



Society for the Care of Persons with Mental Handicap

ANNUAL REPORT 2018

THE
GOLDEN
JOURNEY



THIS REPORT
IS FULLY
SPONSORED



In 1967 Domitilla founded LITTLE EDEN with Danny giving her R10. She was joined by some friends of the Catholic, Methodist, Anglican and Dutch Reformed denominations and they started with three little girls in day care. The purpose was to offer relief to those mothers with disabled children and also to dispel the widespread ignorance and downright disdain for those sufferers of intellectual disability in the community at the time. Shortly afterwards, Domitilla had an apparition of the Madonna, who seemed to be offering her a group of children. This apparition, which Domitilla interpreted as the Madonna's silent confirmation of her initiative, was the beginning of an incredible journey, one that would bear many fruits over the following years in the form of some of the children being rescued from sometimes unthinkable circumstances, children who were and still are cared for, loved and nurtured at LITTLE EDEN today.

Extract from LITTLE EDEN 50 Years of Love & Care (1967 – 2017) p 175

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 an efficient and economic manner as possible.



Jennifer is always ready for a hug

CORE VALUES

The solid principles and beliefs by which LITTLE EDEN has operated since 1967 have ensured that each child and adult with 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 is the 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 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.



Volunteer Hélène helping a resident with his walker

This report features little friends embarking on a golden journey through Dreamland.

Their *journey* begins on the front cover, where the characters join to travel along the pages of the report towards the Dreamland headquarters to celebrate LITTLE EDEN's 50th anniversary and the centenary of the birth of the Society's founder, Domitilla Hyams.



RESPECT • SANCTITY OF LIFE • LOVE & CARE

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QUICK FACTS

LITTLE EDEN Society was established in 1967
(51 years ago)

The Society celebrates the centenary of the birth of Domitilla Hyams, the founder of LITTLE EDEN, in May 2018

LITTLE EDEN cares for 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)

LITTLE EDEN is an approved Public Benefit Organisation in terms of Section 30 of the Income Tax Act (PBO 930/0000/03)

BBBEE: LITTLE EDEN Beneficiary Analysis Certificates supports the Social Development element of the BBBEE score card, where companies can qualify for top points under this section

LITTLE EDEN has two care centres Domitilla and Danny Hyams Home (DDHH) in Edenvale and Elvira Rota Village (ERV) in Bapsfontein and is licensed to care for a maximum of 300 residents; currently at capacity with 180 residents at DDHH and 120 at ERV

Currently the youngest resident is 4 years old and the oldest 68 years old. The average mental age however is 1 year and below

240 residents at the Homes were abandoned or come from indigent families

252 personnel employed at LITTLE EDEN.
LITTLE EDEN staff = 33 and
Supercare Staff = 219

It costs R11 600 to care for one resident per month, R2 900 per week and R415 per day

THE GOLDEN JOURNEY - CELEBRATING 50 YEARS

Our Golden Journey...began with a determined and an open heart to serve. It was through her apparition of the Madonna to Domitilla on 6 June 1967 that confirmed to her that her heart was indeed in the right place and that she was on the right path. Three little girls arrived at LITTLE EDEN Society on 15 May 1967 (a day care centre then) becoming the first LITTLE EDEN residents.

Restrictions by the then government, lack of funding, moving 15 times before securing permanent residence in Edenvale in April 1976, the day care centre eventually became a 24 hour Home to 300 children and adults with profound intellectual disability.

As per the picture painted above, it is apparent that LITTLE EDEN's *golden journey* certainly has not been without challenges, failures and some detours. However, in the midst of it all, achievements through the support from the community and the influence of Divine Providence surpassed the trials and tribulations. The history book, written by Luigi Slaviero, *LITTLE EDEN 50 Years of Love & Care (1967 – 2017)* details most of these events and milestones. Each step of this *golden journey* led the organisation to where it is today.

To highlight and celebrate this *golden* milestone, LITTLE EDEN hosted a series of internal and external events throughout 2017/2018. Some of these 50th celebration events included:

- » **Mass of Thanksgiving** at the Holy Family Chapel – Elvira Rota Village, Bapsfontein – Sunday 29 January 2017 was a particularly special Sunday for the residents, management and staff of LITTLE EDEN Society, as well as donors as this day marked the official launch of five decades of loving care of persons with profound intellectual disability.
- » **Corporate Celebration Breakfast** – A breakfast to showcase the work and achievements of LITTLE EDEN Society, as well as to honour its donors and supporters, took place on Wednesday 5 April 2017 at the Domitilla & Danny Hyams Home, Edenvale.
- » **Pilgrimage of Prayer, Praise and Worship** – Church groups, families and members of the community joined LITTLE EDEN residents and staff on Monday 17 April 2017 from Domitilla and Danny Hyams Home in Edenvale via bus to Elvira Rota Village in

Bapsfontein which continued on foot from the Holy Family Chapel through the wetlands area.

- » **Inaugural Annual Danny and Domitilla Hyams Memorial Lecture** – Local and international supporters of LITTLE EDEN Society gathered at St Augustine College on Monday 1 May 2017 as His Eminence Wilfrid Cardinal Napier OFM presented the inaugural Danny and Domitilla Hyams Memorial Lecture. This lecture will become an annual event alternating between South Africa and Italy.
- » **LITTLE EDEN's 50th Birthday Bash** took place on Monday 15 May 2017 simultaneously at both Domitilla and Danny Hyams Home and Elvira Rota Village, celebrated by our residents and staff.
- » **Stargazing** – supporters braved the chilly evening to learn about the stars at a Stargazing event on Friday 2 June 2017 at Elvira Rota Village, Bapsfontein.
- » **Mandela Day** was celebrated with the public as we opened our Homes to visitors and volunteers to offer their support on Tuesday 18 July 2017. *"What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others."* Nelson Mandela
- » **Breakfast honouring LITTLE EDEN** – Supporters gathered on Thursday 3 August 2017 at *Investec Bank Limited* in Sandton for a fundraising breakfast event hosted by Ms Peggy-Sue Khumalo through *Investec* to celebrate LITTLE EDEN's 50th anniversary and to acknowledge the women who care for the residents. Ms Phemelo Mutene, Radio 702 presenter and actress, was the master of ceremonies at the event.
- » **Service of Thanksgiving** – Church groups, families and members of the community joined LITTLE EDEN Society residents and staff for the Service of Thanksgiving on Sunday 29 October 2017 at Domitilla and Danny Hyams Home, Edenvale.
- » **LITTLE EDEN Thank You Lunch** – What better way to kick start the New Year by acknowledging our donors on Thursday 11 January 2018, hosted at Oakfield Farm, as a token of our appreciation for their continued support.

We extend special gratitude to our donors who made the above celebrations possible through various donations and participation in these celebrations.



Mandela Day – Some of the donations we received on Mandela Day



His Eminence Wilfrid Cardinal Napier OFM with some visitors from Italy



Stargazing around the bonfire



Former Miss SA, Ms Peggy-Sue Khumalo with staff and residents at Breakfast Honouring LITTLE EDEN



Sr Magie and
Sr Roopa at the Village



Heritage Day is
a happy time



Volunteer Aude and resident
Mokgadi were always together

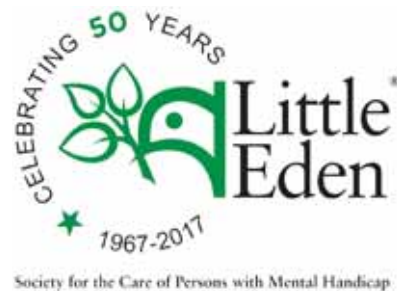


Bobby, our oldest resident,
appreciates his careworkers



AUTHORITY FOR LITTLE EDEN SOCIETY TO DEDUCT FUNDS DIRECTLY FROM MY ACCOUNT.

Telephone: +27 (0) 11 609 7246 – P O Box 121, Edenvale 1610



Donor code: (office use only)

--	--	--	--	--	--	--	--

Donor Details

Full name (Mr/Mrs/Ms) _____

Postal address _____

Physical address _____

Tel (H) (_____) _____ (W) (_____) _____

Cell _____ E-mail address _____

Authority is hereby granted to LITTLE EDEN Society to make a withdrawal from my account as detailed below.

I/we acknowledge that the party hereby authorised to effect the drawing(s) against my/our account may not cede or assign any of its rights to any third party without my/our prior written consent and that I/we may not delegate any of my/our obligations in terms of this contract/authority to any third party without prior written consent of the authorised party. Thank you for your co-operation.

I authorise the amount of R _____ to be debited from my account.

	once off, or
	for the next _____ months, or
	on the first day of _____ 20 __ and each month thereafter, until cancelled by me.

Credit card

By deduction from my credit card account

☐

Mastercard

☐

Visa

Name of account holder: _____

Card No.

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Expiry date

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 CVV number

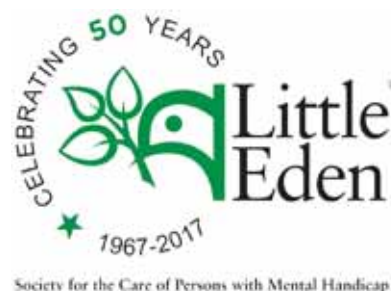
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 (last 3 digits on back of card)

Date _____ Signature _____

**NB: PLEASE FAX TO LITTLE EDEN SOCIETY +27 (0) 11 452 4560 OR EMAIL TO admin@littleeden.org.za
WHEN COMPLETED**

DEBIT ORDER AUTHORITY



A. Authority

Given by (Account Holder)

Account type:	Current		Savings		Transmission	
Account holder's name:						
Surname:						
Telephone number:						
Bank:						
Account number:						
Branch code:						
Address:						
ID Number:						
Amount:	R					

To (Beneficiary Details)

Name:	LITTLE EDEN SOCIETY
Abbreviated name:	LITTLEEDEN
Contact number:	Tel: +27 (0) 11 609 7246 Fax: +27 (0) 11 452 4560
Address:	79 WAGENAAR RD, CNR HARRIS AVE, EDENGLLEN P O BOX 121 EDENVALE, 1610 SOUTH AFRICA admin@littleeden.org.za

This signed authority and mandate refers to our contract dated: TODAY

I/We hereby authorise you to issue and deliver payment instructions to your Banker for collection against my/our above-mentioned account at my/our above-mentioned Bank (or any other bank or branch to which I/we may transfer my/our account) on condition that the sum of such payment instructions will never exceed my/our obligations as agreed to in the Agreement and commencing on and continuing until this Authority and Mandate is terminated by me/us.

The individual payment instructions so authorised to be issued must be issued and delivered monthly (on the first day of every month)

In the event that the payment day falls on a Sunday, or recognised South African public holiday, the payment day will automatically be the very next ordinary business day.

B. Mandate

I/we acknowledge that all payment instructions issued by you shall be treated by my/our abovementioned Bank as if the instructions have been issued by me/us personally.

C. Cancellation

I/we agree that although this Authority and Mandate may be cancelled by me/us, such cancellation will cancel the Donation. I/we shall not be entitled to any refund of amounts which you have withdrawn while this Authority was in force.

D. Assignment

I/we acknowledge that this Authority may be ceded or assigned to a third party if the Agreement is also ceded or assigned to that third party, but in the absence of such assignment of the Agreement, this Authority and Mandate cannot be assigned to any third party.

The Agreement Reference: Donation

Signed at _____ on this _____ day of _____

SIGNATURE OF ACCOUNT HOLDER _____

HOW YOU CAN HELP (SMS, MAKRO, MY SCHOOL)

R10 SMS: Apart from making a once off donation via EFT on our secure website, why not commit to a small monthly gift of R10?

SMS "EDEN" to 31239 @50c to opt-in for your MONTHLY contribution of R10. Should you wish to opt-out SMS "Stop EDEN" to 31239 @50c.



MAKRO Card: Makro is committed to providing rebates to LITTLE EDEN every time you shop at Makro!

Please consider registering LITTLE EDEN Society as your preferred beneficiary of choice when you get your Makro card or, if you have an existing card, please add LITTLE EDEN Society as a beneficiary on your card.

MySchool MyVillage MyPlanet Card:

You can help support LITTLE EDEN residents without spending a cent extra! Simply apply for a MySchool card and name LITTLE EDEN Society as a beneficiary.



Second-hand Shop:

Donate your gently used items such as clothing, bric a brac, linen, furniture, kitchen items etc. to our Second-hand Shop which generates income towards the care of the residents at LITTLE EDEN.

Visit www.littleeden.org.za for an updated LITTLE EDEN wish list.

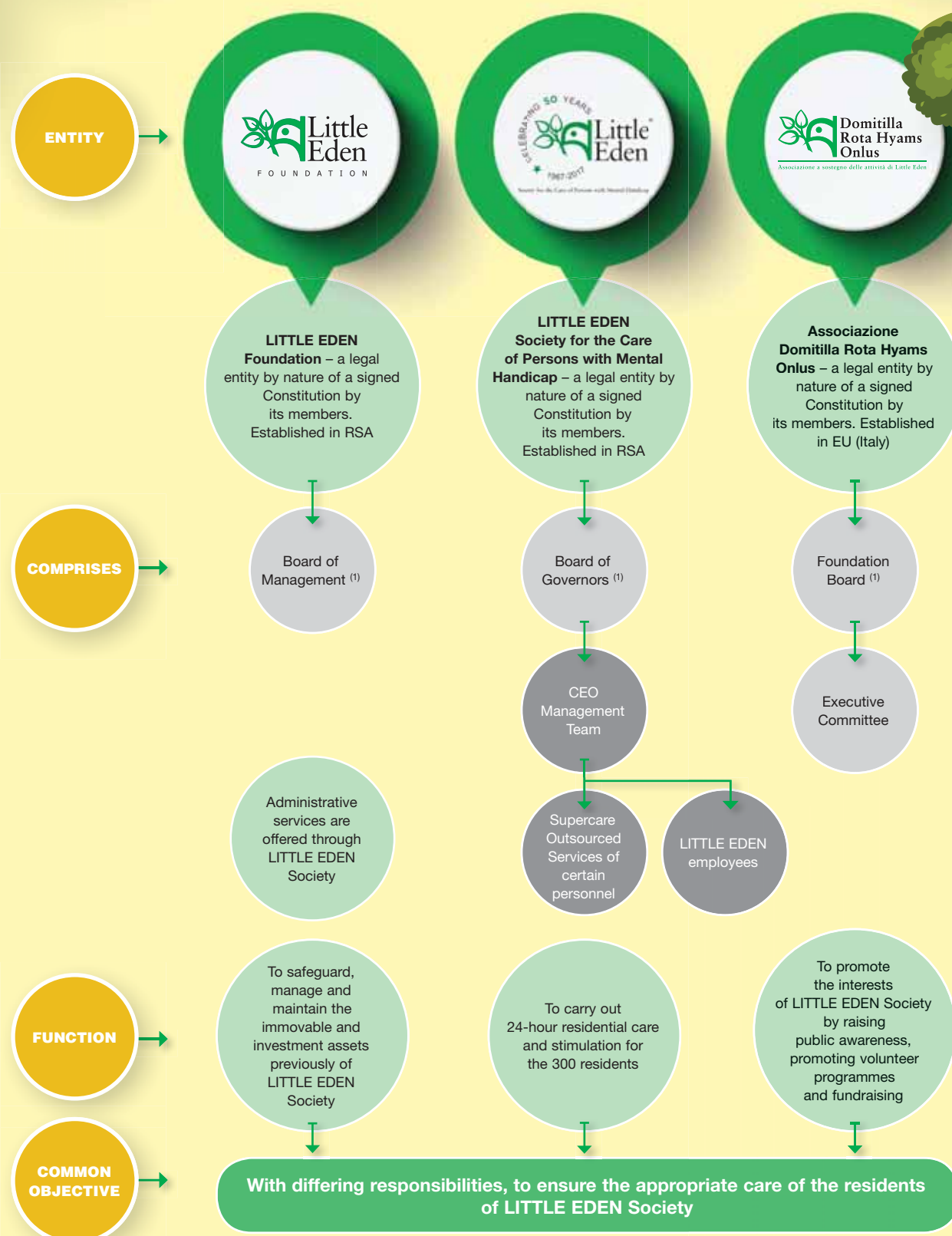


Oh, for the love
of a horse!



Hydrotherapy brings joy to our residents

RELATIONSHIP OF ENTITIES




REGISTERED STATUS

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


⁽¹⁾ Boards are independent of each other

Non-remunerated position(s)

Remunerated position(s)

A circular photograph showing a man with a beard and sunglasses, wearing a bucket hat, and a woman in a pink shirt and red hat, both smiling as they plant a green seedling in a garden. Other people are visible in the background.

Getting our hands into the soil on Spring Day

A circular photograph of a man with short dark hair, wearing a black t-shirt with "TRITEM ROUGH" printed on it, hugging a young child in a yellow shirt. The child is smiling.

Getting a hug from DJ Fresh

A circular photograph of two men wearing cycling helmets and sunglasses, smiling. They are wearing cycling jerseys, one green and one white.

94.7 cycle race for LITTLE EDEN



INTRODUCTION

LITTLE EDEN Society for the Care of Persons with Mental Handicap 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), established over 50 years ago (1967) by the late Domitilla and Danny Hyams. Our 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.

This report covers the most significant material issues related to LITTLE EDEN Society outlined below. 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 Second-hand Shop Operation. This report does not include the operations of LITTLE EDEN Foundation or Associazione Domitilla Rota Hyams Onlus as they are independent entities (see page 9). 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. The scope of this report remains unchanged 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. The last Annual Report was released in July 2017.

This report has been compiled with reference to the International Integrated Reporting Framework. This report has been fully sponsored with grateful thanks to the following for their pro bono services:

- » Michael Rea and all at *Integrated Reporting and Assurance Services (IRAS)* for providing their assurance services.
- » Mandy Smith and her team at *Studio 5* for the design and layout of the Report.
- » *Supreme Printers* for printing the report.
- » *Antalis South Africa (Pty) Ltd* for sponsoring the paper.

