



2023

Blessings



Society for the Care of Persons with Mental Handicap

INTEGRATED ANNUAL REPORT

This report is fully sponsored

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Blessings



Residents outside enjoying some sunshine

“This morning, including my husband, we were all present at Holy Mass and we asked for special blessings on LITTLE EDEN and that this work may flourish according to Divine will!”

The Servant of God, Domitilla Rota Hyams, unpublished diaries, 15 May 1967



Founders of LITTLE EDEN Society, the Servants of God, Danny and Domitilla Hyams

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

OUR MISSION

To care for, develop and enhance the quality of life, with love and understanding from a dedicated staff, persons with intellectual disability of all races and creeds entrusted to us,

by providing with trust in Divine Providence and in co-operation with the parents, the community and the State

the necessary spiritual, nursing, therapy and stimulation services

in as efficient and economic a manner as possible.

CORE VALUES

Within our Mission Statement, the core principles of our Organisation are encapsulated. We strive to provide a nurturing environment that fosters growth, improvement, and happiness for those living with profound intellectual disability, regardless of their background. Our staff, supported by our volunteers, are dedicated to bringing out the best in each individual under our care, and we believe that our duty is to treat each person with the love and kindness they deserve. With confidence in our Values, we aim to be an example of a non-discriminative Organisation within our community. Since inception, the Values of *Respect*, *Sanctity of Life* and *Love & Care®* have been present and form the core of all decisions made giving a solid foundation on which LITTLE EDEN will continue into the future.



Respect

Those with intellectual disabilities often encounter marginalisation in society and are met with low expectations, social exclusion, and discrimination. LITTLE EDEN Society believes that it is important to recognise and *Respect* the uniqueness of each individual who deserves to be treated and cared for with *Respect*. They have much to offer the community despite the reality that they may never become economically active members of society. Further, we encourage *Respect* in the preservation of LITTLE EDEN equipment, property and consumables and especially to treat one another with *Respect*. To *Respect* our environment as a whole, protecting nature, animals, the lands, buildings and equipment from damage, lack of care, deliberate misuse, theft or vandalism.



Sanctity of Life

To value the *Sanctity of Life* is to understand that all human life has an inherent dignity, worth and sacredness which deserves to be nurtured and protected. We believe that every individual is created by God with a mind, body, spirit and soul. Here at LITTLE EDEN, we have made it our mission to develop these individuals to their full potential. Through our programmes and services, we work to encourage the community to recognise the value and wholeness of every person. Extending that concept further, we realise and appreciate that God’s creation, whether at LITTLE EDEN or in the wider community - the lands, seas, animals, plants and trees are given to us to enjoy, care for and protect, so preserving their *Sanctity of Life* for future generations.



Love & Care

The Organisation is mindful of the spiritual care, physical care, emotional care and mental health care essential to our residents, our staff and our stakeholders and to embrace this in our personal lives and in our communities. Acknowledging the Value of *Love & Care* comes with the responsibility to be proactive and strive to right the wrongs, noticing and reporting, where necessary, situations that are not conducive to the well-being of others, their safety and health in its many forms. *Love & Care* are fundamental human needs which our residents give and receive without expectation.

Overall, LITTLE EDEN aims to ensure that these Values are deeply embedded in our daily operations and encourage every staff member to live and be inspired by them. We are confident that it is through these Values that we have been able to provide exemplary care to our beneficiaries for the past 56 years.

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



Alchemy Creative Studios
for conducting the materiality assessment



Psychosocial Analytics
for facilitating the online survey



Mortimer Offset (Pty) Ltd
for printing the Report



PricewaterhouseCoopers Inc. for
providing the Assurance process



DesignerArt for the design and
layout of the Report

INTRODUCTION

“The children are happy, they smile; Jesus is in their hearts in their spotless souls. They are our angels that attract blessings!”
The Servant of God, Domitilla Rota Hyams, unpublished diaries, 07 June 1967

The theme for this reporting year is *Blessings*. The word *blessings* can be attributed to something good for which you are grateful, a special favour or mercy. However, the term could also easily be associated with abundance, even more so, with financial abundance. This assumption need not be the reality in the context of non-profit organisations. As we reflect on the reporting year, LITTLE EDEN has indeed been favoured and *blessed* in many ways hence the adoption of the theme, celebrating and acknowledging these *blessings*.

The late Founder of LITTLE EDEN, the Servant of God, Domitilla Rota Hyams, often spoke of “helping hands” when talking about the journey of the Society. She emphasised that the work of the Society would not be possible if it wasn’t for those who lend their helping hands.

As we acknowledge the *blessing* and impact of helping hands, we reflect on the major renovations and building project which you will find on page 36 of this report, made possible by an anonymous international funder with co-funding from various other funders. The upgrades, which include a medical centre at the Edenvale Home, will play a significant and impactful role in supporting and enhancing LITTLE EDEN’s sustainability and commitment to providing quality care to some of the most vulnerable members of society, people with profound intellectual disability.

