completion, will see our facilities being upgraded and restructured to fit the current needs of our residents.

Even after completion of the building project, the two Homes will remain very different in design and layout. DDHH caters more at the level of frail care as well as having a full therapy programme. The Home at ERV places a greater emphasis on participation in activities of daily living (ADLs):

- Eating – the ability to feed oneself though not necessarily to prepare food;
- Personal hygiene – bathing, grooming and oral care;
- Dressing – the ability to make appropriate clothing decisions and dress oneself;
- Maintaining continence – both the mental and physical ability to use a toilet;
- Transferring – moving oneself from seated to standing and getting in and out of bed.

At ERV, residents are occupied appropriately by assisting in the kitchen, in the laundry, and on the farm. They have, to a very limited degree, a certain level of independence. We are *grateful* for and proud of our beautiful Homes and facilities and therefore endorse a non-negotiable standard of cleanliness and maintenance in general.

LITTLE EDEN aims to ensure that this work of service will continue to be sustainable and always based on solid core Values of *Respect, Sanctity of Life* and *Love & Care®*.

LITTLE EDEN SOCIETY HAS
BEEN IN OPERATION FOR **55**
YEARS

LITTLE EDEN
CARES FOR **300**
CHILDREN AND ADULTS WITH **PROFOUND**
INTELLECTUAL DISABILITY

THE SOCIETY IS REGISTERED WITH THE
DEPARTMENT OF HEALTH GAUTENG
PROVINCIAL GOVERNMENT

LITTLE EDEN IS A REGISTERED
NON-PROFIT ORGANISATION
(001-827 NPO)

71%
OF OUR **RESIDENTS**
USE WHEELCHAIRS/MOBILITY
ASSISTIVE DEVICES

IT
COSTS

R13 460 TO CARE
PER MONTH FOR **ONE**
RESIDENT

XELDA ROHRBECK IS
THE CURRENT **CEO**

2 500 **NAPPIES** ARE WASHED PER DAY

LITTLE EDEN HAS
IMPACTED THE LIVES OF

1 078 SINCE ITS INCEPTION
IN **1967**
DIRECT BENEFICIARIES

THERE
ARE **150** AT BOTH
RESIDENTS HOMES

AGES RANGE
FROM **2 – 73**
YEARS

STATISTICALLY, THE AVERAGE CHRONOLOGICAL AGE OF OUR RESIDENTS IS 27 YEARS, BUT THE LEVEL OF MENTAL FUNCTIONING IS THAT OF A ONE YEAR OLD OR YOUNGER

68% OF OUR ANGELS WERE
PREVIOUSLY ABANDONED

OR COME FROM
INDIGENT FAMILIES WHO
ARE UNABLE TO SUPPORT
THEM FINANCIALLY

LITTLE EDEN continues to follow a risk averse approach with regards to the Covid-19 pandemic due to the vulnerability of the residents in our care. Throughout the pandemic protocols were updated and adjusted in line with regulations and the internal risk assessment. These adjustments impacted on how LITTLE EDEN managed external visitors, who, during certain periods, were not allowed access onto the premises. A system was put in place to minimise the risk of exposure when families visit, organised through a booking system to limit the number of visitors at a given time. Video calls connecting our residents with their families continue to be beneficial and in use. Staff continue to follow all safety precautions in place for the protection of both our residents and themselves. Covid-19 awareness training remains ongoing.

For the period under review, 8 residents and 34 staff members tested positive for Covid-19. The infection rate was significantly lower than the previous reporting year. LITTLE EDEN remains *grateful* that those infected have made a 100% recovery.

Residents over the age of 18 years received their Covid-19 primary and booster vaccinations, adding a layer of protection to the LITTLE EDEN environment.

RESIDENT STATISTICS:

It is to be noted that the ratio of residents between the two Homes changed during this reporting year, where 30 residents from DDHH moved to ERV resulting in a total of 150 residents at each centre.

NUMBER OF RESIDENTS SUBSIDISED	DDHH 2022	2021	ERV 2022	2021	2022 TOTAL
	150	178	150	120	300
Admissions	6 ^{1A}	13 ^{1A}	3 ^{1A}	3 ^{1A}	3.0%
Left LITTLE EDEN	0 ^{1A}	4 ^{1A}	1 ^{1A}	1 ^{1A}	0.3%
Deaths	3 ^{1A}	11 ^{1A}	3 ^{1A}	2 ^{1A}	2.0%
Abandoned/indigent residents	97 ^{1A}	111 ^{1A}	107 ^{1A}	101 ^{1A}	68.0%

Note: Ratio of residents between the two Homes changed

During the year under review the number of admissions is slightly lower as admissions are linked to the number of residents who leave the care of LITTLE EDEN. The year under review also saw a slightly lower number of deaths compared to the previous year where a number of deaths were attributed to old age. This year only one resident left the care of LITTLE EDEN which is also slightly lower than previous years.

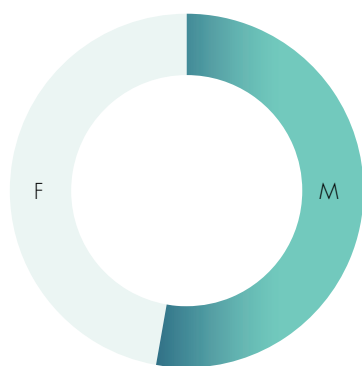
LITTLE EDEN acknowledges the support received by the Gauteng Department of Health. Even though LITTLE EDEN has not implemented a mandatory vaccination policy, we are *grateful* that all staff are vaccinated. LITTLE EDEN continues to investigate the consent requirements for residents aged between 12 – 17 years to receive their Covid-19 vaccination. Additionally, flu vaccines were administered to all residents.

LITTLE EDEN continues to provide regular updates through our various communication processes and platforms related to Covid-19 as regulations might change or need to be adapted depending on the internal risk assessment. This includes internal emails, messages to parents and loved ones of our residents, our website and social media platforms. It is with *gratitude* that we could open our Homes again and welcome visitors. Our residents felt the isolation in previous periods when restrictions were in place where no external visitors, including at times no family, were allowed to visit. Socialising and engaging with visitors is of great importance and value to our residents.

As the report was being prepared, LITTLE EDEN experienced a cluster outbreak of Covid-19 infections in both residents and staff during May 2022.

The number of residents who are either abandoned or come from indigent families is also slightly lower compared to the previous year. LITTLE EDEN continues to provide care to some of the most vulnerable members of society, with the economic and financial constraints more evident in families that are already living in extreme poverty – testimony to the core Values and Mission of LITTLE EDEN being a home for some of the most vulnerable members of society.

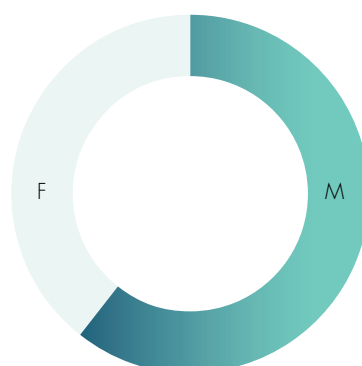
RESIDENT DEMOGRAPHICS:



**NUMBER OF DDHH
BENEFICIARIES 150
BY GENDER**

DDHH

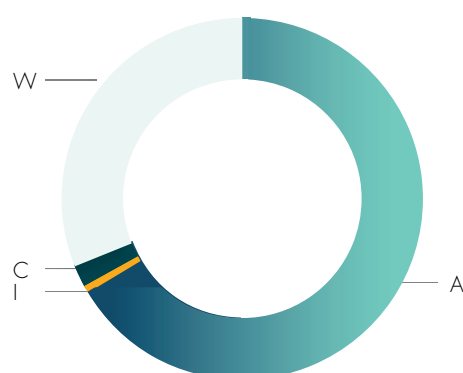
MALE | **80^{LA}**
FEMALE | **70^{LA}**



**NUMBER OF ERV
BENEFICIARIES
150 BY GENDER**

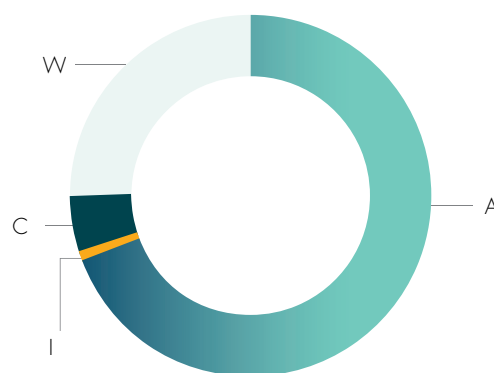
ERV

MALE | **91^{LA}**
FEMALE | **59^{LA}**



**NUMBER OF DDHH
ABANDONED/INDIGENT
RESIDENTS 150 BY RACE**

AFRICAN | **100^{LA}**
INDIAN | **1^{LA}**
COLOURED | **3^{LA}**
WHITE | **46^{LA}**



**NUMBER OF ERV
ABANDONED/INDIGENT
RESIDENTS 150 BY RACE**

AFRICAN | **104^{LA}**
INDIAN | **1^{LA}**
COLOURED | **7^{LA}**
WHITE | **38^{LA}**

TOTAL 300^{LA}

MEDICAL STATISTICS:

NUMBER OF RESIDENTS SUBSIDISED	DDHH 2022	2021	ERV 2022	2021	2022 TOTAL
	150	* 178	150	120	300
CHRONIC MEDICATION	114 ^{LA}	160 ^{LA}	101 ^{LA}	91 ^{LA}	72%
WHEELCHAIRS	127 ^{LA}	138 ^{LA}	84 ^{LA}	53 ^{LA}	70%
DUAL DIAGNOSIS (Intellectual Disability with Mental Illness)	84 ^{LA}	40 ^{LA}	70 ^{LA}	47 ^{LA}	52%
HOSPITAL DAYS (#Days)	30 ^{LA}	212 ^{LA}	26 ^{LA}	87 ^{LA}	56
GENERAL PRACTITIONER (#Consultations)	164 ^{LA}	173 ^{LA}	150 ^{LA}	151 ^{LA}	314
PSYCHIATRIST (#Consultations)	17 ^{LA}	27 ^{LA}	26 ^{LA}	25 ^{LA}	43
SPECIALIST (#Consultations)	40 ^{LA}	34 ^{LA}	12 ^{LA}	31 ^{LA}	52

Note: Ratio of residents between the two Homes changed

Due to the change in the ratio of residents between the two Homes (30 residents moved from DDHH to ERV), a comparison of resident statistics between the current reporting year and the previous year is not possible. However, the statistics of the total number of residents compared to the previous year is referenced.

The slight decrease in the number of residents on chronic medication can be attributed to residents passing away due to old age and younger residents being admitted who are not on chronic medication. During the reporting year access to certain scheduled and non-scheduled medication, supplied by the Gauteng Department of Health, was unavailable. These medications had to be procured privately to ensure the medical care of our residents remained uninterrupted, despite the unbudgeted expenses these incurred.

The number of residents requiring wheelchairs for mobility increased due to some residents reaching old age and admission of residents with physical disabilities.

There is a significant increase in the number of residents with dual diagnosis. In previous reporting periods residents admitted requiring care in the specialised sections were recorded under this criterion as per MHCA admission documents. However more recently there is a group of residents that has become withdrawn, possibly contributed by the isolation requirements of the pandemic.

They have been seen by the psychiatrist and prescribed anti-depressants. Some residents also require supplementary medication to control their behavior such as Ritalin, even though this group of residents was not admitted with dual diagnosis. All residents requiring any form of psychiatrist medication have therefore been included in the count as these medications are in direct support of a mental condition/diagnosis. It is to be noted that not all of these residents in this group would require chronic medication and their mental state is regularly evaluated by the psychiatrist and although their admission diagnosis on the MHCA document does not change these identified conditions are listed as psychiatric disorders on the DSM-IV.

There was a significant decrease in the number of hospital stays compared to the previous year which was attributed to residents who tested positive for Covid-19 and required hospitalisation as well as those admitted to hospital for extended periods.

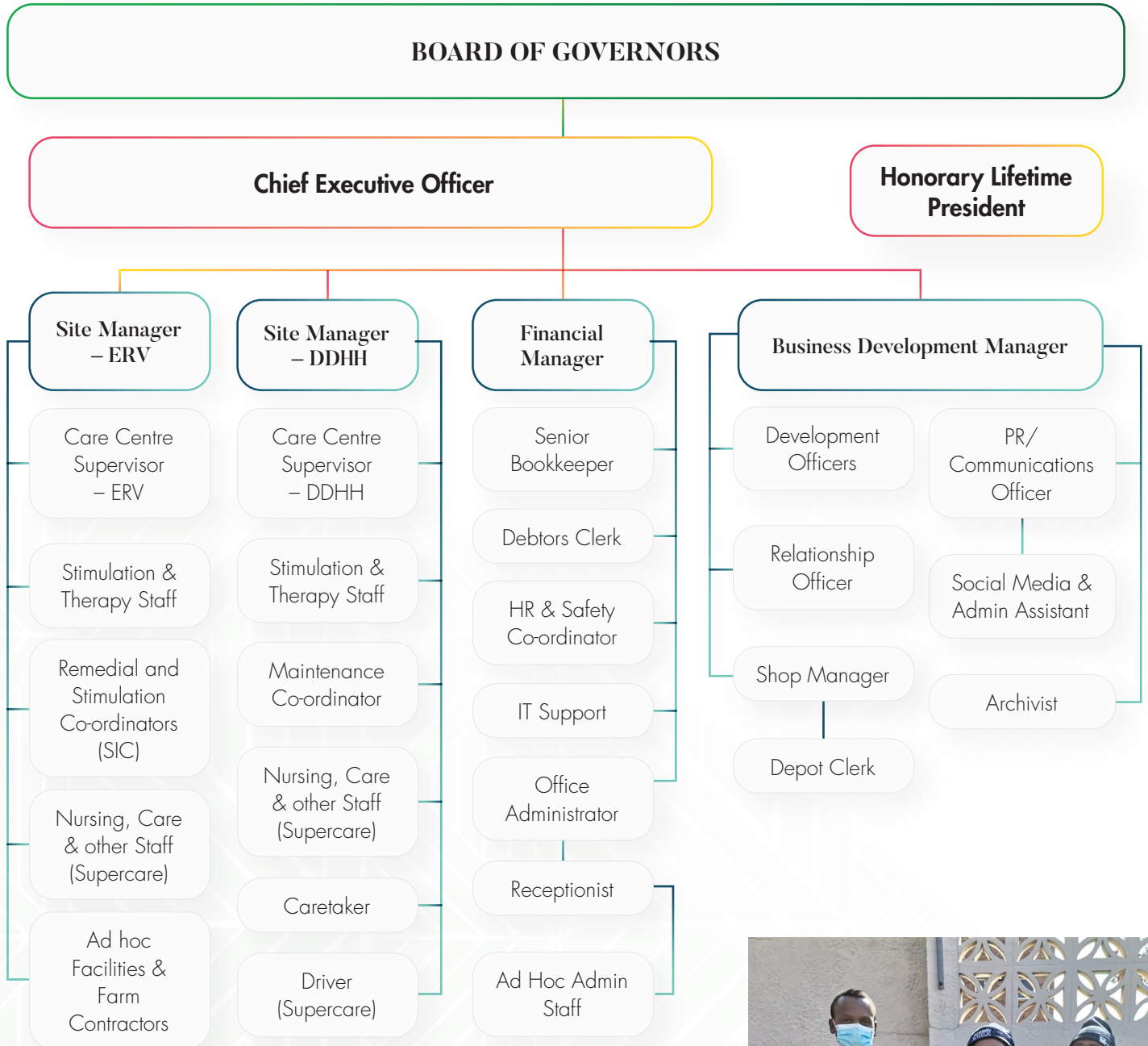
The number of consultations by the General Practitioner provided by the Department of Health is comparable to the previous year. LITTLE EDEN *gratefully* acknowledges Dr Kali Trichoridis who provides pro bono psychiatric consultations. The number of psychiatrist and specialist consultations is also comparable to previous years. These statistics are very much dependent on the individual needs of the residents during a year and are provided and scheduled where required.



Our committed nursing staff have found a place in the hearts of our residents

Dental services, as arranged by the Department of Health, were not accessible during the national lockdown. All non-essential procedures and follow-up appointments were cancelled due to the risk of exposure outside the boundaries of LITTLE EDEN. Medical care is supplied by government and volunteer doctors, dentists and psychiatrists, a nursing sister on duty at both facilities 24 hours a day, daily medication (including epilepsy, mental illness), daily chest therapy (which is critical to many of the residents) and emergency interventions as required. LITTLE EDEN continues to receive all chronic medication for both Homes in blister packs, at no charge, with *grateful* thanks to *Ackerman's Pharmacy*, Primrose.

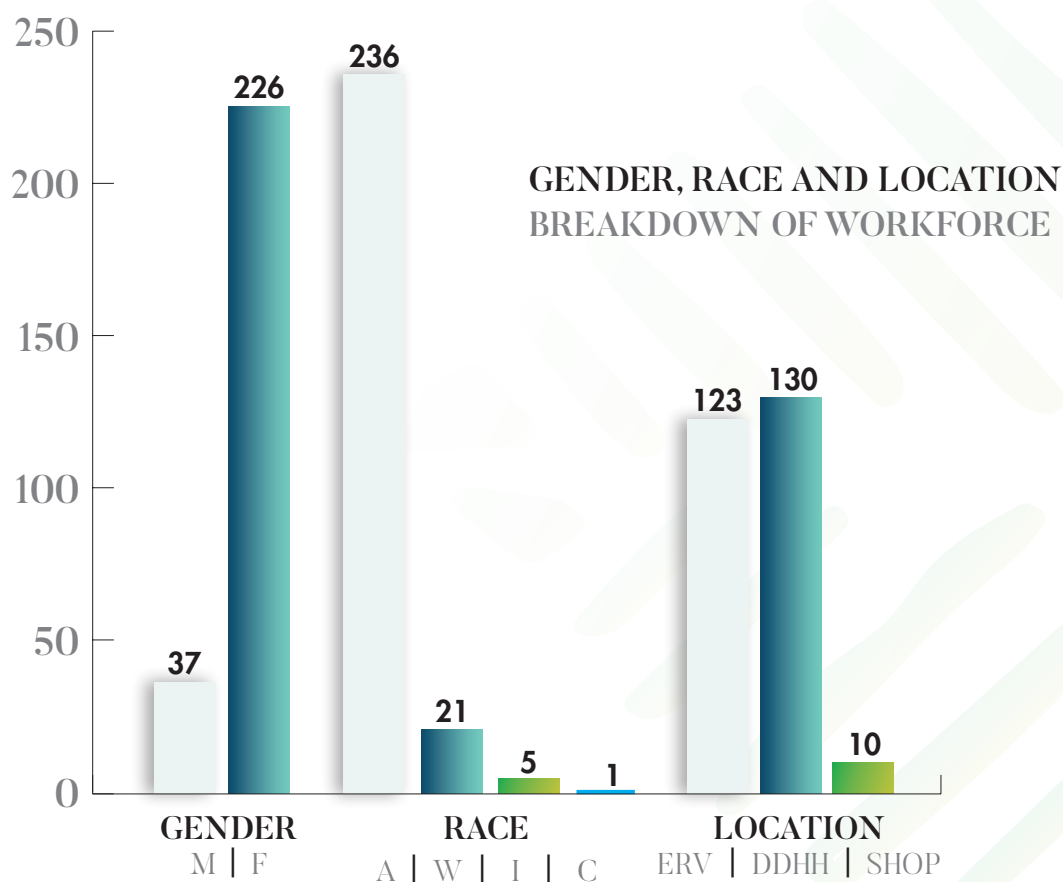
HUMAN RESOURCES – OUR TEAM



Residents at ERV donated knitted items to Edenvale Child Welfare



The male figures at the Homes were honoured on Father's Day



LITTLE EDEN is committed to providing its residents with the highest level of care by employing the most suitable and diverse workforce possible. We value individuals with exceptional professional and administrative skills who believe in and live our Values, act with a social and moral conscience and exhibit empathy towards our residents. LITTLE EDEN has a diverse workforce of 27 LITTLE EDEN staff; 4 SIC nuns; 230 Supercare staff and two contractors. LITTLE EDEN is *grateful* to have a personnel to resident ratio of 0.88:1 ensuring the best possible care for the residents at all times.

The breakdown of the workforce composition is set out in Table 1 below.

The total number of Supercare staff increased due to the new section Mary's Mill opening at ERV and restructuring of night staff. The number of Supercare staff at DDHH reduced with some staff moving to ERV with the move of the 30 residents from DDHH to ERV. The services of the group of temporary staff employed in support of the pandemic has concluded. It is with *gratitude* that LITTLE EDEN acknowledges a 30-year partnership with *Supercare Services Group (Pty) Ltd.*

Table 1 Workforce Composition

	Male	Female	Black	White	Indian	Coloured	ERV	DDHH	Shop	Disabled	TOTAL 2022	TOTAL 2021
LITTLE EDEN	5	22	8	19	0	0	3	23	1	1	27	27
SISTERS OF THE IMITATION OF CHRIST	0	4	0	0	4	0	4	0	0	0	4	4
SUPERCARE Sub Contracted Services	31	199	228	1	0	1	116	105	9	0	230	220
CONTRACTORS	1	1	0	1	1	0	0	2	0	0	2	2

LITTLE EDEN did however experience another challenging year in 2021. Pandemics themselves change people and organisations, however, in 2021, South Africans had to deal with the effects of Covid-19 coupled with looting and load-shedding. There were also many changes with the different levels of lockdown and this has had an impact on the office environment as adjustments were made relative to the various Directives issued by government. At times, there has been the need to adapt and adjust immediately and quickly as new situations emerged. We are also dealing with the necessary disruptions from the building renovations that are currently taking place at DDHH.

Social isolation was still in effect for a portion of the reporting period. A number of vulnerable employees continued to work remotely until Alert Level 2 from when a hybrid approach was adopted. Meetings as far as possible had to continue being held virtually and staff needed to learn how to manage virtual meetings successfully. Access to the Homes was restricted until Alert Level 1 and is closely monitored following Covid-19 protocols. We confirm that at the close of this reporting period, 31 March 2022, all employees are working from the office.