MATERIAL ISSUES EXPLAINED



During this financial period LITTLE EDEN celebrated a momentous milestone – 50 years of service (1967 – 2017) hence the theme for this year's report: *The golden journey*

Amongst the excitement and celebrations on this journey, a few speedbumps were encountered which allowed us a moment to slow down and to reflect on the most pertinent material issues during the 2017 – 2018 financial period. The major material issues have been identified below (certain material issues have been consolidated into one due to their overlapping nature and impact) following a materiality workshop on 23 March 2018.

Discussions took place in May 2018 with regards to the status of internal controls and systems in each department as well as management for the financial period 2017 – 2018.

The top two material issues remain the **Care of the Residents** and the acceptance of the **Ethos/Values**. These two areas encompass and form the basis of all operations within LITTLE EDEN and all other material issues identified. The Values of *Respect*, *Sanctity of Life* and *Love & Care* embrace all spheres within the organisation – the manner in which we provide care for our residents; the manner in which we interact with each other as staff members; in the expectations we hold of volunteers; in our actions and activities that we perform in representing LITTLE EDEN, and believing and living these Values outside the boundaries of LITTLE EDEN in the community and our care of the environment. Trust in Divine Providence forms the basis of the Ethos of LITTLE EDEN.

Staff Morale has been identified as one of the top material issues this year, specifically linked to a number of structural changes as part of succession planning. These changes have resulted in uncertainty amongst staff and impacted on staff commitment. As a result specific focus groups involving staff have taken place and are ongoing with the aim of improving internal staff communication and to rebuild the relationship and trust between staff and management. The Life Esidimeni incident also had an impact on staff morale with unsubstantiated reports that all NGOs would be closing and were operating illegally, which was not the case with LITTLE EDEN.



Concentrating during story time

Financial Stability and Sustainability remains near the top as a most significant and ongoing material issue, especially in light of the continuing economic challenges and the impact of these on non-profit organisations. In addition to the challenge of covering the monthly operating costs, major maintenance and upgrade of infrastructure has been identified which require additional access to funds which remains an ongoing challenge.

Organisational change remains a material issue this year with the focus on succession planning, specifically the preparations of a new incoming CEO – Xelda Rohrbeck – in September 2018. In addition, the recruitment structure and strategy will focus on the diversity of the management team. Various strategies are being implemented to ensure the continuation of LITTLE EDEN and its **Ethos** as and when the current generation of LITTLE EDEN leaders moves on.

Donor Care/Fundraising is interlinked as we rely heavily on the support of donors through their financial and non-financial support. The Development Department is now well established with the finalisation of a Strategic Development Strategy under way. A strategy is in place for the introduction of the new incoming CEO – Xelda Rohrbeck – in September 2018 with the various stakeholders and donors, to share the vision for LITTLE EDEN into the next generation with the aim of maintaining donor confidence. The continuous involvement and support of the various communities remains integral to the support structure.

Transparency/Corporate Governance is vital for the continuation of LITTLE EDEN. Being legally compliant and transparent gives assurance to donors and other stakeholders that LITTLE EDEN is a credible organisation, especially in light of the negative perception of non-profit organisations with regards to the Life Esidimeni incident. Good corporate governance and transparency are core principles to ensure the sustainability of the organisation. Finance, Development and Remuneration sub-committees at Board level have been re-established.



Sr Manonja with a resident



LITTLE EDEN relies on assistance from **government agencies** to operate efficiently and within their mandate; however, the challenge remains with regards to the Department of Health Gauteng Provincial Government requirement that no more than 50% of the monthly maintenance subsidy be allocated to manpower costs (in comparison to the LITTLE EDEN spend of over 70% which is required to ensure an excellent care service). The development of the relationship with the various government agencies is on-going in order to address challenges timeously, especially the distribution of the Department of Health operating licence and payment of subsidies at the start of a new financial year. As at the end of March 2018 there are no subsidies outstanding. The Life Esidimeni incident was again material this year highlighting the marginalisation of patients with mental illness. This reporting period was the first year a significant increase, above inflation (20%), was received for the monthly subsidy from the Department of Health. However significant delays were experienced with the payment of this increased portion and back pay was received four months later.

Communication/Reputation/Marketing remain a critical element which needs continuous attention, especially as a form of engagement in addressing the above top material issues. The need to communicate with all stakeholders is critical in order to continue to uphold good relationships and a positive perception of LITTLE EDEN. Various channels of communication are used to build relationships, including social media.

Continuity of utilities (water and electricity)

remains an area of concern with the threat of unreliable supply of water and electricity. Service delivery interruption contingencies are in place to avoid a significant impact on the delivery of care to residents (generators and boreholes at both Homes) and investigations continue following a recent energy audit, with regards to solar energy options as well as water storage and rain water harvesting. These desired initiatives, however, require significant financial resources to implement.

Health and Safety

continues to be a material issue with the focus on the level of care. Investigations are under way to look into waste disposal options and the environmental impact in the use of disposable nappies. The majority of our residents are incontinent and use cloth nappies. However the comfort of our residents would be enhanced as disposable nappies are more absorbent and softer on the skin. As a result options are being investigated to ensure the comfort for our residents in the most environmentally responsible manner.

Refer to the relevant sections and icons within the report for further detail on the impact of each material issue and the manner in which these are addressed.



Heritage Day is a time to get together



"LITTLE EDEN is an extraordinary organisation which embodies some of the best of the human spirit: care of and respect for some of life's most vulnerable people. Well done on 50 years of exceptional work"

– Mark Tindall



Music therapist shares a song in the garden with Naftal



A soft toy becomes my friend

STAKEHOLDER ENGAGEMENT

On our *golden journey* we were reminded each day of the vital role our various stakeholders play in the work of LITTLE EDEN and the manner in which we engaged with them in addressing most material issues identified.

"It was so lovely to see so many young fathers spend the day working to improve LITTLE EDEN. They made and refurbished floors, tables etc etc. It was touching to see them working without pay but the smile of these children will be their best reward. They have understood the message of this noble work. They belong to Round Table."




'Diary' by Maria ('Domitilla') Rota (Unpublished): 5 June 1967.

Effective stakeholder engagement is key to strengthening and sustaining the partnership. Communication to and received from our stakeholders assists the organisation to efficiently move forward in the core mission of the Society in providing quality care to the residents.

Through various communication platforms such as: the internal and external newsletters, social media, press releases, annual reports, telephonic contacts, e-communication, radio interviews, events, visits around the Homes and various other methods, LITTLE EDEN strives to remain transparent and approachable.



Father's Day – a little gift to say "Thank you"

	Material Issue	Stakeholder	Engagement	
	Care of the Residents	Beneficiaries, next of kin, staff and volunteers	<ul style="list-style-type: none"> » Ensuring ongoing internal staff training related to specific roles. Effective internal communication through team meetings. » Regular resident assessments and implementation of individualised care programmes. 	
	Acceptance of Ethos/Values	Staff and volunteers	<ul style="list-style-type: none"> » Various internal communication with staff and volunteers. 	
	Staff Morale	Staff and beneficiaries	<ul style="list-style-type: none"> » Various communication channels used to communicate with staff. » Various platforms in place to receive feedback from staff. 	
	Financial Stability and Sustainability	All stakeholders (either directly or indirectly)	<ul style="list-style-type: none"> » All communication channels (face to face, telephone, written). 	
	Organisational Change	Staff, next of kin, beneficiaries, donors	<ul style="list-style-type: none"> » Regular management, staff and Board of Governors meetings to discuss various options and strategies. Facilitation and communication of the organisation changes under way through management maintaining an open door policy. 	
	Donor Care/ Fundraising	Donors and beneficiaries	<ul style="list-style-type: none"> » On-going interactions, funding proposals, tours, meetings and use of various communication channels. 	
	Transparency/ Corporate Governance	All Stakeholders (either directly or indirectly)	<ul style="list-style-type: none"> » Reporting, compliance, and availability of data. 	
	Communication/ Reputation/ Marketing	All Stakeholders (either directly or indirectly)	<ul style="list-style-type: none"> » All communication channels including regular features in the local media, daily tours, presentations, various annual events, social media, and local radio support. 	
	Utilities	All Stakeholders (either directly or indirectly)	<ul style="list-style-type: none"> » Investigations, local and global trends and patterns. 	
	Health and Safety	All stakeholders (especially beneficiaries and staff)	<ul style="list-style-type: none"> » Audits, meetings, training and awareness campaigns. 	

	Expected outcome	Additional comments
	<ul style="list-style-type: none"> » Competent and informed staff » Content and stimulated residents » Improved quality of care towards residents » Strong relationships with next of kin 	The development and rollout of the protection of children and vulnerable adults policy has been implemented.
	<ul style="list-style-type: none"> » Improved quality of care of residents 	The Ethos and Values encompass all stakeholders and form the basis of all operations.
	<ul style="list-style-type: none"> » Job security » Ethos » Positive work environment » Well informed staff » Team spirit 	Continuous focus placed on this issue and focus on engagement to improve the employer/employee relationship in light of the changes under way.
	<ul style="list-style-type: none"> » Responsible use of resources » A reserve fund » Less reliance on government funding 	Economic impact, staff to ensure frugal spending and donors to continue their financial support. Continuous interaction with the independent legal entities of LITTLE EDEN in building a sustainable future.
	<ul style="list-style-type: none"> » Transparency » Team spirit » Job security » Ethos » Trust 	A variety of stakeholders expressed some concern and distress regarding the changes under way. These were dealt with on an individual basis to clarify and explain the rationale behind the various changes and decisions made.
	<ul style="list-style-type: none"> » More awareness of the needs of the Society 	Promote donor loyalty specifically through the Development Relationship Strategy, awareness of the Society's needs specifically to address the misconception that LITTLE EDEN is well established and therefore does not require funding.
	<ul style="list-style-type: none"> » Greater understanding of how funds received are distributed and how they benefit residents 	
	<ul style="list-style-type: none"> » Donor loyalty » Community inclusion » Understanding that LITTLE EDEN relies on the community in order to function/continue 	To ensure good relationships and a positive perception of LITTLE EDEN. To address the misconception that because LITTLE EDEN is well established, it does not require funding. Having the opportunity to respond in writing to the media on any issues that may arise from the public from time to time.
	<ul style="list-style-type: none"> » Secure environment for the residents 	
	<ul style="list-style-type: none"> » Secure environment for the residents 	

Caring for
the residents and
Ethos/Values

Communication

Donor care/
fundraising

COMMUNICATION OF THE BRAND

"Last night the news about LITTLE EDEN with a photo of myself and the children was in The Star newspaper; it was only as news. Lately the news has appeared in various other papers and by now everyone knows that LITTLE EDEN exists. Divine Providence is with us, does not leave us discouraged but urges us to the good. The children are happy, they smile; Jesus is in their hearts in their spotless souls. They are our angels that attract blessings!"

'Diary' by Domitilla Maria (Rota) Hyams
(Unpublished): 7 June 1967.

Through continuously spreading the word about the work carried out within the Society the organisation is kept visible and supporters are made aware of the needs of the Society and the impact that the organisation has nationally and internationally. LITTLE EDEN continues on a daily basis to strive to provide uncompromised care to its residents and stakeholders.

Newsclip Media Monitoring, through their pro bono media monitoring services, has been on this *golden journey* with LITTLE EDEN for the past 15 years ensuring that LITTLE EDEN is aware of its public image, effectively interacting with its supporters.

LITTLE EDEN events and appeals are regularly advertised in the following local and religious newspapers and on radio stations: *Bedfordview and Edenvale News*, *Tame Times*, *The Southern Cross*, *AD News*, *Radio VERITAS*, *Mix FM* and *Eden Radio*.

At times the work of the Society is mentioned on some national media platforms such as *The Star* newspaper, *SA Good News* and radio stations such as 702.

Some of the international publications include an Italian newspaper *L' Eco di Bergamo* and television station *Bergamo TV*.

In Touch is the Society's newsletter distributed to over 6 500 supporters reporting on past and upcoming events, activities involving residents including the stimulation programme and the impact of the support received from the public.

The LITTLE EDEN annual report is another important communication tool as it gives our existing and potential donors an overall view of the organisation where matters are reported in a transparent manner.

Social media visibility increased over the year. Posts on *Facebook*, *Twitter* and *Instagram* are more frequent and custom made for each social media platform and the number of followers increased on all platforms.



The aim of the *Pinterest* platform was to share ideas and different or new methods for some stimulation activities. Unfortunately there has not been much activity on this platform as it requires significant input from therapists working with residents.

The spin off from the *LITTLE EDEN Wheelchair Campaign* (more details about this under Fund

Development) which took place in March 2018 in spreading the word about the work carried out at LITTLE EDEN highlighted the needs of people with disabilities and the impact that organisations such as LITTLE EDEN have within the community.

CEO wheels towards wheelchair campaign

To celebrate National Intellectual Disability Month, the Little Eden Society launched its annual wheelchair campaign.

The campaign, launched on March 1, saw the CEO of the society, Lucy Stavros, spend a week in a wheelchair.

It is held to raise awareness about disability and raise much-needed funds for Little Eden.

"I did not expect to

experience the amount of stress I felt on my upper legs brought on by being in a wheelchair the whole day," said Lucy.

"A large amount of effort was required to propel myself and pass through narrow spaces."

She said the struggle for those with intellectual disabilities is even greater.

"Can you imagine the frustration of having no control

ability to ask for help or even being able to propel the wheelchair?"

Zoe Miller, the society's development officer, said:

"We standard those involved in the campaign already for their support."

Contact Zoe on 011 809 1002, 072 127 8217 or email littleeden.org.za to join the campaign.



Little Eden CEO Lucy Stavros wheels herself down one of the hallways at the Little Eden Society.

Shady trees for Little Eden

September 8 saw Eskom's energy planning and market development department plant 10 river bushwillow trees on Little Eden's grounds.

Nicholette Muthige, public relations and communications officer, said the trees were planted on the pavement and inside the

premises of Little Eden.

"The trees create a soft and welcoming feel to the home and will provide much needed shade for our residents, we are grateful to Eskom for this special gift," said Nicholette.

Want more photos? Get more from www.littleeden.org.za



Planting trees on September 8 at Little Eden.

Sainthood for Jo'burg couple?

BY ERIN CARELSE

ARCHBISHOP Rufus Tshigale has approved and given support to the initial stages of an investigation into the possibility for canonisation for Domitilla Rota and Daniel Hyams, the founders of Little Eden in Edenvale.

The founders for the home for intellectually disabled children have been widely recognised for their virtues.

Domitilla Hyams died in January 2011, her husband Daniel followed in December 2012.

The initial process will collect information on the couple to determine whether a basis exists for a sainthood cause. If that investiga-



Future saints? Little Eden founders Domitilla Rota and Daniel Hyams.

Mezzo secolo in aiuto ai disabili in Sudafrica Little Eden si racconta

Immenso San Bartolomeo. Una serata per celebrare l'impegno della Fondazione il secolo trascorso da Domitilla Rota e Daniel Hyams.

La serata è stata organizzata dalla Fondazione Little Eden e ha visto la partecipazione di numerosi ospiti, tra cui il vescovo di Johannesburg, il cardinale Tshigale.

Domitilla Rota e Daniel Hyams, fondatori di Little Eden, sono stati riconosciuti per le loro virtù e per il loro impegno nel servizio ai disabili.

La serata è stata una occasione importante per celebrare il mezzo secolo di lavoro della Fondazione Little Eden in Sudafrica.

Little Eden ha sempre avuto come obiettivo principale di fornire un'educazione e un'assistenza di qualità ai bambini e agli adulti con disabilità intellettiva.

Grazie al supporto della comunità e alle donazioni, Little Eden ha potuto realizzare numerosi progetti e servizi che hanno migliorato la vita di molte persone.

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lordviews.denvalenews.co.za

news 5

Supporters gather for Cardinal Napier's lecture

Supporters of the Little Eden Society gathered recently at St Augustine College for the inaugural Daney and Domitilla Hyams memorial lecture.

The memorial lecture was presented by His Eminence Wilfrid Cardinal Napier OFM on May 1.

The day began with Holy Mass, celebrated by the Cardinal.

Nicholette Muthige, public relations and communica-

tion officer of the society, said guests included delegates from Associazione Domitilla Rota Hyams Onlus.

She said the delegates presented a replica statue of La Madonna della Corbuccia (Our Lady of Corbuccia) to the Little Eden Society.

"The original La Madonna della Corbuccia statue is displayed in the Corbuccia Sanctu-

ary in Italy where in 2014, Cardinal Napier became the second Cardinal to celebrate Holy Mass in the Sanctuary," said Muthige.

The replica statue will remain at Little Eden's Edvira Rota Village in Bapulostrin.

To view more photos from this event visit our website www.littleeden.org.za



Little Eden - 50 years in the making



Friends give thanks at Little Eden

Friends gave thanks and support to Little Eden's staff and residents at a special event held at the society's premises.

The event was held on the premises of Little Eden's Edvira Rota Village in Bapulostrin.

The event was a special occasion for the society and its residents, who were able to share their stories and experiences with friends and family.

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Friends giving thanks to Little Eden staff and residents.



Friends giving thanks to Little Eden staff and residents.



Friends giving thanks to Little Eden staff and residents.



Friends giving thanks to Little Eden staff and residents.

Caring for
the residents and
Ethos/Values



Transparency/
corporate
governance



Financial stability
and sustainability



Organisational
change



Donor care/
fundraising



Government
agencies



CHAIRMAN'S REPORT



ALEXANDER (ALEX) ANGUS



"I am pleased to present the Chairman's Report of LITTLE EDEN Society for the year ending 31 March 2018. This represents the 50th year of operations."



HIGHLIGHTS

INCOME



46%

The Department of Health subsidy and Disability Pensions



45%

Donations from all sources



9%

Second-hand Shop and farming operation



10%

Overall increase in income against last year



EXPENSES

65%

Personnel component

The expression “tough year” has been used many times over the 50-year history of LITTLE EDEN. It seems one never eliminates all challenges but hopefully everyone learns and grows from them. There is no doubt in my mind that Danny and Domitilla Hyams had tougher years during their struggles to keep LITTLE EDEN going. In fact, I recall at one point when their home was on the line for quite a few years. It has been said that the measure of success is not always the final perfect result, but the countless times failure is met with determination and resolve to try again and again. If the past year was tough and some things did not work out as planned, we should continue to record them as learning experiences and resolve to try once more, using a change in “ingredients” and more determination than before.