Blessings come in many different forms: celebrating 56 years of service; the *blessing* of providing care to our precious residents; being *blessed* with incredible staff and commitment from the community, both local and international; celebrating milestones; and so much more which will be elaborated on throughout this report.

This report covers the most significant material issues related to LITTLE EDEN as well as operational matters for the period 1 April 2022 to 31 March 2023. There were no limitations or changes in terms of scope or boundary. The report covers all the operations of Domitilla and Danny Hyams Home (DDHH), Edenvale and Elvira Rota Village (ERV), Bapsfontein, as well as the LITTLE EDEN Charity Shop Operation. This report does not include the operations of LITTLE EDEN Foundation or Associazione Domitilla Rota Hyams Onlus as they are independent entities (see page 58).



LITTLE EDEN FOUNDATION



ASSOCIAZIONE DOMITILLA
ROTA HYAMS ONLUS

In the interest of simplifying this report the Global Reporting Initiative guidelines (GRI G4 NGO sector supplement: core level) and standards have been considered but not applied.

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

INCLUSIVITY

Our inclusive stakeholder engagement approach, details of which are provided in “Stakeholder Engagement” on page 36 of this report, is the cornerstone of how we identify materiality and respond to these issues.

MATERIALITY

We define a material matter as one that can influence our decisions, actions and performance and those of our stakeholders. LITTLE EDEN 2023 material matters are discussed in further detail in “Material Matters” on page 4 of this report.

RESPONSIVENESS

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

IMPACT

LITTLE EDEN monitors and evaluates core functions on an ongoing basis in order to measure and be accountable for these actions. Refer to “Monitoring and Evaluation” on page 55 of this report for further details.

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

PricewaterhouseCoopers Inc provided limited external assurance on selected data in this report, indicated by “LA”, in accordance with the International Standard on Assurance Engagements (ISAE 3000). The scope of the assurance engagement and the statement of assurance are provided on page 60 of this report. The last Annual Report was released in July 2022.

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

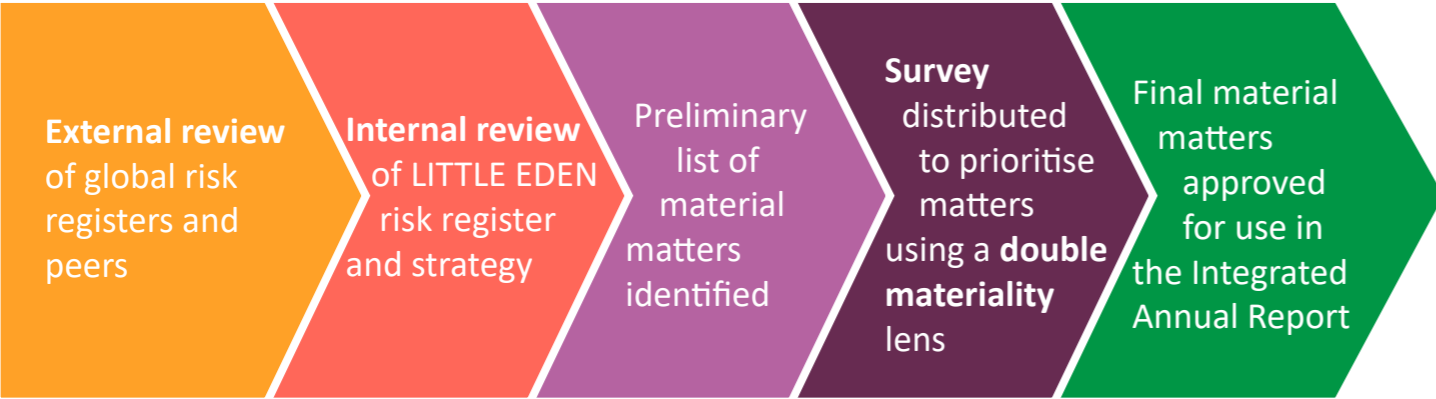
MATERIAL MATTERS EXPLAINED

Material matters are factors that influence our ability to create and sustain value for the Organisation and our stakeholders. Identification of these matters is important as they inform the content of our Integrated Annual Report, a process that LITTLE EDEN has undertaken and which has evolved over the years.