The impact of Covid-19 cannot be dismissed when reflecting on Human Resources. Employees had to deal with varying degrees of loss, trauma, uncertainty and financial concerns. These concerns resulted in increased psychological distress. Some employees experienced feelings of burn out while others more intensely struggled with depression and anxiety. The concept of the Employee Value Proposition (EVP) took on a whole new meaning and LITTLE EDEN was compelled to look at the entire person more holistically as humans have unique needs and many are still going through trauma.

LITTLE EDEN answered the call by arranging support through a network of counselling services which encompasses telephonic support, webinars and online

support groups as well as a separate entity that provides individual counselling, by appointment, as required. These platforms were and are widely advocated to be utilised by employees. We wish to thank the non-profit organisation known as *NPower* for their contribution. Staff are not required to furnish their Line Managers or the Human Resource department with details of webinars and support that they utilise through *NPower* or the affiliated SA Depression and Anxiety Group (SADAG) and as such, we do not keep records of the above. This particular service was extended to Supercare employees without encroaching on existing platforms that Supercare has in place. Posters with support contact details were erected throughout the office and Homes. We also wish to acknowledge with *gratitude* the pro bono support provided by the *Sophiatown Community Psychological Services* which offers individualised contact sessions with employees requiring this service.

Employees look to their leaders and managers to guide them with empathy, compassion and wisdom and this culture needs to permeate through LITTLE EDEN.

Leaders and managers needed to understand what was going on in their teams and how best to deal with situations. Communication is key to creating dialogue and engaging in meaningful conversations. This was addressed at LITTLE EDEN by regular communication between the CEO and the Management team as well as the CEO and employees. Managers hold regular meetings with their teams where open conversations are encouraged. Employees are also urged to attend monthly lunch get-togethers to build social cohesion in the organisation as LITTLE EDEN has a diverse workforce and the interaction in a less formalised forum is necessary for employees to get to know one another.

The pandemic period has also become a period of reflection for many people – highlighting what is important in their lives. People are re-evaluating themselves, their purpose and the work that they do.



At LITTLE EDEN, laughter is indeed the best medicine

This is seen by the mass resignations that have taken place globally and LITTLE EDEN has not been spared in this regard. LITTLE EDEN experienced a 22% loss of human capital in the period 1 April 2021 to 31 March 2022 as six employees left the services of LITTLE EDEN. LITTLE EDEN also welcomed six new staff members. There was one promotion in this period. One position remains vacant with recruitment under way.

Our previous one-dimensional approach to recruitment was also no longer possible and a hybrid approach which incorporated face to face and online interviews has been adopted which has enabled the recruitment candidate platform to stretch nationally, which is to the benefit of LITTLE EDEN in terms of talent acquisition.



It's always heartwarming watching our residents help each other



Staff keeping safe with necessary precautionary measures

What 2021 taught us is that LITTLE EDEN can make the best of extremely difficult situations and emerge better. LITTLE EDEN is resilient and has adapted to be far more versatile than before the Covid-19 pandemic. We are able to find opportunity in the disruption as we have responsive and agile leaders who make courageous decisions and who lead with empathy.

We continue to do our utmost to ensure commitment from, and dedication of, our staff through: acknowledging the individual; providing staff with

development opportunities which we were *grateful* to be able to offer in the 2021/2022 period due to a generous anonymous donor and HWSETA funding; recognising their contribution; motivating staff; adhering to occupational health and safety regulations; and creating an atmosphere where staff have a sense of belonging to the LITTLE EDEN family.

We would like to *gratefully* acknowledge and thank each and every staff member, key stakeholders within LITTLE EDEN, for their commitment and dedication in the various roles they play in our Homes.



Staff were celebrated in honour of Mother's and Nurses Day

LITTLE EDEN LONG SERVICE AWARDS:

We **CONGRATULATE** those members of LITTLE EDEN staff who were presented with Long Service Awards and are *grateful* to them for remaining dedicated and focused.

SUPERCARE

Onsite Supercare staff supported by two Contract Managers play a critical role in the day to day operation of the LITTLE EDEN Homes. We acknowledge the support function that they play by recognising the long service of Supercare employees who are based at LITTLE EDEN.

SUPERCARE LONG SERVICE

LITTLE EDEN is proud to acknowledge and is *grateful* to the dedicated staff members for their service. Without their continued commitment, the Society would not be able to provide its residents with the high level of care that they deserve. We congratulate those members of Supercare staff who were presented with Long Service Awards and thank them for their dedication to our residents through their *Love & Care*:





Lisa Neilson has been the Human Resources and SHE Co-Ordinator for 5 years



Melanie van Wyk has been at LITTLE EDEN 5 years and is a Development officer



Paolo Slaviero Site Manager, ERV received a 5 year Long Service Award

SISTERS OF THE IMITATION OF CHRIST

The Sisters of the Imitation of Christ (SIC) render their service and spiritual support at Elvira Rota Village and offer invaluable assistance at LITTLE EDEN especially the significant contribution towards the care of the residents for which we wish to express our *gratitude*. We thank Sister Seena, Sister Merin, Sister Manonja and Sister Lucia for their dedication to LITTLE EDEN and eagerly await the return of Sister Lucia once her Visa is approved.

CARING FOR THE CARERS

The Caring for the Carers programme continues to be held at DDHH on a weekly basis where Supercare staff are invited to participate in 45 minutes of "time-out" to recharge. The programme is run on a voluntary basis. This "time-out" is needed now more than ever in the context of the demanding work performed by the carers as well as the hardships endured due to Covid-19. The programme at ERV has been suspended for the past three months to accommodate a change in employment but is noted to re-commence in May 2022.

LITTLE EDEN's long-standing relationship with James Peech from the *Peech Hotel* in Johannesburg resumed in April 2021. The *Peech Hotel* in Johannesburg offers a night's complimentary stay with dinner and breakfast to one staff member and partner every month. It is a wonderful opportunity for staff to take time out and a special way to thank them for their commitment and dedication to the work of LITTLE EDEN. This alternates between LITTLE EDEN and Supercare staff. For staff it is a highlight to be able to attend such a world class establishment. Our grateful thanks to James Peech.

Due to the impact of Covid-19 regulations, we did not have the normal year-end staff function, however, we enjoyed a Christmas lunch at which we acknowledged the long service of relevant staff and thanked LITTLE EDEN and Supercare staff and volunteers for their support throughout the year. Grateful thanks to *Mastrantonio*, who once again sponsored a meal for each staff member on the relevant days. The Christmas lunch is still one of the highlights of the year where staff have an opportunity to unwind despite the function downsizing in terms of the programme offered.



Sister Seena taking time out in the garden with Adrian



Sister Lucia, Sister Merin, Sister Seena seen here with Candy have become part of the LITTLE EDEN family



The FIDESCO volunteers Camille "Sibongile" Jacob and Soline "Bontle" Geze with David and Musa

VOLUNTEERS

Volunteers play an important part in supporting our wonderful, dedicated staff. The volunteers at LITTLE EDEN include professionals (e.g. doctors, dentists, lawyers, etc.) who give freely of their time and talent through pro bono work; those who read to the children or take them for a walk; students and those who do community service who are available to undertake a variety of tasks which includes playing with the children, which they enjoy, and helping at the annual fête (this was cancelled due to the impact of Covid-19). This impact included the local LITTLE EDEN volunteer programme being halted from before the commencement of the National Disaster lockdown Alert Level 5, and has not yet fully resumed. Currently we have a number of students undertaking their practical experience at LITTLE EDEN.

LITTLE EDEN has a well-established relationship with the international organisation, Fidesco. Fidesco was formed in 1981 by the Emmanuel Community (an

association of the faithful, recognised by the Holy See) and is a federation of associations which sends volunteers to assist organisations throughout the world. Presently, we have two Fidesco volunteers, Camille Jacob and Soline Geze, based at DDHH in Edenvale. Their commitment to the residents, their contribution to the work of LITTLE EDEN and living the LITTLE EDEN Values of *Respect, Sanctity of Life and Love & Care®* have been a great asset to LITTLE EDEN since their arrival in January 2021, for which we wish to express our *gratitude* for the close relationship that they have established with our residents and staff. They will return to France in August 2022. A further two volunteers were expected to assist at ERV in 2021, however due to the pandemic and challenges with obtaining a visa their arrival was cancelled. We remain optimistic that further volunteers will arrive in August 2022 to volunteer at both DDHH and ERV.

IMPACT — OUR INSPIRATION



CARE AND STIMULATION PROGRAMME

For people with profound intellectual disability, there is a high likelihood of additional motor or sensory impairments, which make learning difficult. They are dependent on others for all aspects of daily physical care, health and safety and often struggle with social functioning and expressing themselves. Most of our residents are incontinent and wear diapers, with complete dependence on our care staff complement.

Bright has reached impressive milestones as a result of the ongoing care and stimulation programmes

Apart from profound intellectual disability, most may also be affected with mental illness, disturbed challenged behaviour, multiple physical disabilities and epilepsy. We believe that each of our residents is a whole, complete person created by God with a mind, body and soul – however disabled. The Society's commitment is to identify each resident's abilities and to work with them at their level of functioning through a variety of care and stimulation intervention programmes.

At LITTLE EDEN, we provide daily 24-hour care and a range of activities and therapies aimed at helping these special *angels* reach their full potential. We believe that people living with profound intellectual disability are whole beings who have the right to life. Our residents are always encouraged to participate in various activities and therapies according to their needs and level of development. We have inspiring case studies of the effectiveness of therapy. Therapy and stimulation activities are undertaken focusing on one intervention at a time or through a multidisciplinary approach where therapists and staff work together for the benefit of our residents and their developmental milestones.

OUR ONGOING CARE PROGRAMMES INCLUDE:

PHYSIOTHERAPY Stretching exercises, floor exercises and a neuro-developmental programme to develop muscles enable some residents to learn to walk or hold a spoon. Our physiotherapist and staff also show great ingenuity in modifying wheelchairs and mobility assistive devices in support of correct seating and body alignment, enhancing the comfort of residents with physical disabilities and spastic muscles.

As described by Physiotherapist Dana Wassman at DDHH, chronic chest care forms an integral component of the daily care regimes at LITTLE EDEN. For most neurotypical individuals, we often take for granted daily bodily functions and activities which are undertaken independently such as eating, drinking and getting dressed. However, most of our residents are dependent on carers for most, if not all of these activities.

One bodily system that has a direct influence on all these activities and on quality of life is in fact our respiratory system. For many who experienced a moderate or severe Covid-19 infection during the pandemic, you may have had a glimpse of how it can feel to have a respiratory system that does not function effectively, and how frustrating and scary that can be.

Many of our residents have chronic respiratory challenges, which results in increased mucous production and/or difficulty in coughing and being able to clear their own secretions. Residents with these chronic conditions need to receive daily and sometimes twice or three times daily chest physiotherapy to eat more safely and effectively.



FIDESCO volunteer Soline has discovered that Martin enjoys taking a walk



Residents at ERV enjoyed an outgoing to the Pretoria theatre



Seating and positioning within postural support mobility devices – Ruth Stubbs – Disability Consultant – The Paige Project

Khotatso always enjoys
Lego time

The Covid pandemic had a significant impact on the interventions children with disabilities received throughout Gauteng. LITTLE EDEN at both DDHH and ERV however ensured that the negative impact was minimised by allowing interventions to continue through granting access to therapists and consultants who had, up until the start of the pandemic, been implementing interventions at both sites on a continuous basis.

Due to this decision, complications and the risk of complications, which could have been caused by a lack of continued and ongoing interventions, were minimised. There was a period of time, at the start of lockdown level 5 where there were understandably no interventions but fortunately this period did not last long.

At the start of the pandemic, interventions were based on immediate need and those residents who experienced concerns of a more urgent nature received assistance first.

As at the start of 2022 the decision was made to systematically review and assess each resident of each section in order for the necessary adaptations, modifications and adjustments to be made accordingly. This is an ongoing process where weekly reviews and follow ups are carried out to ensure optimum seating comfort.

The staff are instrumental in ensuring that residents in various postural support mobility devices are well supported and correctly and appropriately seated. Care staff are instrumental in the continued implementation of seating and positioning strategies on a daily basis.

Staff take the positioning requirements very seriously and through weekly informal onsite training opportunities, are upskilled and well trained with regard to what each individual resident requires.

Should immediate adjustments be necessary staff ensure that these are carried out. They then bring the resident for a review at the scheduled weekly intervention session to ensure that what they decided to implement is correct and of a sound clinical nature. The commitment and dedication of the staff is to be applauded. The staff have also shown great initiative in sorting through various donated devices and earmarking them for specific residents. It is this type of insight into seating and positioning which both Homes can be extremely proud of, for these daily interventions are of utmost importance.

Structural modifications are performed by maintenance staff. These modifications are discussed in person between care staff and maintenance staff. This collective intervention is of great benefit as structural repairs are as essential as the seating intervention.

The ongoing seating and positioning interventions on both sites are essential and the importance thereof not underestimated by management. It is this level of input throughout the Organisation, from maintenance to management, which makes LITTLE EDEN Society a place of excellence.

LITTLE EDEN would like to express *gratitude* to the *Paige Project* for the continued support.



DDHH residents creating sweet melodies during the music group therapy session

MUSIC THERAPY Singing, beating a drum, plucking the strings of a guitar or listening to a tune on the piano – if the residents enjoy it, we're all for it. Singing also strengthens muscles needed for speech, making sounds and swallowing; and drumming enhances rhythm and balance. Music is a valuable platform for expression and inclusion and can enhance both the verbal and non-verbal communication of residents.

As described by the Music Co-ordinator, Charmaine Smith at ERV, the music room at ERV is a place where dreams come true and where the residents' faces light up when they get a chance to express themselves through music in individual and group sessions. Music not only helps our residents to debrief, but also to be themselves and engage with their friends, connect, and express themselves.

For resident Matthew his dreams of singing country music over a microphone while strumming a guitar, is a dream come true each time when he sings. This participation brings much joy and contentment to him.

Each resident and group have an opportunity to play their favourite instrument and be drawn into the magic of music.

HYDROTHERAPY Apart from being an enjoyable activity for most, hydrotherapy is an ideal form of relaxation for people with physical disabilities. The warm water relaxes spastic muscles and, with less gravity, weaker muscles can be exercised more easily, leading to improved strength and body movement. Fun games with colourful balls are incorporated in these sessions. The change of scenery from sitting in a wheelchair or on a mat is likewise beneficial. The colourful balls provide feelings of weightlessness and unrestricted movement. It gives multiple sensory integrations of colour and shapes and helps residents relax their muscles. Both Homes have jacuzzi baths for hydrotherapy and residents were overjoyed to have commenced with this activity following a period during the pandemic that this activity was not undertaken.

STIMULATION Our day rooms are bright and colourful places, filled with mobiles and other toys aimed at stimulating residents. Those who are able to do so, have fun building towers of blocks or pedaling a tricycle. For others, fun may come from seeing themselves in a mirror, or watching a mobile turn above their heads. Other residents enjoy the special task of helping in the laundry room by folding clothes, while others never miss their shift in the kitchen helping or

baking decadent cookies. Residents such as Natasha always find pleasure in helping push others around the park, while Naledi never misses an opportunity to play handyman.

Some of the activities that aid stimulation also include collection of eggs, helping the nuns pick, pack and label pecan nuts whenever there are orders and putting up decorations for special events. These activities might seem mundane, but they have a long-term effect with proven results, as is the case with 15-year old Gabriel who has just learnt to control his hands. He could not fold his arms or make shapes with his hands but through years of dedicated help from his carers, he can now even put his arms together during prayer, control hand movements and sustain a shape for a while! One of the techniques used for stimulation is the "scissor therapy". This is when residents are helping out in the kitchen with tasks such as preparing green beans by cutting off tops and tails using a pair of scissors. This fun activity adds to their therapy as it develops their coordination.

You can't help but be inspired by our residents and the progress they make. One inspirational story is that of Phillip. He is a 19-year old gentleman in a wheelchair and has been doing physical therapy for the past few years to strengthen his body. At the 2017 Christmas concert he was using an exercise walker, which made him quite happy. Since then, he has learned to ride unassisted on a tricycle and every day pedals on the stationary bike, situated under a tree close to the Bumblebee Wing. Phillip's progress is indeed heartwarming and brings him much joy.

PET THERAPY LITTLE EDEN is fortunate to have the team from Paws for People bring their friendly and specially trained dogs to visit the residents on a regular basis at DDHH. To receive uncomplicated and total acceptance from a warm and furry creature brings great pleasure. Even those who are unable to reach out and touch the animal enjoy their presence. Some of the pets at ERV include cats, dogs, ducks, chickens, horses, birds and a firm favourite – the donkey! Interacting with animals helps improve blood circulation and releases endorphins that produce a calming effect. This can also significantly reduce pain, anxiety, depression and fatigue for persons with varied health factors such as those living with profound intellectual disability.

SPIRITUAL CARE Although there are many things the residents may not fully understand – just like any other human being, they have a spiritual side that demands fulfilment. Worship is very much a part of life, with both Homes having their own chapels. Elvira Rota Village can accommodate the entire LITTLE EDEN family and their wheelchairs at the Holy Family Chapel. Prayer and expressing our *gratitude* are part of daily life at LITTLE EDEN starting with daily morning prayer and announcing all birthdays, as well as reciting the rosary with a group of residents. LITTLE EDEN is *grateful* for the continued spiritual support.

THE CAUSE OF BEATIFICATION AND CANONISATION OF THE SERVANTS OF GOD, DOMITILLA AND DANNY HYAMS

On 10 April 2021, His Grace, Archbishop Buti Tlhagale OMI formally proceeded with the opening of the diocesan inquiry into the lives of Domitilla and Danny Hyams, the Founders of LITTLE EDEN Society, to allow a formal submission to the Congregation for the Causes of Saints at the Vatican. The essential features of the official Opening Session were the presentation by the Postulator to the Archbishop of the Libellus (Letter of Petition), the Nihil Obstat (Letter of no objection) from the Holy See and letter of support from the Southern African Catholic Bishops' Conference.

This was followed by the proclamation of the Decree to accept the Letter of Petition (Libellus) to initiate a Diocesan Inquiry and to appoint officials related to the Diocesan Inquiry. Oath taking by the officials of the Cause (Archbishop, Episcopal Vicar, Promotor of Justice, Notary and Postulator) then followed. Finally, the list of witnesses and other documents relevant to the Cause were presented to the Archbishop together with the list of Interrogatories to be administered during the interviews with the witnesses. The purpose of the Oath by the officials and for witnesses is to learn the truth concerning the matter being considered.

Following the formal Opening Session of the Inquiry for the Cause of Sainthood, and with the national Covid-19 restrictions gradually lifted, the way was cleared for the interviewing of witnesses who knew the couple and to testify as to their lives of heroic virtues. Since a Cause has to be processed individually, the interrogatories for Domitilla Hyams are currently underway both locally in South Africa and overseas. Once these are completed in 2022, and once the historical commission has completed its work, a consolidated report will be issued to His Grace, Archbishop Buti Tlhagale OMI of Johannesburg for his consideration and decision as to whether the Cause has merit for further consideration by the Congregation for the Causes of Saints at the Vatican. Following Domitilla's interrogatories, a similar process will be followed for Danny Hyams' Cause. Clearly, the process of each Cause is a lengthy one that may take many years to be completed.



Prayers at the official Opening Session of the Inquiry for the Cause

Prayer cards have been produced with what is known as 3rd class relics. These cards have been printed in three languages: English, isiZulu and Sesotho.

We continue to pray for the process of the Cause and fondly remember the late Founders of LITTLE EDEN. It is with pride and *gratitude* that their Legacy is treasured and kept alive at LITTLE EDEN in preparation for the 55th anniversary of LITTLE EDEN in May 2022. Further details are shared on the Cause website www.hyamscause.org.za



Honorary Lifetime President Cav. Lucy Slaviero shared a few words at the Opening Session of the diocesan inquiry

5TH LITTLE EDEN CEO WHEELCHAIR CAMPAIGN®

71% of our residents rely on wheelchairs for their mobility. The Annual LITTLE EDEN CEO Wheelchair Campaign® which takes place in March (Intellectual Disability Awareness Month) aims to raise awareness about the daily challenges that people with physical disability face and to raise much needed funds towards the care of 300 children and adults with profound intellectual disability at LITTLE EDEN. The target this year was to raise R1,5 million and with 15 participants, R745 000 was raised.



Old Mutual Insure CEO Garth Napier had a different perspective following his experience in the wheelchair

We extend our *gratitude* to *Radio 702* who once again promoted this campaign and the work of LITTLE EDEN through the Breakfast Show with Bongani Bingwa. Through this platform LITTLE EDEN has the opportunity to advocate for the rights of people with disability on a national level and challenge listeners to support the campaign.

Barloworld Equipment was one of the many companies that participated in the 5th Annual LITTLE EDEN CEO Wheelchair Campaign® with their CEO Emmy Leeka, spending his work day in a wheelchair. Mr Leeka said “*the biggest disability is the attitude of able-bodied people towards differently abled people*”.

We take this opportunity to express our *gratitude* to everyone who took part in this campaign that ran from 1 to 31 March. Your support is greatly appreciated. To every leader who dedicated a day to sit in a wheelchair, we hope it was a great experience that gave you a different perspective on limited mobility, in particular, in the workplace and an opportunity to be a part of advocating for the rights for people with disability and the residents of LITTLE EDEN.

CHRISTMAS CONCERT

"This was so beautiful. Watching from the UK." – Angela Grobler

The long awaited 2021 Christmas Concert video, "Our Shining Angels: Carols by Candlelight", was released on YouTube and the various LITTLE EDEN communication platforms. This year it was a combined concert between DDHH and ERV, with the intention to connect and come together virtually to spread the spirit and joy of Christmas, despite the separation caused by the pandemic. This online platform additionally offered the opportunity for family, donors and friends to share in the magic and miracle of Christmas despite their geographical location – offering us all an opportunity to connect. The concert was a platform to see our residents, sing along, and join in virtually as we celebrated with *gratitude* being a part of the LITTLE EDEN family. We acknowledge and thank our incredible staff for their commitment in preparing and putting together this virtual production.