The past year has seen some changes to the Board with the resignation of Mrs Yvonne Thipe due to ill health. She has served on the Board since 2002. We thank her for her service and wish her a speedy recovery. Three new members have joined the Board. They are Ms Sedzani Mudau, Ms Maleshini Naidoo and Mrs Thato Nkosi. We thank them for their contributions so far and look forward to a long association going forward. To the other Board members, I thank you for your continued support and service. On behalf of the Board we also wish to thank Mrs Lucy Slaviero for her many years of service, including her years of service as CEO. Her planned retirement in August 2018 will provide her with the rewards of family and knowledge that she has served LITTLE EDEN and the residents well. The Board has approved the appointment of Mrs Xelda Rohrbeck as Chief Executive Officer effective September 2018 when Mrs Lucy Slaviero completes her term of office. We as a Board have full confidence that Xelda will take up this role with enthusiasm and put her training and preparation to

work. There have also been other changes to the management and senior teams due to retirement, health reasons or replacement. These processes and changes are managed by the CEO and her team. As a Board we also wish to thank those retiring for their years of service. To those with ill health we wish to ask for the blessings of the Almighty to be upon you and a speedy recovery.

The Life Esidimeni arbitration hearings this year have brought some sort of closure two years after this tragedy. Although not complete with 28 residents still missing, the focus has been on the destitute and those needing care as well as on those providing and managing such care given. The responsibilities are quite clear and the lessons that government and industry could learn are also quite clear. Without wanting to compare, yet taking examples and warnings on what standards are expected, one can clearly see the huge responsibility placed on LITTLE EDEN as a leader and not a follower. With over 50 years of service and 300 residents with almost the same number of caregivers, staff and management, LITTLE EDEN has and continues to be an example in this sector. Every resident, every staff member and in fact every donor should have full confidence to boldly declare that they reside at LITTLE EDEN or that they work at LITTLE EDEN or that they donate or otherwise support LITTLE EDEN.

With a SASSA Disability Grant increase of 6% and a Gauteng Department of Health subsidy increase of 20%, the overall government funding has increased from 42% to 46% of total income. Individual donations declined by 9.5% and corporate donations declined by 7%, however, a significant increase in Trusts and Foundation contributions resulted in an overall 10% increase income. The additional income was however swallowed up by expenditure. The final result left us with a small deficit for the year ended March 2018.

Special thanks go to the donors of LITTLE EDEN, both local and international. The work of the Associazione Domitilla Rota Hyams Onlus based in Italy, continues to expand. Our internal Business Development Department is showing progress and continues to be expanded and improved. We sincerely appreciate contributions made under tight economic circumstances as well as changes in legislation. The pressures on individual finances are also reflected in the donations as mentioned above and we thank those who have continued to donate in spite of these challenges. I would also like to express special thanks to all the parents, local business, local newspapers, the community at large and individuals who support LITTLE EDEN activities and fund-raising events.

The support from Fidesco, an International NGO, in sending volunteers on mission to LITTLE EDEN, continues to be of immense value and we thank them and acknowledge their sacrifice and the challenges they face in a situation of selfless service. We also acknowledge all the Sisters of the Imitation of Christ of Bethany Generalate (SIC) from India, who also provide selfless service and care to our residents. We trust that these relationships will continue and add value to both parties.

I would also like to express special thanks to all who support the concerts and all other activities that may be arranged throughout the year. LITTLE EDEN has a strong bond with the traditional base of support from its early history. Concerts are part of the therapy provided to residents and to attend and recognise the efforts is of great value to, not only the residents, but also those who tirelessly work to prepare for these concerts. We would like to extend an invitation for more to attend, enjoy and give recognition. These are also great opportunities for prospective donors to evaluate the work carried out at LITTLE EDEN.

Every organisation establishes its branding over many years of hard work and outstanding achievements. History, both good and bad, such as previously mentioned, leaves a mark on branding. The challenge is to avoid the bad and take advantage of the good. To this end LITTLE EDEN benefits in the brand it enjoys based on history of the Daniel and Domitilla Hyams' story. To enhance this recognition, we welcome the request of the Catholic Archbishop of Johannesburg, The Most Rev. Archbishop Buti Tlhagale OMI to start the process for the cause which may, in the future, lead to the canonization of Daniel George and Domitilla Maria (Rota) Hyams as a couple. Such a process can only officially start 5 years after the death of the individual(s) concerned (i.e. 2018) and can take years or even centuries to be completed. The process is complex and supporting documentation will be examined by the various clerical authorities both locally and in Rome. The impact around the world of canonization of any person is of course not limited to Catholic communities but is also recognised and humbly respected by many other Christian communities and even non-Christian communities. As a Board we therefore support this process which will have worldwide impact on the brand name of LITTLE EDEN Society based here in Edenvale, South Africa.

On behalf of my fellow Board Members, we would like to express our combined satisfaction and pleasure to be able to serve the Society. As previously mentioned, we thank Mrs Lucy Slaviero for her leadership and example. We acknowledge and commend every member of the management team as well as all the staff members who assist the management team, for their fervent, devoted, dedicated and committed excellent work. May you and your families be richly blessed for your service to these, the Angels sent to us.



No year is complete without many measures of success and the past year has not been any different. One can say that every success, no matter how large or small, has the very strange characteristic of hiding all the disappointment of a dozen failures. They lift the hearts and minds of those who continue to serve and seem to inject new energy and hope. No wonder the Apostle Paul in the 13th Chapter of 1 Corinthians extols the high status of charity as the pure love of Christ. So, to every person who serves in whatever capacity, and as winter approaches, especially those who spend late, cold and lonely nights caring for the needy and sometimes difficult or sick residents at LITTLE EDEN, may the record books, when opened one day, show an entry with your name as having been one to show love and charity. May your hands be those that Domitilla saw and be the same ones John spoke about in chapter 9 when he wrote "We must work the works of Him who sent Me, as long as it is day; night is coming, when no man can work." There are many other scriptures Matthew 5, 6, 16, 24, Romans 2, Proverbs, Daniel Thessalonians, to mention a few, that tell us clearly of reward for work done here. I add my testimony that this work has divine consequences. May you all have the faith to never doubt that.

I once again thank my fellow Board Members for their support and together we encourage you to make the next year ending March 2019 a greater success than before. May the Blessings of the Almighty be upon all who take up this challenge.



Chairman
Alexander (Alex) Angus

OUTGOING CHIEF EXECUTIVE OFFICER'S REPORT

Caring for
the residents and
Ethos/Values



Organisational
change



Donor care/
fundraising



LUCY SLAVIERO

"Change is inevitable. Change is constant."

These words by 19th Century politician and writer, Benjamin Disraeli, are especially true of today's fast paced world. And even though many of us resist it, change is healthy, energizing and essential for survival!

So it is with a great deal of faith, and just a tinge of sadness, that I share with you the news of my forthcoming retirement in August this year, and introduce you to the newly appointed Chief Executive Officer of LITTLE EDEN, Xelda Rohrbeck.

After 38 years of service to the Society, I am looking forward to slowing down a little and being able to spend more time with my family and loved ones – whilst still maintaining close ties with LITTLE EDEN, and offering guidance and support through the initial period of Xelda's tenure.

When I accepted the position of Chief Executive Officer of LITTLE EDEN 22 years ago, I did so with some trepidation. I had some very big shoes to fill – those of my father and mother the founders of LITTLE EDEN, Danny and Domitilla Hyams. Then 76 and 79 years of age, Danny and Domitilla were adamant that the reins had to be handed over to someone younger, who would bring new energy and new ideas to the organisation, and thus ensure the long term future of their beloved 'angels'.

They also needed to be sure that the new leader of the organisation was someone with a genuine love for, and connection to, the precious residents in our care;

someone who would follow their example of stimulating and engaging with these special people to enable them to live their best life, despite the challenges and limitations they face.

The Board of Governors and I have every confidence that if our beloved founders were still alive today, they would find in Xelda all the qualities they looked for in their first successor. I have no doubt that our new CEO will continue to uphold the high standards set by our founders, and do so with a genuine love and care for our residents.

If you have not yet had the pleasure of meeting Xelda, please turn to page 29 to find out all about this strong character and compassionate young woman, who has what it takes to lead our organisation into the future.

In conclusion, I wish to take this opportunity to express my sincere and grateful appreciation to all the past and current Chairmen and members of the Board, to the staff, and to our many, many volunteers and donors whose support I have been so grateful for and humbled by over the years.

THANK YOU ALL! and 'until we meet again, may God hold you in the palm of His hand.'

**Outgoing Chief Executive Officer
Lucy Slaviero**

The purpose of life is not to be happy. It is to be useful, to be honourable, to be compassionate, to have it make some difference that you have lived and lived well. "LET'S BUILD A BETTER TOMORROW TOGETHER."

– Musa Shangase – Corobrik



Everyone has a chance to help with planting on Spring day



Volunteer Jérôme helping a customer at LITTLE EDEN Second-hand Shop



Charles Pichon volunteered his time to be with the residents





INCOMING CHIEF EXECUTIVE OFFICER'S REPORT

I am proud and excited to have been entrusted with the opportunity to take over the reins from our outgoing CEO, Lucy Slaviero. Lucy has been an inspiration to me over the years and I have learned much from her, both as a person and as someone committed to improve the lives of the most vulnerable members of society – children and adults with profound intellectual disability.

I know I have some very big shoes to fill – but I am inspired and comforted by the knowledge that LITTLE EDEN has such strong support structures in place, from our Board members and management team to the staff. Knowing that Lucy will continue to be involved with the organisation for some time to come is reassuring.

It is an honour to be a part of LITTLE EDEN and a blessing to have known the Founders Domitilla and Danny Hyams. I met my husband Michael, who is Domitilla's fifth grandchild, when I was in Matric. All the grandchildren were involved in LITTLE EDEN. I remember coming here on weekends to help Michael count the coins from the tin drives, and later on I manned the reception desk on weekends while I was studying.

On meeting Domitilla for the first time, I remember thinking that she was the true reflection of a mother figure. Family was very important to her; she loved spending time with her children and grandchildren, and she treated the LITTLE EDEN residents as a part of her family – greeting every one of them by name and always making sure they were comfortable and had everything they needed.

Although I spent five years in the tourism industry after completing my B Com and an Honours degree in Strategic Management, I returned to LITTLE EDEN in



XELDA ROHRBECK

2008 to take up a position in the administrative office and immediately realised that this was where my future lay.

What inspires me most about working here, is that it gives one opportunities for self-reflection. Every day I walk along the corridors and am reminded how blessed I am. I feel a tremendous sense of gratitude, knowing that I can make a difference.

This is never clearer than when I visit Elvira Rota Village and see Jaco waiting excitedly to greet me. Jaco was abused and neglected as a child. It is a joy to see his face light up when he sees me. He calls me 'the tall one' and is always one of the first to hug me.

People have asked me if I have any exciting plans for LITTLE EDEN; whilst I hope we will continue to move with the times with regards to the treatments and therapies we provide in caring for people with intellectual disability, I am committed first and foremost to maintaining the 'golden thread' of values that have been woven into the fabric of LITTLE EDEN, and which make it the very special place that it is.

I will strive to do my utmost to be worthy of the trust that the Board and management team have placed in me, and hope I can continue to count on LITTLE EDEN's many friends and supporters in the years ahead.

**Incoming Chief Executive Officer
Xelda Rohrbeck**

TREASURER'S REPORT

Caring for
the residents and
Ethos/Values



Transparency/
corporate
governance



Financial stability
and sustainability



Donor care/
fundraising



NTAMBOSE ROSETTA XABA

The gross revenue for LITTLE EDEN Society for the year ended 31 March 2018 was R39 814 043 (2017: R36 125 763); an increase of 10% from last year.

Total operating and fundraising costs for the same period were R39 955 304 (2017: R36 842 916). This is an increase of 8.5% from the previous year.

The Society has a deficit of R141 261 for the financial year ended 31 March 2018; as compared with a deficit of R717 430 for 2017. During the period under review, a 20% increase in the Gauteng Department of Health subsidy, as well as a donation from the National Lotteries Commission, contributed to this improvement.

The financial position at 31 March 2018 reflects total current assets of R1 987 231 (2017: R3 392 420).

The decrease from 2017 is because of a decrease in Cash and Cash Equivalents. The total receivables include a VAT refund of R1 014 264 (2017: R394 894). The increase in the VAT due by the South African Revenue Services is because of a VAT period subject to an audit and not refunded prior to the year end.

**Treasurer
Ntambose Rosetta Xaba**



Wheelchair campaign – LITTLE EDEN CEO, Lucy Slaviero, getting some encouragement from her staff



A hug for our volunteer Lise-Marie



I greet you



ORGANISATIONAL PROFILE

The most important and material issue is the care of the residents, through the guidance of the Values and Ethos, which is the focal point of operation. All other material issues are interlinked either directly or indirectly to this. As a result of this, LITTLE EDEN continuously reviews the measures in place to ensure the highest level of individualised care.

Over 1 000 children and adults with profound intellectual disability have passed through the hands of LITTLE EDEN Society over the years. The nature of the work carried out at LITTLE EDEN is underpinned by the three core Values of *Respect, Sanctity of Life and Love & Care*. They are the values that Domitilla, and all who worked with her, mirrored through the *golden journey* of the Society. Today, LITTLE EDEN is viewed as a reputable NGO within its sector and is an oasis of *Love & Care* to the most vulnerable members of our society.

OUR ANGELS

LITTLE EDEN cares for 300 children and adults with profound intellectual disabilities, ranging from the ages of four to 68 years. Statistically, the average chronological age of our residents is 26 years, but the level of mental functioning is that of a one year old or younger. Of our 300 residents, 240 were previously abandoned or come from indigent families who are unable to support them financially.

The 50th anniversary symbol was a star, and the residents are our very own stars who reflect love and beauty to those around them. They are shining stars in their own unique way, and their light shines through their *abilities*, which are worthy of recognition and celebration.

Some of our residents are HIV positive or have AIDS. Dealing with the terminally ill or dying forms part of the work carried out at LITTLE EDEN as our residents stay with us until they die. 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 for more than 45 years and for most, LITTLE EDEN is the only home they will ever know.

Family and love: to the 300 residents, LITTLE EDEN is their family and source of love, critical to them reaching their full potential. They also learn how to socialise and interact with staff, volunteers, visitors and one another.

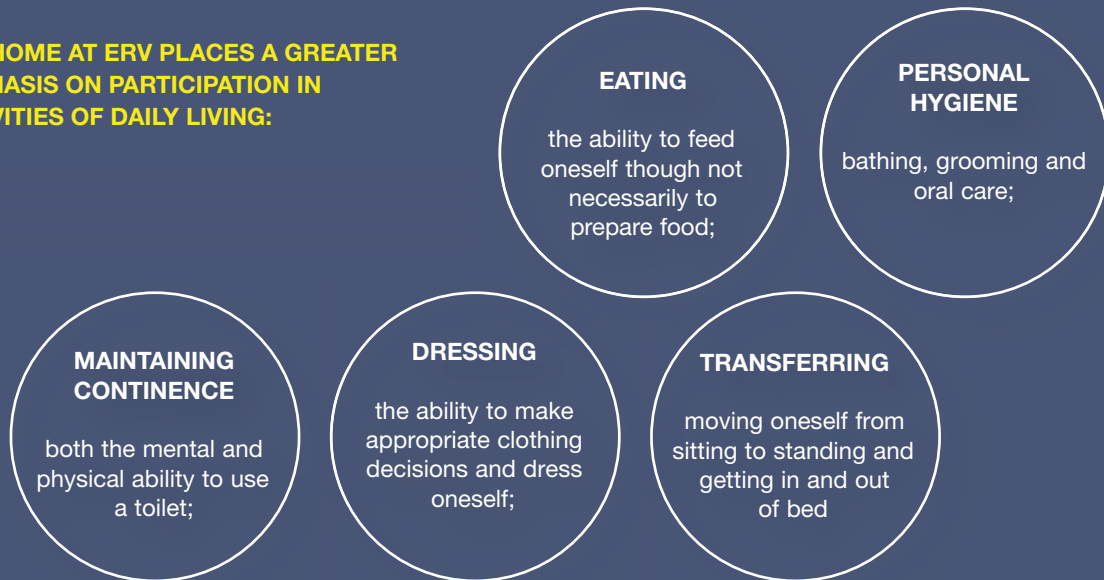
"To build a monument where human suffering will learn to smile and live its own life. My mother's heart wanted many children; but here am I now, free to be mother to a large number and to do good. For now my dream is to build a home in Edenvale and to collect a first handful of children and plant these delicate flowers in our LITTLE EDEN and one day see this LITTLE EDEN flower like a Spring. By doing this we shall see parents smile, dedicate themselves to their families with energy and vigour and they will say: our child is happy. Their cross will be lighter thinking that we are not all called to the same life; for these children their little world will be to live at LITTLE EDEN."

'Diary' by Maria ('Domitilla') Rota (Unpublished): 4 June 1967.

OUR HOMES

The Society consists of two Homes: Domitilla and Danny Hyams Home (DDHH) in Edenvale with 180 residents and Elvira Rota Village (ERV) in Bapsfontein with 120 residents. The two Homes are quite 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:



At ERV some residents are occupied appropriately by assisting in the kitchen or in the laundry. They have, to a very limited degree, a certain level of independence.

We are proud of our beautiful Homes and facilities and therefore endorse a non-negotiable standard of cleanliness and maintenance in general.

SPIRITUAL DEVELOPMENT AND SUPPORT

The chapels *Our Lady of the Angels* at DDHH and *Holy Family* at ERV specifically cater for and support the spiritual enrichment of residents and staff. Daily recitation of prayer and Rosary and monthly Holy Mass takes place at *Our Lady of the Angels Chapel*. The *Holy Family Chapel* is used daily by staff and residents. The long-term volunteer Sisters of the Imitation of Christ from India play an important part in this spiritual development together with His Grace, The Most Rev Archbishop Emeritus George Daniel, Revv Fr Joseph Leatham OMI, Fr Patrick Mphopo SAC and Fr Finbarr Flanagan OFM. The public is encouraged to participate in our weekly services.