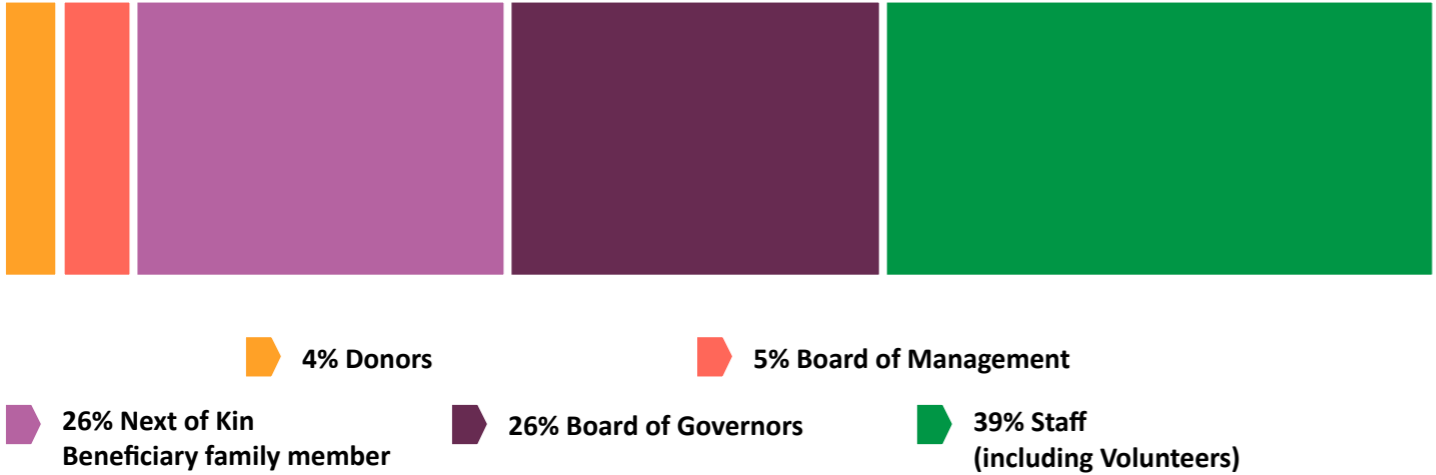
Determining materiality

Our material matters were independently reassessed for this reporting year, in a process that included a desk-based review to determine potential material matters and an online survey to assess and prioritise the matters. Our grateful thanks go to *Alchemy Creative Studios* for conducting the materiality assessment and *Psychosocial Analytics* for facilitating the online survey, pro bono.

The process followed a double materiality approach, whereby identified matters were considered based on whether they internally impact LITTLE EDEN’s ability to create value in the short, medium and long term, as well as how LITTLE EDEN may have an external impact on these factors, following the approach outlined below:



RESPONSES BY STAKEHOLDER GROUP



The process resulted in a set of 11 matters with 36 sub-matters, all of which were confirmed as material in the online survey. Each of these matters, and its supporting sub-matters, are unpacked below.



Impact on LITTLE EDEN’s ability to remain financially sustainable and create value over time

Maintain good governance and transparency	
Good corporate governance, legal compliance and transparency are key to assuring our donors and other stakeholders that LITTLE EDEN is a credible Organisation. Our Board and subcommittees continue to promote good corporate governance. In addition Organisational audits are regularly conducted. Sub-matters <ul style="list-style-type: none">- Ensuring continuous legal compliance and transparency- Effective governance structures to support good corporate governance	Stakeholders <ul style="list-style-type: none">- All stakeholders
	Strategic objectives <ul style="list-style-type: none">- Commitment to best practice, transparency and good corporate governance
	Additional Comments <ul style="list-style-type: none">- Subcommittees implemented to ensure adherence to Organisational policies

Deliver people-centred, holistic care	
<p>Our primary purpose is to provide our residents with holistic care, including spiritual, physical and medical care. To achieve this, we facilitate ongoing training for our staff and ensure our facilities are equipped to meet the needs of our residents.</p> <p>Sub-matters</p> <ul style="list-style-type: none">- Continue to provide holistic care- Competent, skilled staff to deliver care standards	<p>Stakeholders</p> <ul style="list-style-type: none">- Beneficiaries, Next of Kin, staff and volunteers, Department of Health, Department of Education
	<p>Strategic objectives</p> <ul style="list-style-type: none">- Provide holistic care to the residents- Offer care services in fit-for-purpose infrastructure / facilities- Engaged workforce that serves the needs of LITTLE EDEN
	<p>Additional Comments</p> <ul style="list-style-type: none">- Change in music therapy technic used to suit the needs and functioning level of residents- Annual flu vaccination of residents- Upgraded facilities to suit the changing needs of the residents- Constant communication with family members of residents via WhatsApp platform has gained momentum

Attract, retain and develop staff	
<p>Our staff is at the heart of providing outstanding care to our residents. We offer continuous training and development and recruit new members from a national talent pool, not only in proximity to our Homes.</p> <p>Sub-matters</p> <ul style="list-style-type: none">- Recruitment and retention of key skills- Staff training and development- Maintaining high staff morale	<p>Stakeholders</p> <ul style="list-style-type: none">- Personnel
	<p>Strategic objectives</p> <ul style="list-style-type: none">- Engaged workforce that serves the needs of the Organisation- Provide holistic (spiritual, physical, medical) care to the residents'
	<p>Additional Comments</p> <ul style="list-style-type: none">- Relationship building and fundraising activities play a major role in keeping the doors of the Organisation open. There is ongoing training of administration staff to ensure that the Organisation has competent staff to keep up with current trends