Cav. Lucy Slaviero awarded Knighthood of the Order of the Star of Italy – 'Cavaliere dell'Ordine della Stella d'Italia' and the Danny and Domitilla Hyams Award

At a function held at the premises of the Italian Consul General in Houghton on Thursday, 10 March 2022, and in the presence of close family members and friends, the former CEO of LITTLE EDEN Society and Honorary Lifetime President Cav. Lucy Mary Slaviero née Hyams was honoured by the Italian Ambassador to South Africa, His Excellency Dr Paolo Cuculi, with the award of *Knighthood of the Order of the Star of Italy – 'Cavaliere dell'Ordine della Stella d'Italia'* – for her many years of dedicated service to LITTLE EDEN Society.

This was a joyful and successful event, having been delayed by the pandemic.

As captured by HE Dr Cuculi, Cav. Lucy Mary Hyams Slaviero dedicated her life and professional skills to the medical and emotional assistance and care of children and adults with very severe intellectual disabilities. She was the CEO of LITTLE EDEN for over 20 years and

followed in the footsteps of her parents, who founded LITTLE EDEN 55 years ago - Domitilla Rota, an Italian citizen awarded the Knighthood of the Merit of the Italian Republic in 1999 and whose beatification process is in progress, and the South African citizen Daniel Hyams who likewise is in the process of possible beatification. Today LITTLE EDEN houses and cares for over 300 children and adults of all creeds and ethnicities. They are assisted 24/7. LITTLE EDEN has established itself as a reference point in South Africa for assistance to persons with intellectual disabilities. Cav. Lucy Slaviero was instrumental in creating a growing network of volunteers and supporters of LITTLE EDEN, thus making it possible to increase and optimise the possibilities of care and assistance offered by its structures over time. Cav. Lucy Slaviero's activities have often been recognised at a national level and LITTLE EDEN has received the praise and thanks of the South Africa Authorities.

Additionally, at the AGM in July 2021, the Danny and Domitilla Hyams Award in harmony with LITTLE EDEN's Ethos, Values and Mission was presented to Cav. Lucy Slaviero, Honorary Lifetime President, for exceptional meritorious service to LITTLE EDEN Society and exemplary leadership as Chief Executive Officer of the Society for 22 years.

Congratulations Lucy, on these well deserved awards and recognitions!

INTERNAL EVENTS AND FUNCTIONS

On a monthly basis a different internal event is planned, celebrating the theme of the month. The residents look forward to these internal events and throughout the month learn about this theme, prepare decorations based on this theme, all incorporated into the stimulation programme. Some of these celebrations included:

- Valentine's day where we celebrate our core Value of *Love & Care*
- Sports' day filled with fun and laughter, running, kicking and catching balls, and wheelchair races
- Mandela day was celebrated as an internal function this year where our residents and staff knitted scarves and squares over a few months which were passed forward to others in need. Knitting is a favourite pastime for Matthew, where some years ago one of the scarves knitted by him was sent as a gift to His Holiness Pope Francis.
- Heritage Day is a day where our various cultures are celebrated and staff and residents dress up in traditional attire.
- Christmas parties are one of the highlights of the year where Father Christmas comes to visit bringing a special gift for each resident. The day is celebrated with special treats and food. We are *grateful* to all our supporters who contribute to this special time and celebration.

OUR HOMES

The Society consists of two Homes: Domitilla and Danny Hyams Home (DDHH), Edenvale with 150 children and adults and the other on a smallholding Elvira Rota Village (ERV), Bapsfontein with another 150 residents.

BUILDING UPGRADES UPDATE

Following extensive interactions during 2018 with an anonymous overseas funder (who has previously supported LITTLE EDEN Society over many years) an agreement was reached for a grant to renovate the residential facilities (which were close to 50 years old) at Domitilla and Danny Hyams Home in Edenvale. This grant also covered the construction of a new 26 bed residential facility at Elvira Rota Village in Bapsfontein which was subsequently named Mary's Mill - this in recognition of the great devotion of Domitilla and Danny Hyams (Founders of LITTLE EDEN) to the Virgin Mary and also in acknowledgement of the dedication of Mary Hyams who has and continues to dedicate her life's work to the residents of LITTLE EDEN and who celebrated 50 years long service with LITTLE EDEN in 2021. The funding grant start date was early 2019 and planning started immediately thereafter with a Project Charter, a Project Execution Plan and a defined Work-Break-Down Structure (WBS). The WBS defined the overall project into three distinct stages with each stage further sub-divided into various phases. As is the norm in such construction projects, numerous iterations were progressed to ensure an acceptable fit between funds available and needs.

With all planning done tenders issued and ready to initiate the project, the first Covid-19 cases were reported from Wuhan (China) at the end of 2019. Soon thereafter a national lockdown was put into effect in South Africa from 27 March 2020 and in line with the national imperatives, the LITTLE EDEN Board of Governors then suspended all construction activities as the wellbeing of the residents and staff

was of prime consideration. This caused a severe disruption and delay to the proposed building programme.

As the months progressed and some of the very severe lockdown restrictions were relaxed, and in order not to delay the project any longer as costs were accumulating, the LITTLE EDEN Board deemed it acceptable from a health and safety viewpoint (of residents and staff) for Mary's Mill residential facility to proceed on the basis that this was a completely stand-alone construction with no physical contact between LITTLE EDEN staff and residents and the contractors' staff. On Tuesday, 22 September 2020 the turning of the first sod occurred initiating the construction of Mary's Mill. Following some weather-related minor delays, the completed building was handed over to LITTLE EDEN on 4 May 2021.

Shortly thereafter, and amidst great excitement, the first group of residents settled in their new premises. This facility exemplifies the best-of-practice in the care of those with intellectual disabilities with the emphasis on individual care and development especially for the older and more independent residents. For example, the facility features a small kitchenette where residents can prepare their own beverages, have their own quiet space, a comfortable lounge area and enjoy nature around the facility. The official opening and blessing of Mary's Mill took place on Friday, 14 May 2021 preceded by a Holy Mass celebrated by His Grace, Archbishop Dabula Mpako of Pretoria attended by the ERV residents, staff and members of the project team.



The opening of Mary's Mill

With Stage 1 (Mary's Mill) completed, the work focus now centered on the upgrades of Domitilla and Danny Hyams Home in Edenvale i.e. Stage 2 which involved the renovations of the six residential blocks and the offices/administration areas. Because of the complicated logistics of renovating residential wings which were occupied by the residents, this involved a chess-board like scenario of temporary relocating residents into available areas whilst their particular wing was under renovation. Thus Stage 2 was further sub-divided into;

- Phase 1 upgrades of Red wing (subsequently renamed Protea Wing) and Blue Wing (subsequently renamed Iris Wing);
- Phase 2 upgrades of Green Wing (subsequently renamed Rose Wing) and Lilac Wing (subsequently renamed Lavender Wing);
- Phase 3 upgrades to Orange Wing (subsequently renamed Tulip Wing), Yellow Wing (i.e. future Clinic) and the Offices areas;
- Phase 4 alterations to ERV Olive and Acacia sections.

The final Stage 3 works involves the establishment of a new depot for the receiving, sorting and classifying of donated second-hand goods for the LITTLE EDEN Charity Shop in Edenvale, the renovation of the Chapel basement into offices for Business Development and the establishment of the staff parking lot on the bottom acre. The main entrance parking lot would therefore become parking solely for visitors.

Stage 2 Phase 1 works commenced on 21 June 2021 and were completed by 1 September 2021. These two wings (Protea and Iris) were completely renovated internally. These renovations included:

- New wider entrance doors with access ramps
- New coat of paint throughout
- Reduced number of beds i.e. greater floor space per resident
- Larger dayroom
- New vinyl floor sheeting with cushioned floor in the dayroom and curved corner edges
- New built-in-cupboards
- New hygienic steel shelving in linen room
- New centralised air-conditioning/heating system
- New drop-in ceiling with thermal blanket above ceiling

- New LED lighting throughout
- New external LED security lights
- New thermal block curtains
- New Shower/bath installation with toilets, washbasins and sluice area
- New floor and wall tiles (to ceiling height) in ablutions
- New dado rails and corner protectors for wall protection against wheelchair damage
- Additional CCTV cameras

On 26 November 2021, the two renovated wings were officially blessed and opened and renamed Protea and Iris wings. The change to a flower symbolises the beauty, tenderness and growth of our residents.

Stage 2 Phase 2 works, i.e. the renovation of Green and Lilac wings was initiated on 9 November 2021. Green wing (Rose wing) was completed on 23 February 2022 with the municipal certificate of occupancy only received in May 2022, following which residents moved into this upgraded section. Lilac wing (Lavender wing) experienced a serious underground water issue when the old floor was excavated. This necessitated a comprehensive re-design of the floor incorporating a network reticulation of under-slab drainage pipes. This delayed the completion of this wing which is now due in the second half of May 2022.

In order to recoup some of the project time lost, Stage 2 Phase 3 works (alterations to the office block) were brought forward by approximately one month by relocating the various affected office personnel.

The upgrades at LITTLE EDEN Domitilla and Danny Hyams Home residential wings and offices are programmed to be completed by early October 2022. Thereafter the new depot for the LITTLE EDEN Charity Shop will be developed together with the new staff carpark.

THE BIG MOVE

As progress was made with the major renovations, the numbers of residents at the two Homes changed with 30 residents moving from DDHH to ERV resulting in 150 residents at each Home (total of 300 residents remains unchanged). The wings were reorganised with 5 less residents in each wing, with the same number of careworkers as in the past. The aim was for the careworkers to be more available to take time with each resident.

The big move took place on 25 October 2021 as part of the medium-term strategy of the Organisation in upgrading the facilities and allowing a more spacious layout in the various sections.

A criterion was used to decide which residents were best suited for the relocation. The majority of the residents moved were from Rose Wing (previously known as Green Wing). This group of residents include those who have no chronic illnesses, do not need regular medical interventions such as regular chest care, are higher functioning and could benefit from therapy programmes at ERV, as well as residents who did not have severe feeding difficulties and residents whose parents approved of their move.

Great preparation went into the move ensuring that residents settled once they arrived at ERV. The date of the move was communicated to all relevant stakeholders, Next of Kin, Gauteng Department of Health and the Review Board. Parents of the identified residents were met in person when they visited, given regular updates, kept informed via sms, calls, WhatsApp and email. It took some time for some of the parents to understand the benefits for their family member moving to ERV. Currently, LITTLE EDEN is looking into providing monthly transport for family members who wish to visit their loved ones at ERV.

It was important to ensure that everyone involved in receiving the residents at ERV was adequately trained and prepared. The Sisters of the Imitation of Christ spent two weeks at DDHH familiarising themselves with the residents and providing valuable input on changes made to the list of identified residents. Feeding training was carried out at ERV for the employees who would work in the wing where the residents from DDHH would be based. The Physiotherapist specialists spent some time at ERV to do training on chest care and suctioning. Fidesco volunteers, Physio and Music Therapists ensured that all wheelchairs had the correct



cushions and that residents would be seated correctly before moving. The residents who required special cutlery and crockery were identified, medication scripts were verified, stock ordered and arrangements for pre-packing done.

The admin process was thoroughly verified to ensure that medical files, medication scripts, body check forms and therapy report cards were updated with special instructions on feeding, seating, positioning and progress made during the resident's stay at DDHH. The Physiotherapist accompanied residents to assist with seating instructions as soon as they arrived at ERV. The careworkers accompanied residents to assist with the demonstration of feeding. Following the move, one Fidesco volunteer went out to ERV daily to assist with the settling of the residents, the other followed a week later. The presence of the volunteers was to accompany the residents daily as the residents undertook the various activities of daily life.

It is with *gratitude* to all parties involved, that the residents who moved have all settled into their new space and are thriving and fully engaged and benefiting from this environment. LITTLE EDEN Society is proud to have kept a record of this move, highlighting and indicating the successful execution and move of 30 residents with profound intellectual disability. Evidence that with adequate planning, communication, preparation support and dedication such a task can be undertaken in an efficient and effective manner with absolutely minimal impact on the residents being moved. LITTLE EDEN remains available to Government, NGO's and other partners to offer support and share expertise gained over 55 years within the disability sector.

When asked how the residents adjusted to the move, Fidesco volunteer Camille had this to say, *"This transfer is both a great sadness for me to leave these residents who gave me immense joy on a daily basis. But it is also a great joy to see them live in a centre surrounded by nature, and large green spaces. This change has been slightly upsetting for our residents, most of whom are between 6 and 15 years old, but who have an emotional and psychological maturity comparable to that of a baby. They have however adjusted well."*

CAPACITY BUILDING IMPACT

The annual Workplace Skills Plan and Training Report was submitted to the HWSETA and approved. Outstanding training from 2020 period which was disrupted due to the impact of Covid-19 was completed in the period 1 April 2021 to 31 March 2022. We also embarked on training in terms of our Workplace Skills Plan for the same period. Contact training was temporarily suspended as a risk mitigation measure in response to the Covid-19 third wave. Various restrictions on gatherings were imposed by the government as the country moved to adjusted Alert Level 4 on 28 June 2021. Just as training resumed, the country faced the effects of a fourth wave of Covid-19 after having emerged from a very serious third wave. Contact training commenced fully in February 2022. Even with the disruptions and having to postpone some training initiatives to the new financial year, we exceeded the budgeted training planned in the reporting period.

It is imperative that LITTLE EDEN stays up to date with changes in legislation, best governance practices and to identify potential deficits in an extremely dynamic environment.

The Protection of Personal Information Act, 2013 was effective 1 July 2021. The purpose of the Act is to safeguard personal information and to regulate the manner in which personal information may be processed in South Africa. The Act, furthermore, provides persons with rights and remedies to protect their personal information and imposes compulsory measures with which entities such as LITTLE EDEN need to comply. Due to the nature of LITTLE EDEN operations, all LITTLE EDEN staff were required to attend online training hosted by *Global Business Solutions* which was offered to LITTLE EDEN on a pro bona basis. The staff training was the accumulation of many hours of additional support afforded to LITTLE EDEN by *Global Business Solutions*.

Certain sections of the Administrative Adjudication of Road Traffic Offences (AARTO) Act, 2000, as amended, came into effect 1 July 2021. A staff member attended related training. Legal update on payroll changes was also attended by a staff member. Three staff members attended pro bono statutory intervention training on the Children's Act, Child Care

Act and Regulations offered through the Coalition of Anglican Children's Homes.

Staff attended virtual workshops such as the virtual Governance for NPO's workshop; NPO workshop and Accounting Indaba. The CEO and Financial Manager attended Performance Management training, the contents of which were relayed to members of the management team and supervisors. This training will assist the Organisation in monitoring work performance and the setting of goals and objectives aligned to the overarching Mission and Vision of LITTLE EDEN.

Safety training included Hazard Identification and Risk Assessment (HIRA) training; First Aid training; Covid-19 training and SHE Representative training.

Computer skills development is still ongoing and staff attended various software training.

Training interventions addressing, inter alia, the Business Development Department focused on Grant application writing which provided critical skills in how to research and to write a research proposal/how to write a grant application or funding proposal; Great Funders Conference Webinar; Presentation Skills; Business writing skills and Social Media training.

LITTLE EDEN continues to empower employees with soft skills so that they are better equipped to deal with adverse situations both in and out of the workplace. The following training interventions were attended: time and stress management; EQ in the Workplace; Assertiveness training and Professionalism in the Workplace.

Management and staff facilitation and capacity building which included the analysis of psychometric results, were undertaken. This has given the management team an oversight of their individual management style as well as how the management team dynamics could be enhanced as a collective.

Two employees continued their undergraduate studies part-time. In cognisance of our Italian heritage, the CEO has embarked on an Italian language programme.

Relating specifically to our Homes, the Site Manager: DDHH attended a one-day symposium on the challenges faced by care facilities during Covid-19 and ways to cope with the 'new normal'. The Music Therapist attended CP for Therapists training as well as Trauma Counselling. Skills gained from the Trauma Counselling course could be incorporated into the Caring for Carers programme, as one of the days of training was dedicated to providing care for the caregiver in the form of developing a programme for caregiver restoration which could be incorporated into the existing programme.

e-Deaf Employ and Empower provided onsite deaf sensitization training to LITTLE EDEN and Supercare employees. Basic sign language skills were imparted to the learners who enjoyed the training immensely.

LITTLE EDEN also facilitated in-house training conducted by two LITTLE EDEN therapists for care staff in support of collaboration and capacity building of employees working with the residents. Supercare employees received training on positioning of residents; various diagnosis such as Cerebral Palsy, Down Syndrome, Autism Spectrum Disorder, Hydrocephaly, Microcephaly and co-morbidity; effective communication skills – verbal and non-verbal - to facilitate the exchange of information and knowledge.

The success of LITTLE EDEN operation depends even more now on the financial support from donors due to the impact of Covid-19 on the South African economy. We are *grateful* for the support and contribution we receive from our donors. Without donor funding and the support of the Health and Welfare SETA (HWSETA), many of the training initiatives undertaken in this reporting period would not be possible and it is with much appreciation that we are able to participate in staff capacity building in order to continue developing one of our most valued resources – our employees. This also adds to our overall value proposition.

STAKEHOLDER ENGAGEMENT

Consistent and continuous engagement with stakeholders remains a priority area and necessity to ensure that all stakeholders are up to date with happenings at LITTLE EDEN. The challenges faced with the pandemic are communicated and Organisational needs and support requested.

Regular engagement is also an opportunity to share a variety of achievements and celebrations such as the ongoing building project and opening of completed sections; the successful move of a group of residents from DDHH to ERV; and celebrating the 55th anniversary of LITTLE EDEN.

Various communication platforms are used to stay connected with stakeholders and receive feedback from them such as: internal and external newsletters, social media platforms, press releases, annual reports, telephonic contacts, radio interviews, and visits to the Homes.

Material Issues	Stakeholders	Engagement	Expected Outcome	Additional Comments
Care of the Residents	BENEFICIARIES, NEXT OF KIN, STAFF AND VOLUNTEERS, DEPARTMENT OF HEALTH	Regular monitoring and evaluation of health and safety features Continuous internal communication and ongoing internal staff training related to specific roles Regular resident assessments and implementation of individualised care programmes Continuous engagement with the Department of Health	Improved health and safety Improved quality of care Well-equipped and confident staff Strong relationships with Next of Kin (NoK) Maintain good organisational perception stakeholder confidence in the care and safety of residents	Strict Covid-19 protocol compulsory Limited public access to the Homes, limited internal and external events which were undertaken with great caution to limit chances of infections. Ensuring all qualifying residents are vaccinated against Covid-19 Police Clearance certificates submissions is a requirement for staff and volunteers Renovations/upgrade of wings Constant communication with family members of residents via WhatsApp platform has gained momentum Moving a group of residents from DDHH to ERV for the purpose of improving care.
Ethos and Values	STAFF, VOLUNTEERS AND NEXT OF KIN	Ensuring a safe work environment On-going implementation of various measures to ensure uniformity and equal treatment of all On-going focus groups to deal with issues related to work environment A designated Supercare representative Various communication platforms in place to receive feedback from staff and volunteers Thank you tokens in various forms actively promoting the Values	Improved staff morale and confidence Team spirit Positive work environment Job security Improved quality of care of the residents keeping the legacy of our Founders alive	LITTLE EDEN continues to explore various communication platforms and opportunities to ensure staff and volunteers feel valued and part of the team. As part of precautionary measures, work hours of some staff had to be cut down which had a negative impact on their finances and consequently staff morale was negatively affected. The new ShowerBath seeks to limit bath time challenges experienced by staff. The ongoing building project causes disruption and discomfort as staff are constantly moved around and away from their comfortable environment. Additional support platforms offered to staff.
Financial Stability	ALL STAKEHOLDERS	Make use of traditional and unexplored fundraising opportunities and communication channels to interact with donors such as social media platforms and more focus on online platforms to accommodate the pandemic environment progress reports on the pecan expansion project financial position communicated to relevant parties organisational strategy adopted and business development strategy under way	Responsible use of resources Reserve funds Less reliance on Government Less frequent loans from LITTLE EDEN Foundation Assurance of all-round quality care of the residents	Exploring various innovative fund generating options Anticipated adverse financial impact due to the pandemic. Redevelopment of a Business Development strategy which will seek to explore different fundraising options in order to increase funds generated implementation of the pecan expansion project

Material Issues	Stakeholders	Engagement	Expected Outcome	Additional Comments
Health and Safety	ALL STAKEHOLDERS	Audits Meetings Training Awareness campaigns Constant communication on different platforms Increased PPE Restructuring Home activities	Secure and safe environment for the residents and staff Limited risk of injuries and infections managed impact on staff and residents with the building renovations	On-going maintenance of the facilities is crucial precautionary measures in place constantly reviewed
Donors	DONORS AND BENEFICIARIES	Larger and structured Business Development team aimed at ensuring effective interaction with donors at various levels Funding proposals and reports, tours of the facility, meetings, presentations Invitations to participate in decision making meetings and internal events such as AGM and concerts Business Development strategy under review	Clear understanding of the work carried out by the Organisation and the impact on the community Greater awareness of the needs of the Society and the Society to have greater awareness of what is expected by donors Opportunity for the Organisation to learn new fundraising trends	Continuously looking at innovative ways to stay connected with donors in light of the current pandemic
Environment	ALL STAKEHOLDERS	Implementation of new projects to ensure sustainability of the Organisation Long term goal of a Solar system Planting of more trees including increasing the number of pecan nut trees	Secure, safe and stimulating environment for residents and staff Improved Financial sustainability through the planting of additional pecan nut trees	Some environment projects that have been implemented will not bear immediate results such as the newly planted trees and the additional pecan nut trees which will only start bearing fruit in 7 years' time.
Governance	ALL STAKEHOLDERS	Reporting Compliance Access to data	Greater understanding of how funds received are distributed and how they benefit the residents	Sub-committees implemented to ensure adherence to Organisational policies
Government Relations	THE DEPARTMENT OF HEALTH, SASSA, DEPARTMENT OF ENVIRONMENTAL HEALTH AND OTHER GOVERNMENT AGENCIES	Submissions of relevant documents to the Department Attending meetings Being available for audits Updated documents	A healthy partnership with the various government platforms, solutions to challenges experienced	On-going communications with government to discuss and attempt to align LITTLE EDEN's needs with government procedures Additional continuous communication during the current challenges of the pandemic. Opportunity to address medication shortages which is a major challenge. Stronger contact with the Department of Education and aligning the care and stimulation programme to their intellectual disability curriculum.
Human Resources Capacity	PERSONNEL	Recruiting suitable personnel Having adequate staff for the tasks On-going staff training On-going consultations with staff through implemented platforms/ sub-committees to ensure a fully functioning team	Competent and confident team Motivated team (positive staff morale)	Ongoing training, additional support due to stresses imposed by the pandemic and economic challenges and rising cost of living
PR and Communications	ALL STAKEHOLDERS	Ensuring efficient communication with all stakeholders on various communication platforms.	Transparency Accessibility Donor loyalty Community inclusion Awareness of the needs of the Society To ensure healthy relationships between LITTLE EDEN and its stakeholders	NoK mobile communication platform aims to add to the accessibility of the Organisation

COMMUNICATION OF THE BRAND

The work of the Society continues to make an impact in the community through different relationships formed through the years.