SERVICES AND BENEFICIARIES

RESIDENT STATISTICS:

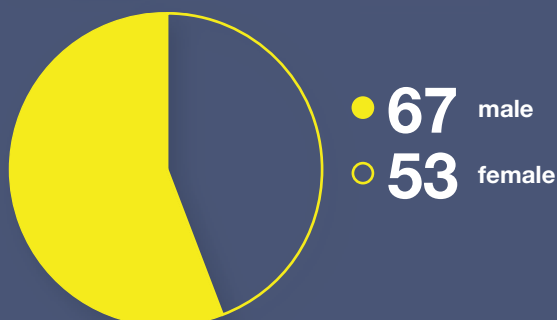
	DDHH 2018	2017		ERV 2018	2017	2018 TOTAL
Number of residents:	180			120		300
Admissions	27	10		1	3	9.3%
Left LITTLE EDEN	9	2		0	0	3%
Deaths	8	8		0	1	2.7%
Abandoned/indigent children	138	136		102	102	80%



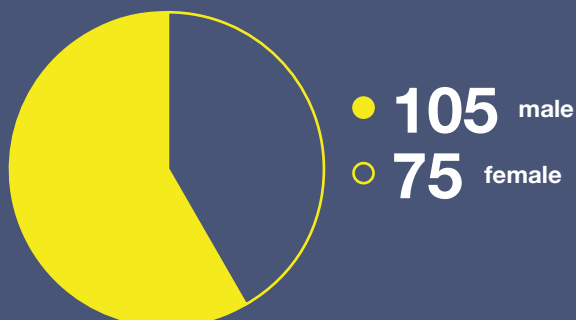
There has been a significant increase in admissions with 28 residents admitted this reporting period compared to 13 last reporting period. This reporting period commenced with three vacant beds with admissions under way. In addition nine residents left the care of LITTLE EDEN compared to two the previous reporting period for a number of reasons. Some of the reasons included more intensive frail care required, next of kin moved, family now able to look after the child again, and some seeking alternative placements.

Resident demographics:

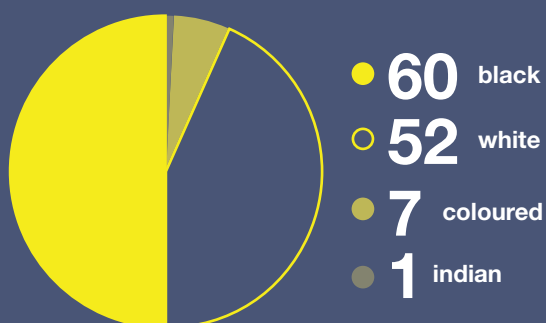
NUMBER OF ERV BENEFICIARIES (120)
BY GENDER



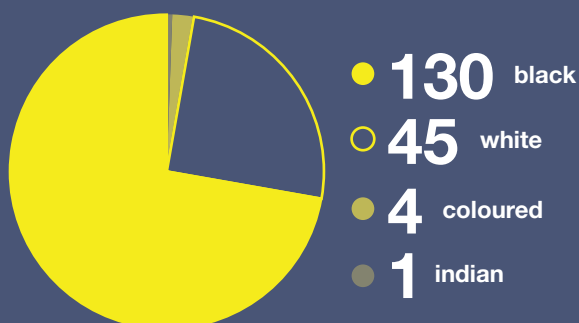
NUMBER OF DDHH BENEFICIARIES (180)
BY GENDER



NUMBER OF ERV BENEFICIARIES (120) BY RACE



NUMBER OF DDHH BENEFICIARIES (180) BY RACE



The burning need of our late founder back in 1967 was to provide some relief to families with children with profound intellectual disability by taking care of them during the day. The need grew and today LITTLE EDEN is a 24/7 Home to 300 children and adults with profound intellectual disability. It has been a *journey* that we are proud of today remembering the impact that our organisation has on families, communities and the country over the past 50 years.

Family members are able to find employment, or go back to their jobs knowing that their child is receiving the best possible care and intervention; siblings have a better chance of an education – one of Domitilla's dreams of bringing much needed relief to families.

LITTLE EDEN offers individuals an opportunity to be part of something much greater than themselves through activities such as community service, volunteering, donating and a chance to appreciate and be grateful for one's blessings. LITTLE EDEN acknowledges that our organisation cannot function as an island. Our organisation exists within an environment with a variety of needs. With this in mind, when an opportunity arises, we share our excess resources with other organisations which are meeting various needs within the community. This is our way of "paying it forward" and contributing towards their *journey*.



Smiling is my way of saying hello

CARE AND STIMULATION PROGRAMME

"I went to visit LITTLE EDEN and all proceeds well; the children happy to spend their days learning, playing, and jumping around. Jesus thank you, thank you Jesus!"

'Diary' by Maria ('Domitilla') Rota (Unpublished): 11 October 1967.

In order for the organisation to achieve its aim of helping residents, individually, to reach their full potential, holistic care is critical.

With the above in mind, LITTLE EDEN has established a number of on-going care programmes.

MEDICAL STATISTICS:

	DDHH 2018	2017		ERV 2018	2017	2018 TOTAL
Number of residents:	180			120		300
Chronic medication	150	145		95	98	82%
Wheelchairs	147	147		47	47	65%
Dual diagnosis (intellectual disability with mental illness)	48	48		50	50	33%

	DDHH 2018	2017		ERV 2018	2017
	180			120	
Hospital days	134	102		53	149
Consultations by general practitioner	157	382		125	127
Consultations by psychiatrists	16	39		18	43
Consultations by other specialists	18	23		49	33

The number of hospital days has decreased significantly for ERV as the residents were fortunate to experience good health. However DDHH hospital days have increased slightly due to three residents being admitted for an extended period of time.

LITTLE EDEN has been fortunate to have a General Practitioner allocated by the Department of Health to attend to residents at Edenvale and Bapsfontein on most alternate weeks. Oral Hygiene support has also been provided by the Department of Health approximately once a month. LITTLE EDEN would like to express gratitude for the medical support from the Gauteng Department of Health.

The number of consultations by the psychiatrist, whose services are pro bono, has also decreased significantly this year due to his limited availability; however his telephonic support throughout the year was ongoing. The Gauteng Department of Health does not have the resources to allocate a Psychiatrist to consult at LITTLE EDEN.

Medical care is given by government and volunteer doctors, dentist 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. All chronic medication for both Homes is blister packed, at no charge, by Ackerman's Pharmacy, Primrose.

Individual personal care: customised beds and wheelchairs, feeding of 3 meals and 2 tea times per day, clothing and nappy changes (2500 nappies and 3 tonnes of linen and clothing are washed daily), personal hygiene support (bathing, hair care and teeth brushing).

Therapies: Occupational, reflexology, hydro, music, pet and physiotherapy, exercise and art. *"Music therapy is about creating a shared musical experience, as well as providing support and understanding through the medium of music. We are providing a platform for the residents to process their emotions through singing and*

instrumental play, and being in a space where they can make music together and feel an enhanced sense of togetherness. The music can contain difficult emotions, and making music together may serve as an avenue for emotional expression and an opportunity to express themselves at their own developmental level. Having said this, it may also offer new possibilities of social interaction and communication.” – DDHH Music Therapist, Marie-Victoire Cumming

Set daily routines make residents feel secure with a sense of belonging to a family.

Spiritual development includes daily morning prayers, attendance at church services, and basic religious instruction. All important components to their sense of completeness and it indeed highlights the fact that our residents are complete human beings with a mind, a body, a spirit and soul. Daily prayers are said with the residents and staff. The Association of the Harvesters of Jesus was established in order to provide the regular daily spiritual needs of the LITTLE EDEN Society. It is firmly believed that without such support, LITTLE EDEN would wither.

The spiritual elements together with the Values of LITTLE EDEN form the basis on which the organisation was founded and hence the continuation of the Ethos is identified as a material issue.

Starter Literacy Programme at ERV – An Italian post graduate student, Elena Conti, from the University of Bergamo visited LITTLE EDEN in July/August 2017 with her friend Valentina Foini, a post graduate student in Physiotherapy at the University of Milano, for five weeks to undertake research and commence a starter literacy programme where basic literacy was taught to 15 residents with the added task of homework – a great novelty for our residents who diligently completed their homework in their homework books. Fidesco volunteer, Ophélie Darras with two additional staff continue this valuable project which gives a great sense of accomplishment and achievement to the residents. The excitement and enjoyment of the original 15 “students” exploded in such a way that the “ERV School” currently has 30 eager learners who do basic mathematics and literacy. Because our residents are intellectually disabled, each is learning at his/her own level and pace. The evidence of this starter literacy programme was recently seen when Daniella, while at the coast on a group visit, could write her name in the sand.

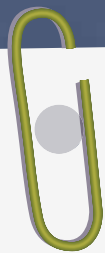
Art therapy: Fidesco volunteer, Jennifer Charles, taught staff at ERV to use art therapy to assist residents to be able to express themselves. The impact does not only directly affect the development of the residents positively but, through various similar training initiatives, staff have the opportunity to gain the necessary confidence to effectively provide care to the residents.

A prayer is said over the intercom daily just before lunch is served. Busi’s verbal skills have been improving through the stimulation programme. Sr Tessa taught Busi to recite the daily lunch prayer. Sonto recently joined in on this much enjoyed task and alternates with Busi.

Visit LITTLE EDEN Society’s Facebook page to watch a video of Busi praying.



Literacy classes – Daniella wrote her own name in the sand



CASE STUDY – MUSIC THERAPY

by Karen de Kock, Music Therapist ERV

JULIE

Although I had seen Julie in photographs through the years as my sister had been at LITTLE EDEN since 1974, it was only in my final year of my Masters in Music Therapy, that I had the pleasure of meeting her. I was placed at Elvira Rota Village for a six month clinical internship through the University of Pretoria. Julie was my sister, Andrea's, roommate. Although she was only eight years older than Andrea, she called her "baba". It might be due to her short stature that she seemed to be a baby in Julie's eyes. I was instantly struck by her caring, mothering and nurturing instinct. Julie also had a great sense of humour, but not when my sister's snoring became too loud. She eventually asked for Andrea to be moved, or she would!

Julie was one of the first four girls that the late Domitilla Hyams took in and cared for in 1967. The special bond between Domitilla and Julie was very clear. Whenever Domitilla visited the Village, the first thing she would ask was 'Where is Juliana?' She would then sit next to her, inspect what she was wearing, was she warm enough or too warm, was she comfortable, inspecting her shoes to see if they were worn, asking her whether she had a cough and whether she was eating well. The questions were directed to gauge whether she was cared for and if she was happy. Julie in turn, would answer or nod or shake her head and there would inevitably be many hugs exchanged between the two.

Julie's instinctive capacity to nurture and care for others was identified early on resulting in her helping out in the kitchen for many years where she buttered bread, and washed and stacked plates. Julie also helped in the laundry with sorting and folding the residents' clothes. A retired Nursing sister recalls how serious and territorial Julie became in the laundry space and did not enjoy anyone loitering around. There had to be a good enough reason for someone to be in the laundry.

Julie started coming into my Music Therapy space in 2004, when I started as Music Therapist at ERV. She was one of six older girls who came once a week to create music and have fun through musical expression and interaction. I immediately experienced the respect that the rest of the residents had for her. She was respected as an elder in the ERV community and for her years of service in the kitchen and laundry. She took the role of carer in the Music Therapy group, helping me with handing out instruments and making sure that each participant was comfortable. I enjoyed her great sense of

humour as she could see the funny side of a situation and had an infectious giggle. I learnt that she loved her finger nails painted and would help staff paint the nails of the other girls. I also learnt that her favourite song was "Jesus loves me, this I know".

Singing, in the Music Therapy context, is viewed as an important part of creativity.

Each time we sing a song, we create a new version of that song through our own unique sound and interpretation of the words. Julie's interpretation of 'We are weak but he is strong' was to bring her arms up like Tarzan and tighten her muscles. This was her own unique signature to this song. Everyone started doing this. For years, whenever we did song turn-taking in her bigger Bumble Bee Group, she would choose 'Jesus loves me'. It became HER song.

In line with 'leading the herd', Julie played the mother elephant in a production of The Junglebook, which I directed for residents in 2005. She loved the authority that the elephant role brought, leading her group of smaller elephants. For years after this, she would volunteer to be an elephant in stories and songs, lifting her arm up like a trunk.

I started working more individually with Julie as she became older, and had retired from her duties.

The Music Therapy room became a 'time out' space where we could communicate and connect, as she was still able to do. We used to improvise on the piano with her playing soft, single notes on the higher register, as if walking alone, the older, retired elephant, while I offered support and holding, through chords in the lower registers of the piano.

As her fragility increased, "Jesus loves me", increasingly served as a source of comfort, support and strength to her. She started spending more time, away from her Bumble Bee group, under the trees, sitting, listening to the birds.

It was an emotional day for all of us at ERV when Julie was moved back to Edenvale on 4 April 2016. She had become very frail and needed to be closer to specialised care. We had grown so used to her being there, her gentle energy and the role that she fulfilled as mother and nurturer and elder. On the day that she left and in respect of her journey at ERV, a few of her close friends, including her roommate of many years, Brigitte Clack, and myself, had a 'closing' ceremony for her in the Music Therapy room, sending her off to DDHH in Edenvale with our love and blessings.

It was sad to hear that Julie was in sick bay and that she was not well. When I went to visit her, I noticed that she had deteriorated. She lay with her eyes closed, looking very frail. I took her hand and softly sang "Jesus loves me" in her ear. There was a slight pull on my hand and a soft whimper. I said good-bye on 11 February 2018 and she passed away on 18 February 2018, one week later. She would have turned 60 on 11 May 2018.

I was asked by LITTLE EDEN to select songs for her funeral and needless to say, "Jesus loves me" was included. On the morning of the service, I found that her family had very appropriately requested this song:

**"Softly and tenderly Jesus is calling, calling for you and for me.....
come home, come home, you who are weary, come home...."**

*Julie's golden journey of 50 years at LITTLE EDEN has come to an end but she will by no means be forgotten.
Rest in peace, dear Julie, we will fondly remember and celebrate you when we sing "Jesus loves me, this I know".*



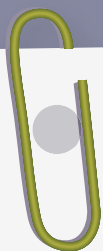
Julie's favourite spot
at ERV



Julie with her
house mother



Julie's 58th birthday



CASE STUDY – PHYSIOTHERAPY

by Nabeela Laher, Physiotherapist DDHH

A NEW WAY TO CONNECT TO THE WORLD

Every single person who lives at LITTLE EDEN is unique and waiting to express themselves in their own way. Hloni is a 10 year old boy who came to live here recently, and on evaluation, I found him to be different to any other child I've seen. While Hloni could move around, and even pull himself to stand, walking and stepping on his feet seemed a significant challenge. His feet have a congenital deformity called club feet on both sides, which makes them difficult to place correctly on the floor. In a typically developing child, club feet can be corrected at a young age, but with Hloni, it is complicated by other developmental problems, which means that he will not achieve a positive outcome from an orthopedic intervention.

When approaching a child with special needs, meaningful function can be achieved in many ways. Spending time observing him with his peers, it struck me that while Hloni seemed to like other children, and always positioned himself around them, he did not really know how to interact or engage with them in any way. This was due to his developmental profile which involves vision and cognitive impairments, and features of autism, making it difficult for him to initiate an interaction. Communication and social behaviour therefore seemed a meaningful goal area for him to develop further.

One day, the Activities Co-Ordinator Sr Seena noticed that Hloni sometimes tried to move his buggy wheelchair around during mealtimes. It was decided that we would teach him to self-propel in a wheelchair, which he had never done before. The strategy we came up with was to first teach him where the wheels were by wrapping tinsel and interesting sensory objects around them, give him time to play with them and to see if he would eventually figure out that they could move him around. Three days later, I was very surprised to hear from Sr Seena that Hloni was whizzing around the room like a pro!

A few weeks later, during a joint multidisciplinary therapy group in the physiotherapy room, we looked up to see Hloni wheeling himself in all by himself to see what was happening. It was the most purposeful social behaviour that we had witnessed from him yet, and it highlighted his desire to be with others. A space was opened for him to be in the group and he then listened, and started to clap and participate in the songs. What stood out was that there are many ways to connect to the world around us, and this had been the one that worked for him.



Nabeela and Hloni



Hloni, learning to push himself in a wheelchair with physiotherapist, Nabeela



Julie and Jannie on Valentine's Day



Daphne's reflexology helps residents to relax



Caring for
the residents and
Ethos/Values



Transparency/
corporate
governance



Financial stability
and sustainability



Donor care/
fundraising



Communication



Government
agencies



FUND DEVELOPMENT



Who is splashing
whom at Spring Day



Everybody loves
ice-cream



94.7 Cycle Challenge
in action

Despite a challenging funding environment our donors, friends and supporters have continued to create tremendous value at LITTLE EDEN. This value has been material, advisory and supportive in nature – for this we remain ever grateful as we travel on our *golden journey*.

COMPARATIVE INCOME INCLUDING DONATIONS-IN-KIND

	2018		2017		2016	
	% of total income	Amount (R)	% of total income	Amount (R)	% of total income	Amount (R)
Government funding	46%	18 709 439	42%	16 001 166	40%	15 115 034
Corporates	18%	7 161 837	20%	7 704 656	18%	6 839 311
Individuals	14%	5 908 719	17%	6 534 487	16%	5 923 069
Foundations and trusts	8%	3 356 699	5%	1 718 241	6%	2 484 737
National Lotteries Commission	2%	950 000	0%	–	7%	2 505 000
Second-hand Shop Operations	8%	3 087 110	8%	3 003 904	8%	2 835 811
Combined categories: Association Educational Diplomatic Missions Religious Deceased Estates Other	4%	1 708 645	8%	2 998 399	5%	1 709 241
Total	100%	40 882 449	100%	37 960 853	100%	37 412 203

Table 1: The figures above exclude the value of the VAT refunds received from SARS. Figures vary to Treasurer's report because the table above shows all money received during the financial period including receipts for the previous financial year.