6 Attending Holy Mass is part of the resident’s spiritual stimulation



ERV Soccer team on sports day

Uphold Ethos and Values	
<p>We are committed to upholding our Ethos and Values of <i>Respect, Sanctity of Life</i> and <i>Love & Care</i>®. We expect our staff to embody these Values in the care they provide to our residents and enable them to do so by supporting their wellbeing and uplifting morale.</p> <p>Sub-matters</p> <ul style="list-style-type: none">- Support wellbeing and morale of staff to encourage upholding of LITTLE EDEN Ethos and Values- Promote awareness of LITTLE EDEN Ethos and Values	<p>Stakeholders</p> <ul style="list-style-type: none">- Staff, volunteers and Next of Kin
	<p>Strategic objectives</p> <ul style="list-style-type: none">- Uphold and protect the Ethos and Values of the Organisation
	<p>Additional Comments</p> <ul style="list-style-type: none">- LITTLE EDEN continues to explore various communication platforms and opportunities to ensure staff and volunteers feel valued and part of the team- The Annual Danny and Domitilla Hyams Memorial Lecture is one event which directly assists with keeping the legacy of the Founders alive

Promote brand awareness	
<p>Brand awareness contributes significantly to the sustainability of the Organisation. We promote LITTLE EDEN’s cause through effective communication with stakeholders on multiple platforms, awareness campaigns such as our LITTLE EDEN CEO Wheelchair Campaign®, partnerships with other organisations and attendance at local events.</p> <p>Sub-matters</p> <ul style="list-style-type: none">- Effective communication on various platforms- Awareness campaigns- Physical presence at events and outdoor engagements	<p>Stakeholders</p> <ul style="list-style-type: none">- All stakeholders
	<p>Strategic objectives</p> <ul style="list-style-type: none">- Enhance stakeholder engagement/brand awareness
	<p>Additional Comments</p> <ul style="list-style-type: none">- Organisational communication platforms are continuously reviewed and upgraded to ensure easy accessibility and interaction with the Organisation- Next of Kin mobile communication platform aims to add to the accessibility of the Organisation- The Society is looking into different kinds of events for the purpose of fundraising and to remain visible to stakeholders- Efforts are made continuously to expand our reach outside the borders of Gauteng and nationally

Sustainable funding and financial stability	
<p>LITTLE EDEN funding environment faces increased pressure from a volatile economic and political landscape. Increasing costs and a reduction in donations affect the financial stability of the Organisation. We aim to mitigate this through - income-generating activities, such as the pecan nut farm and Charity Shop. We also focus on maintaining strong relationships with current donors and diversifying the donor funding pool.</p> <p>Sub-matters</p> <ul style="list-style-type: none">- Constrained access to external funding- Consistent income from fundraising activities such as the annual LITTLE EDEN CEO Wheelchair Campaign®, raffles etc.- Government subsidies’ reliability- Income-generating activities- Increasing costs (operating costs, staff costs, provision of medication, etc.)- Maintaining strong relations with donors and diversifying the funding pool	<p>Stakeholders</p> <ul style="list-style-type: none">- All stakeholders <p>Strategic objectives</p> <ul style="list-style-type: none">- Sustainable funding- Enhance and diversify sustainable funding <p>Additional Comments</p> <ul style="list-style-type: none">- The five-year Business Development Strategy is in place
Provide safe, suitable facilities to deliver outstanding care	
<p>It is important for our facilities to meet the needs of our residents. As such, we continuously upgrade our facilities to be safe, fit for purpose and equipped to deliver outstanding care. Part of this is ensuring we mitigate electricity and water outages by having alternative sources of energy. We have generators and boreholes at both Homes and are investigating the possibility of solar power.</p> <p>Sub-matters</p> <ul style="list-style-type: none">- Continuity of utilities (unreliable water and electricity supply)- Ensuring facilities are fit for purpose through upgrades and renovations to existing facilities and construction of new facilities- Securing alternative power sources to ensure continuity (e.g. solar power generation)	<p>Stakeholders</p> <ul style="list-style-type: none">- All stakeholders <p>Strategic objectives</p> <ul style="list-style-type: none">- Offer the care services in fit-for-purpose infrastructure/facilities <p>Additional Comments</p> <ul style="list-style-type: none">- The new LITTLE EDEN innovation, the Showerβath seeks to limit bath time challenges- The erection of the medical centre will attend to the unique medical needs of our residents- Upgraded office space creates a comfortable work environment