Various platforms are used to amplify this influence and good work, especially as LITTLE EDEN celebrates 55 years of providing care. The necessity to communicate the LITTLE EDEN brand and seek innovative ways to reach stakeholders remain a focal area as many grapple with the after effects of the pandemic and impact of a volatile economy. Being at the forefront and front of mind supports the opportunity to tap into a restrained funding landscape.

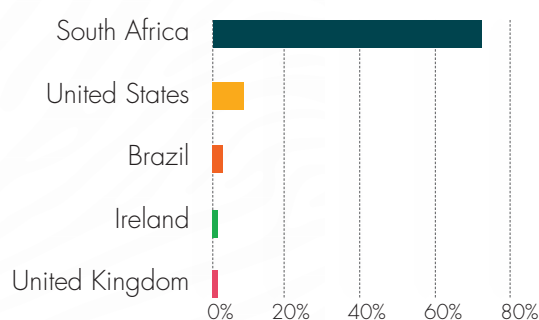
LITTLE EDEN Website

Our website is an effective platform that reaches a broad audience. Our users span South Africa, United States, Brazil, Ireland and United Kingdom. The website is user friendly, allowing access from a desktop, mobile or tablet device and facilitates online donations.

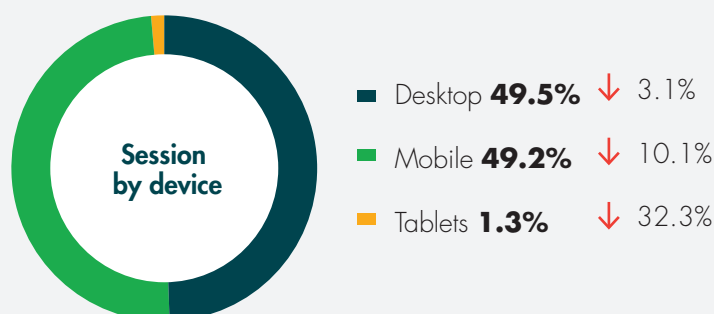
Where are your users?



Session by Country



What are your top devices?



MEDIA

The media landscape is ever-changing and the most effective way is to use as many media platforms as possible, with a specific target-focus message across different demographics. The kind of impact that LITTLE EDEN Society makes requires as much amplification as possible. In the past year, the Society has been featured in local, national and international platforms.

Apart from local and social media platforms, we focused on CSI platforms such as SA Good News and Social TV online. To reach a wider audience, we also applied outdoor engagement where we acquired a stall at the Fourways Farmer's Market. This allowed us the opportunity to effectively engage with passers-by, enlighten them about what LITTLE EDEN does and encourage them to purchase tickets for the Studebaker raffle or buy pecan nuts grown at ERV.

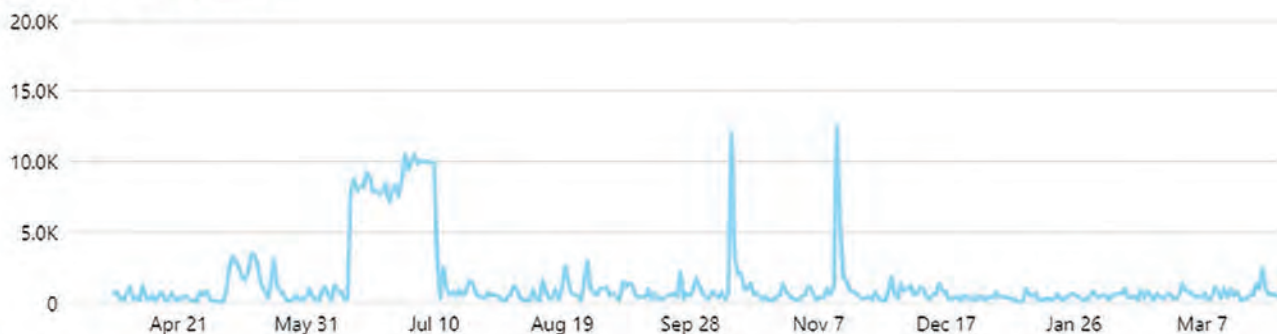
NEWSCLIP MEDIA MONITORING

This service, offered pro bono, has enabled LITTLE EDEN to effectively track media mentions effectively, making our reporting accurate and detailed. We are *grateful* for the ongoing support and feedback from this service provider.

PEOPLE REACHED

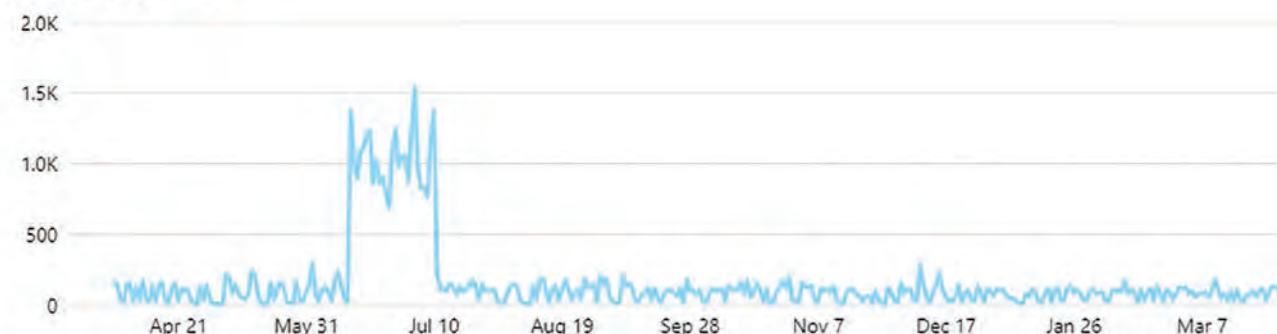
Facebook Page reach ⓘ

161,459 ↑ 180.8%



Instagram reach ⓘ

13,845 ↑ 718.7%



SOCIAL MEDIA

The social media strategy focused on increasing audience engagement. This was done through posts that ask questions, prompt followers to share, more visuals and less wording and consistency in messaging and frequency. Different weekly elements were added that would supplement donation requests. These include #MondayMotivation that is all about inspiration for the new week. #ITuesYou is a Tuesday feature where LITTLE EDEN employees are profiled on their role and what they treasure the most about working at LITTLE EDEN. This has also contributed to enhanced staff morale. This was evident in the excitement during interviews and how they would tell their friends and loved ones to be on the lookout on social media, subsequently increasing our audience engagement.

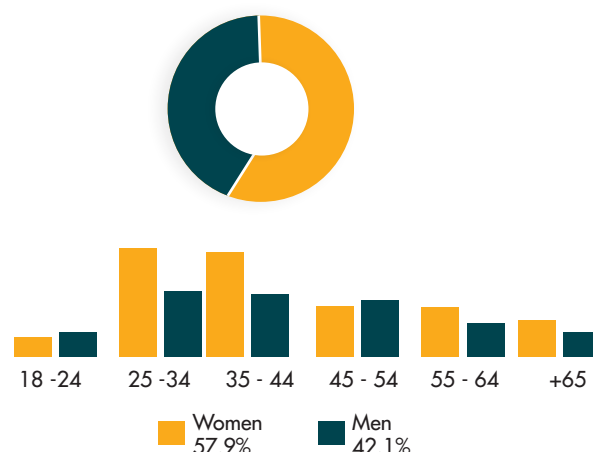
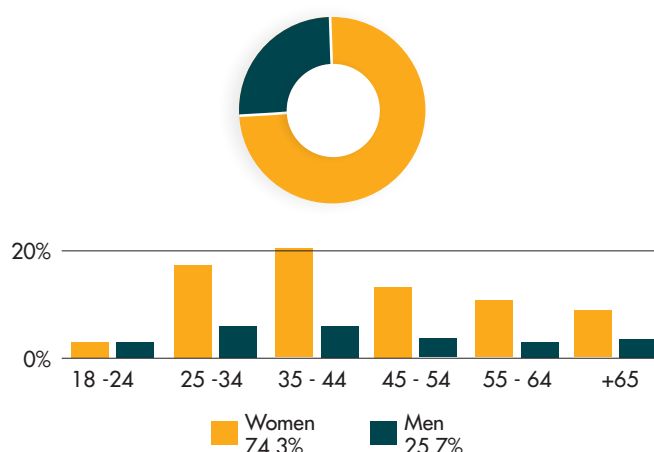
In the previous period, 1 April 2020 – 31 March 2021 LITTLE EDEN Facebook platform had a reach of 71 032 users. The period between 1 April 2021 – 31 March 2022 reached 161 459 users. Our social media platform demographics are 74.3% women and 25.7% men ranging from 18 to 65+ years.

Facebook Page likes

4 615

Instagram followers

1 196

Age & gender**EVENTS AND APPEALS**

Our events and appeals are significant tools and platforms used to reach past, current and prospective donors. Appeals focus on a specific cause or need at a certain period during the year.

IN TOUCH

This is the Society's external newsletter distributed to a wide spectrum of donors. Approximately 1 800 donors who do not have email addresses receive the publication via post and 6 000 through emails.

FROM TRADITIONAL COMMUNICATION TO DIGITALISATION – ANNUAL GENERAL MEETING (AGM)

Nothing could have prepared the world for such a significant transformation. To fight the spread of the global pandemic, the traditional way of doing things changed and you could either fall behind or be agile

and adapt. This posed a challenge for some of our stakeholders, who were not yet inclined to online meetings, working remotely, webinars, and receiving electronic news, videos and updates. For a second year LITTLE EDEN successfully navigated the technological requirements and hosted the 53rd Annual General Meeting online. The benefits of this digitisation have been evident in improved attendance at meetings, reaching a much wider audience, and staying connected despite the pandemic restrictions imposed.

ANNUAL REPORT

The annual report gives donors and potential donors an overall view of the Organisation and reports on current events, achievements, challenges and the financial situation. The report also demonstrates LITTLE EDEN's commitment to best practice, transparency and good governance. This report is available and circulated to stakeholders either in hard copy or electronic copy.



Home » Public Relations » Calling all CEO's to spend a work day in a wheelchair

Public Relations

Calling all CEO's to spend a work day in a wheelchair

by Amanda Midano @ February 7, 2022

SHARE

March is National Intellectual Disability Awareness month and we are challenging company CEOs to spend one work day in a wheelchair in an effort to create awareness about challenges faced by people with limited mobility and to raise much-needed funds towards the care of 300 children and adults with profound intellectual disability at LITTLE EDEN Society.



HOME ARCHIVE BLOG BI-WEEKLY NEWSLETTER SOCIAL MEDIA HEROES SA FAST FACTS PRODUCTS PARTNERS AND SPONSORS CONTACT Q

How Winning the Studebaker Changed a Farmworker's Life

GOOD DEEDS, NGO

THE 1962 STUDEBAKER RAFFLE ENDS WITH A HEARTFELT STORY



BELIEVING THE

Complimentary Guide

Latest report: How to digitally transform your wine business

[Learn More](#)

Home Features News Shows Podcasts

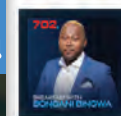
Podcasts

Breakfast with Bongani Bingwa → The Best of Breakfast with Bongani Bingwa → Little Eden calls CEO to spend day in a wheelchair to raise funds



Little Eden calls CEO to spend day in a wheelchair to raise funds

CEO at Little Eden Xelda Rohrbach expanded on the 'Wheelchair' concept by inviting all company CEOs and directors to participate in the wheelchair challenge, which provides an opportunity to support children and adults with profound intellectual disabilities in two custom-designed residential facilities.



Breakfast with Bongani Bingwa

Little Eden calls CEO to spend day in a wheelchair to raise funds

00:00 / 06:12

More episodes from The Best of Breakfast with Bongani Bingwa



The World View - Uber inquiry allegations of cab company collusion by some politicians

11 July 2022 8:49 AM

Twitter battle Elon Musk could go to court for stopping his purchase.



Our Mission

Missio-SACBC
3rd Quarter

"We cannot but speak about what we have seen and heard"

Washing Day Blues at Little Eden



The year 2021 has been unpredictable, with so many lives, businesses, jobs and opportunities lost. While we were not spared from this, at LITTLE EDEN our precious angels continue to inspire us as we keep hope alive.

LITTLE EDEN Society is a registered non-profit organisation providing life-long care to 300 children and adults with profound intellectual disability in two custom designed residential facilities – Dorita and Danny Hyams Home in Cape Town and Port Elizabeth.

In May this year, LITTLE EDEN celebrated its 54th anniversary. Over the years, this has been a home to many residents and for some, the only one they have ever known. LITTLE EDEN has brought great joy, relief and assistance to many families. One of the Society's highlights was the admission of three brothers. The mother, who was unemployed at the time, expressed gratitude for LITTLE EDEN's intervention when her youngsters were admitted. How else would an unemployed mother of three cope with the

from the public to keep to doors open and with many donors experiencing financial crises due to the pandemic, the volume and value of donations have subsequently declined. As part of the means to limit opportunity of cross infections, home visits are currently restricted which has a direct and negative impact on gaining new donors and sharing the needs of the Society with the public.

Yes, it's been a challenging and uncertain time but there are so many blessings for which to be grateful. We hold onto the

Lucy Mary Hyams Slaviero, ex CEO of Little Eden Society

Francesca Cicogna George, per 32 anni collaboratrice del Consolato Generale d'Italia a Johannesburg

Lucy Mary Hyams Slaviero. Ha dedicato la propria vita e le proprie competenze professionali all'assistenza e alle cure, tanto mediche quanto affettive, di pazienti affetti da gravissime disabilità mentali, in particolare modo bambini.

Ha diretto per oltre vent'anni la Fondazione Little Eden Society, proseguendo il cammino intrapreso dai genitori che avevano

Johannesburg Suor Maria de Lurdes Lodi Rissini, coordinatrice nazionale della CARITAS Sud Africa e Coordinatrice dell'Ufficio Migranti e Rifugiati della Conferenza dei Vescovi dell'Africa Australe.

Francesca Cicogna George. In riconoscimento del straordinario contributo fornito al radicamento della presenza italiana a Johannesburg. Nell'arco degli oltre 31 anni di colla-

più occasioni raccolto il plauso e il ringraziamento delle autorità del Paese.

La Conferenza dei Vescovi dell'Africa Australe. L'onorificenza, conferita dal Signor Presidente della Repubblica Sergio Mattarella, è stata consegnata da S.E.

l'Ambasciatore d'Italia in Sud Africa, Paolo Cuccini, nel corso di una cerimonia tenutasi il 10 marzo presso il Consolato Generale a Johannesburg.

È stata così riconosciuta l'attività straordinaria e continua che Lucy Slaviero e Suor Maria hanno svolto a sostegno a favore dei più vulnerabili e de-

britannica, mirata all'integrazione sociale attraverso la formazione delle fasce più deboli e le iniziative culturali, politiche, associative e socio-assistenziali che si sono svolte nel territorio, concorrendo in prima persona a sviluppare una rete di collegamenti in tutti gli ambiti (politico, socio-culturale, accademico e imprenditoriale), a maggior vantaggio della proiezione del nostro Paese in Sud Africa.

Suor Maria de Lurdes Lodi Rissini. A riconoscimento del suo costante impegno come Coordinatrice CARITAS per il Sud Africa e Coordinatrice dell'Ufficio Migranti e Rifugiati per il Sud Africa, il Botswana ed Eswatini e della sua attività in senso alla smigrazione. Scala-

gli emarginati. È stata inoltre riconosciuta la dedizione al servizio di Francesca Cicogna e il suo contributo alla promozione dell'Italia in Sud Africa.

del programma di assistenza COVID-19 per tutte le Diocesi di Sud Africa (attraverso la CARITAS), Botswana ed Eswatini (attraverso la Pastorale Immigrazione), distinguendosi ancora una volta per la sua attività verso i migranti, i rifugiati e gli indigeni che non possono ricevere aiuti governativi.

perseguitate della popolazione, l'insegnamento, la gestione di centri di raccolta e assistenza e la promozione di programmi per volontari. Con l'avvento

Dal Consolato Generale d'Italia a Johannesburg

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Dal Consolato Generale d'Italia a Johannesburg

54 Years for Little Eden and a New Residential

BY ADMIN | PUBLISHED MAY 21, 2021 | UPDATED MAY 21, 2021



Archbishop Desmond Tutu (center) officiates the opening of Mary's Mill at Little Eden.

The opening of Mary's Mill residential wing coincides with Little Eden's 54th anniversary.

Excitement filled the air at Little Eden Society as a small group gathered to officially open a new residential wing, Mary's Mill, on Friday 14 May 2021.

COMPANIES & MARKETS



Kumba generates billions in taxes for SA

SA's largest iron ore mine is the fifth firm in the Anglo-American world to generate billions of rand in tax.

South African Iron Ore Company (Safcon) has been named the fifth largest iron ore producer in the Anglo-American world to generate billions of rand in tax. The company, which is a subsidiary of Anglo American, has generated a total of R1.2 billion in tax for the South African government over the past five years. This is a significant increase from the R500 million it generated in 2016. The company's success is attributed to its efficient operations and the high quality of its iron ore. It is expected that the company will continue to generate significant revenue for the government in the years ahead.

New investor to shake up York Timber

The York Timber Company has announced a new investor, which is expected to shake up the company's operations. The new investor is a private equity firm, and its entry into the company is seen as a major development. The company has a long history of producing high-quality timber, and the new investor is expected to bring in new capital and expertise to help the company grow. The company's operations are based in the York region, and it is a major employer in the area. The new investor is expected to bring in new capital and expertise to help the company grow.

Zero-Covid approach not recipe for success

A Zero-Covid approach is not a recipe for success, according to a new report. The report, which was published by a leading health policy think tank, argues that a Zero-Covid approach is not sustainable in the long term. It suggests that a more balanced approach, which takes into account the needs of both the economy and the health system, is the way forward. The report also highlights the importance of a strong health system and the need for a coordinated response between the government and the private sector. The report is a timely contribution to the ongoing debate about the best way to manage the COVID-19 pandemic.

STAND A CHANCE TO WIN A 1982 STUDEBAKER

Purchase your ticket for R200 on www.quicket.co.za or call 011 609 2246 for the LITTLE EDEN Raffle Competition

Draw date: 31 August 2021



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Local news

Little Eden receives funds and wheelchairs

"It doesn't always have to be at great personal or financial sacrifice, you can do what you can with what you have."

June 30, 2021

Joseph Lehmann 11 minutes read



Little Eden's CEO thanks donors for fundraising success in a unique way

parent24 Compiled by Athenkosi Mndende

SHARE f t e



Listen to this article 0:00

SUBSCRIBERS CAN LISTEN TO THIS ARTICLE



"Little Eden is celebrating its 55 birthday and they're on a mission to raise R55 000 towards crucial medical costs for their 'angels'. Photo: Supplied/ Little Eden"

Little Eden, a registered non-profit organisation providing life-long care to 300 children and adults with profound intellectual disability, celebrated its 55th birthday on 15 May 2022, and to


 The Good News.
 For a change

 576 AM
 CHANNEL 870
 D5TV AUDIO

ENVIRONMENTAL IMPACT

Agriculture

The 2021-2022 harvest produced 7 134 kg of nuts in the shell and after cracking and de-shelling 6 561 kg.



Staff preparing the pecan nut orchid for planting

With the confirmed support of both LITTLE EDEN Society Board of Governors and LITTLE EDEN Foundation Board of Management, an agreed decision and commitment on the expansion of the Elvira Rota Village pecan orchards was undertaken between August 2021 and April 2022.

The following has been undertaken in terms of the expansion:

- An additional 1 402 pecan trees were planted. The current orchard total is 2094 trees, spread throughout 13 separate orchards.
- A full irrigation system was installed and is operational in 11 of the 13 orchards. The remaining two systems will be completed in-house over the course of the next year.
- The remaining land under the power lines has been planted with maize, which covers approximately 5.5ha.

New equipment as detailed below was purchased to transform pecan farming to a more mechanised system with enhanced efficiencies:

- Two new tractors were purchased resulting in LITTLE EDEN seeing a saving of expenses compared to the expenses averaged per month previously due to repairs to the two old tractors.
- Front end loader - previous labour intensive jobs have been reduced to a one-man operation which has taken days off the job not only hours, with the use of such an attachment.

- A new 3m slasher was purchased to replace the old 1.5m slasher. This will save 41,8 km of driving each time cutting is required in between the rows in the orchards.
- Pecan sizer and pre-cleaner will aid in two ways namely:
 - Size the nuts, sending the medium, large and extra-large nuts away to be processed. The small nuts to be sold in shell to the street vendors.
 - Save on man-hours in the cleaning stage, previously undertaken by hand.