With Government Funding representing 46% of our annual income, we turn to business and individuals to make up the rest of the income. For the past two years it has been a challenge to meet this financial requirement. This is already within a context where funding for the NPO disability sector – particularly mental health funding – sits on the periphery of the funding landscape.

The Life Esidimeni tragedy is a poignant reminder on just how under-resourced Mental Health care is in this country. A further challenge was the substantially reduced funding from the National Lotteries Commission, from R2 505 000 in 2016 to R950 000 this year.

Overall, in spite of the economic climate our income has increased by 8% however this is mainly attributed to a significant above inflation increase in the Department of Health Subsidy and an increase from Trusts and Foundations. Overall there was a decline in the funding from both corporates and individuals where the impact of the unstable economic climate was more evident.

FUNDING FROM INDIVIDUALS

We saw a decrease in funding from individuals which can primarily be attributed to the slowdown in the economy. Despite this, within a diversified business development strategy, a long-term goal in the *golden journey* is still firmly rooted in funding from the individuals donor segment. In this plan we are investing capacity in the small recurring donor programme that is beginning to show returns. The next step is to extend this to include an acquisition programme where we can simultaneously strive for high retention and growth rates in both individual donor numbers and financial results.

The other side of this continuum is to mobilise funding from High Net Worth Individuals. This year we established a core group of five individual donors to drive this programme. The strategy is to obtain leads and introductions by harnessing the power of the networks of friends of LITTLE EDEN. To date we have begun to engage with nine individuals.



Valentine's Day
celebrations under
the trees at Edenvale



Fête – teddy bear stall



Smile with us

OUR ONLINE PRESENCE

Having an online presence is a necessity in today's business development environment. As we grow our social media presence, the challenge, however, is not to introduce internet business development as a stand-alone activity but to approach it as an integral part of the overall business development strategy. For these reasons at this point we cannot discern our online giving result.

MEDIA CAMPAIGN

It is with much excitement that we launched our first annual business development media campaign, the LITTLE EDEN CEO Wheelchair Campaign. CEO's were challenged to spend one full day during intellectual disability month during March, in a wheelchair and donate R50 000 to LITTLE EDEN. Four company CEOs each spent a day in a wheelchair and raised a total of R315 000 for LITTLE EDEN. This campaign was extensively promoted by MixFM with a live broadcast at LITTLE EDEN to launch this campaign and continuous promotion throughout the month on the various shows.

The major categories of our donors are corporates, Foundations & Trusts, Individuals and income from our Second-hand Shop. The adjacent table gives an indication of the trend within these entities as well as including the donations-in-kind. Government income, as well as the smaller categories of donors are not included in these statistics.



A brotherly touch to a resident



A little giggle to interrupt the cookie baking



Building sand castles at the sea

	2017 – 2018			2016 – 2017		
	Rand	Number of donors	Donation average	Rand	Number of donors	Donation average
Corporates	7 161 837	524	13 668	7 704 656	659	11 691
Foundations and trusts	4 306 699	36	119 631	1 718 241	30	57 275
Individuals	5 908 719	1 567	3 771	6 534 487	1 879	3 478
Shop operation	3 087 110			3 003 904		

Table 2

The Shop Operation is only as successful as the in-kind donations received. As one of our key business development activities, our appeal to the public is to continue donations made to the Second-hand Shop.

In spite of some corporate donors becoming financially non-active due to the economy our average donations received has increased. Many of these corporates have indicated that they should be contacted again this year. The increase in average donations for individuals is positive in spite of the decrease of donors. Donors who have not given will be focussed on for nurturing and stewardship to revive them. Contributions from Trusts and Foundations have also substantially increased, with a number of Trusts wishing to remain anonymous.

DONATION BREAKDOWN BY INCOME 2016 – 2018

(INCLUDING DONATIONS IN KIND, EXCLUDING GOVERNMENT AND SHOP INCOME)

Ranges	2018			
	Rand	Number of donations	Number of donors	
R0 – R5 000	2 166 363	6 387	1756	
Corporates	416 739	722	347	
Individual	1 648 008	5 585	1 348	
R5 001 – R10 000	1 372 565	1 291	184	
Corporates	419 801	257	54	
Individual	840 493	1 019	117	
R10 001 – R20 000	1 832 159	900	128	
Corporates	620 450	217	43	
Individual	968 116	609	69	
R20 001 – R50 000	2 459 442	629	74	
Corporates	1 302 842	335	39	
Individual	579 891	193	19	
R50 001 – R100 000	3 066 508	639	43	
Corporates	2 000 507	446	27	
Individual	638 251	91	10	
R100 001 – R500 000	5 427 192	732	28	
Corporates	2 401 498	137	14	
Individual	430 660	7	3	
R500 001 – R1 000 000	1 753 300	5	2	
Corporates	0	0	0	
Individual	803 300	4	1	
Above R1 000 000	1 008 371	1	1	
TOTAL	19 085 900	10 584	2 216	
Corporates	7 161 837	2 114	524	
Individuals	5 908 719	7 508	1 567	

It is encouraging despite the economy that the R50 000 and above donation ranges have either remained constant or increased. To note the R2 505 000 in 2016 relates to Lotto. However, in the R50 000 and below ranges we saw not only less active donors giving but also the rand value decreasing. This is a concerning trend and as a result focus will be placed on our stewardship relationship programme which has proven to be successful in retention and revival of donors. This forms part of the overall development strategy.

	2017			2016		
	Rand	Number of donations	Number of donors	Rand	Number of donations	Number of donors
	2 465 542	7 144	2196	2 551 372	7 452	2 250
	500 548	880	456	504 327	841	402
	1 855 204	6 161	1 670	1 918 857	6 504	1 774
	1 407 355	1 276	188	1 280 759	1 200	172
	465 360	295	61	484 055	294	62
	811 776	955	111	685 722	891	97
	2 022 184	910	137	1 534 959	796	106
	869 189	190	53	563 612	188	38
	900 451	657	68	801 575	551	57
	2 793 696	551	84	2 347 400	559	74
	1 778 262	316	53	1 440 369	387	46
	541 411	187	17	425 743	139	13
	2 972 567	517	40	2 469 239	66	32
	1 963 325	328	26	1 312 652	95	15
	622 118	70	9	593 113	123	9
	4 346 892	805	21	4 221 247	1 037	19
	1 627 865	56	9	1 944 295	261	9
	803 526	4	3	797 979	11	3
	1 500 108	4	2	2 558 015	10	4
	500 108	3	1	590 000	2	1
	1 000 000	1	1	700 081	2	1
	0	0	0	2 505 000	1	1
	17 508 344	11 207	2 668	19 467 991	11 121	2 658
	7 704 657	2 068	659	6 839 310	2 068	573
	6 534 486	8 035	1 879	5 923 070	8 221	1 954

GROSS EXPENDITURE FOR THE YEAR ENDED 31 MARCH 2018

	2018	2017
Care services	54.35%	51.98%
Food and provisions	5.07%	5.22%
Fundraising costs	1.23%	3.57%
Insurance & bank charges	0.81%	0.81%
Maintenance & equipment	4.84%	4.54%
Other admin	2.75%	0.68%
Other home expenses	7.36%	6.06%
Personnel – admin & fundraising	16.19%	18.28%
Professional & security	1.88%	2.75%
Second-hand shop	1.66%	1.86%
Municipal services	3.85%	4.25%
	100.00%	100.00%

The percentages reflected have not changed significantly since last year. It is important to note the labour content forms a major percentage of our cost component due to the required staff-to-resident ratio.

DONATIONS OVER R100 000 IN VALUE

Name of entity/person	2018 Rand value
Anonymous	1 008 371
National Lotteries Commission	950 000
Mrs Strilli Oppenheimer	803 300
Anglo American Chairman's Fund	400 000
Bolloré Transport and Logistics South Africa	377 122
Estate Late MMH Viljoen	300 000
The Church of Jesus Christ of Latter-day Saints	298 419
Haas CNC Services South Africa	265 000
Dis-Chem Foundation	252 434
Kia Motors South Africa	210 151
Anonymous	200 000
KAM Whelan Family Trust	190 000
The Robert Niven Trust	175 000
Mix Telematics Group	165 000
Kargo Long Distance	158 000
Schwaben Butchery	156 000
Anonymous	150 000
Multotec	148 800
Sandoz South Africa	136 800
Ackermans Pharmacy	131 408
Andru Mining	130 000
Equipro Business Management Systems	129 986
Italian-SA Chamber of Trade and Industries	125 000
Balwin Foundation	122 000
Mr & Mrs Otto & Alexandra van den Bosch	111 864
The Linda Nagel Foundation	110 000
Impact Distributors	110 000
Oakfield Farm Convention Centre	108 362
Airports Company South Africa	100 000
Swissport	100 000

Despite the economy and many corporate donors declining funding due to retrenchments and economic challenges, our donations over R100 000 received has increased with some new donors coming on board.

A sincere **thank you** for your continued support throughout LITTLE EDEN's *golden journey*.
Your commitment and generosity has helped to ensure our precious residents continue to belong
to the family at LITTLE EDEN.



A resident meets a dog

MANAGEMENT AND CORPORATE GOVERNANCE

LITTLE EDEN Society adopted the Independent Code of Governance for Non-profit Organisations in South Africa in 2013. 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.

Caring for the residents and Ethos/Values



Organisational change



Staff morale



Health and safety



Transparency/corporate governance

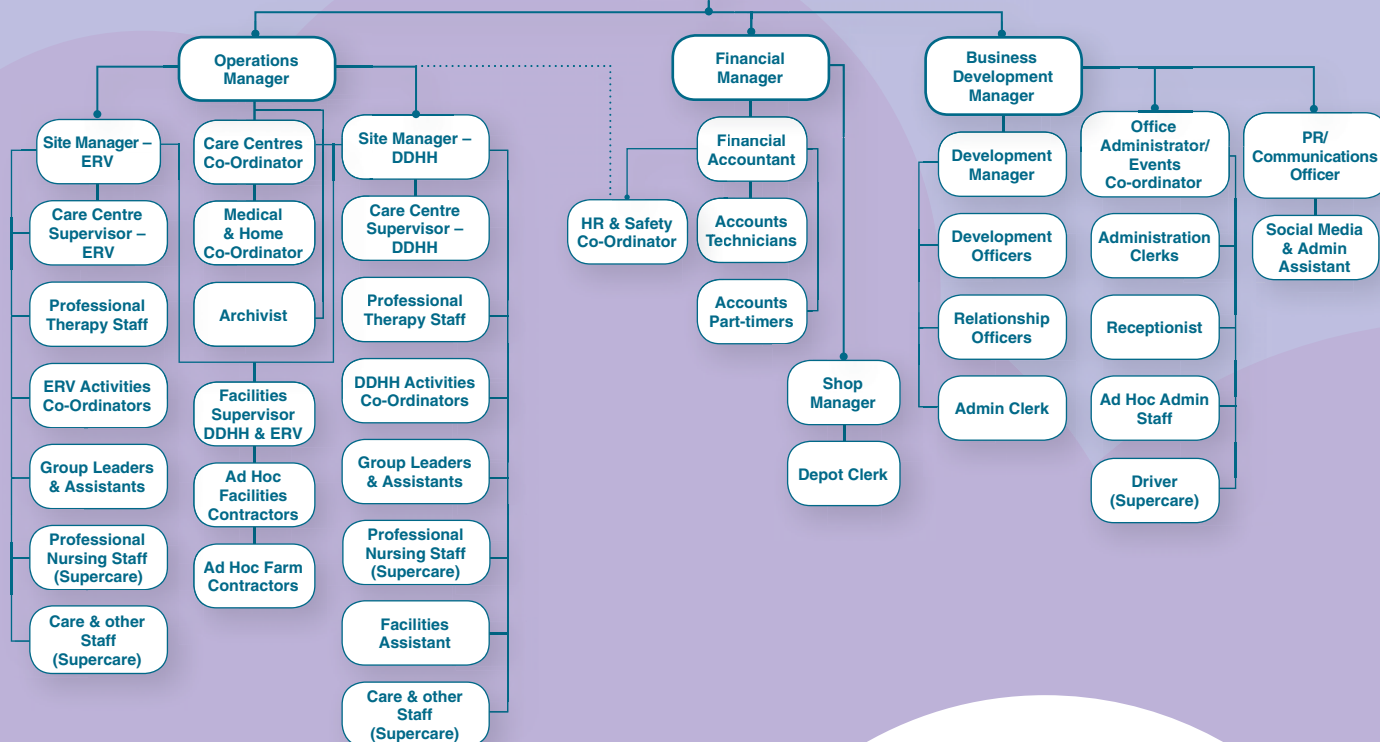


Financial stability and sustainability



BOARD OF GOVERNORS

CEO



LITTLE EDEN firmly believes that responsible business conduct is based on fairness and integrity, embodied in the Values of *Respect, Sanctity of Life and Love & Care*. In fundraising, marketing and communications, it is fundamental that donors' rights to privacy are respected. LITTLE EDEN does not make unsubstantiated claims in the 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.

LITTLE EDEN's 'product' comprises the holistic care of its residents. To perform the work of service, there must be dedicated staff 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 complies with all applicable legislative requirements and willingly shares, on request, information on resident care programmes and initiatives with other similar NGOs, institutions and other interested parties.

LITTLE EDEN, as any other organisation operating in South Africa, is bound by various legislative Acts of Parliament. The Society endeavours to comply with the applicable legislation and makes use of external professional inputs to keep on track.

LITTLE EDEN Values' trademark registration is still pending as the acceptance notice from the Registrar is still awaited.

The LITTLE EDEN Beneficiary Analysis certificate renewal was completed with a resulting score of: DDHH 75% and ERV 56.67%. This supports the Social Development element of the BBBEE score card, where companies can qualify for top points under this section.

The last Annual General Meeting of the Society took place on Saturday 15 July 2017, and was well attended by members, volunteers, residents, and Mrs Heather Hart – DA Local Government Councillor. A special word of thanks to City Lodge Hotel at OR Tambo Airport and the staff for the use of the venue and refreshments.

LITTLE EDEN COMMITTEES

EMPLOYMENT EQUITY COMMITTEE

In keeping with best practice initiatives, LITTLE EDEN staff are represented on the Employment Equity Committee, which meets every four months. The Employment Equity Report and Workplace Skills Plan & Annual Training Report are submitted annually. The election of a new committee took place as well as the renewal of the Employment Equity Plan.

LITTLE EDEN is grateful for the funding grants allocated by Health and Welfare SETA through the Levy Exempt Grants: unfortunately during this reporting period the funding for levy exempt grants applied for has not yet been received.

The grants for the Skills Development Facilitation Training and Bursaries for Employed Persons have been finalised and all funding received. Further application has been submitted for another employee under the Bursaries for Employed Persons and the first tranche payment has been received and studies commenced in 2018.

Though some of the grant payments are slightly delayed, LITTLE EDEN was able to undertake 22 formal training initiatives: Leading Financial Sustainability training funded through TSIBA Education, Italian language course, Social Entrepreneurship Programme, Employment Equity Training and various workshops. A number of in-house training initiatives took place as part of continuous on-the-job development.

Planning for training for the new financial year is under way, however some of these initiatives will be put on hold until finalisation of the Levy Exempt Grant payments by Health and Welfare SETA, which is being followed up. In-house training is ongoing.

SAFETY, HEALTH & ENVIRONMENT COMMITTEE

The wellbeing of the residents and staff is of utmost importance to LITTLE EDEN and identified as a material issue for the Organisation. Health and safety is a legal requirement which LITTLE EDEN needs to uphold and continuously improve. For this purpose, LITTLE EDEN has an active SHE (Safety, Health and Environment) Committee and meets quarterly to discuss any safety concerns that may have arisen in the previous quarter. A number of new committee members were inducted into the SHE Committee during the 2017/2018 period and a new SHE Committee Chairperson was elected. SHE related training in respect of two First Aiders was undertaken, sponsored by Scott-Safe. *Supercare Services Group (Pty) Ltd* sponsored safety training for a Fire Warden, Stacking and Storage training for two LITTLE EDEN staff and Incident Investigator training for one Manager. The need to send responsible individuals on Legal Liability training has been identified and incorporated into the LITTLE EDEN Skills Development training plan for 2018. Scott-Safe audits LITTLE EDEN every three months on a pro bono basis for which LITTLE EDEN is grateful. In line with the principle of continuous improvement, LITTLE EDEN will ensure that SHE audits are extended to include the core work of LITTLE EDEN and service providers.

MANAGEMENT

The Society is aware of the importance of maintaining the racial diversity of its management team and Board of Governors. Focus now needs to be put on the diversity of the management team.

Male	Female	Black	White	Disabled	ERV	DDHH	TOTAL
2	3	0	5	1	1	4	5

NOTE: Five LITTLE EDEN Managers (one position currently vacant) in total. Outsourced labour Supercare Contract Managers excluded.

As we prepare for the next phase of the LITTLE EDEN *journey* a number of changes are under way as part of the succession plan and strategy.

At DDHH the vacancy of the newly established position of LITTLE EDEN Site Manager was filled in October 2017.

As defined by the retirement policy, succession planning is under way for senior management positions:

- » The Chief Executive Officer, Lucy Slaviero, will retire at the end of August 2018 and Xelda Rohrbeck will fill this position.
- » The Business Development/Communications Manager (change in title and responsibility) position recruitment under way.
- » The Financial Accountant responsible for the Finance Department commences employment on 1 June 2018.

These changes are crucial in ensuring the continuation of LITTLE EDEN for the next 50 years and to ensure and uphold the level of care provided to each and every resident. However with change comes an element of uncertainty and hence the focus on staff morale as a top material issue requiring continuous attention through regular communication with staff.

An incident was experienced where a faulty heater in one of the wings caught alight; staff responded adequately and managed to contain the burning unit; no injuries were sustained. Additional firefighting training immediately followed the incident and the necessary insurance claim processed for repairs to the ceiling. A full inspection on all heaters was undertaken and a donor sourced for the replacement and upgrade of all units.