Enhance IT infrastructure to enable efficiencies, communication and data management	
<p>Effective IT infrastructure aids the governance and daily functioning of our Organisation. Our efforts to enhance the IT landscape include leveraging multiple platforms for efficient engagement and providing automated access to resident information.</p> <p>Sub-matters</p> <ul style="list-style-type: none">- Installation of new IT infrastructure- Improvements to existing IT infrastructure	<p>Stakeholders</p> <ul style="list-style-type: none">- All stakeholders <p>Strategic objectives</p> <ul style="list-style-type: none">- Enhance and upgrade IT infrastructure <p>Additional Comments</p> <ul style="list-style-type: none">- Fibre connection and Cloud connection adds to Organisational effectiveness
Ensure health and safety of residents and staff	
<p>The health and safety of residents and staff is a priority. We entrench measures into the care services to prevent injuries, the spread of infections and ensure staff is provided with the correct equipment. LITTLE EDEN also maintains security in the facilities, including access control.</p> <p>Sub-matters</p> <ul style="list-style-type: none">- Prevention of injuries and infections- Provision of PPE- Access control at facilities	<p>Stakeholders</p> <ul style="list-style-type: none">- All stakeholders <p>Strategic objectives</p> <ul style="list-style-type: none">- Offer the care services in fit-for-purpose infrastructure/facilities <p>Additional Comments</p> <ul style="list-style-type: none">- On-going maintenance of the facilities is crucial- Precautionary measures in place are constantly reviewed
Strong stakeholder relationships	
<p>We rely largely on financial assistance from government, corporates, individuals, foundations, trusts, clubs, religious groups and schools. We continue to focus on developing our relationships with these donors to ensure sustained access to funding, as well as forming strong relationships with our residents’ next of kin. There is a growing network of volunteers who play an important role in supporting our staff.</p> <p>Sub-matters</p> <ul style="list-style-type: none">- Maintain strong relationships with Government- Build stronger relationships with donors- Build partnerships with residents’ next of kin- Partnerships for brand awareness- Ensure a continued strong volunteer network	<p>Stakeholders</p> <ul style="list-style-type: none">- All stakeholders <p>Strategic objectives</p> <ul style="list-style-type: none">- Enhance stakeholder engagement/brand awareness <p>Additional Comments</p> <ul style="list-style-type: none">- Enhancement of local volunteering & community service programme- Implementation of International Volunteer Alumni Programme speaks to building stronger stakeholder relationships locally and internationally

Monitor and mitigate the environmental impact	
<p>We are cognisant of the environmental impact the facilities have and actively monitor the energy and water consumption. Energy and water are used for the direct and indirect care of residents as well as for the agricultural activities. To mitigate the consumption, we have implemented energy-efficient upgrades at our facilities and have a metal, e-waste and paper recycling programme. Medical waste is disposed of by <i>Sterilactics (Pty) Ltd.</i></p> <p>Sub-matters</p> <ul style="list-style-type: none">- Environmental projects to enhance the sustainability of the Organisation- Agricultural activities- Energy consumption- Water consumption- Recycling and waste management	<p>Stakeholders</p> <ul style="list-style-type: none">- All stakeholders
	<p>Strategic objectives</p> <ul style="list-style-type: none">- Mitigate environmental impact through sustainable initiatives
	<p>Additional Comments</p> <ul style="list-style-type: none">- Some environment projects that have been implemented will not bear immediate results, such as the newly planted trees and the additional pecan nut trees which will only start bearing fruit in 6 years- Borehole water tanks to ensure continuous availability of water for the smooth operation of the Organisation- ERV facility uses recycled water for irrigation and other needs of the facility- Opting for towelling nappies, where suitable, helps to reduce the volume of disposable nappies disposed of in landfills



Resident enjoying Easter Egg Hunt

ORGANISATIONAL PROFILE - WHO WE ARE

Services and beneficiaries

The LITTLE EDEN profile may have changed over the past 56 years, with the *blessing* of the growth of the Organisation and the changing needs of the beneficiaries, but the core function and Ethos of the Society remains unchanged – providing quality care to the residents and recognising the worth and abilities of each individual.

LITTLE EDEN Society aims to develop persons with profound intellectual disability to their full potential and is tasked to encourage the community to recognise that each such person is whole and complete created by God with a mind, a body, a spirit, and a soul. With a workforce of 266 consisting of a multidisciplinary team, the Society provides 24-hour residential care to 300 residents in two separate locations: Domitilla and Danny Hyams Home (DDHH) in Edenvale (150 residents) and Elvira Rota Village (ERV) in Bapsfontein (150 residents).



Residents were excited to take part in the annual Christmas concert

The two Homes are quite different in design and layout. While DDHH caters more at the level of frail care with a therapy and stimulation programme in place; ERV places a greater emphasis on participation in activities of daily living (ADLs) through the daily stimulation programme such as: -

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

At ERV, residents are encouraged to practise a certain level of independence by participating in various stimulation activities such as assisting in the kitchen, in the laundry and on the farm. Through the Starter Literacy Programme, residents carry out basic pre-numeracy and pre-literacy activities; each resident in the programme learns at his/her own level and pace.