Overall the project and ground work for the expansion is complete. LITTLE EDEN now looks forward to the opportunities arising from this pecan expansion project towards the self-sustainability of the Organisation.

The 2021 harvest brought in 76 500 kg of maize. The 2022 maize season will be harvested around mid-June. Due to the pecan nut expansion project the maize lands have been reduced from 17.5ha to approximately 5.5ha. In the 2022/2023 season LITTLE EDEN will plant soy beans under the powerlines in the 5.5ha land. This crop rotation will aid in soil health development for the following year's maize planting.

Both Homes got the benefit of the 10 varieties of vegetables that were planted in this reporting period.

The bird species count at ERV increased by 7 species to a total of 161 species having been seen within the perimeter to date. Once again we had a pair of Black Sparrow hawks make the pecan nut orchard their home and they successfully produced and raised two youngsters. We now have a resident pair of Southern White-faced Owls that roost in the pines near the ERV offices. They have bred and raised a clutch of chicks for two years in a row. The mammal list has remained the same. We have seen an increase in the numbers of both yellow mongoose and South African Hedgehogs this past year.

ENERGY CONSUMPTION

THE TOTAL ENERGY USAGE REPORTED
HEREIN, EXAMINES DATA IN RESPECT OF:

- Electricity utilised
- Diesel used in the generators at both Homes, vehicles, farming and general grounds maintenance activities
- Petrol used in two LITTLE EDEN vehicles
- Liquid Petroleum Gas used at both Homes

Collectively, these elements make up the total energy usage for the period 1 April 2021 to 31 March 2022. We convert the kilowatt hours (Electricity) and litres (petrol, diesel and LPG) to gigajoules in terms of standard conversion metrics which is universally utilised. For clarification purposes, the joule is the official unit utilised to measure energy and is often used as a means of comparison when different energy carriers are being used. This is easily done when considering total energy consumption across a range of energy carriers such as gas, electricity, petrol. The conversion of these resources into gigajoules makes comparing and totalling the energy possible.

Table 1: Total Energy Consumption

ELECTRICITY CONSUMPTION	2022		2021		2020		2019		2018	
	kWh	GJ	kWh	GJ	kWh	GJ	kWh	GJ	kWh	GJ
Domitilla and Danny Hyams Home	601 958	2 167	615 232	2 215	557 504	2 007	525 582	1 892	527 160	1 898
Elvira Rota Village	83 783	302	121 254	437	96 933	349	103 099	371	109 520	394
Shop Operation	4 513	16	4 660	17	5 176	19	8 258	30	9 348	33
Saint Joseph House	2 861	10	2 967	11	7 539	27	4 918	18	6 715	24
Domus Our Lady Mother of all Children	819	3	534	2	1 534	6	3 351	12	5 871	21
Total Electricity	693 934	2 498	744 647	2 682	668 686	2 408	645 208	2 323	658 614	2 370
Change in Electricity Consumption		(6.85%)		11.38%		3.66%		(1.98%)		(4.70%)
FUELS CONSUMPTION	Litres		Litres		Litres		Litres		Litres	
		GJ		GJ		GJ		GJ		GJ
Petrol	2 480	77	1 301	40	3 220	100	2 640	82	3 862	119
Diesel	17 949	684	15 387	587	16 009	610	16 252	619	10 254	395
(Vehicles)	12 174	464	11 591	442	11 512	439	13 671	521	10 081	384
(Generators)	5 775	220	3 796	145	4 497	171	2 581	98	173	7
LPG	3 677	98	3 852	103	4 328	115	4 658	124	4 290	114
TOTAL FUELS	24 106	859	20 540	730	23 557	825	23 550	825	18 406	628
CHANGE IN FUELS CONSUMPTION		17.63%		(11.52%)		(0.01%)		31.38%		(12.4%)
TOTAL ENERGY (Electricity and Fuels)	3 357		3 412		3 233		3 148		2 998	
CHANGE IN ENERGY CONSUMPTION		(1.62%)		5.53%		2.70%		5.01%		(6.43%)



Daniella with a violin which is one of her favourite instruments

CONVERSION FACTORS

Electricity	0.0036	GJ per kWh
Petrol	0.0310	GJ per litre
Diesel	0.0381	GJ per litre
LPG	0.0267	GJ per litre

As reflected in Table 1: Total Energy Consumption above, the overall electricity and fuel usage decreased by 1,62% from 3412 gigajoules to 3357 gigajoules as at 31 March 2022. Each of the elements will now be unpacked by referring specifically to data in the previous report.



Springtime at ERV

In terms of electricity consumption at DDHH as reflected in Table 1: Total Energy Consumption, there was a decrease from 2215 gigajoules to 2167 gigajoules which equates to a decrease of 2,16%. Electricity consumption at ERV decreased by 30.9% in this period from 437 gigajoules to 302 gigajoules as opposed to the increase by 25.08% in the preceding twelve-month period. An undetermined percentage of the decrease in consumption could be attributed to the construction work completed at ERV.

We confirm that the following LITTLE EDEN facilities recorded a reduction of electrical usage:

- Volunteer accommodation St Joseph House (SJH) decreased from 11 to 10 gigajoules (3.57%). Electricity is well managed at St Joseph House by the two volunteers residing in this accommodation.

ELECTRICAL CONSUMPTION

The total energy consumption utilised in terms of electricity at the LITTLE EDEN facilities decreased from 2 682 gigajoules to 2 498 gigajoules. This is a decrease of 6.85% which will be broken down below.

- The LITTLE EDEN Charity Shop reduced from 17 gigajoules to 16 gigajoules (3.15%). The Charity Shop makes use of prepaid electricity.

The electricity usage at Domus Our Lady Mother of all Children (DOL) increased from 2 gigajoules to 3 gigajoules which is a 53.37% increase. The overall annual usage is exceptionally low and the increase on a minimal amount is no cause to be concerned.

VEHICLES

Petrol, diesel and LPG are classified as fuels in this report. The overall consumption of fuel increased by 17,63% which is as predicted in the last annual report. There was an increase of 90.62% for petrol consumption and 16,5% for diesel consumption. Consumption of LPG decreased by 4.54% in this period.

The increased consumption in fuels can be attributed to increased use of company vehicles and farming implements such as tractors as the business and farming activities have reached full operation. This coincides with the country moving from higher alert levels in the preceding twelve-month period, to lower alert levels with increased economic activity in South Africa, to the state of disaster being lifted at midnight on 4 April 2022.



A LITTLE EDEN knight on a Horse



Being out in the garden always makes our residents happy

WATER CONSUMPTION

The water consumption at LITTLE EDEN from 1 April 2018 to 31 March 2022 is set out in Table 2 – Water Consumption. This report will specifically focus on the period 1 April 2021 to 31 March 2022.

WATER – KL

	2022	2021	2020	2019	2018
DDHH	13 930	14 359	15 041	17 678	15 808
ERV	47 056	38 701	44 869	40 440	36 488
SHOP	409	208	183	37	37
SJH	176	165	220	221	293
DOL	24	20	19	73	191
TOTAL	61 595	53 453	60 332	58 449	52 817

Table 2: Water Consumption

Water is used for the direct and indirect care of residents as well as to irrigate the fields at ERV. ERV uses 100% ground water that is recycled through the wetland system into potable water and tested by the East Rand Water Care Association (ERWAT).

In this reporting period borehole water consumption at ERV increased from 38 701 kilolitres to 47 056 kilolitres which is a 21,59% increase. There was an increase in planting pecan trees and the need to water new plantations. The irrigation system was installed which irrigates 11 of the 13 orchards. The season produced 1281.5mm of rain between 28 September 2021 and 25 April 2022. This was an increase of 533.5mm from the previous season. This was our wettest season to date since we started recording rainfall at ERV in the late 1970's. If this had not been the case, the increase in water consumption would be higher.

At DDHH, water consumption decreased from 14 359 kilolitres to 13 930 kilolitres which is a 2.99% reduction. St Joseph House increased from 165 kilolitres to 176



The residents always enjoy a little adventure

kilolitres which is a 6,67% increase. We need to view this increase in relation to the decrease of 25% in the preceding twelve-month period. The property was not utilised for five months in the previous reporting period and as such the increased consumption in this reporting period is acceptable. DOL had a 20% increase in water usage on a very low base amount of 20 kilolitres to 24 kilolitres, so there is also no need to be concerned with this increase. Water is used for general cleaning and gardening purposes.

At the LITTLE EDEN Charity Shop, the landlord splits the water, refuse and sewerage use among all the tenants which does not yield an accurate usage record for statistic reporting, however we will note that there was a 96,63% increase in water consumption. The Shop Manager has advised that the centre had a water leak which the landlord did not immediately resolve. The tenants will be measured individually from April 2022 after which we will be in a position to provide better data for comparison purposes.



Jaco and Chris helping out in the laundry room

RE-CYCLING AND WASTE MANAGEMENT

The metal and e-waste recycling programme continued from donations of electronic equipment received that are not repairable. *Sterilactics (Pty) Ltd* assists LITTLE EDEN pro bono with the disposal of medical waste for which we are *grateful*. Paper recycling is ongoing.

CONCLUSION

Key environmental focus areas highlighted in this report include electrical and water usage, waste management and management of the biodiversity of LITTLE EDEN operations. The analysis of data for the period 1 April 2021 to 31 March 2022 indicates that the total energy consumption at LITTLE EDEN decreased by 1.61% even though there was a marked increase in the consumption of fuels and water as the farming activities at ERV were expanded.

The materiality of the direct effect of water and electricity remain a challenge to the survival of LITTLE EDEN as the care provided to residents would not be possible without a reliable supply of water and electricity. The need to decrease utility charges without decreasing operational efficiency and resident care remains high on the agenda.



Residents who become older sisters and brothers for the younger ones

IMPACT BEYOND OUR BOUNDARIES

Through direct focus on inclusivity, when engaging with all stakeholders, LITTLE EDEN is able to share its value creation and impact beyond our boundaries with the focus and intended outcome on having an impact on the care and disability sector – a sector that is still very marginalised and under-funded.

Through the care and support provided to the residents at LITTLE EDEN, residents' family members are able to find employment, or go back to their jobs knowing that their child is receiving the best possible care and interventions; siblings have a better chance of an education – one of the dreams of the late Founder Domitilla of bringing much needed relief to families. Since inception LITTLE EDEN has cared for 1 078 children and adults with profound intellectual disability.

The award-winning LITTLE EDEN ShowerBath innovation which is a combination of a shower and a bath tub enables caregivers to comfortably and more easily lift and bath persons, particularly the elderly, with profound intellectual disabilities and limited mobility. Suitable for use in care facilities, hospitals and homes, with minimal maintenance costs, the ShowerBath makes bath time

safe and hygienic, enhancing the dignity of the person being bathed, while promoting the physical well-being of the caregivers. This innovation is a demonstration of how LITTLE EDEN pays attention to the individual needs of its residents and of those who care for them by having designed a customised bathing unit. The ShowerBath has been upgraded to be more durable and user friendly and is currently being rolled out at LITTLE EDEN as the Home is undergoing building upgrades.

A total of five units have been installed in the upgraded bathrooms at DDHH and ERV.

The medium-long-term strategic goal is to promote the use of this unit in other care homes where a person requiring assistance with bathing, and a caregiver providing this assistance, would benefit from this customised design by investigating the benefits of establishing a Social Enterprise entity to promote the sale of the ShowerBath as an income-generation project towards LITTLE EDEN's self-sustainability and make an impactful difference within the care sector.

IMPACT THROUGH ADVOCACY AND INNOVATION

The Society, through its work and strong belief in the Values of *Respect, Sanctity of Life and Love & Care®* continues to be a voice for people with limited mobility due to physical disability and for those with profound intellectual disability, through the annual *LITTLE EDEN CEO Wheelchair Campaign®*.

The launch of the 5th campaign takes place March 2022 (together with the 55th anniversary celebration of LITTLE EDEN). The aim and purpose of the campaign is to raise awareness of the challenges people with physical disabilities face, overcoming the stigma still attached to the term 'disability', advocating for the rights of people with disability and raising much needed funds for LITTLE EDEN.



Barloworld Equipment CEO Emmy Leeka during the Wheelchair race

The campaign invites influencers and decision makers to spend one day in a wheelchair at work or at home to experience first-hand some of the challenges faced by someone using a wheelchair on a permanent basis for their mobility needs. The impact of the campaign stretches beyond the day spent in a wheelchair through continued advocacy and many companies rethinking the design and layout of their office spaces and how these spaces could be enhanced and customised to suit the needs of a person making use of a wheelchair (considerations that were at the forefront of planning as LITTLE EDEN prepared and planned for the current major renovations under way). The campaign takes place during March which is Intellectual Disability Awareness month. It is supported by the South African Federation for Mental Health which participates in the launch day of this campaign on 1 March and through this collaboration LITTLE EDEN is able to create awareness and advocate with a far greater reach. It is also supported by *Radio 702* and the awareness that is created nationally is of great benefit in educating the community and spreading the word about disability on a public platform.

Sandra Khumalo (SA Paralympian Rower) has been the ambassador for the LITTLE EDEN CEO Wheelchair Campaign® since 2019. Since her injury, Sandra has developed a passion for working with people with disabilities, especially children. During her interview with *Radio 702* in 2020 Sandra expressed how spending time with LITTLE EDEN residents has given her a different view of life and an appreciation as she can only imagine the challenge of not only being physically disabled but also to have profound intellectual disability. Sandra further encouraged all CEOs to consider spending one day at work in a wheelchair for the opportunity to experience some of the challenges faced on a daily basis by people with physical disabilities.

Year	Number of companies
2019	10 CEOs
2020	12 CEOs
2021	15 CEOs
2022	15 CEOs



Stefan Tolmay, CEO New Generation Rigging spent a day in the wheelchair to raise awareness of challenges associated with limited mobility



SA Paralympic Rower Sandra Khumalo, LITTLE EDEN resident Bright, LITTLE EDEN CEO Xelda Rohrbeck and Leon de Beer, SAFMH Deputy Director at the launch of the campaign

Through the Society's events, there is a conscious effort to demonstrate residents' abilities and the impact of effective care and stimulation. In 2019, the residents were given an opportunity to be a part of a Teatro Patologico production at The Market Theatre in Johannesburg. This was not only an opportunity for the residents to demonstrate their abilities but it was a statement of inclusion and public acknowledgement of the value of people with profound intellectual disability. Teatro Patologico included this theatre production in a documentary film that was presented in the world premiere on 4 June 2021 at the external amphitheatre of the Pathological Theatre in Rome. The documentary will be included in the XII Edition of the International Festival of Pathological Cinema, the first Festival in the world whose jury is entirely composed of people with physical and mental disabilities.

This partnership additionally strengthens the collaboration LITTLE EDEN has with Italy and the awareness that is created across borders as well as the impact of the work undertaken beyond South Africa. LITTLE EDEN has also benefitted from students from the Universities of Milan and Bergamo who undertake their practical experience. LITTLE EDEN continues to promote

the Organisation as a platform and space for students to undertake their community service hours and practical hours within various multidisciplinary sectors such as Occupational Therapy. Discussions are under way to offer Nursing students the opportunity to carry out their practical hours at LITTLE EDEN. Not only does LITTLE EDEN benefit from the additional support these students bring and knowledge shared with our staff, but also allows students to be immersed in a residential care centre environment, learning about the diverse needs of children and adults with profound intellectual disability. They can then use this experience to make an impactful difference when they become employed (and additionally they spread the word about LITTLE EDEN and the work undertaken here). LITTLE EDEN was also part of a Doctoral Thesis in 2021 which creates awareness within a different platform of the work undertaken in caring for people with profound intellectual disabilities and the challenges faced within this sector.

LITTLE EDEN is often approached by students, such as GIBS Social Entrepreneurship students, to use LITTLE EDEN as a case study for their syndicate assignments (2021).



Everything we do is rooted in *Love & Care*

Date	Number of students/learners	Type of student	College/learning centre	Period at LITTLE EDEN	Notes
15 November 2021	19	Health Promotions Officer Students	Hatfield City College	1 week per group	Students divided into 5 groups over a total of 5 weeks
23 August 2021	10	Occupational Therapy Students	Wits University – Department of Occupational Therapy	4 weeks per group	Students divided into 2 groups with a total of 8 weeks
2020 – to date	3	Deaf learners	Through Supercare (outsourced service provider)	2 years at DDHH	Integrated into a 'permanent' role
January 2022 – to date	8	Careworker students	GemMeg	200 hours child and 250 hours adult experience per student	Incorporated training in the laundry, kitchen, wound care and clothing stores
March 2022	1	Psychology student	University of Johannesburg	Accumulating hours to be admitted into a Master's Degree	
April 2022	5	Careworker students	GemMeg	200 hours child and 250 hours adult experience per student	Incorporated training in the laundry, kitchen and clothing stores
April 2022	1	Au Pair required to do practical hours	Chiton	200 hours practical care for persons with disability	
April 2022 – to date	11	Deaf learners	Through Supercare (outsourced service provider)	1 year at ERV	Integrated into a 'permanent' role

LITTLE EDEN offers training support to other organisations that wish to expose their staff or potential staff to a residential care centre. In previous years staff members undertook training over six months at LITTLE EDEN in support of a similar care centre that was being planned in another province in South Africa. This knowledge share allows others the opportunity to replicate the work undertaken and benefit from the years of experience at LITTLE EDEN operating within the care and disability sector.

Date	Organisation / Support	Period / Detail
2018	5x care staff from KwaZulu Natal province	6 months – on the job training and external training provided
2019	Catholic Diocese of Klerksdorp	Support and guidance to set up a Charity Second-hand Shop
May 2022	Social Development Heidelberg	Presenting a talk to Ratanga primary school teachers and learners regarding bullying of the learner with disabilities

Due to lockdown restrictions no external engagement took place during 2020/2021



Maggie Seleise receiving her Long Service Award

The strategic relationship with the Gauteng Department of Health and more recently the Department of Basic Education continues where LITTLE EDEN is prepared to share learnings and take learnings from these departments in enhancing the care model within our Organisation. The Department of Basic Education (DBE) gave a status report on processing the recommendations of the two 2019 SAHRC Reports. One of the South African Human Rights Commission (SAHRC) recommendations in its Special Schools report was that DBE must produce a report showing what has been done to demonstrate its commitment to an inclusive education system. As a result, engagement and support from the DBE has been enhanced with LITTLE EDEN aligning the 'DBE Learner Programme' to the current Care and Stimulation Programme already in place.

The affiliation with the South African Federation for Mental Health continues where LITTLE EDEN partners with the Federation to create awareness during Intellectual Disability Awareness month in March. Through this partnership much greater and wider awareness is created. "Through my eyes" is aimed at capturing the beauty and human-ness of people with intellectual disability. The Federation will use LITTLE EDEN residents to promote a message of inclusion, respect and dignity as well as an exhibition [either in-person or online], to exhibit all the photos.

In 2021 LITTLE EDEN launched a Blog on our website (LITTLE EDEN Blog - LITTLE EDEN Society) which shares insights and 'advice' to the general public on various

topics related to care, disability, self-care and more. There is great opportunity in the upcoming year for LITTLE EDEN to use these blog posts more strategically to have a greater impact on the care and disability sector and offer support beyond the boundaries of the immediate care provided to the residents at LITTLE EDEN. Further strategic partnerships and affiliations with other sectors and forums will also be explored. These blogs are using LITTLE EDEN learnings and experience and contextualising these in the form of a blog to offer support and guidance to those offering home-based care.

LITTLE EDEN firmly believes in passing it forward – throughout the years LITTLE EDEN is aware of the needs of other NGO's and where we might be able to offer them support in *gratitude* for the many blessings LITTLE EDEN receives. For example, passing forward a spare wheelchair to assist a person in need or putting them in contact with a LITTLE EDEN preferred supplier; sharing food with an NGO when circumstances were incredibly tough during the pandemic and with another NGO putting a public request out for support; passing forward donated second-hand books to schools in need of reading material for their scholars; and if a donation is received that is not suitable for the needs of LITTLE EDEN and cannot be sold in the LITTLE EDEN Charity Shop, this too will be passed forward.



Music plays an integral role in the development of our residents



Ms Sedzani Faith Mudau CA (SA)
TREASURER

TREASURER'S REPORT

The total income for LITTLE EDEN Society for the year ended 31 March 2022 grew by 10.23% to R56 557 801 (2021: R51 310 962). 15.55% of the total income was derived from Major Renovation Project Income. The actual operational income grew by 5.93% before adding the Major Renovations Project Income.

During the period under review, donations from the public increased by 21.17% from 2021 R14 010 340 to R16 976 662 in 2022 while the grant from the Gauteng Department of Health subsidy grew by 3% and SASSA by 1.61%. Included in the gross donation income was funding of R1 276 500 for the pecan farm expansion from the Foundation. The pecan nut expansion will contribute to increased revenue in future years.

Operating and fundraising costs before adding Major Renovations Project costs of R8 796 138 (2021: R6 221 098) increased by 16.39% to R48 760 475 (2021: R41 894 489), this was due to the pecan nut expansion costs towards the long-term sustainability strategy of the Society and the extremely high rising costs of living.

The Society ended the financial year with a deficit of just under a million at (R998 811) from a surplus of R3 195 374 in 2021, resulting in a net asset value of R2 571 350 at year-end.

The statement of financial position at 31 March 2022 reflects total current assets of R12 356 885 from R12 846 367 in the preceding year, no major changes in comparison. The total liabilities include income received in advance of R8 476 380 in 2022 compared to R7 838 023 in 2021, this advance income forms part of the conditional grant agreement for major renovations.

The Society received a standard qualified audit opinion in relation to similar organisations for the year under review relating to accounting controls over cash and donation-in-kind collections prior to the initial entry of the collections in the accounting records. Due to the nature of the organisation, there are no processes or procedures that can be put in place to eliminate this qualification and it is common in the industry.