ETHOS COMMITTEE

Although the Ethos Teams, Tirisano and Bambanani, have not been re-launched, the PR & Communications Officer is working closely with staff. The aim is to obtain more buy-in and enthusiasm from staff, to encourage the living of the LITTLE EDEN Values and to create practical ways that will highlight the Values throughout the year. The continuation of the Ethos and Values of LITTLE EDEN has been identified as a material issue with the change in the generation of staff and succession in place. Therefore, the transfer of knowledge and skills is critical to uphold the Ethos of LITTLE EDEN.

BOARD OF GOVERNORS

Male	Female	Black	White	Disabled	TOTAL
5	4	4	5	0	9

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, representation of the demographics 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. At the Annual General Meeting of the Society, members of the Board of Governors are nominated and elected for a period of two years (but are eligible for re-election). Mrs Thihe, who was eligible for re-election, indicated she was retiring from the Board. We wish to express our sincere gratitude to Yvonne Thihe who, since 2002, has served as a member on the Board of Governors. Ms Thato Nkosi and Ms Sedzani Mudau, who were previously co-opted, accepted their nomination to serve as Board members. Ms Maleshini Naidoo also accepted the invitation and nomination to serve on the Board.

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.

LITTLE EDEN is fortunate to have members who show these qualities as well as being closely linked with the Society on a personal level: two members have/had siblings residing with us; and one is a son-in-law of the late founders.

The Board of Governors consists of:	Year of appointment:
Mr Alexander Angus NTD, PMD (Chairman)	2002
Mr Maurizio Galimberti BSc (Vice-Chairman)	2002
Mrs Ntambose Rosetta Xaba CA (SA) (Treasurer)	2010
Rev Antony Bishop FCIS	1981
Rev Douglas Boake CA (SA)	1973
Ms Sedzani Mudau CA (SA), RA, MBA	2017
Ms Maleshini Naidoo B.Com (Honors)	2017
Mrs Thato Nkosi B.Eng (Chem), B.Eng (Hons), MDP, MBL	2017
Mr Luigi Slaviero PrEng, MBL, BSc (Eng)	1984

LITTLE EDEN has previously invited local council members and Government representatives to sit on the Board, but without success. The sub-committees established by the Board of Governors have been reviewed and new committee members elected to assist in its duties, namely a Finance Committee; a Remuneration Committee; and a newly established Business Development Committee.

FINANCE COMMITTEE

The Finance Committee comprises at least three persons from the Board of Governors: the Treasurer, and at least two other Board Members, as well as the Financial Manager and the CEO. The Committee meets six times per annum. This Committee 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, internal audit function, the retention and oversight of independent auditors and oversight of the Society's ethical business conduct.

FINANCE COMMITTEE MEMBERS:

Mrs NR Xaba (Chairman)
Mr PJ Mannix (Financial Manager)
Mrs LM Slaviero (CEO)
Rev D Boake
Ms S Mudau

The Expense Committee, established in December 2016 by the Board of Governors Chairman to approve/postpone or reject all expenses of R500 or more, continues to operate.

REMUNERATION COMMITTEE

A Remuneration Committee comprising of Board of Governors Chairman, and one other Board Member, with the CEO and Financial Manager meets twice per annum. This Committee 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 and Associates, supplied valuable input making use of the PE Corporates Services survey. The Remuneration Committee recommends an overall annual quantum (either percentage or value or both) and also sets the remuneration of the CEO.

REMUNERATION COMMITTEE MEMBERS:

Mr A Angus (Chairman)
Mrs T Nkosi
Mrs LM Slaviero (CEO)
Mr PJ Mannix (Financial Manager)

For the year under review the percentage increase paid to LITTLE EDEN staff in April 2017 was significantly below inflation and therefore part bonuses were paid in November 2017 to LITTLE EDEN staff.

BUSINESS DEVELOPMENT COMMITTEE

The Business Development Committee, newly established in March 2018, comprises of the Board of Governors Chairman, and one other Board Member as well as the Development Manager, PR/Communications representative and Shop Manager. The Committee meets quarterly but initially monthly. This Committee fulfils a support role in monitoring and measuring the performance of the Development Department against the Business Development Strategy.

BUSINESS DEVELOPMENT COMMITTEE MEMBERS:

Ms M Naidoo (Chairman)
Mr A Angus (Chairman of the Board of Governors)
Mrs S Lindsey (Development Manager)
Mrs N Muthige (PR/Communications Officer)
Mr K Muthige (Shop Manager)



INFORMATION PRIVACY

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.

LITTLE EDEN is cognisant of developments relating to the Protection of Personal Information (POPI) act and regularly reviews the policies and procedures in place to ensure the protection of confidential information related to residents, staff, and donors.

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.



Winter concert – we love the drums



One of the beautiful Spring Day flowers of LITTLE EDEN



Caring for
the residents and
Ethos/Values



Staff morale



Communication



Organisational
change



Financial stability
and sustainability



"I also see to the salaries for the staff, the accounts for the children and a hundred other needs. I often go with the car to collect furniture, clothing, all stuff that is donated to us and what we do not use we sell. Before Christmas I spent three afternoons looking after the children because Sister was on holiday and so I did my turn. I have to see to everything, have a hundred eyes, watch out for dangers avoid catastrophes, encourage."

'Diary' by Maria ('Domitilla') Rota
(Unpublished): January 1970.

HUMAN RESOURCES

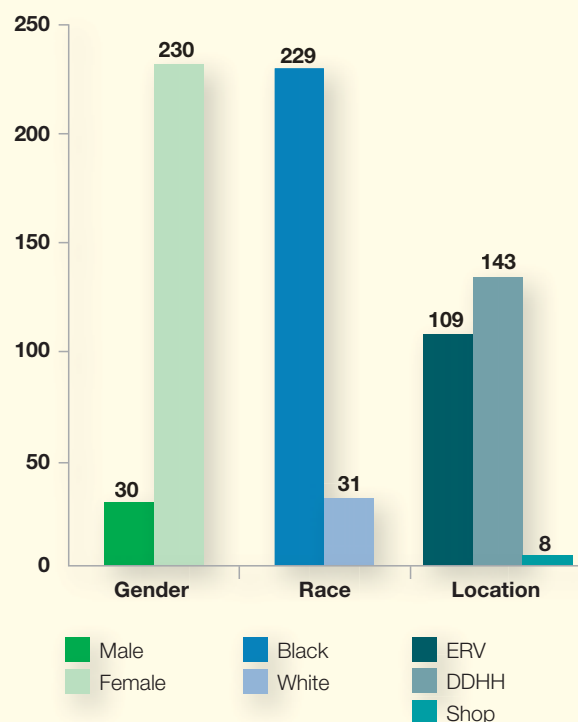
OBJECTIVE

To ensure commitment from and dedication of our staff through:

- » acknowledging the individual;
- » providing the staff with development opportunities;
- » recognising their contribution;
- » motivating the staff;
- » adhering to occupational health and safety regulations;
- » and creating an atmosphere where they have a sense of belonging to the LITTLE EDEN family.

With a workforce of 260 (which comprise of 33 LITTLE EDEN staff; five SIC nuns; 219 Supercare staff; and three part time contractors), LITTLE EDEN is fortunate to have a personnel to resident ratio of 260:300 – 0.87:1.

GENDER, RACE AND LOCATION BREAKDOWN FOR WORKFORCE



	Male	Female	Black	White	ERV	DDHH	Shop	Dis-abled	TOTAL 2018	TOTAL 2017
LITTLE EDEN	5	28	7	26	3	29	1	1	33	28
SISTERS OF THE IMITATION OF CHRIST	0	5	5	0	2	3	0	0	5	6
SUPERCARE sub-contracted services	24	195	216	3	104	108	7	0	219	218
CONTRACTORS	1	2	1	2	0	3	0	0	3	4

Staff morale was identified as a top material issue this year and the emphasis on this matter is critical as LITTLE EDEN is committed to providing its residents with the highest level of care by employing the most suitable and diverse workforce possible. Individuals with exceptional professional and administrative skills who believe in the Values, and act with a social and moral conscience and exhibit empathy for the residents, are valued.

Employees' right of freedom of association is recognised and respected by LITTLE EDEN. 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 is provided.

Feedback from the qualitative analysis questionnaires received anonymously from LITTLE EDEN staff mainly indicated barriers with regards to recruitment procedures, advertising posts and selection criteria. These have been and continue to be addressed by management through greater visibility with external advertisements to be effected so that job advertisements are accessible to groups that are under-represented; improved communication to employees when job vacancies are available and when a new employee starts employment and to formalise the performance appraisals process. Continuous attention to these barriers is required to overcome the challenges experienced with staff morale. Additional facilities upgrades are being investigated with regards to specifically the layout of the residents' bathrooms to support staff with the physically demanding nature of their job.

For the year under review a number of organisational changes took place to ensure the continuation of LITTLE EDEN and to uphold the level of care. These changes have resulted in uncertainty amongst staff and impacted on staff commitment and morale. As a result specific focus group discussions involving staff have taken place and are ongoing with the aim of improving internal staff communication and to rebuild the relationship and trust between staff and management.

The most significant organisational change currently under way is the succession planning at senior management level.

LITTLE EDEN staff numbers have increased slightly from last year with the employment of staff within the Development Department. Relationship development is a key material issue identified which links closely with financial sustainability with the objective of securing and widening the income stream required to continue to operate, especially with the challenging economic conditions.

Sisters of the Imitation Of Christ congregations at ERV and DDHH form an integral part of the continuation of LITTLE EDEN through their spiritual support; background and experience in caring for people with intellectual disability; living and believing in the Values of LITTLE EDEN.

The initial three Sisters who arrived in 2010 have completed their mission at LITTLE EDEN in South Africa and have returned to India. Sr Therese returned 18 April 2017, Sr Tessa 22 December 2017 and Sr Magie 20 February 2018. They were each awarded a certificate of appreciation for their years of service and invaluable work and support at LITTLE EDEN, and significant contribution towards the care of the residents, in their capacity as Sisters of the Imitation of Christ, Bethany Generalate, and in alignment with the LITTLE EDEN Values of *Respect, Sanctity of Life and Love & Care*. We wish them God's richest blessings. They started this *journey* with LITTLE EDEN and we look forward to continuing this *journey* and welcoming the two replacement Sisters due in mid-2018 who will join Sr Roopa, Sr Seena and Sr Manonja.

Representatives from LITTLE EDEN visited India in April 2018 to visit Rev. Mother General and the various Mother Provincials to continue and strengthen the relationship with the Sisters of the Imitation of Christ and to personally thank the Mother Provincials for their commitment and belief in LITTLE EDEN.

Outsourced labour Supercare staff structures and number of staff have also changed and increased as the previous setup proved not as ideal as anticipated. Changes in staff members for the Supercare Contract Manager positions at both Homes were implemented to facilitate stronger supervision and leadership. We anticipate these changes and increased number of staff will instil renewed confidence in the structures and as a result have a positive impact on staff commitment and morale.

LONG SERVICE AWARDS

Congratulations to LITTLE EDEN (LE) and Supercare (SC) staff who were presented with these awards. It is truly inspirational to witness staff commitment, dedication and belief in caring for persons with intellectual disability. May this *journey* continue for years to come.

For 20 years: Veronica Mannix (LE)

For 15 years: Thembi Martha Mkhonza (SC)

For 5 years: Kathy Horn (LE), Winile Tinny Kunene (SC), Nabeela Laher (LE), Letha Dudu Makgato (SC), Norah Mokwena (SC), Immaculate Philiswa Mvubu (SC), Zandile Ndaba (SC), Angeline Phatlane (SC), Cynthia Sekgobela (SC), Lillian Sekgobela (SC), Zama Zulu (LE)

CARING FOR THE CARERS

The *Caring for the Carers* programme continues on a weekly basis at both DDHH and ERV where all staff are invited to participate in 45 minutes of "time-out" to recharge. Some of the in-house training initiatives form part of this *Caring for the Carers* programme.

For the past nine years *The Peech Hotel* in Johannesburg offers a night's free stay with dinner and breakfast to one staff member and partner. It is a wonderful opportunity for staff to take time out and a special way to thank them for the commitment and dedication to the work of LITTLE EDEN.

This year *F.H. Bertling Logistics (Pty) Ltd* hosted a lunch for a number of staff as part of their giving back to thank staff for their commitment and care at LITTLE EDEN. This lunch took place on 16 November 2017 and was an outing enjoyed by all who attended.

The annual staff functions and team building took place 18 – 21 September 2017. These functions have proved to be beneficial and appreciated, as they give staff a break to unwind and to build strong connections amongst each other as well as staff getting to know one another. *Mastrantonio* once again sponsored a meal for each staff member on the day.

VOLUNTEERS

"The work is hard, arduous but the reward that God one day will give us will be great according to the work achieved."

'Diary' by Maria ('Domitilla') Rota (Unpublished): 19 January 1967.

The work carried out daily at LITTLE EDEN Society is not fashionable, at most times it requires a patient, caring and loving heart but it is also soul fulfilling and rewarding.

As the founder of LITTLE EDEN Society, Domitilla Hyams was the longest serving volunteer. Her example through her work and faith is something to aspire to for all at LITTLE EDEN.

Along with many scholars, from local schools, who carry out their community service hours at LITTLE EDEN, the Society has witnessed several local and international volunteers who come through to lend a helping hand in the special work of LITTLE EDEN. We welcomed volunteers from Italy, France, Indonesia and England. These selfless men and women become part of the LITTLE EDEN family which they join in upholding the Values.

As part of the sustainability strategy, the Development Department implemented a *LITTLE EDEN Ambassador* initiative which scholars, who spent time at LITTLE EDEN through their community service hours, are encouraged to join by submitting their contact details, interests and what they plan to study once they leave school. The aim is to keep in touch with them over the years with the hope that they will remember LITTLE EDEN in their professional and adult *journey* and continue to support LITTLE EDEN in the future.

Ten new local volunteers joined the LITTLE EDEN family in caring for the residents by assisting in the stimulation programme (weekdays from 08:30 to 12:30). Local volunteers assist therapist and group leaders in carrying out activities such as colouring in, reading a book to a resident, helping them put a puzzle together or pushing wheelchairs.

FIDESCO VOLUNTEERS

LITTLE EDEN is fortunate to have received long term volunteers through Fidesco since 2013. Fidesco was created in 1981 by the Emmanuel Community (an association of the faithful, recognised by the Holy See). It is a federation of associations with the Catholic Church in France which sends volunteers to assist throughout the world.

In August 2017 volunteers Jérôme and Aude with their toddler Côme de Guerny returned to France after their two-year service at LITTLE EDEN. Aude assisted with stimulation activities at DDHH and Jérôme assisted at the LITTLE EDEN Second-hand Shop.

We also said good bye to volunteers Jennifer Charles and Ophélie Darras who returned to France in February 2018 after their two year service at LITTLE EDEN working with residents and training staff at Elvira Rota Village.

We welcomed Marie Casassus-Builhé and Lise-Marie Chauvin in October 2017 who are spending their valuable time with residents within the stimulation programme at DDHH.

Previous Fidesco volunteers from 2015 (Hélène, Dicky and Clémence) visited LITTLE EDEN in August 2017 to join in LITTLE EDEN's 50th celebrations.

LITTLE EDEN takes this opportunity to express grateful thanks to Fidesco for their continuous partnership. The expertise shared by the volunteers through Fidesco has great impact on the quality of care given to the LITTLE EDEN residents. We look forward to continuing this *journey* with Fidesco and welcoming new volunteers in the latter part of 2018. To acknowledge Fidesco the Danny and Domitilla Hyams Award was presented to Fidesco for exceptional and meritorious service to LITTLE EDEN Society through their two year volunteering programme since May 2013 in harmony with the Society's Ethos, Values and Mission.



Fidesco volunteers Jérôme and Aude



COMMENTS FROM VOLUNTEERS

» These children teach me to live from day to day, to enjoy the little pleasures of life. They teach me about charity, the love for others without compromise and without demands. It is exceptional to be able to live such love. The residents make me clown around for them, dance for them. Whatever I do makes them laugh. When I am with them, I am not afraid of being ridiculed. I receive more everyday than what I give in this mission.

– Ophélie (Fidesco volunteer)

» We realised that giving our service to the work of LITTLE EDEN was a wonderful way to learn to give, to be humble and to accept things as they are. But also accept the fact that we are all created differently and that we do not have the same way of thinking. LITTLE EDEN was a very good school to learn humility but especially love. It was not an easy experience but we offered all our difficulties to the Lord. The road is long and windy but with the help of God and through prayer we managed.

– Aude and Jérôme (Fidesco volunteers)



Fidesco volunteers Ophélie and Jennifer

LITTLE EDEN FOUNDATION

The purpose of the LITTLE EDEN Foundation (LEF) is to safeguard, grow and ensure the provision of funds, assets, services and other resources to LITTLE EDEN Society. The Foundation may call upon and makes use of professional external advice (remunerated and/or pro bono) when necessary and to objectively evaluate performance.

The LEF is a separate Public Benefit Organisation (PBO 930 034 635) operated not for profit and registered under Section 30 of the Income Tax Act No 58 of 1962 and has been granted Section 18A status. The Foundation has its own non-executive Chairman and independent Board members comprising of five nominated members and one co-opted member. Membership is only by invitation for 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.

Mr Tommaso Altini passed away on 24 June 2017; may his dear soul rest in peace. Tom served as a member on the Foundation since inception. We gratefully acknowledge him for his dedication, commitment and support.

LITTLE EDEN Foundation Members:

The Rt Rev Bishop T Graham Rose, DD (Chairman)
 Mr Terence Bowman (Vice-Chairman)
 Mr Michael Rohrbeck, CA (SA) (Treasurer)
 Mr Noel Bass
 Mr Alfredo Crabbia
 Mr Rajeev Thomas, B.Eng Proj.Mgt, Cert CPMM

ASSOCIAZIONE DOMITILLA ROTA HYAMS ONLUS

In 'Vuoti a rendere', Giuliano Rota Martir who had arrived from Italy with some family members, is quoted as follows: *"In 2005 I visited South Africa and I had the privilege of retracing Domitilla's journey from its first tentative beginnings through its numerous milestones, as I listened to Daniele recounting the story. I spent the following seven years considering how best to contribute to such a commendable cause and I found it a difficult challenge. Domitilla's return to the Father has convinced me of the necessity to abandon fears or hesitation and to begin sowing new seed following her example. I have sought companions on the journey, I have involved individuals, families and communities who could contribute their experience and sensitivity in the hope that the seed will grow into a strong tree and bear splendid fruit. There are two points of departure that I feel should be at the core of our work. Domitilla wrote: 'I only know one thing: mentally disabled persons retain great value and God gave them to us to touch our hearts and make us better people.' Again: 'We are all in the hands of Jesus when we take care of our neighbour irrespective of race, colour or mental ability. Whether you feed a child or make a donation or dedicate time and attention to another, the important thing is that it should make a difference to your own life.'"*

By November 2011, Giuliano Rota Martir was in the process of establishing an Association in Italy in memory of the Founder of LITTLE EDEN. Application for registration as an NPO was submitted to the Italian authorities and on 21 January 2012, the official launch of the *Associazione Domitilla Rota Hyams ONLUS* (ADRH ONLUS) took place.