Currently, our residents’ ages range from three to over 65 years of age. Statistically, the average chronological age of our residents is 27 years, but the level of mental functioning is that of a one-year-old or younger. Of our 300 residents, 67% were

previously abandoned or come from indigent families who are unable to support them financially or otherwise. Some of our residents are HIV-positive or have AIDS.

For this reporting year, 124 of our 300 residents have dual diagnosis. Dual diagnosis is a term that describes the co-occurrence of both mental health disorders alongside profound intellectual disability. It is a condition that can result in a range of challenges for individuals living with profound intellectual disability and can significantly impact their quality of life. We are happy to report that in the last year the number of residents who have dual diagnosis reduced by 30 residents who now have a less reliance on mood controlling as well as behavioural medications such as Ritalin. These residents have been seen by the psychiatrist and adequately assessed to ensure that their conditions have improved in order to gradually wean them off the additional medication.

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 pass away. Some residents have been with us for over 50 years, and for many, LITTLE EDEN is the only home they will ever know. We are proud of our beautiful Homes and facilities and therefore endorse a non-negotiable standard of cleanliness and maintenance in general.

QUICK FACTS

LITTLE EDEN Society has been in operation for

56 years

LITTLE EDEN Society has directly impacted the lives of

1092

individuals with profound intellectual disability since inception

with a current total of

300 residents

150 residents, at each home

AGES RANGE FROM

3 - 67 years

Statistically, the average chronological age of residents is 27 years, but the level of mental functioning is that of a one-year-old or younger

The late Founders of the Organisation, the Servants of God, Danny & Domitilla Hyams are being considered for

SAINTHOOD

by the Catholic Church

2500 nappies are washed per day

64% of our residents rely on the use of mobility devices such as wheelchairs

Of our 300 residents, 67% were previously abandoned or come from indigent families who are unable to support them financially or otherwise

As part of its sustainability plan, the Organisation has a Charity Shop and grows and sells pecan nuts at the Bapsfontein facility

LITTLE EDEN has a workforce of

266 members

R14 160 per month to care for one resident

Xelda Rohrbeck is the CEO

Lucy Slaviero is the Honorary Lifetime President

LITTLE EDEN is dedicated to offering comprehensive care to people with profound intellectual disability ensuring their wellbeing and quality of life comprising of: 24-hour medical assistance; therapeutic interventions; rehabilitation services; and emotional support for residents and their families.

Services offered include a multidisciplinary team including qualified professionals, nurses, caregivers, psychiatrists (on a pro bono basis), Department of Health General Practitioners, Physiotherapists and other allied services provided by the Department of Health.

STATISTICS FOR THE YEAR 1 APRIL 2022 TO 31 MARCH 2023					
	DDHH 2023	2022	ERV 2023	2022	2023 Total
Total Number of Residents	148*	150	148*	150	296*
Admissions	10 ^{LA}	6 ^{LA}	7 ^{LA}	3 ^{LA}	6%
Left LITTLE EDEN	0 ^{LA}	0 ^{LA}	1 ^{LA}	1 ^{LA}	0.3%
Deaths	11 ^{LA}	3 ^{LA}	8 ^{LA}	3 ^{LA}	6%
Abandoned /Indigent Residents	94 ^{LA}	97 ^{LA}	103 ^{LA}	107 ^{LA}	67%
Chronic Medication	121 ^{LA}	114 ^{LA}	118 ^{LA}	101 ^{LA}	81%
Wheelchairs	112 ^{LA}	127 ^{LA}	78 ^{LA}	84 ^{LA}	64%
Dual Diagnosis	67 ^{LA}	84 ^{LA}	57 ^{LA}	70 ^{LA}	42%
Hospital Days	328 ^{LA}	30 ^{LA}	49 ^{LA}	26 ^{LA}	377
GP Consultations	333 ^{LA}	164 ^{LA}	179 ^{LA}	150 ^{LA}	512
Psychiatrist Consultations	125 ^{LA}	17 ^{LA}	123 ^{LA}	26 ^{LA}	248
Specialist Hospital Consultations Dental, Eye, Podiatry, Dietician, Surgeon, Medication, Dermatology	144 ^{LA}	40 ^{LA}	24 ^{LA}	12 ^{LA}	168

*four vacant beds (2x per Home) with admissions under way as at end March 2023
LA = limited external assurance

The number of admissions increased this year due to the number of residents who passed away. The increase in deaths is attributed to pre-existing chronic illness in our older residents such as cardiovascular disease, respiratory conditions, diabetes and thyroid dysfunction which contributes significantly to the increased mortality rates. Coupled with these co-morbidities is the increased susceptibility to opportunistic infections. In our younger residents, the disease process of their diagnosis makes them more susceptible to respiratory conditions and these conditions tend to increase the mortality rate. These figures are comparable to previous years with the exception experienced in 2022 with comparatively lower numbers.