Despite challenging economic conditions and the continuing covid-19 pandemic effects, Management and staff are continuously committed in fund raising efforts to ensure that the Society continues to fulfil its vital mandate to its residents.

The continuous financial support from our stakeholders and patrons is a huge encouragement to Management and staff in fulfilling the objective of LITTLE EDEN.

I wish to acknowledge the commendable efforts of the Board, Management and staff throughout the financial year.



INCOME AND EXPENDITURE

The three-year comparative analysis of our funding streams is tabulated below:

DESCRIPTION	Subtotal Income	2022	–	2021	–	2020
Government	46%	R21 964 774	47%	R21 304 124	46%	R20 272 767
Corporates	22%	R10 454 825	18%	R7 976 238	23%	R9 867 736
Individuals	13%	R6 442 916	13%	R5 906 460	12%	R5 240 601
Foundations & Trusts	11%	R5 051 491	8%	R3 733 337	10%	R4 156 245
Covid-19 Grant	0%	R0	6%	R2 489 073	0%	R0
National Lotteries	0%	R0	0%	R100 000	1%	R500 000
Charity Shop	6%	R2 949 096	6%	R2 638 555	6%	R2 582 857
Other sources of income	2%	R898 561	2%	R942 078	2%	R1 064 025
SUBTOTAL INCOME	100%	R47 761 663	100%	R45 089 865	100%	R43 684 230
Major Renovation Project Income		R8 796 138		R6 221 098		R1 217 669
TOTAL INCOME		56 557 801^{1A}		51 310 963^{1A}		44 901 900^{1A}



Naledi is the big brother everyone wants to have. He often takes time to help other residents take a walk

The 2022 gross income shows growth of 10.23% from R51.3 million in 2021 to R56.6 million in 2022, 15.6% of the Gross Income is from the Major Renovations Project Grant. The Grant is ring fenced specifically for renovations and building. The actual operational income before Major Renovations Grant income grew by 5.93%. In the current reporting period we received a 3% increment on Government grants and some generous donations from Corporate and Foundations & Trusts funders for which we are truly *grateful*. This increase additionally includes the funding received for the Pecan Nut expansion project.

Government remains the largest funder and strategic partner of the Organisation at 46% of actual operational income.

Funding from Corporates has increased in the current year by 31.07%. This can be attributed to the generous donations received. Foundations & Trusts have increased by 35.31%.

Even though the LITTLE EDEN Charity Shop has remained stable at 6% year on year, we have seen a growth of 11.77% compared to the previous year. This may be due to the Shop closure for two months last year due to lockdown.

Disappointingly so, no support was received from National Lotteries Commission in the current financial year.

Though the Organisation shows some improvement in its operational income, the financial year closed off with a deficit just shy of R1 million at (R998 813). This is due to the rising cost of living, increasing fuel prices and general tough economic conditions which affect our funders negatively and therefore donations. Even in these trying times all our funders, stakeholders and partners remain supportive and we are truly *grateful* to them.

Gross Expenditure for the year ended 31 March 2022

	2022 Operating percentages*	2022	2021 Operating percentages*	2021
Care Services	51.78%	43.87%	54.41%	47.38%
Food and Provisions	5.87%	4.98%	5.49%	4.78%
Fundraising Costs	0.62%	0.53%	0.76%	0.66%
Insurance & Bank charges	0.75%	0.63%	0.81%	0.71%
Maintenance & Equipment	5.81%	4.92%	2.78%	2.42%
Other Admin	1.56%	1.32%	1.69%	1.47%
Other Home Costs	11.48%	9.73%	10.42%	9.08%
Personnel - Admin & Fundraising	10.61%	8.99%	11.70%	10.19%
Professional and Security	3.12%	2.64%	2.85%	2.48%
Charity Shop	3.05%	2.59%	3.20%	2.79%
Municipal Services	5.34%	4.53%	5.88%	5.12%
SUBTOTAL	100.00%	84.72%	100.00%	87.07%
Major Renovations Project Expenses		15.28%		12.93%
TOTAL		100.00%		100.00%

Note: *operating expense percentages excludes the Major Renovations Project expenses

The overall comparative percentages show stability, with marginal movement compared to last year, except for Care Services, Maintenance & Equipment, Other Home Costs and Personnel Costs.

Although the Care Services percentage to total expenses shows a decline compared to last year, the Care Services costs increased by 10.76% from 2021 financial year. This was due to increment in payroll, while there was none in 2021 period and additional staff acquired for an additional wing opened at ERV. The Organisation is highly labour intensive due to the type and quality of care that is required by our residents; hence the Care Services being the largest cost.

Maintenance and equipment costs increased due to renovations related to the new Showerbaths being undertaken as well as new equipment acquired in the current year compared to the prior year, including specifically equipment acquired in support of the Pecan expansion project.

Similarly to Care Services, Personnel cost also shows a decline in percentage to total expense, while the actual cost increased by 5.54% in comparison to last year. The increase was due to payroll cost increments.

Other home costs were again affected by the pandemic. The Organisation had to ensure the safety of its residents and staff members by securing the required PPE, cleaning utilities and sanitisers, including additional expenses incurred for medication not supplied by the Department of Health.

The Organisation secured a grant specifically for major renovations and building in the prior financial year. The building work for the ERV new residential section began in the latter half of the current financial year. The increase in the Major Renovations Project costs reflects the extent of work undertaken as at the end of the financial year, indicative of the progress being made.



Father Christmas dropped by with gifts for our residents

FUND DEVELOPMENT

The work at LITTLE EDEN is an expression of our humanity. The ongoing restrictive corporate funding for disability together with an economy struggling with the effects of a pandemic has put severe pressure on fundraising.

To attain financial stability in a tough economic environment especially in the disability sector, meant that singular focus had to be placed on our strategic oversight, thinking and planning. We took some time to step back from our day-to-day operations to review our roadmap for the year ahead. In looking closely at what was working, we developed approaches to deepen our strengths and explored ways to build innovative ways to expand our resource base.

The results for this financial year showed a 5.93% growth in income compared to the previous period, not taking into account the income on the major renovations.

When compared to the last period all income streams showed an increase, with Corporates and Trust and Foundation showing the largest result. This was largely due to significant efforts placed in the retention and growth of existing partners as well as in the traction we are seeing in the LITTLE EDEN CEO Wheelchair Campaign®. This year, even though the number of participants remained the same as the previous year, the total amount raised through the campaign increased from R560 000 to R745 000.

The flow of new corporate funding opportunities continues to be hampered by decisive shift towards mainstreaming disability programmes towards access to the economy, marginalising the caregiving scope of our work.

Our partnership with Government continues to thrive. We remain deeply *grateful* for the financial, regulatory and ongoing support that places the needs and rights of people with profound intellectual disability on the development agenda, however note disappointment in the marginal 3% increase in subsidies when the rate of inflation is nearly double that.

Even though we have seen a marginal growth in funding from individuals, our social media and crowd funding initiatives continued to be well supported.



LITTLE EDEN Society Charity Shop

Donors of R100k and above

Abeco Tanks (Pty) Ltd
Absa CSI Campaigns
Andru Mining
Anonymous donors
Associazione Domitilla Rota Hyams Onlus
AVI Community Investment Trust
Balwin Foundation
Bollore Transport and Logistics SA
Dawon ZA
Dis-Chem Foundation
Genesis Steel (Pty) Ltd
Impact Distributors
Kargo Long Distance (Pty) Ltd
Kia Motors South Africa
Kit Kat Group (Pty) Ltd
L & S Consulting (Pty) Ltd
LITTLE EDEN Foundation
The Mamba Group
MEICS Construction and Services
Mix Telematics Enterprise
Mr Marco Lorenzo and Mrs Juliette Ann
Mr Antonio Coccante
Mrs OFM Oppenheimer
Porsche Club South Africa
PricewaterhouseCoopers
Sage Architects (Pty) Ltd
St Vincent's Community
Studio 5
The BRO Trust
The Linda Nagel Foundation
The R.B. Hagart Trust
Thinkst Applied Research (Pty) Ltd
Wabtec South Africa
Walker Maré

We believe that LITTLE EDEN's sustainability lies in the ability to also generate our own income. Plans are afoot to grow the returns from both the Charity Shop and the pecan nut farm operations. A great add on is the vegetable farm where we cultivate in the excess of 10 types of vegetables, herbs and berries. The vegetable farm continues to be an understated cost saving project as all the produce is used at both the Homes and is valued at over R 41 000 pa.

The National Lotteries Commission has not ceased to disappoint. For a second year running our application has been declined due to a depletion of funds.

At LITTLE EDEN we believe that every cent, every in-kind donation and every voluntary act matters. We are full of *gratitude* for every one of our donors. Your donation has given our precious *angels* – most of whom are without family – a safe, nurturing and stimulating place to live, laugh and grow. Thank You!

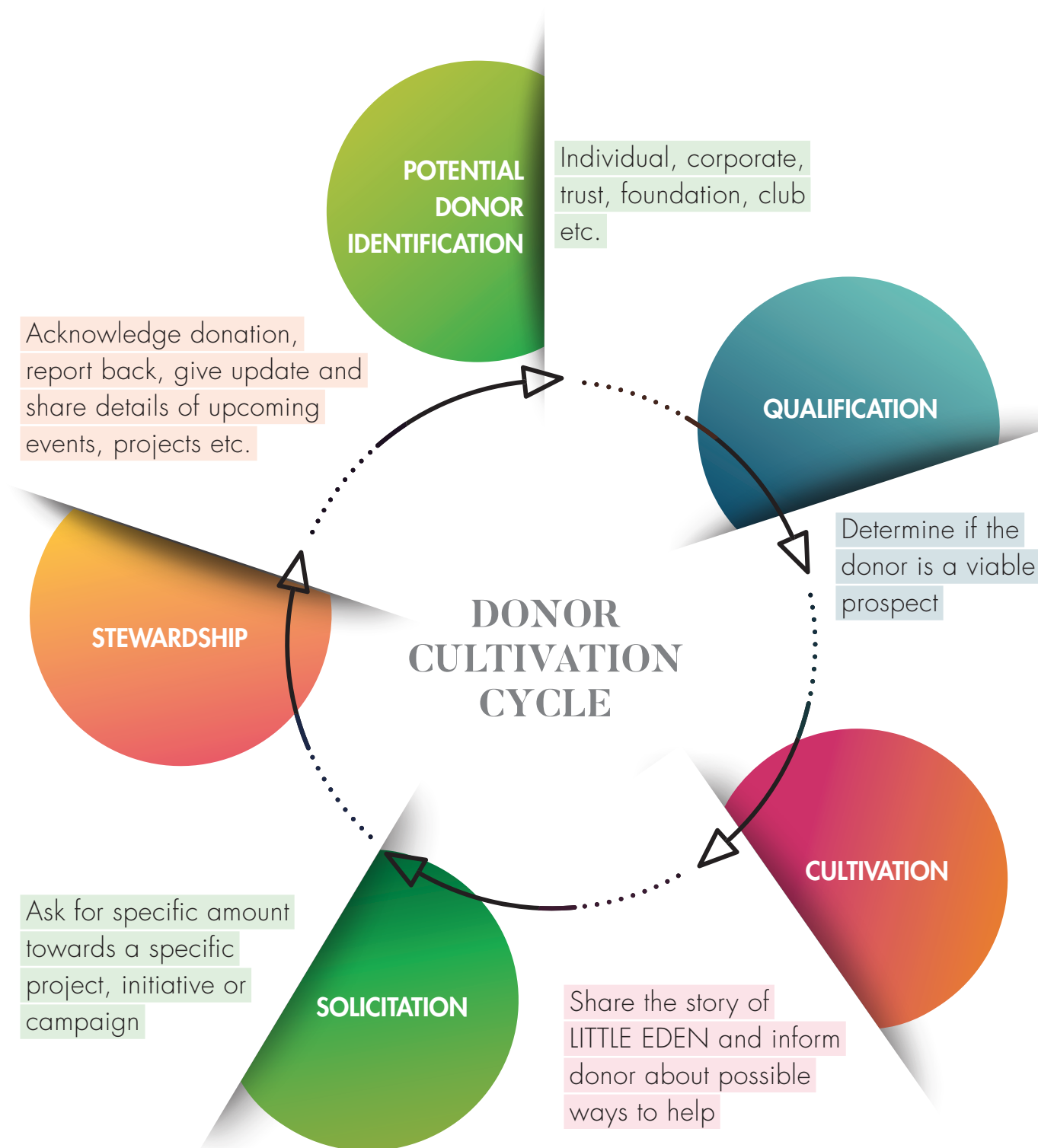


The residents start the day with a prayer

“

Grateful thanks to all our donors for the role you play in support of LITTLE EDEN celebrating the 55th anniversary milestone.

”





Rev Douglas (Doug) Boake CA (SA) *Retired*
CHAIRMAN

CHAIRMAN'S REPORT

As I come to the end of my four-year term of office as Chairman and as old age is slowly creeping up, allow me to recall the past by placing on record the oft-forgotten, or more likely, never fully generally known and/or appreciated, background for the very existence of LITTLE EDEN and its pioneering role in the care of persons with intellectual disability in our modern world.

Allow me to record the highlights of the story of LITTLE EDEN from its humble beginnings in 1967 to the present time and the important role continued to be played by its Founders Domitilla and Danny Hyams as "The Servants of God" for whom the Cause of Beautification and Canonisation has been started by the Catholic Church, a mere 10 years after their deaths.

I quote from the translation from Italian of the original book "Emptied for Filling" (2012) by Daniela Taiocchi the amazing story of the couple which begins with their first meeting in Italy during the Second World War in the small town in Bergamo and their marriage in Albenza. Their story continued to the two Homes of LITTLE EDEN in South Africa which spans over more than 50 years, welcoming more than 1 000 children with profound intellectual disability.

"They fought a difficult battle against Apartheid and the culture of "difference" that creates gulfs between people White and Black, healthy or not, upright or crooked, intelligent or not. They accepted with unshakeable consistency that we are all God's creatures, wanted and loved for who we are. They fought the battle without even a word or action against anyone. This too is part of their holiness".

In September 1972 I was delegated by Bedfordview Round Table, a world-wide service organisation, to assist and I attended my first meeting with the committee of LITTLE EDEN with Danny Hyams in the chair. Today I remain one of the longest-serving members of the Society, a member of the Board of Governors having fulfilled the role of Treasurer for the period of 40 years from 1974. In 2014, I was honoured with The Danny and Domitilla Hyams Award for service in the development and growth of LITTLE EDEN.

It is not generally known but important to mention the appearance of an Apparition of Our Lady which inspired Domitilla's vision of LITTLE EDEN. It took place at her home in Edenvale on 6 June 1967 when she heard a loud noise in

her dining room and looking up she saw a smiling Madonna, waist up, and surrounded by children gazing towards her. She only saw the back of the children's heads and hence no colour. Our Lady appeared to extend her hands in a way that offered the children to Domitilla.

That vision would propel Domitilla to make a difference in people's lives, overcoming not only prejudice of local neighbours who objected to her work, but also the politics of Apartheid when she accepted Black children into LITTLE EDEN.

It would be remiss of me not to record other publications which give greater insight into the love story of Domitilla and Danny Hyams "A Little Paradise" (2004) by Daniela Taiocchi and a valuable publication of the detailed history titled "LITTLE EDEN. 50 YEARS OF LOVE & CARE" written by Luigi Slaviero who is married to Lucy (née Hyams).

Mother Teresa wrote "Let us touch the dying, the poor, the lonely and the unwanted according to the Grace we receive and let us not be ashamed or slow to do the humble work". Wilfrid Cardinal Napier OFM, then Archbishop of Durban, was moved even after the briefest visit to LITTLE EDEN and meeting Domitilla and her family in 2012 as he wrote "the life of every one of us is marked by experiences that have so major an effect on us that we can never be the same thereafter. Sometimes these are real blessings in that they bring about a dramatic conversion that leads us to a new start in life, or at least, a new way of understanding ourselves and even more, our relationship with our neighbour. That vision was for Domitilla not just a privileged moment but a life-changing experience similar to that of Saul on the Road to Damascus or that of Francis of Assisi after he embraced the leper".

It has indeed become a fitting and a time honoured practice from the beginning of LITTLE EDEN that every meeting and event commences with reciting the Prayer of St Francis "Lord make me an instrument of your peace" as LITTLE EDEN has indeed received many blessings in the past and the Society looks to the future with confidence.

Domitilla opened up her heart when she recorded in her daily diary "It took me 40 years to realise the task the Virgin Mary put to me, despite no one believing what I have seen. I know what I saw and did as I was told and that is all that matters. I cannot wait to meet Mother Mary in heaven". Indeed she accepted every

child presented to her – never turning anyone away even if the parents were unable to contribute towards their care. For her, LITTLE EDEN was the hands of Jesus, doing his work – and the hands of Our Lady. For her work in founding LITTLE EDEN and dedicating a lifetime to such pro-bono work, Domitilla was honoured with the Papal Benemerenti Award in 2008 and she also received many other recognitions in her lifetime.

As for my lifetime involvement with LITTLE EDEN and as a possible explanation to others who hesitate or stand back from getting involved in charitable and deserving causes, I must say all those years ago for a change I didn't follow my own advice to "sit on your hands when asked to volunteer your services". For more than 50 years I have been privileged to have played a small part in the incredible story and the success of LITTLE EDEN.

In a move which has been described as a major event for the Archdiocese of Johannesburg and the Catholic Church at large, the August 2016 plenary session of the Southern African Bishops Conference gave their approval for Archbishop Buti Joseph Tlhogale to proceed with "the process of the Cause for the Beatification of Mrs Domitilla and Mr Danny Hyams as a couple". There are many more processes to be followed towards Beatification and many years expected to lapse before the rigorous examination and norms of the Vatican Congregation for the Causes of Saints as outlined in Sanctorum Mater have been concluded.

I have been truly astounded but extremely thankful for the wonderful and generous support LITTLE EDEN has received over many years and in so many different ways. In particular on behalf of LITTLE EDEN I wish to thank the professional people who give generously of their time and expertise, the corporates which sponsor, donate funds, products and equipment, the many caring individuals, service organisations, clubs and associations who support us through regular debit orders, donations, gifts in kind and fund raising, those who remember us with bequests in their wills, the volunteers and students who help fill our residents' endless days with love and activities and our dedicated staff and management whose love and caring are at the heart of what LITTLE EDEN is all about.

God bless you all.





Mrs Xelda Rohrbeck

CHIEF EXECUTIVE OFFICER

CHIEF EXECUTIVE OFFICER'S REPORT

As South Africa passed the two-year mark of navigating a pandemic with the State of Disaster finally lifted, we reflect on this period which started with immense uncertainty, extreme caution and pressure and moved to a period of agility, adaptation and appreciation for having navigated this pandemic with the focus on ensuring our staff and residents' care and safety remained uninterrupted.

Yet during this period there have been a number of additional significant factors that have contributed to both local and global economic and political unrest and pressure. We acknowledge these very tangible realities that remain a challenge not just for LITTLE EDEN, but for each of us to navigate.

We have become accustomed to the words, "connecting", "remote working", "online meeting", and "disconnected". We had no idea that these words would have such a drastic impact on our lives. The various Covid-19 protocols, policies and procedures have become part of daily life at LITTLE EDEN and it is with *gratitude* that we acknowledge our staff and volunteers for the role they play in ensuring our residents continue to receive optimal care. We can also report that all residents over the age of 18 years and all LITTLE EDEN and Supercare staff have been vaccinated, adding an additional layer of protection.

If anything, however, this period has taught us the value of relationships. At LITTLE EDEN, we felt the gap when visitors and family were not allowed entry to our Homes. We are delighted that we can again welcome you for a visit into



Residents learning in the garden

our Homes, as, in 2022, we celebrate 55 years of providing love and care. This is a special time where we reflect on how far we have come as an Organisation, a milestone we would not have been able to reach without the support of our donors who have become friends and family of the Society over the years.

LITTLE EDEN closed the financial year with a deficit of just short of R1 million, testimony of the trying funding landscape and external influences and demands beyond our control. Despite a financially challenging year, we conclude the year with immense *gratitude*. With the help of a generous overseas anonymous donor, we have been able to build and refurbish some sections in the Homes for the comfort, ease of access, and safety of our residents. This includes Mary's Mill at Elvira Rota Village (ERV), Bapsfontein and the current developments underway at Domitilla & Danny Hyams Home (DDHH), Edenvale. The successful move of 30

residents from DDHH to ERV, with 150 residents now residing at each Home was carefully planned and executed. Our pecan nut farm project was rolled out and the orchard has been expanded as part of our long-term strategy towards future self-sustainability.

We congratulate Cav. Lucy Slaviero, Honorary Lifetime President of LITTLE EDEN, on being honoured with the meritorious Cavaliere dell'Ordine della Stella d'Italia (Knighthood of the Order of the Star of Italy) award, by the Italian Ambassador to South Africa, His Excellency Paolo Cuculi, on 10 March 2022, in recognition of the many years of dedicated service given to the intellectually disabled and to LITTLE EDEN Society.



Gardener Sam has the greenest fingers!



Resident Piers, one of the newest member of the LITTLE EDEN family,
with his mother

LITTLE EDEN adopted an updated Organisational Strategy with a roadmap of activities for the next five years, as well as developing a Business Development Strategy to dissect the funding landscape identifying untapped opportunities and innovative funding approaches in support of financial sustainability for LITTLE EDEN.

We continue to draw inspiration from our core Values of *Respect, Sanctity of Life* and *Love & Care®* and solid foundations instilled by the late founders, Servants of God, Domitilla and Danny Hyams, despite the challenges that come our way. Collectively we each play a part in keeping this legacy alive. We are inspired by the progress that has been made with the Cause towards beatification.

With immense *gratitude* and appreciation to YOU - our funders, donors, partners, friends and supporters – for the continued belief in the work carried out at LITTLE EDEN on a daily basis in caring for some of the most vulnerable members of society – children and adults with profound intellectual disability.