Extract from LITTLE EDEN 50 Years of Love & Care (1967 – 2017) p 191

The Associazione Domitilla Rota Hyams (ADRH) ONLUS was constituted in Bergamo, Italy in 2012 as a state registered NGO and whose sole purpose is the support of LITTLE EDEN Society. This support is manifested in various ways such as seeking financial support via public and private donations across Europe as facilitated by the Transnational Giving Europe (TGE) NGO, 'Adopt-an-Angel' support, the '5 per mille' Italian tax rebate for NGOs, facilitating overseas volunteers to work at LITTLE EDEN and facilitating post-graduate students to undertake their research and/or practical work at LITTLE EDEN. The ADRH ONLUS has its own independent Board comprising professional, business and retired personnel who are not remunerated for their services.

May 2017 was a busy one for the ADRH ONLUS when 12 members of the Association arrived in Johannesburg for the first South African Danny and Domitilla Rota Hyams Memorial Lecture which was presented by His Eminence, Wilfrid Cardinal Napier OFM at St Augustine College, Johannesburg. At the function, attended by the representative of the Bishop of Bergamo, Monsignor Giulio Dellavite, the Mayor of Almenno San Bartolomeo, Gianbattista Brioschi and the ADRH ONLUS President, Giuliano Rota Martir, the ADRH ONLUS presented LITTLE EDEN Society with a replica statue of 'La Madonna della Cornabusa' (where Domitilla often visited in her youth) thereby linking the virtual bridge of solidarity between Italy and South Africa – a spiritual, religious and cultural bridge in the memory of Domitilla and Danny. Following that visit and with the intent of presenting such a memorial lecture on an annual basis alternating between South Africa and Italy, the ADRH ONLUS will be hosting the 2018 Danny and Domitilla Hyams Memorial Lecture in September at San Nicola in Lemine, Bergamo. That event will also commemorate the 100th anniversary of the birth of the Founder of LITTLE EDEN, Domitilla Rota Hyams.

Since the first University of Bergamo students were facilitated by the ADRH ONLUS to undertake part of their research at LITTLE EDEN in 2014, to date a total of eleven mostly postgraduate students have been part sponsored by the ADRH ONLUS to undertake their practical experience work (in part fulfilment of their theses) at LITTLE EDEN, normally for a period of approximately one month in the fields of educational and pedagogical sciences. The most recent (July 2017) work by Elena Conti (and her co-volunteer, Valentina Foieni) involved the implementation of a starter literacy programme for some of the Elvira Rota Village residents. In parallel with a skills transfer, this highly successful programme continues at present, now being carried forward by the trained LITTLE EDEN staff. Without doubt, this involvement of the Society at a tertiary level continues to have multiple positive spin-offs in promoting the message of LITTLE EDEN in academia as well as cultivating a good potential support basis for young professionals starting off in their careers. To quote but one:

"In addition to a great opportunity for our studies and for our working future, LITTLE EDEN has been a great experience of life that has made us grow and mature on a human level. It is a reality in which we live with the heart the residents helped us discover and appreciate the beauty of small gestures. What they left us is a great lesson of life."

Lucy Slaviero, Paolo Slaviero and Xelda Rohrbeck had a successful visit to Albenza, Italy as guests of the ADRHO and in celebration of the Danny & Domitilla LITTLE EDEN Day on 22 October 2017. A whole day of community based activities took place. To promote the day, Giuliano Rota Martir, President of the ADRHO appeared on the regional Bergamo TV, in the newspapers and on radio.

Lucy and Paolo had an appointment with His Eminence, Cardinal Giovanni Battista Re, at the Vatican prior to the above function. The LITTLE EDEN story was told to him and he was given a pack of books and documents on LITTLE EDEN. He promised to hand over a similar pack to His Holiness, The Pope. Visits were also carried out at: Propaganda Fide, Pontifical Society of the Holy Childhood; Sisters of St Peter Claver; Rev Fr Peter Foley OMI at the Oblate Head Office to discuss the process for the Cause.



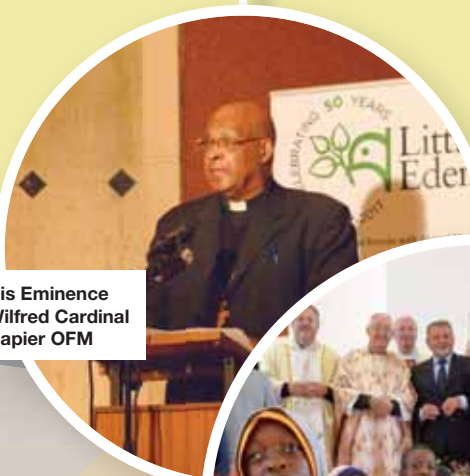
Sr Tessa gives instructions

ACHIEVEMENTS

LITTLE EDEN turned 50 years on 15 May 2017 –
Various internal and external events were held throughout the year to celebrate this *golden journey*



Teamwork gets us places



His Eminence
Wilfred Cardinal
Napier OFM



Residents with
Italian visitors

Inaugural Annual Danny & Domitilla Memorial Lecture
(May 2017) – took place at St Augustine College presented by His Eminence Wilfrid Cardinal Napier OFM

Printed English version of *Emptied for Filling* –
The second LITTLE EDEN book launched in 2016, originally written in Italian, has been translated into English

Increased visibility on Social Media platforms –
a designated Social Media personnel ensured increased presence on LITTLE EDEN social media platforms

The Cause – the Archbishop of Johannesburg, the Most Reverend Archbishop Buti Tlhagale OMI, recently requested LITTLE EDEN Society to initiate the process for the opening of a Cause which may in the future eventually lead to the canonization of the founders of LITTLE EDEN – Danny and Domitilla Hyams – as a couple. The transcribing and translation of Domitilla's diaries have been completed

Security house at ERV, St Francis Gate, for the purpose of increasing security at the Village



Happy colours
at birthday bash



Mass of Thanksgiving in
October - Archbishops with
LITTLE EDEN residents



Personnel in their
50th celebrations Tshirts



LITTLE EDEN CEO with the
replica statue of La Madonna
della Cornabusa



DANNY & DOMITILLA HYAMS AWARD PRESENTED TO:



Dr W Briedé for exceptional meritorious service to
LITTLE EDEN Society through his weekly service of over
35 years as the Paediatrician to the residents of the Society
in harmony with the Society's Ethos, Values and Mission



Fidesco for exceptional and meritorious
service to LITTLE EDEN Society through
their two year volunteering programme
since May 2013 in harmony with the
Society's Ethos, Values and Mission



CERTIFICATES OF APPRECIATION AWARDED TO

His Eminence Wilfrid Cardinal Napier OFM

Associazione Domitilla Rota Hyams Onlus, Remo Ceriotti and Rocco Todeschini

Some of the LITTLE EDEN Board of Governors:
Mr Alex Angus, Rev Doug Boake, Mr Luigi Slaviero,
Mr Maurizio Galimberti, Mrs Rosetta Xaba and
Rev Tony Bishop

LITTLE EDEN Society Foundation Board of Management:
Mr Alfredo Crabbia, Rt Rev Bishop Rose, Mr Michael Rohrbeck,
Mr Rajeev Thomas, Mr Terence Bowman and the family of
Tom Altini

Fidesco volunteers, Aude and Jérôme de Guerny

Owner of Mamba Strike Force, Mr Berry Munro

Elena Conti (University of Bergamo Student) and
Valentina Foieni



EVENTS



RESIDENTS' INTERNAL ACTIVITIES



Easter Egg Hunt (12&13 April)



House mothers and Nurses Day
(ERV 08 May and DDHH 12 May)



Fathers' Day
(ERV 19 June and DDHH 23 June)



Special Birthdays
(ERV 16 August and DDHH 23 August)



Heritage Day Celebration (ERV
27 September and DDHH 29 September)



Residents Christmas Parties
(ERV 05 and DDHH 06 December)



Valentine's Day Celebration
(14 February) Even in the most uncertain of times, when you have love, you have everything.



ERV Braai Day (June) – Colin's Cottage, Boiketlong, Nicky's Nook, Butterfly Wing.



ERV Arts & Crafts (26 July) – SIC nuns work with residents to create beautiful artwork through materials such as egg shells, leaves, rice, tissue rolls etc.



ERV Concert day
(31 August)



ERV Spring day
(13 September) All things bright and beautiful, hello SPRING!!



ERV Pino's Place concert
(07 December)



DDHH Winter Concert, Lilac and Orange (05 July) our residents with dual diagnosis had the opportunity to entertain fellow residents and staff members through a mini concert. A few residents from this group participate in the annual Christmas concert at the end of the year as many of them are not able to handle big crowds due to the nature of their disability.



DDHH Cookie Baking Day
(06 December)

OTHER EVENTS/ FUNCTIONS/VISITS



702 Walk the Talk (23 July) – 26 walkers took part under the LITTLE EDEN banner. We hope you will join us this year!



DDHH Annual Christmas Concerts (17 & 18 November) –

“One of the residents, Naftal, brought many smiles to the audience members during the Christmas concert at the end of the year. He is 23 years old, and developed meningitis when he was 13 years old. He can read, understands everything, and is often seen in the wing completing puzzles without assistance. Naftal has a great deal of energy and moves his head backwards and forwards when interacting with people. Furthermore, his speech is muffled and not always comprehensible. At the start of our Music Therapy process, Naftal presented in quite a “fidgety” manner. His focus was often distracted; he would play all of the instruments with intense energy and show minimal awareness of myself as therapist. Over time, the music has served as an outlet to channel his energy and emotions, and his arm movements are more controlled. When singing songs, his speech is somewhat clearer, and he is more present in sessions.” – Music Therapy DDHH by Marie-Victoire Cumming.



ERV Annual Christmas Concerts (24 & 25 November)



Participants at Dis-Chem Sun City Swim (21 October)



MAMBA Charity Drive (24 November) Mamba Strike Force has organised the Christmas Charity Drive (collection of second-hand toys and goods) for more than twenty years, involving many local businesses and schools. The support and participation of the community in this drive continues to grow and is an invaluable source of stock for our own use as well as for supplying the Second-hand Shop. In addition Mamba provides pro bono security support and continues to promote and encourage others to support LITTLE EDEN which is very much appreciated.



94.7 Cycle Challenge

(19 November) – goodie bag handover “meet & greet” (18 November) and race day. For the third time LITTLE EDEN was amongst many charities that registered for the 94.7 Cycle Challenge-Ride for a Purpose. We had a total of 34 riders who teamed up to raise funds while spreading the word of LITTLE EDEN. A total amount of R72 773.47 was raised through this event. Entries for the 2018 94.7 Cycle Challenge are open until 31 August 2018. The event will take place on Sunday, 18 November. If you are interested in riding for us please contact our Public Relations and Communications Officer, Nichollette Muthige, on 011 609 7246. Ride for those who can’t!



Italian Chamber-Business

Excellence Awards (30 November) – This event is an annual competition held to highlight and recognise the Italian-South African business community’s contribution to the economic growth of South Africa. LITTLE EDEN received R125 000.



Annual Fête (4 March 2017) with the Galaxy of Stars as the theme

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 abouts 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.
- » 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, we ensure full compliance with all statutory requirements.
- » To ensure the application of prudent financial policies, all finances are carefully monitored by measuring performance to budget and this information is submitted every two months to the Finance Committee and the Board of Governors.
- » In keeping with the Business Development strategy, we fundraise aggressively to source funds for operational requirements in order to meet the monthly shortfall in Department of Health Gauteng Provincial Government subsidies and to broaden the scope of service provision. In addition a Business Development sub-committee has been established to offer guidance in monitoring and evaluating the progress to the strategy.
- » To maintain and build adequate infrastructure and facilities which are required to ensure a holistic approach in 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 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 are 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 all activities comply with all 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.

Monthly Safety, Health and Environment inspections are carried out and results are submitted by the appointed SHE Representatives to the SHE Officer. All issues are looked at: minor issues are dealt with by the Officer, while serious issues are passed onto the manager concerned. The SHE Officer follows up with the manager until the issue is resolved. An external SHE Audit is carried out quarterly by Scott-Safe pro bono. SHE Committee Meetings are held every three months to discuss any issues and incidents. Management are 'Designated Committee Members' and so most issues are dealt with immediately: if not it is resolved via their regular meetings

Caring for
the residents and
Ethos/Values



Continuity of
utilities



Financial stability
and sustainability



Residents assist with floating reed beds established at ERV



ENVIRONMENT

1. INTRODUCTION

Key environmental focus areas highlighted in this report include electrical and water usage, waste management and management of the biodiversity at LITTLE EDEN operations. An energy audit was conducted with the assistance of the South African National Energy Development Initiative and the findings were that LITTLE EDEN is well managed with reference to energy management, consumption behaviour and consciousness over utility (water and energy) expenses and in particular wasteful expenditure and losses. The findings further indicated that energy management opportunities exist in the application areas of space heating/cooling, high temperature water heating requirements and the laundry facility. The recommendation was primarily that strategic technology changes such as incorporating solar energy, should be pursued in relation to potential financial partners and donors.

2. ENERGY CONSUMPTION

The energy consumption at LITTLE EDEN recorded from 1 April 2013 to 31 March 2018 is set out in Table 1: Total Energy Consumption. This report will specifically focus on the period 1 April 2017 to 31 March 2018; however, reference will be made to previous periods for explanation purposes.

The following information is extracted from Table 1: Total Energy Consumption. The electrical consumption at ERV increased by 26% which can largely be attributed to the reduced usage of generator power. The electrical consumption at DDHH experienced a decrease of 9%, however, the electrical consumption at ERV is far below the usage at DDHH as DDHH has an average monthly consumption of 50 805 KWh when compared to ERV which is 7 414KWh.

Increases of electrical usage were recorded at the volunteer accommodation St Joseph House (SJH) which increased by 14%. Electrical usage at the volunteer accommodation, Domus Our Lady Mother of all Children (DOL) also experienced an increase of 17% which needs to be viewed in light of the decrease of 57.51% in the previous financial year. The property was utilised for the full period under review. Electrical consumption increased by 6% at the Shop Operation.

Table 1: Total Energy Consumption

	2018		2017		
	kWh	GJ	kWh	GJ	
Electricity Consumption					
Domitilla and Danny Hyams Home	527 160	1 898	579 840	2 087	
Elvira Rota Village	109 520	394	87 003	313	
Shop Operation	9 348	33	8 643	31	
Saint Joseph House	6 715	24	5 868	21	
Domus Our Lady Mother of all Children	5 871	21	5 009	18	
Fundraising Office	0	0	4 450	16	
Total Electricity	658 614	2 370	690 813	2 487	
Change in Electricity Consumption		(4.7%)		18.3%	
Fuels Consumption			Litres	GJ	
Petrol	3 862	119	5 137	159	
Diesel	10 254	395	11 765	453	
(Vehicles)	10 081	384	10 470	404	
(Generators)	173	7	1 295	49	
LPG	4 290	114	3 940	105	
Total Fuels	18 406	628	20 842	717	
Change in Fuels Consumption		(12.4%)		(9.7%)	
Total Energy (Electricity & Fuels)		2 998		3 204	
Change in Energy Consumption		(6.4%)		10.6%	

Although LITTLE EDEN experienced increases in the above operations, the overall change in total energy consumption decreased by 6.4% from the previous year which is attributed to the decreased usage at DDHH, this being despite the Development Department relocating to Domitilla and Danny Hyams Home (DDHH) from a leased premises during the middle of 2017 as well as the reduced use of diesel for the generators. LITTLE EDEN would need to instal dedicated energy meters in the various divisions at LITTLE EDEN to determine with accuracy, the reason the energy consumption at DDHH increases in one financial year and then decreases in the next financial year. Without suitable technology, we can only summarise that the reduction in energy usage at DDHH, in particular, relates to the maintenance and servicing of, inter alia, the laundry equipment and different weather patterns in the various financial years and specifically pertaining to the 2017/2018 financial year.

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 cost of electricity in particular, places a financial strain on LITTLE EDEN, however, despite increases to both municipal and Eskom electrical tariffs

in the 2017/2018 period, LITTLE EDEN recorded a reduction of 4.7% in electrical usage which can be attributed to existing energy efficient measures which are recorded in Section 3 below, titled Audit Report, and a reduction of 6.4% in the total energy consumed which relates to both electricity and fuel usage.

Taking cognisance of the findings and challenges identified in the 2017/2018 report, LITTLE EDEN undertook to address the goal to transition to increase sustainability and in order to achieve this aim, to interact with relevant stakeholders.

3. AUDIT REPORT

LITTLE EDEN undertook to address and integrate sustainable practices, procedures and policies into operational decision-making processes to ensure environmental, social and economic sustainability as well as to monitor and improve on the effectiveness of LITTLE EDEN's sustainability management system. The need to decrease utility charges without decreasing operational efficiency and resident care was highlighted in the previous Annual Report. LITTLE EDEN, furthermore, undertook to prioritise the start of an energy audit in 2017, with an initial focus on DDHH.