Accessibility to quality healthcare remains a priority. Therefore, every effort is made to establish partnerships with community-based hospitals and clinics to strengthen our collaboration with medical professionals to provide specialised care for individuals with intellectual disability. As reflected in the statistics above, in the last year a number of residents experienced significantly frail health, often requiring a multitude of medical interventions, with local hospitals and medical practitioners, (priority stakeholders), supporting this clinical care.

The availability of scheduled and non-scheduled medication from the Department of Health continues to be sporadic. LITTLE EDEN incurred unbudgeted costs to procure these medications to provide continuity of care.

Due to the often-sedentary condition of many residents compromised skin integrity is always a concern. This too creates an additional cost incurred privately as dry

stock supplied by the Department of Health is often not forthcoming in the quantity that is required to manage these issues realistically, such as wound dressings, Intrasite Gel and Specialised Wound Care. In order to mitigate these circumstances, LITTLE EDEN ensures regular health check-ups for all residents which is evidenced by the specialist hospital consultations over and above the regular scheduled GP and Psychiatrist appointments.

A significant milestone of the major renovations project has been the completion of the Medical Centre which is a new add-on to the overall wraparound programme delivery. Bophelong Medical Centre, meaning place of health, was officially opened on 25 January 2023 and *blessed*. The exceptional value of the Medical Centre continues to be experienced on a day-to-day basis.

We are seeing improved health outcomes because of the deliberate, consolidated and integrated nature of the medical and allied interventions. These interventions include chest therapy, wound dressings and medical emergency intervention. Further, having designated spaces for the multi-professional medical and allied teams (nursing station, doctor, dental, wound care, physiotherapy) located in one centre makes for deepened levels of continuity of the Care and Stimulation Programme. LITTLE EDEN is truly *blessed* and grateful for the incredible support of the funders who made this project a realisation.

Except for the dental room which is being finalised, the Medical Centre is fully operational. Residents from both DDHH and ERV occupy the centre as determined by their medical needs.



Antoinette Raath has shown significant improvement in her health condition. This resident, who has a dual diagnosis, has been in our care for the past 45 years and was placed at LITTLE EDEN when she was 3 years old. Recently, upon reassessment, a change was made to her medication for blood coagulation, following which we have observed significant improvements in her health. She is no longer displaying any signs of blood clots in her lower limbs and no more overall bruising on her body.

Due to this change in medication, she no longer has to deal with blood draws every two weeks and the continuous shift in her anticoagulation treatment. We are delighted to see this response from her. Due to her current medication regime, her secondary diagnosis can be better managed as drug interactions are minimised.

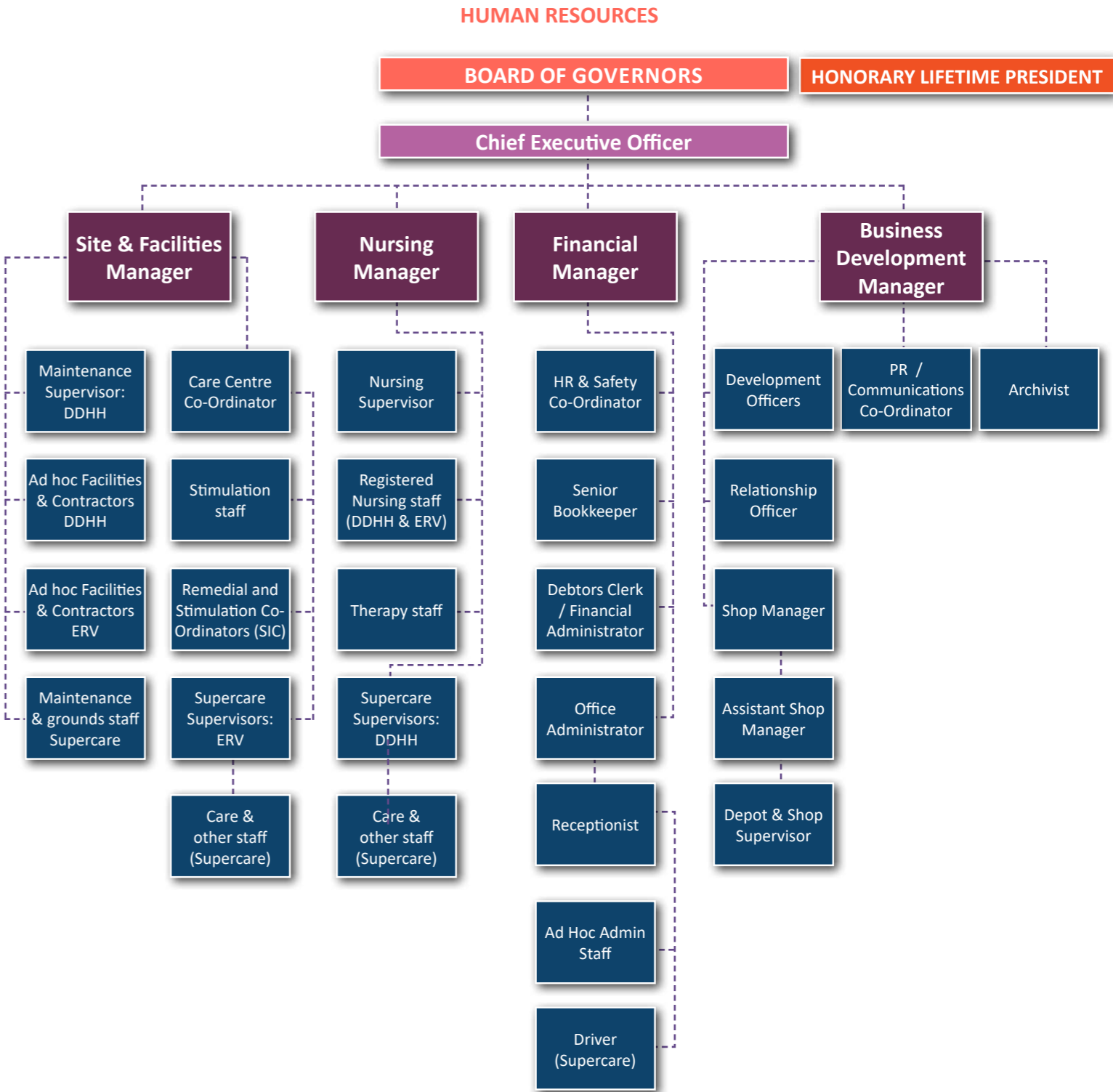
Additionally, the resident's overall behaviour has become much calmer since the medication change. This has allowed her to interact better with her fellow residents and caregivers. This is a positive sign that emphasises the need to find the optimal medication combinations for residents who have dual diagnoses.