We fondly remember Giuliano Rota Martir, the late President of the ONLUS who passed away on 18 June 2021 and Remo Ceriotti, the late Treasurer of the ONLUS who passed away on 21 March 2022. LITTLE EDEN will always remain *grateful* for the incredible and impactful presence and contribution Giuliano and Remo had in support of LITTLE EDEN and their unwavering commitment to the Society. May their dear souls rest in eternal peace.

I would like to extend my sincere thanks to the LITTLE EDEN Society Board of Governors and management team for being a pillar of strength; to the Sisters of the Imitation of Christ and Fidesco volunteers for the spiritual support and prayers; to the Departments of Health and Government partnerships; the LITTLE EDEN Foundation and the ONLUS in Italy, and to each and every one for the difference you make in the lives of our residents. We are truly blessed!



Staff and residents enjoying a music therapy session

MATERIAL ISSUES EXPLAINED

The last formal material issues workshop was held in 2020. Even though we were not due to conduct a workshop the following year, it was deemed necessary to engage stakeholders to get their feedback on the current material issues in light of the extraordinary year that LITTLE EDEN went through as an Organisation during the pandemic.

A virtual exercise was then conducted in 2021. The feedback received indicated that the material issues identified during the 2020/21 financial period were still very relevant for the 2021/22 financial year.

We can agree that external environmental factors currently have a great impact and are more material to the work carried out compared to the situation some two years ago. Therefore, in reporting for this financial year, over and above the standard material issues, such as the Care of the residents, we have considered macro-

environment factors which have a direct impact on our work. For example, looking at the current global economic environment and the more severe negative impact it has on material issues which were identified in previous years such as Financial stability, Donors, Health and Safety, etc.

Major material issues are identified below (certain material issues have been consolidated into one due to their overlapping nature and impact).

CARE OF THE RESIDENTS AND ETHOS AND VALUES:

The two most important material issues remain the care of the residents and the acceptance and upholding of the LITTLE EDEN Ethos and Values. Since the beginning of LITTLE EDEN Society 55 years ago, Divine Providence and the Values of *Respect, Sanctity of Life* and *Love & Care®* have been the thread which continues to bind the Society together through all its internal and external activities. These two areas encompass and form the basis of all operations within the Organisation and all other

material issues identified. A healthy Ethos is the lifeline of any organisation. Hence staff morale is a key focus area and challenge. This more so in the context of the pandemic and increase cost of living. Various programmes such as staff training and consultation sessions with staff have been implemented to contribute directly towards the well-being and identification of staff needs.

DONORS:

LITTLE EDEN operates through the support of its donors. For some donors their livelihood may have been severely negatively affected by the global economic recovery caused by the ripple effects of the outbreak of the pandemic as well as additional local and global factors. LITTLE EDEN remains, *grateful* for the funding received in support of the pandemic and operational continuity, despite a significant downward trend in access to available funding. Having closed the financial year with a deficit just short of R1 million, is an indication of a constrained funding landscape and external pressures outside the control of any organisation influencing access to funding.

Due to the nature of the services provided, the core function of LITTLE EDEN cannot continue or remain sustainable without financial and non-financial partnerships. In addition, through these various partnerships LITTLE EDEN is able to advocate and create awareness of the needs of some of the most vulnerable members of society.

The Society continues, through the Business Development department, to strategically work on maintaining strong relations with donors and implementing measures to secure sustainable support despite the challenging economic environment.

With sincere *gratitude* to an international anonymous funder, the upgrade project of LITTLE EDEN Society towards improved service delivery and sustainability has been initiated. Despite this project being fully funded, funding towards operational expenditure is still urgently required and critical for the Organisation to remain viable.

ENVIRONMENT:

The continuity of utilities remains an area of concern with the threat of unreliable supply of water and electricity. Service delivery interruption contingencies are in place (generators and boreholes at both Homes) to avoid a significant impact on the delivery of care to residents. The financial impact of unreliable power supply and continued load reduction on the cost of running generators, is of concern with access to funding constrained.

LITTLE EDEN is investigating the option of solar power at DDHH as a sustainable project towards solar power generation and potential positive impact on associated utilities costs. Environmentally efficient options are implemented with the current upgrading of the facilities. A recent sinkhole in close proximity to ERV has raised additional concern due to the dolomitic soil conditions.



Flowers brings such joy to Mokgadi

GOVERNANCE/TRANSPARENCY:

Being legally compliant and transparent gives assurance to donors and other stakeholders that LITTLE EDEN is a credible Organisation. Good corporate governance and transparency are core principles to ensuring the sustainability of the Organisation. Finance, Business Development, Audit and Risk, and Remuneration Subcommittees at Board level continue to support good corporate governance. Additionally, a Social & Ethics Subcommittee has been established. Various organisational audits have been conducted in accordance

with PwC's recommendation in the Strategic Business Review conducted in 2018. Internal audits have been initiated within the Charity Shop in 2019 and the Finance Department in 2020 with a follow-up audit undertaken to evaluate progress of the Charity Shop in 2021 and a follow-up audit scheduled to evaluate the Finance Department planned for 2022. Further internal audits planned within IT and Business Development will be undertaken once the major renovations at DDHH are complete.

FINANCIAL STABILITY:

The volatile local and global economic and political landscape, in addition to the current Covid-19 pandemic, has a significant financial impact on the operation of LITTLE EDEN with the continued increases in the cost of living and constrained access to funding. Even though LITTLE EDEN was blessed with financial support from Covid-19 relief sources in the previous year, many of these were once-off. Sourcing of medication not supplied by the Department of Health, hygiene products, personal protective equipment, running of the generators all have a major impact on the financial status of the Organisation.

General economic factors affected the behaviour of some donors. There has been a significant reduction in the value and quantity of financial donations received. The aim of the Organisation is to become self-sustainable in the future. Various income-generating options are being explored to achieve this within certain limitations and opportunities such as the extension of the pecan nut orchard which is complete but will only start generating income in the long term once the trees have reached maturity.

Financial stability and the constrained funding landscape remain a topical matter discussed regularly at both Management and Board level. A redefined Business Development Strategy is being prepared to critically evaluate funding opportunities.

HEALTH AND SAFETY:

A few factors pushed this to be amongst the most pertinent material issues. The outbreak of the Covid-19 pandemic threatens the health and safety of the residents and those who care for them. Due to the nature of their disabilities, the LITTLE EDEN residents are automatically placed at high risk when it comes to Coronavirus infections.

LITTLE EDEN has been in operation for 55 years with many of the structures and facilities requiring upgrades or renovations to ensure enhanced and sustainable future use. The building renovation project under way is making good progress with the stage one construction of Mary's Mill at ERV complete. Stage two has commenced at DDHH broken down into smaller phases to ensure minimal impact of the live environment while renovations are undertaken. Safety measures are in place as a priority and focal areas have been identified to ensure the health and safety of the residents and staff while these renovations are underway amidst the additional threat and risks of a pandemic.



Lunch time is the best time for some of our residents as they interact one on one with staff

GOVERNMENT RELATIONS:

LITTLE EDEN relies on assistance from government agencies in order to operate efficiently and within their mandate. It can be noted the Department of Health Gauteng Provincial Government funding breakdown has been updated from the restricted 50% to 60% of the monthly maintenance subsidy that can be allocated to manpower costs (this change is of significance and aligns closer to the LITTLE EDEN spend of over 70% which is required to ensure an excellent care service). The further development of the relationship with the various government agencies is on-going. As at the end of March 2022 there are no subsidies outstanding, however disappointment was expressed in terms of a 3% increase in subsidy value for the second year, when the rate of inflation in March 2022 was recorded at 5.9%. A major challenge remains the shortage of medication usually supplied through the Department of Health, which LITTLE EDEN is currently required to procure privately, adding additional financial strain to the Organisation.

Government relations are not only a significant material issue. Additionally Government agencies remain a significant stakeholder, specifically during the pandemic. We remain *grateful* to the Department of Health for the continued support in managing the pandemic and execution of on-site administering of the vaccination to both residents over the age of 18 and staff.

HUMAN RESOURCES CAPACITY:

Capacity building involves training and human resource development. A portion of the funding received from the international anonymous donor towards upgrading of LITTLE EDEN Society for improved service delivery and sustainability, is specifically allocated for staff capacity building. Various methods continue to be investigated and are in place to ensure positive staff morale, amidst the internal and external influences. The methods include regular communication with staff through platforms such as team meetings, CEO newsletters, staff training and thank you tokens. Specific focus on Human Resources was placed during the year under review and going forward due to the impact of the pandemic on staff, staff morale, mental health, and physical wellbeing. Staff have remained resilient throughout the pandemic despite the continued uncertainty imposed by the pandemic. LITTLE EDEN takes cognisance of the current great resignation trends globally and within South Africa as well as the associated risks with regards to professionals emigrating and the country at risk of a 'brain drain'.

PR AND COMMUNICATIONS:

Communication is the glue that holds the Organisation and its stakeholders together. An inclusive, transparent, well-structured and effective communication stream with all stakeholders is crucial for the sustainability of the Society. Maintaining good relationships and a positive perception of the Organisation is determined by healthy internal and external communication channels.

The need for effective communication with stakeholders was enhanced with the commencement of the building project renovations. Regular and informative communication is critical to ensure inclusivity and to limit opportunity for misinterpretation of the message that the Organisation sends out regarding the renovation and construction of new buildings. The risk of negatively affecting the feeling of security that families of our residents have with the Organisation and the negative impact on staff morale was

also recognised as the renovations meant restructuring and movement of certain offices, staff and residents. LITTLE EDEN is proud and *grateful* for the successful move of 30 residents from DDHH to ERV, which was executed through enhanced planning and communication.

Being vigilant and mindful of external factors within the environment in which the Organisation operates, especially with the outbreak of the Covid-19 pandemic and further global and local factors, required constant and reassuring communication to ensure the security and safety of our residents, staff and donors who interact with us on a daily basis. PR and communication and spreading the word of LITTLE EDEN is a focal area within the Business Development Strategy being prepared to harness existing relationships, build new relationships and explore various opportunities for LITTLE EDEN.



Sometimes our residents and staff break away to a dance tune

BOARD OF GOVERNORS/MANAGEMENT/ SUBCOMMITTEES

In 2013 LITTLE EDEN Society adopted the Independent Code of Governance for Non-profit Organisations in South Africa. The Society publicly commits itself to certain core values and principles, including fidelity to purpose, democracy, transparency and accountability. The Code also guides the Board of Governors on issues such as conflicts of interest and self-dealing as well as the responsibilities to ensure that resources are spent appropriately and in the public interest. Visit www.governance.org.za for more information and a copy of the Code.

In fundraising, marketing and communications, it is fundamental that donors' rights to privacy are respected. LITTLE EDEN has implemented the requirements of the Protection of Personal Information (POPI) Act, including the required training to ensure staff are familiar with these requirements. The policies and procedures in place at LITTLE EDEN are regularly reviewed to ensure the protection of confidential information related to residents, staff and donors.

LITTLE EDEN does not make unsubstantiated claims in marketing materials. In the year under review, there were no recorded complaints about possible breaches of codes and laws related to marketing, advertising, promotion and sponsorship.

As custodians of stakeholders' personal details, there is a moral obligation on the part of LITTLE EDEN to safeguard their information. The database is encrypted. Any access to this database is logged and can be tracked if necessary.

No incidences regarding breaches of customer, resident and staff privacy – to which LITTLE EDEN respects their right – were recorded in the past year, nor were there any known losses of data held by the Society (with reference to this grouping). Further, there is in place service and satisfaction feedback mechanisms to ensure rapid response to concerns and complaints. The CEO has been registered as the information officer with the Information Regulator as part of POPIA compliance.

The prime purpose of the existence of LITTLE EDEN comprises the holistic care of its 300 residents. To perform the work of service, dedicated staff are required who spare no effort in ensuring the provision of the best available care and stimulation services for the monetary value expended. It is the stated objective of the Board of Governors and management that such care must, of necessity, be of world-class standard and best-in-class in the local South African environment.

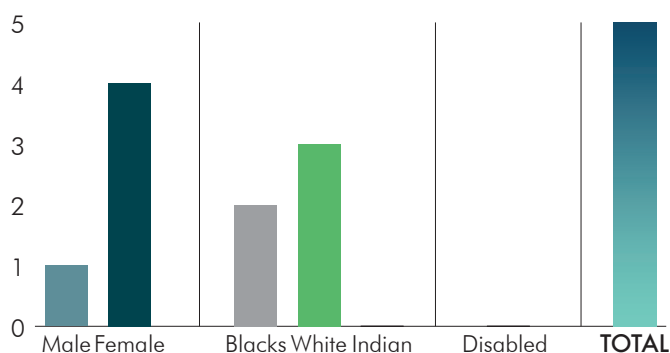
LITTLE EDEN is appreciative of the recognition that it has received in this regard. LITTLE EDEN strives to continue to improve the service rendered to our residents which would not be possible without the dedication of the Board of Governors, management, staff and service providers. LITTLE EDEN remains available to Government, NGO's and other partners to offer support and share expertise gained over 55 years within the disability sector.

LITTLE EDEN, as any other organisation operating in the Republic of South Africa, is bound by various legislative Acts of Parliament. We endeavour to comply with the applicable legislation and make use of external professional inputs to keep on track. The LITTLE EDEN Beneficiary Analysis Certificate renewal in the Welfare and Development Sector was completed with a resulting score of: ERV 75.33% and DDHH 68.67% This supports the Social Development element of the B-BBEE score card, where companies can qualify for top points under this section.

LITTLE EDEN Values have been officially registered in South Africa with trade mark registration 2014/33597 RESPECT • SANCTITY OF LIFE • LOVE & CARE in classes 35,36, 41,44 and 45 in the name of LITTLE EDEN Society.

MANAGEMENT

The Society is aware of the importance of maintaining the racial diversity of its management team and Board of Governors. Progress has been made in the composition of the Board of Governors as well as the management team.

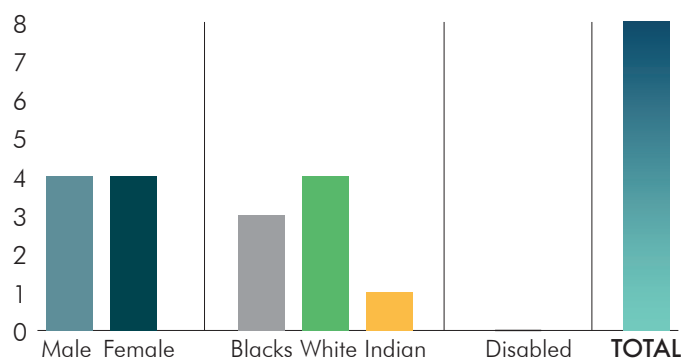


Note: Outsourced labour Supercare Contract Managers excluded



Mary's Mill provides a cosy lounge where residents can relax

BOARD OF GOVERNORS:



A strong and vibrant Board of Governors is crucial to the successful sustainability of any NGO. The Board of Governors has the overall responsibility for the Organisation, including acting as fiduciaries.

The Board of Governors Members' Manual clearly lays out the role of the Board and committees, code of conduct of the members, the course of action to be taken should a conflict of interest exist and also profiles each position on the Board. All committees adhere to the guidelines laid out in this manual. Further details are available from the Secretary of the Society.

LITTLE EDEN strives to ensure that nominations to the Board of Governors represents a mix of expertise, knowledge, experience, representativity and that those nominated are able to commit time and effort to carry out their duties and responsibilities effectively; further, they are expected to subscribe to the Ethos and Values as embodied in Our Mission.

The Board of Governors (BoG) currently consists of eight members, four with qualifications in finance/accounting, three in engineering and with the appointment of the new Board Member – Dr Matthew Street with a medical qualification. The professional mix and expertise now includes a representative from the humanities/care-giving sector, which was identified in the previous year as a necessity.

All members should possess the highest level of integrity, independent mind-set and expert knowledge that meets the needs of the Society and complements the competencies of the existing members on the Board. Annual Board Self-assessment questionnaires are undertaken to review and enhance the Board dynamic.

Following the 2021 Annual General Meeting of the Society, Rev Douglas Boake remains Chairman, Mr Maurizio Galimberti Vice Chairman and Ms Sedzani Mudau Treasurer.

LITTLE EDEN acknowledges with *gratitude* the contribution and dedication from Rev Tony Bishop as a member of the Board for 40 years, following his retirement in 2021! The Danny and Domitilla Hyams Award in harmony with LITTLE EDEN's Ethos, Values and Mission was presented to Rev Antony (Tony) Bishop for exceptional meritorious service to LITTLE EDEN Society as a member of the Board of Governors for 40 years.

Dr Matthew Street joined the Board of Governors as a member in July 2021. We welcome Matthew to LITTLE EDEN and express our *gratitude* for his commitment.

The Board of Governors consists of:	Year of appointment:
Rev. Douglas Boake (<i>Chairman</i>) CA (SA) Retired	1973
Mr Maurizio Galimberti (<i>Vice-Chairman</i>) BSc	2002
Ms Sedzani Mudau (<i>Treasurer</i>) CA (SA), RA, MBA	2017
Ms Maleshini Naidoo B.Com (Hons)	2017
Mrs Thato Nkosi B.Eng (Chem), B.Eng (Hons), MDP, MBL	2017
Mr Luigi Slaviero PrEng, MBL, BSc (Eng)	1984
Dr Matthew Street FCS (Orth) SA, MBBCh, BSc	2021
Mrs Ntambose Rosetta Xaba CA (SA)	2010

BOARD SUBCOMMITTEES

The Board Subcommittees continue to offer valuable support, expertise and guidance to the Organisation. These committees are advisory in nature and not executive committees and as such do not perform any management functions nor assume any management responsibilities. The roles of these committees are independent with accountability to the Board of Governors. Each Board member participates in at least one subcommittee.



Our residents have a close bond with the staff and Sisters

• THE AUDIT AND RISK SUBCOMMITTEE

assists the Board of Governors of LITTLE EDEN Society in carrying out its functions relating to the safeguarding of assets; corporate governance, the operation of adequate risk management and control processes in compliance with all applicable legislation and regulations and the oversight of the external and internal audit functions. The subcommittee is chaired by Mrs Ntambose Rosetta Xaba.

• THE FINANCE SUBCOMMITTEE

assists with financial matters pertaining to LITTLE EDEN Society and fulfils the Board's oversight responsibility relating to the Organisation's financial statements, financial reporting practices, systems of internal accounting and financial and disclosure controls. The subcommittee is chaired by Ms Sedzani Mudau.

• THE BUSINESS DEVELOPMENT SUBCOMMITTEE

fulfils a support role in monitoring and measuring the performance of the Business Development Department against the Business Development Strategy focusing on fundraising, communication, internal controls and reporting. The subcommittee is chaired by Mrs Thato Nkosi.

• THE REMUNERATION SUBCOMMITTEE

provides guidance and recommendations for the remuneration strategy of the Society and fulfils the oversight mechanism to ensure that remuneration levels are consistent, fair and in accordance with similar NGO-related market levels. HR consultants, Connold & Associates, supplied valuable input making use of the PE Corporates Services survey. The subcommittee recommends an overall annual quantum (either percentage or value or both) and also sets the remuneration of the CEO. The subcommittee is chaired by Mr Maurizio Galimberti.

• THE SOCIAL AND ETHICS SUBCOMMITTEE

assists the Board with creating value in a sustainable manner taking into consideration the triple context of the economy, society and natural environment within which the Organisation operates. The social aspect will remain a focal area for the Committee concentrating on the 'Residents' Care regime'. The subcommittee is chaired by Dr Matthew Street. This is a new subcommittee that was established and constituted in September 2021.



Residents at ERV enjoying a braai day

MONITORING AND EVALUATION

Core functions are monitored and evaluated on an on-going basis, in order for LITTLE EDEN to achieve its aims, and live up to Our Mission.

- To ensure that the residents' needs are fully met, team meetings are held on a regular basis with on-site walk-about to monitor the level of care, hygiene and maintenance.
- The Board of Governors oversees the strategic direction of the Society according to its constitutional guidelines. The Board meets once every two months to evaluate the preceding period of operation and to recommend and advise on future direction. Subcommittees are well established and meet quarterly or every two months.

- The management team meets regularly to ensure that operational matters are addressed timeously and adequately.
- To maintain a good working relationship with the Department of Health Gauteng Provincial Government, and in keeping with our standards of excellence, LITTLE EDEN ensures full compliance with all statutory requirements
- To ensure the application of prudent financial policies, all finances are carefully monitored by measuring performance against budget and this information is submitted every two months to the Finance Subcommittee and the Board of Governors. An internal audit within the Finance Department was undertaken in 2020 with a follow-up internal audit scheduled for 2022.
- In keeping with the Business Development Strategy, which is currently under review, LITTLE EDEN fundraises aggressively to source funds for operational requirements in order to meet the monthly shortfall in Department of Health Gauteng Provincial Government subsidies, SASSA and disability pensions to broaden the scope of service provision. In addition, a Business Development Subcommittee is established to offer guidance in monitoring and evaluating the progress of the strategy.
- To maintain and build adequate infrastructure and facilities which are required to ensure a holistic approach to the care of the residents.
- To source and retain qualified and competent staff members within the Organisation.
- To provide on-going staff training and ensure placement according to expertise.
- To uphold the Values and Ethos in caring for the residents, staff and environment.
- To sustain effective and efficient communication with stakeholders.
- LITTLE EDEN programmes and activities are monitored through the use of statistical data, as well as progress reports submitted monthly to the management team and every two months to the Board of Governors.
- To facilitate communication between shift staff and to have information on residents readily available, care

profile boards continue to be used, with a list of all residents and their basic information (gender, age, name, medical requirements etc.) which will in turn support the type of individual therapy, stimulation and care required.

- The reports evaluate progress against care project objectives. Regular site visits are conducted by managers who focus specifically on their target area of speciality, for example health and safety and medical aspects. The relevance and efficiency of programmes is monitored in terms of their relation to the needs of the beneficiaries. Regular discussions with specific stakeholders and an open-door policy results in reviews of programmes as and when required. Although performance appraisals are carried out for LITTLE EDEN staff, they tend to occur infrequently and/or without an appropriate level of formality.