	2016		2015		2014		2013	
	kWh	GJ	kWh	GJ	kWh	GJ	kWh	GJ
	463 860	1 670	525 360	1 891	520 200	1 873	597 990	2 153
	93 440	336	125 220	451	91 480	329	93 400	336
	8 733	31	11 763	42	9 415	34	9 574	34
	6 041	22	11 396	41	13 070	47		
	11 788	42	3 454	12				
	583 862	2 102	677 193	2 438	634 165	2 283	700 964	2 523
		(13.8%)		6.8%		(9.5%)		
	Litres	GJ	Litres	GJ	Litres	GJ	Litres	GJ
	6 115	209	5 051	172	4 353	148	2 503	85
	12 824	495	13 199	509	15 130	584	11 866	458
	8 677	335	10 395	401	10 639	411		
	4 147	160	2 804	108	4 491	173		
	3 576	90	3 482	88	4 235	107	1 882	47
	22 515	794	21 732	769	23 718	839	16 251	590
		3.3%		(8.3%)		42.2%		
		2 896		3 207		3 122		3 113
		(9.7%)		2.7%		0.3%		

LITTLE EDEN confirms that this process was undertaken in the 2017/2018 financial year with the assistance of the South African National Energy Development Institute and Eskom.

3.1 FINDINGS AT DDHH

The findings of the initial energy report indicate that the DDHH facility, supplied by Ekurhuleni is on the most cost effective tariff option available. The average cost per electrical unit consumed (Rand/kWh) was found to be R1.56 during 2017. At an average energy consumption of 282.25kWh per resident per month, the above would equate to R439.93 (exclusive of Vat) per resident per month at DDHH. The energy requirement per resident at the DDHH facility is higher than the ERV facility and is due in large part to:

- » A higher winter period space heating requirement for the frail
- » The higher hot water temperature requirement for the washing of non-disposable nappies
- » The additional staff complement, therapy and facility specific requirements per resident
- » The extensive laundry facility equipped with industrial high duty cycle washing and drying operating at a higher load factor.



Naledi with a large turnip

3.2 RECOMMENDATION FOR DDHH

Renewable energy is free, however, the technology thereof is not. The cost of renewable technology equipment and its maintenance requirements are the main barriers to entry, making the technology still unaffordable for most. Renewable energy should also not only make use of a sustainable source, for example, sun or wind, but should also be clean, without leaving a detrimental environmental footprint in terms of carbon or any other form of pollution, noise or being unsightly. The recommendation from the energy auditor for the next step before sizing a proper functional solar energy system is to:

- » Ensure each end-user technology is energy effective, for example, using CFL and LED lighting, solar pumps, thermal insulation and solar geysers
- » Critical loads such as refrigeration needs to be energy efficient and rated as such with “Star” rating or “A” class.
- » Heating loads need to be reduced to the absolute minimum and requires energy efficient replacement strategies where possible.
- » The air conditioning load must be kept to absolute minimum by thermal envelope control, roof insulation and energy efficient split unit air-conditioning with dual cycle capability.
- » Solar heating, as an alternative, should replace individual point of use geysers, and more appropriately complementing the heat pump should be investigated. This being that during the day an average annual 5.6 hours of free sunshine can contribute to energy conservation through proper utilization of this resource. High pressure solar geysers with a back-up element would be required where an in-line electrical element geyser would be replaced entirely.
- » The existing heat pump must be well maintained with regular filter cleaning or changing, whichever is applicable.
- » The hot water boiler supply lines need to be well insulated to all points of delivery with double insulation recommended to the laundry. The single most expensive risk with the boiler, apart from leaks, would be to ensure that the operating set point is achievable, being able to control On/Off often, thus lowering the duty cycle or Electrical Load Factor. The element bank of the boiler vessel needs to be regularly checked for electrical continuity of all the spirals and the prevention of scaling which would lead to non-scheduled and avoidable maintenance expenses due to burn-out.
- » A detailed study on the use of solar water heating needs to be investigated. Solar water heating needs to be incorporated to harvest the available solar energy, approximately 2 044 hours per year or 23% of its available time.

- » The Energy Auditor found that natural sunlight and air drying is optimally utilised at LITTLE EDEN by the laundry staff. The energy intensive industrial dryers are only used during adverse weather conditions and for specific items e.g. non-disposable nappies. The industrial type dryers (and washing apparatus) are, however, effective and use preferred technology to manage approximately 2 500 nappy items and a total of 3 tonnes of laundry daily.
- » In terms of lighting requirements, all linear fittings with T5 Electronic ballast should be replaced by either re-lamping which involves retaining the luminary fitting and then to rewire to house lower wattage electronic gear; as a Capital Project with the complete replacement of all fittings in at least a section or as part of the budgeted maintenance routine, replacing complete fittings as required.

3.3 LOOKING AHEAD

The Energy Auditor recommended that LITTLE EDEN arranges that Dedicated Energy Meters are installed on the heat pump and boiler and that the meters are read weekly or monthly, as this would enable staff to quantify energy usage very accurately and to detect preventative maintenance requirements, seasonal ambient temperature effect and insulation loss due to defective lagging. This process is being investigated.

Through the assistance of a donor, it is likely that a study will be undertaken on the solar water heating needs of LITTLE EDEN DDHH as the Energy Auditor indicated that solar water heating needs to be incorporated to harvest the available solar energy, approximately 2 044 hours per year or 23% of its available time in order to reduce the cost of electricity at DDHH.

4. VEHICLES

The use of petrol for vehicles decreased by 25% in the 2017/2018 financial year which can be attributed to the restricted control of use of the LITTLE EDEN fleet of vehicles. Diesel usage decreased by 13%. This does, however, not relate to the usage of vehicles or farming equipment, but primarily due to the 87% decrease in the use of diesel for the generators at DDHH and ERV as load shedding in South Africa has been reduced as Eskom has increased its electrical supply.

5. WATER CONSUMPTION

The water consumption at LITTLE EDEN from 1 April 2012 to 31 March 2018 is set out in Table 2 – Water Consumption. This report will specifically focus on the period 1 April 2017 to 31 March 2018; however, reference will be made to previous periods when required.

WATER-KI	2018	2017	2016	2015	2014	2013	2012
DDHH	15 808	14 353	12 609	13 367	14 004	14 605	14 029
ERV	36 488	30 142	26 554	28 348	28 348	28 348	28 348
Shop Operation	37	37	37	37	37	37	37
St Joseph House	293	225	458	507	466		
Domus Our Lady Mother of all Children	191	277	611	192			
Total	52 817	45 034	40 269	42 451	42 855	42 990	42414

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 and waste water is recycled through the wetland system and tested by the East Rand Water Care Association (ERWAT) which goes back into the natural water course. Table 2: Water Consumption indicates that borehole water consumption increased by 21% at ERV due to increased farming activities. DDHH also experienced a water consumption increase of 10% with usage being recorded at 15 808 KI. The volunteer accommodation at SJH recorded a 30% increase in water consumption due to the property being utilised throughout the year. The volunteer accommodation at DOL recorded a 31% reduction in water consumption which can partially be attributed to the good management of the resources by the present volunteers. The Second-hand Shop is not metered and water is included in the rental agreement. Usage has, however, been calculated on an average figure of 6.192KI per person in the past and for consistency, has been included

6. RECYCLING AND WASTE MANAGEMENT

The metal and e-waste recycling programme continued from electronic donations received that are not repairable. Compass Medical Waste Services assists LITTLE EDEN with the disposal of medical waste and paper recycling also takes place. The impact of resource usage and the responsibility towards preserving and conserving the natural environment was highlighted in the materiality workshop with waste management being placed on the sustainability agenda under the banner of Safety, Health and Environment.

7. FARMING OPERATIONS

LITTLE EDEN acknowledges the need to preserve and protect the natural environment in order to ensure environmental sustainability. Part of the land is used to house the five maturation ponds and reed bed system that is used to purify ERV's waste water. This part of the land has been rehabilitated into wetlands with therapeutic gardens. The protection of the biodiversity found at ERV is thus of particular importance to LITTLE EDEN. The upgrade to the conservation of the wetlands at ERV was actioned in 2017 as the small pan at the end of the wetland system was inundated with Duck Weed (*Araceae lemnoideae*) due to the water being nutrient rich. The Duck Weed was eradicated by introducing indigenous fish such as Blue Tilapia, Banded Tilapia, Dwarf Tilapia, Red-breasted Tilapia and Ghieliemienjies into the wetland area as these fish feed primarily on the floating vegetation on the pan.

With the duck weed under control LITTLE EDEN has also set out to help reduce the nutrient level within the pan as it was this nutrient rich water that led to the issue in the first place. In order to do this floating reed beds were placed onto the second-last dam within the maturation ponds. The reed beds are filled with a non-invasive sterile grass called Vetiver (*Chrysopogon zizanioides*) whose long root system will take harmful nutrients out the water together with the heavy metals that enter the system from the laundry detergents.

The plant also helps to stabilise soil and protects it against erosion as their root system grows between 2-4m down into the earth. The close-growing culms help to block surface water runoff. It slows the water flow and increases the amount absorbed by the soil (infiltration). Vetiver mulch increases water infiltration and reduces evaporation, thus it protects soil moisture under hot and dry conditions. Vetiver can also help protect fields against pests and weeds. A row of Vetiver has been planted along the outside boundary of the agricultural land where there is an excessive amount of water runoff and this will be monitored over the next year to see if the Vetiver is able to spread and form a natural barrier to prevent excessive soil erosion.



Weaving the reeds that were established on the pond at ERV

The wetlands, sensory garden, waterfall and labyrinth provide opportunities for the residents to enjoy some bird watching and relaxation, which is incorporated into the therapies and leisure activities that enhance the quality of life of our special people. The bird list at ERV has been updated and there have been 137 different species of birds seen directly on the Elvira Rota Village property which is an increase of 19 species from the previous count of 118. LITTLE EDEN is continually adding to the species (birds, mammals and fish) composition list as and when a new species is found within our boundary fence.

Farming has always formed an integral part of Elvira Rota Village. Pecan nuts are the main crop and LITTLE EDEN is well known for them with ongoing sales year round. The Pecan Orchard at ERV has 155 producing pecan trees. In the 2017/2018 nut season, LITTLE EDEN ended with a total of 5 465kg of nuts harvested. This was down by 238kg from the 2016/2017 season where 5 703kg of nuts were harvested. The decrease can be attributed to a late season hail storm that saw many of the growing nuts being dislodged from the trees.

Due to the avian flu outbreak the State Vet requested that LITTLE EDEN gets rid of all poultry birds on the property therefore 84 chickens, seven geese, 13 ducks, two turkeys have been removed. These will be replaced in due course.

Due to the limited land available, farming is not a major commercial venture, but current farming practices cover the costs of the farming with a small profit margin. Mostly maize is grown which is sold as animal feed to local farmers as well as soya beans.

ERV also produces smaller scale crops with the aim of contributing towards self-sufficiency with regards to the vegetable garden. Produce is used directly for the residents at both Homes. The 2017/2018 season was successful with 13 different vegetables crops throughout the various seasons.

ERV had 843.5mm of rain over the 2017/2018 rainy season.

8. CONCLUSION

In response to the sustainability challenges identified, the second quarter of 2018 will be marked by the need to identify efficiency of existing equipment at the two care centres and to improve the relationship with private partnerships to enable LITTLE EDEN to focus on renewable energy initiatives such as solar. These actions will enable LITTLE EDEN to fulfil the long-term goal of increasing energy efficiency, reducing the carbon footprint of LITTLE EDEN as well as becoming more environmentally, socially and financially sustainable.

ASSURANCE STATEMENT

TO THE BOARD AND STAKEHOLDERS OF LITTLE EDEN

Integrated Reporting and Assurance Services (IRAS) was commissioned on a pro bono basis to provide LITTLE EDEN Society with Independent Third-Party Assurance (ITPA) over the sustainability content within their 2018 Annual Report (hereafter, “the Report”), covering the period 1 April 2017 to 31 March 2018. The assurance team consisted of Michael H Rea, our Lead Certified Sustainability Assurance Practitioner, with 19 years’ experience in integrated reporting and assurance.

ACCOUNTABILITY AA1000S (REVISED, 2008)

To the best of our ability and significant experience in sustainability report assurance, this engagement has been managed in accordance with AccountAbility’s AA1000AS (2008) assurance standard, where the format of the engagement was structured to meet the AA1000AS Type I (Moderate) requirements.

INDEPENDENCE

IRAS has not been responsible for the preparation of any part of the Report, nor has IRAS undertaken any commissions for LITTLE EDEN that would conflict with our independence. Responsibility for producing this report was the responsibility of LITTLE EDEN. Thus IRAS is, and remains, an independent assurer over the content and processes pertaining to this Report. However, it should be noted that IRAS has performed similar assurance engagements for LITTLE EDEN for the past six reports: for the years ending 31 March 2012 through 2017.

It should also be noted that this engagement relied heavily on the learnings taken from prior year assurance engagements, and that to meet the same level of assurance, IRAS completed an exceptions assessment of this Report to identify any matters that were not consistent with what was contained in prior years’ reports. As per the prescripts of AA1000AS, IRAS relies heavily on the materiality process to test for appropriate relevance of content within the Report.

ASSURANCE OBJECTIVES

The objectives of the assurance process were to provide LITTLE EDEN’s stakeholders an independent moderate level assurance opinion on whether the Report adheres to the AA1000AS (2008) principles of Inclusivity, Materiality and Responsiveness, with significant focus on whether stakeholder engagement outcomes have been duly considered when identifying material issues, and thus when producing the report. The process was also constructed to test the reasonability of all environmental, social and governance (ESG) data presented by LITTLE EDEN.

ASSURANCE APPROACH AND LIMITATIONS

The process used in arriving at this assurance statement is based on AccountAbility’s AA1000AS (2008) guidance, as well as other best practices in sustainability reporting and assurance. For the current cycle of assurance, our approach was based on a review of material issues discussed during the materiality workshop, drafts of the Report relative to historical working papers and interviews, and analysis of quantitative, comparable data presented by the relevant department heads. All queries were raised with, and satisfactorily addressed by, the relevant personnel at LITTLE EDEN.

As in prior years, IRAS reviewed LITTLE EDEN’s sustainability measurement and reporting procedures, and determined that the organisation continues to implement process improvements to ensure not only the ongoing accuracy and reliability of data presented, but also the collection and collation of additional data for internal process improvement.



FINDINGS

Based on our reviews of the Report, as well as the processes employed to collect and collate information reported herein, it is our assertion that in the context of their status as a non-profit organisation, LITTLE EDEN reasonably adheres to the Accountability AA1000APS principles of **Inclusivity, Materiality** and **Responsiveness**.

In fairness, it is our conclusion that LITTLE EDEN tends to exceed all reasonable expectations for reporting, noting that the organisation appears to recognise reporting as an effective management tool for continuous improvement. By their own admission, LITTLE EDEN recognises the value of the end result – the soft and hard copies of the final Report – as well as the donor support received from those who participate in the Report's production, but also acknowledges that the true value of the Report is found within what the organisation learns about its operational challenges and efficiencies through the reporting process.

It should be noted that although IRAS does not charge fees for our assurance services, LITTLE EDEN does demonstrate its commitment to effective reporting through the time invested by the various role players who spent many hours participating in meetings, providing data for review, and submitting drafts of the Report to IRAS for review, and adapting content to address interim assurance findings where necessary. As such, it is our understanding that LITTLE EDEN remains committed to effective stakeholder reporting on material sustainability issues within the organisation.

CONCLUSIONS AND RECOMMENDATIONS

Based on the information reviewed, IRAS is confident that this Report provides a balanced account of LITTLE EDEN's operational challenges and performance for the period under review.

The information presented is based on systematic processes and we are satisfied that the reported sustainability information reasonably represents LITTLE EDEN's ability to report on its performance, while meeting the AA1000AS (2008) principles of **Inclusivity, Materiality** and **Responsiveness**.

As always, IRAS continues to encourage LITTLE EDEN to ensure that adequate policies, procedures, systems and controls are in place, with no let up in the diligent management of these elements, to ensure that the organisations stakeholders can continue to be afforded a highly effective summary of the future sustainability of LITTLE EDEN, and thus the continuous care the LITTLE EDEN team affords to its blessed beneficiaries.

For more information about the assurance process employed to assess LITTLE EDEN's 2018 Annual Report, email michael@iras.co.za.



Michael H Rea, Managing Partner

Integrated Reporting & Assurance Services
June 2018
Johannesburg





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STUDIO ⑤



Leave a legacy to *angels* by making LITTLE EDEN a beneficiary in your WILL

WHY?

- It ensures that your love and compassion for children and adults with profound intellectual disability will be felt at LITTLE EDEN beyond your lifetime.
- In many cases, including a tax deductible bequest to a charitable institution, your will can save money that would otherwise have to be paid in estate duty.

NEVILLE AND LORETTA DID IT!

The two have been LITTLE EDEN donors since 1971. This is their reason for leaving a bequest to LITTLE EDEN: "We have been very blessed by God with a happy marriage, but sadly have no children of our own. We hope that our bequest will help the 'angels' of LITTLE EDEN and we encourage others to consider leaving a bequest as we have done"

HOW WOULD LITTLE EDEN USE MY BEQUEST?

How your gift is used is your choice. If you would like the money to be invested to safeguard the long-term sustainability, please make the bequest to the LITTLE EDEN Foundation.

The Foundation was established in 2010 as a separate legal entity with an independent Board of Management and is registered with SARS as a Public Benefit Organisation (PBO number 930 034 635).

If you prefer your gift to be put to work immediately to help with current needs or capital expenses, you should make the bequest to the LITTLE EDEN Society.

Un-earmarked gifts are best, as no one knows what the most pressing need will be at the time your bequest is paid. However, if you are considering a bequest towards new buildings, renovations of a particular piece of equipment, please contact us to discuss your ideas.

Many of our buildings are named for the generous people who made them possible – it's our way of acknowledging exceptional support and ensuring that their memory lives on forever at LITTLE EDEN.

For more information go to
www.littleeden.org.za
or call +27 (0)11 609 7246
or email info@littleeden.org.za



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**With your help this report has been
made possible.**

BANKING DETAILS

Bank: First National Bank

Account no: 5468 0928 009

Account name: LITTLE EDEN Society

Account type: Cheque

Branch: Karaglen

Branch code: 252-442

Internet code: 250-655





Society for the Care of Persons with Mental Handicap

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Over 30 years ago, LITTLE EDEN planted 400 pecan nut
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