As such, focus will be placed on improving the quality and frequency of staff appraisals, mostly to ensure that managers can obtain valuable information about their subordinates to assist in career development and performance improvement. At the same time, the process will increase the opportunities for employees to raise any issues that may have arisen of which they believe management should be aware.

LITTLE EDEN gives organisational management issues, systems and processes due consideration and ensures that activities comply with legislated requirements. For example, the safety and health of residents and staff is a key performance measurement indicator during the annual performance review of managers.

Regular departmental meetings are held. Monitoring and evaluation of projects that are in progress and in the planning stages takes place. These meetings allow for potential opportunities and shortfalls to be identified early on in the project, which in turn leads to greater efficiency.

Progress reports to funders and sponsors are submitted as per their requirements on their specific projects.

With an open-door policy and open channels of communication, the Organisation appreciates feedback received from various stakeholders, both as compliments and feedback on areas for improvement.



A celebration of special birthdays at ERV

SAFETY, HEALTH AND ENVIRONMENT (SHE) COMMITTEE

The Covid-19 pandemic impacted workplaces across the globe and LITTLE EDEN was no different. A lot of activity took place on the health and safety front as LITTLE EDEN put measures in place to comply with the Regulations and Directives issued in terms of the Disaster Management Act in response to the Covid-19 epidemic - as Regulations and Directives were promulgated, LITTLE EDEN Safety strategy was adjusted accordingly. To put it into context, there were seven alert level changes from 1 March 2021 to 31 March 2022 which then culminated in the State of Disaster ending at midnight on 4 April 2022. Going forward, the pandemic will be managed through normal laws and regulations.

It is undeniable that the pandemic has transformed our lives and the way we interact and engage with one

another. The traditional world of work has also transmuted significantly during this time. We are finally finding the courage to dream again instead of focusing on surviving each day. The lifting of the State of Disaster by the President, has allowed for a feeling of hope to prevail as we look forward to the future and what our new state of normal will be. The impact on health and safety is that there is less of a sense of uncertainty and frequent changes and LITTLE EDEN can now focus more on managing the system than revising health and safety protocols at an unprecedented pace.

LITTLE EDEN did not escape the effects of Covid-19 and a number of employees tested positive in the reporting period as well as residents and Supercare staff. In terms of LITTLE EDEN employees, we view the positive results as being community based and not work related as the individuals were not in close contact with one another. LITTLE EDEN records positive test results on the Occupational Health Surveillance System of the National Institute of Occupational Health (NIOH) as per the Department of Employment and



Staff at ERV receiving gifts at the year-end function

Labour Directive. The NIOH acts as an agency for the National Department of Health. In terms of positive Covid-19 infections, the NIOH records the identity of the employee, type of test conducted, date of test, number of close contacts and symptoms experienced as well as whether the employee is isolating at home or in a facility. The system also records the broad location of the affected employees.

We are *grateful* for information and training received from the National Institute of Communicable Diseases and the National Institute of Occupational Health which assisted us immensely in policy and procedure development relative to workplace safety. We continue to remain vigilant in terms of adhering to safety protocols in the workplace and continue to abide by strict Covid-19 compliance measures. We also encourage staff to be mindful of the health and safety requirements outside the work environment, especially as we enter the winter months.

LITTLE EDEN did not enforce mandatory Covid-19 vaccinations for employees and service provider/contractor staff, however, we can report that as health and safety is a priority at LITTLE EDEN, we launched a

Covid-19 vaccination awareness campaign and we thank Supercare management for their support in this regard. Some of the negativity towards the Covid-19 vaccination was dispelled specifically by Supercare staff attending the awareness sessions.

We wish to report that 12 LITTLE EDEN staff members participated in the Sisonke J&J vaccination trial. These employees were also offered a J&J booster vaccination and LITTLE EDEN arranged that the affected employees who agreed to receive the booster would be vaccinated at LITTLE EDEN on 18 November 2021 through an accredited Sisonke vaccination service provider. Only 1 current LITTLE EDEN employee on the Sisonke J&J trial did not consent to having the booster vaccination. One hundred percent of LITTLE EDEN staff who received the Pfizer vaccination are double vaccinated. This equates to all LITTLE EDEN employees being vaccinated, however, we have noticed hesitancy among employees to receive booster vaccinations. In terms of Supercare staff, we received confirmation that 100% of Supercare staff at DDHH and ERV are fully vaccinated. LITTLE EDEN employees and Supercare staff will be encouraged, but not forced to register for booster vaccinations.

We thank the Department of Health which administered vaccines to residents and staff over the age of 18 at LITTLE EDEN.

Construction activity at ERV is now complete and the new residential wing known as Mary's Mill was officially opened on 14 May 2021. The external safety audits conducted monthly by *Scott-Safe* were invaluable as was the commitment by the contractor to maintain high safety standards. Construction activity commenced in Edenvale with site hand-over to the contractor, *Bantry Construction*, having taken place on 21 June 2021. The site is demarcated and work can safely be executed without the contractor having contact with LITTLE EDEN residents and staff. We unfortunately report that there was one Injury on Duty recorded on the ongoing project at DDHH for a sub-contractor of *Bantry Construction* on 17 September 2021. This matter has been dealt with and risk mitigation measures put in place to prevent the same occurrence from taking place again. External audits at DDHH are also undertaken by the *Scott-Safe Construction* auditor to monitor legal compliance to the safety and health standards. We can commend *Bantry Construction* on the continuous improvement seen on the health and safety front in terms of the external audits conducted which resulted in the contractor achieving a 100% audit result in March 2022.

The LITTLE EDEN SHE Committee holds four meetings a year to discuss safety-related matters. The purpose of this committee is to initiate, promote, maintain and review measures of ensuring the health and safety of the residents, employees and third parties who operate on the premises. Both LITTLE EDEN and Supercare management and safety representatives are represented on the SHE Committee. Not only is health and safety a legal requirement, but the well-being of the residents and staff is of utmost importance to LITTLE EDEN and identified as a material issue for the Society. As noted earlier, Covid-19 did result in disruption at LITTLE EDEN which affected the number of audits that *Scott-Safe* conducted in a twelve-month period. *Scott-Safe*, who provides a pro bono audit service to LITTLE EDEN in respect of the operation of the Homes undertook three audits for the period March 2021 to March 2022 and not four audits. After not conducting audits in the preceding twelve-month period due to Covid-19 restrictions, Supercare conducted four audits in the period 1 March 2021 to 31 March 2022 and we confirm that audit results are improving.

We undertake to strive for continuous improvement in this critical aspect to our operation and have a number of safety-related initiatives listed in our Workplace Skills Plan for the period 1 April 2022 to 31 March 2023.



Administration of vaccinations to staff and residents

EMPLOYMENT EQUITY COMMITTEE

In keeping with best practice initiatives, LITTLE EDEN staff are represented on the Employment Equity Committee that meets regularly. Meetings were marginally disrupted in the 2021/2022 period and held via a hybrid online platform and face to face.

One of the critical matters addressed by the Committee is the development and acceptance of the LITTLE EDEN Employment Equity Plan. The LITTLE EDEN Employment Equity and Training Committee met on 4 November 2021 to discuss the existing Employment Equity Plan for the period 1 August 2020 to 31 July 2023. The Committee discussed the recruitment, promotion, terminations and training of employees for the period 1 August 2020 to 31 July 2021 as well as numerical targets for the period 1 August 2021 to 31 July 2023. The information from the meeting was submitted to the HR Consultants to prepare the required documentation for the annual submission of the EEA2 and EEA4 forms. The EEA2 form enables employers to comply with Section 21 of the Employment Equity Act. The EEA4 form provides the Department of Employment and

Labour with information to assess the remuneration gap between the highest and lowest paid employee as well as to assess inequalities in remuneration in relation to race and gender in the various occupational levels.

The annual reporting submission to the Department of Employment and Labour took place in December 2021 and confirmation of the submission to the Department of Employment and Labour was received on 5 January 2022. LITTLE EDEN's name will appear on the list of organisations which have completed the statutory submission.

Another critical aspect of the Committee is to ensure that LITTLE EDEN provides equal employment opportunity to all employees and applicants without regard to race, colour, religion, national origin, gender, age, disability, sexual orientation or any other protected status in recruitment, hiring, compensation, promotion, training, assignment of work, performance evaluation and all other aspects of employment. This Committee serves to monitor compliance and to question decisions taken for which purpose, we have a neutral external HR Practitioner facilitate these meetings, which we find has worked to the advantage of LITTLE EDEN in terms of good governance.



Staff and residents during the vaccination process

RELATIONSHIP OF LITTLE EDEN ENTITIES

ASSOCIAZIONE DOMITILLA ROTA HYAMS ONLUS (ADRHO)

is a non-governmental legal entity registered in Italy in 2012 managed by volunteers. One of its functions is to be a central European contact office for European financial donations which grants tax benefits to the donor. Its donations go towards the sustainability of LITTLE EDEN Society. Further benefits include the facilitation of volunteers, the exchange of knowledge related to the care of persons with intellectual disabilities and the transfer of ethos and value systems. Visit <http://www.domitillarotahyams.com/en/1/home.html> for further detail.

LITTLE EDEN fondly remembers Giuliano Rota Martir, the late President of the ONLUS who passed away on 18 June 2021 and Remo Ceriotti, the late Treasurer of the ONLUS who passed away on 21 March 2022. LITTLE EDEN will always remain appreciative of the incredible and impactful presence and contribution Giuliano and Remo had in support of LITTLE EDEN and their unwavering commitment to the Society. May their dear souls rest in eternal peace. Dott. Antonio Coffetti has been elected as the President of the ONLUS. We wish him well as he continues his involvement with the ONLUS, in this role.



Residents, volunteers and staff often have beautiful moments of connection

LITTLE EDEN FOUNDATION (LEF)

was established in 2010 with its purpose to safeguard, grow and ensure the provision of funds, assets, services and other resources to LITTLE EDEN Society. It is a registered Non-profit Organisation (100-006 NPO), an approved Public Benefit Organisation (PBO 930 034 635) in terms of section 30 of the Income Tax Act (the Act) and has been granted section 18A status, which means that donations to the Foundation are tax deductible, within certain limitations, in terms of section 18A of the Act. Visit <https://littleeden.org.za/about/#foundation> for further detail. The Foundation has its own non-executive Chairman and independent Board members comprising of six nominated members and one co-opted member. Membership is by invitation only for the duration of three years, renewable for two further periods of three years. No members of this Foundation serve in any other LITTLE EDEN related capacity. The LEF meets three times per annum. The Chairman, office bearers and members of the LEF are not remunerated for their services.

LITTLE EDEN Foundation Members:

Mr Mark Tindall, (Chairman)

B. Bus. Sci (Finance) UCT; BA (PPE) Oxon; CA (SA); CFA

Mr Steven Munro, (Vice-Chairman)

CA (SA)

Mr Michael Rohrbeck, (Treasurer)

CA (SA)

Mr Alfredo Crabbia

Mr Vincent Ghisleni

B.Com (Hons)

The Rt Rev. Bishop T Graham Rose

DD

Mr Rajeev Thomas

B.Eng Proj.Mgt, Cert CPMM

Mr Terry Bowman and Mr Noel Bass retired from the Board of Management in 2021. It is with *gratitude* that we acknowledge Terry and Noel for serving on the Foundation and for their commitment and dedication.

Mr Steven Munro and Mr Vincent Ghisleni accepted the invitation to join the Board of Management in 2021. We welcome Steven and Vincent and express our *gratitude* for their commitment.



Fun with the coloured balls is always much-needed therapy

ENTITY

LITTLE EDEN Foundation -

a legal entity by nature of a signed Constitution by its members. Established in RSA

LITTLE EDEN Society for the Care of Persons with Mental Handicap

a legal entity by nature of a signed Constitution by its members. Established in RSA

Associazione Domitilla Rota Hyams Onlus

a legal entity by nature of a signed Constitution by its members. Established in EU (Italy)

Board of Management ⁽¹⁾

Board of Governors ⁽¹⁾

Foundation Board ⁽¹⁾

CEO/Management Team

Executive Committee

Administrative services are offered through LITTLE EDEN Society

LITTLE EDEN employees

Supercare Outsourced Services of certain personnel

COMPRISES

FUNCTION

To safeguard, manage and maintain the immovable and investment assets previously of LITTLE EDEN Society

To carry out 24-hour residential care and stimulation for the 300 residents

To promote the interests of LITTLE EDEN Society by raising public awareness, promoting volunteer programmes and fundraising

COMMON OBJECTIVE

With differing responsibilities, to ensure the appropriate care of the residents of LITTLE EDEN Society

REGISTERED STATUS

NPO	Yes (100-006NPO)	Yes (001-827 NPO)	P.IVA – C.F. 03805930165
PBO	Yes (930 034 635)	Yes (930/0000/03)	
Section 18A status	Yes	Yes	No
Part funded by Government	No	Yes	

Non-remunerated position(s)

Remunerated position(s)

Note: ⁽¹⁾ Boards are independent of each other



Residents at DDHH celebrating the anniversary of Danny Hyams' 100th birthday

Independent Auditor's limited Assurance Report on the Selected Sustainability Information in LITTLE EDEN Society for the Care of Persons with Mental Handicap Integrated Annual Report.

To the Governors of LITTLE EDEN Society for the Care of Persons with Mental Handicap.

We have undertaken a limited assurance engagement in respect of the selected sustainability information, as described below, and presented in the 2022 Integrated Annual Report of LITTLE EDEN Society for the Care of Persons with Mental Handicap (the "Organisation", "LITTLE EDEN" or "you") for the year ended 31 March 2022 (the Report). This engagement was conducted by a multidisciplinary team including health, safety, social, environmental and assurance specialists with relevant experience in sustainability reporting.

SUBJECT MATTER

We have been engaged to provide a limited assurance conclusion in our report on the following selected sustainability information, marked with a 'LA' on the relevant pages in the Report. The selected sustainability information described below have been prepared in accordance with the Organisation's reporting criteria that accompanies the sustainability information on the relevant pages of the Report (the accompanying reporting criteria)

Selected sustainability information	Unit of measurement	Boundary	Page
Compliance with AA1000 Accountability Principles 2018	Principle alignment	LITTLE EDEN Integrated Annual Report 2022	Page 3
Resident statistics: Admissions Discharges (left LITTLE EDEN) Deaths and Abandoned/ indigent children Statistics by demographics: Gender; and Race	Number	Domitilla and Danny Hyams Home (DDHH); and Elvira Rota Village (ERV)	Pages 8-9
Medical statistics as per: Chronic medication Wheelchairs Dual diagnosis (intellectual disability with mental illness) Hospital days General practitioner consultations Psychiatrist consultations and other specialist consultations	Number	DDHH and ERV	Page 10
Total income (including donations in kind)	ZAR	DDHH and ERV	Page 54

We refer to this information as the "selected sustainability information"

ASSURANCE
STATEMENT

YOUR RESPONSIBILITIES

The Governors are responsible for the selection, preparation and presentation of the selected sustainability information in accordance with the accompanying reporting criteria as set out on page 85 of the Report (the "Reporting Criteria").

THIS RESPONSIBILITY INCLUDES:

- The identification of stakeholders and stakeholder requirements, material issues, commitments with respect to sustainability performance, and
- The design, implementation and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error.

The Governors are also responsible for determining the appropriateness of the measurement and reporting criteria in view of the intended users of the selected sustainability information and for ensuring that those criteria are publicly available to the Report users.

INHERENT LIMITATIONS

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining, calculating, sampling and estimating such information. The absence of a significant body of established practices on which to draw allows for the selection of different but acceptable measurement techniques which can result in materially different measurements and can impact comparability. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgements. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.



The residents at ERV are always happy to assist with sorting the nuts

OUR INDEPENDENCE AND QUALITY CONTROL

We have complied with the independence and other ethical requirements of the *Code of Professional Conduct for Registered Auditors*, issued by the Independent Regulatory Board for Auditors' (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. The IRBA Code is consistent with the corresponding sections of the *International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards)*.

The firm applies the International Standard on Quality Control 1, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

OUR RESPONSIBILITY

Our responsibility is to express a limited assurance conclusion on the selected sustainability information based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information* (ISAE 3000 (Revised)), issued by the International Auditing and Assurance Standards Board. That Standard requires that we plan and perform our engagement to obtain limited assurance about whether the selected sustainability information are free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of the Organisation's use of its reporting criteria as the basis of preparation for the selected KPIs, assessing the risks of material misstatement of the selected sustainability information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected sustainability information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding

of internal control, and the procedures performed in response to the assessed risks. The procedures we performed were based on our professional judgement and included inquiries, observation of processes followed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

GIVEN THE CIRCUMSTANCES OF THE ENGAGEMENT, IN PERFORMING THE PROCEDURES LISTED ABOVE, WE:

- Interviewed management and senior executives to obtain an understanding of the internal control environment, risk assessment process and information systems relevant to the sustainability reporting process;
- Inspected documentation to corroborate the statements of management and senior executives in our interviews;
- Tested the processes and systems to generate, collate, aggregate, monitor and report the selected sustainability information;
- Performed a controls walkthrough of identified key controls;
- Inspected supporting documentation on a sample basis and performed analytical procedures to evaluate the data generation and reporting processes against the reporting criteria;
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the governors in the preparation of the selected sustainability information; and
- Evaluated whether the selected sustainability information presented in the Report are consistent with our overall knowledge and experience of sustainability management and performance at the Organisation.

The procedures performed in a limited assurance engagement vary in nature and timing, and are less in extent than for a reasonable assurance engagement. As a result the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.



Fun and games with the volunteers

Accordingly, we do not express a reasonable assurance opinion about whether the Organisation's selected sustainability information have been prepared, in all material respects, in accordance with the accompanying the Organisation's reporting criteria.

LIMITED ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, and subject to the inherent limitations outlined elsewhere in this report, nothing has come to our attention that causes us to believe that the

selected sustainability information as set out in the Subject Matter paragraph above for the year ended 31 March 2022 is not prepared, in all material respects, in accordance with the reporting criteria.

OTHER MATTER

The maintenance and integrity of LITTLE EDEN's website is the responsibility of LITTLE EDEN's governors. Our procedures did not involve consideration of these matters and, accordingly we accept no responsibility for any changes to either the information in the Report or our independent assurance report that may have occurred since the initial date of presentation on LITTLE EDEN's website.

RESTRICTION OF LIABILITY

Our work has been undertaken to enable us to express a limited assurance conclusion on the selected sustainability information to the governors of the Organisation in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume liability to any party other than the Organisation, for our work, for this report, or for the conclusion we have reached.

PricewaterhouseCoopers Inc.

PricewaterhouseCoopers Inc.

Director: Oswald Wentworth

Registered Auditor

4 Lisbon Lane,
Waterfall City,
Jukskei View,
2090

22 July 2022



Feeding ducklings at Mary's Mill has become an all time favourite activity at ERV

REPORTING CRITERIA

	SUSTAINABILITY INFORMATION	UNIT OF MEASUREMENT	CRITERIA	BOUNDARY
1	Compliance with AA1000 Accountability Principles (2018)	Principle alignment	Management's assertion of compliance with required adherence criteria set out in AA1000 as promulgated by AccountAbility (specifically the four principles of inclusivity; materiality; responsiveness; and impact).	LITTLE EDEN Annual Report
2	Resident statistics: Admissions Discharges (left LITTLE EDEN) Deaths Abandoned/indigent children Statistics by demographics: Gender Race	Number	Residents are adults and children with "profound intellectual disability" as defined in the Mental Health Act statistics: Admissions: residents who have been admitted to DDHH or ERV where LITTLE EDEN is the primary caregiver. Discharges: residents who are no longer under the care of LITTLE EDEN. Deaths: residents who have passed away. Abandoned: residents who have been placed by a court order under the care of LITTLE EDEN and those with no family contact. Indigent children: residents whose families are not financially able to support them and/or are unable to make a contribution to the cost of the care of the children. Statistics by demographics: The number of persons of a particular gender. Gender as defined by the Department of Labour. The number of persons of a particular race group. Race groups as defined as the Department of Labour.	DDHH and ERV
3	Medical statistics: Chronic medication Wheelchairs Dual diagnosis (intellectual disability with mental illness) Hospital days GP consultations Psychiatrist consultations Other specialist consultations	Number	Medical statistics of the 300 residents (medication, doctor visits, wheelchairs etc.) Chronic medication: residents with medical prescriptions provided by a medical practitioner as defined in the Mental Health Act. These medical scripts expire every six months. Wheelchairs: residents who rely on wheelchairs for their mobility and include standard wheelchairs, customised wheelchairs or chariots. Dual diagnosis: residents with medical scripts for both intellectual disability and mental illness (as defined in the Mental Health Act) and who are accommodated in a separate space within the Homes. Hospital days: residents who have physically been to a hospital and have been logged on LITTLE EDEN's register indicating the purpose and duration of the hospital visit. Consultations by general practitioner: individual on-site consultations of residents by a general practitioner. This service is provided by the Department of Health. Consultations by psychiatrists: individual consultations (on a pro bono basis) by a psychiatrist. Consultations are prescribed by a medical practitioner. Consultations by other specialists include: subsidiary specialists (such as dermatologist, dentist, etc.) prescribed on a medical prescription.	DDHH and ERV
4	Total Income (including donations in kind)	ZAR	Income received (including donations in kind) from: Government funding Corporates Individuals Foundations and Trusts National Lotteries Second-hand Shop Operations. Combined categories: Association Educational Diplomatic Religious Deceased Estates Other Donations in kind are equated to a Rand value through services rendered or goods received.	DDHH and ERV

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PricewaterhouseCoopers Inc ("PwC") for providing
the Assurance process on selected information

Mortimer Offset (Pty) Ltd for printing the Report

Studio 5 for designing the Report

**WITH YOUR HELP THIS REPORT
HAS BEEN MADE POSSIBLE**



CONTACT US

BANK DETAILS

Bank: First National Bank
Account no: 5468 0928 009
Account name: LITTLE EDEN Society
Account type: Cheque
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Branch code: 252-442
Internet code: 250-655



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