LITTLE EDEN is *blessed* to have a professional and compassionate care team who work diligently to provide residents with the appropriate care and support. They continuously evaluate each resident's individual needs and make changes where necessary, to ensure that they receive the best possible care. We believe that with the right care and support, it is possible to improve the quality of life of our residents.

Antoinette in high spirits

RESIDENT DEMOGRAPHICS:				
	DDHH 2023	2022	ERV 2023	2022
Number of residents	148*	150	148*	150
Male	80 ^{LA}	80 ^{LA}	92 ^{LA}	91 ^{LA}
Female	68 ^{LA}	70 ^{LA}	56 ^{LA}	59 ^{LA}
African	99 ^{LA}	100 ^{LA}	103 ^{LA}	104 ^{LA}
Indian	1 ^{LA}	1 ^{LA}	1 ^{LA}	1 ^{LA}
Coloured	3 ^{LA}	3 ^{LA}	7 ^{LA}	7 ^{LA}
White	45 ^{LA}	46 ^{LA}	37 ^{LA}	38 ^{LA}

*four vacant beds with admissions under way as at end March 2023
LA = limited external assurance



When current LITTLE EDEN CEO, Xelda Rohrbeck, took over the baton in 2018, it marked the beginning of a new dawn for the Society as the succession process was initiated and it was time for the individuals who played a valuable role in the initial stages of the organisation to hand over the responsibility to a younger generation to continue with the mission of the Founders. Mary Hyams, Peter Mannix and Peter Rohrbeck who together served a total of 132 years at LITTLE EDEN retired.

LITTLE EDEN Society is grateful for their dedication and commitment which played such an important role towards ensuring that the value of people with profound intellectual disability is recognised and acknowledged by the community and the government. We are thankful for their contribution and wish them well.

During the year under review, a number of organisational changes took place which have been of great benefit, with the new and restructured positions bringing the two Homes closer operationally and streamlining the functions of LITTLE EDEN as a whole.

The positions of Site Manager: DDHH and Site Manager: ERV were restructured. The Site Manager: ERV took over the responsibilities for both DDHH and ERV facilities, maintenance and IT, as well as agriculture in the role of Site & Facilities Manager. A Nursing Manager was appointed responsible for the medical care and well-being of residents at both DDHH and ERV.

A Nursing Supervisor was appointed to replace Care Centre Supervisor at DDHH. The Registered Nurse function was previously provided by Supercare; however, it was identified that this function would return under the direct employ of LITTLE EDEN to support and strengthen the restructuring process. Eight Registered Nurses were appointed by LITTLE EDEN and four locum Registered Nurses to cover the permanent employees' shifts when they need to take leave. Shift patterns for the Registered

Nurses were also amended to improve operational efficiencies in the Homes.

A new position for a Care Centre Co-Ordinator came into being which oversees non-medical functions at both Homes, being responsible for procurement, housekeeping, internal resident-related functions/events, local and international volunteers as well as resident administrative support.

LITTLE EDEN remains committed to providing residents with the highest level of care by employing the most suitable and diverse workforce of 36 LITTLE EDEN staff; 4 SIC nuns; 224 Supercare staff and two contractors. LITTLE EDEN is *blessed* to have a personnel-to-resident ratio of 0,9:1 always ensuring the best possible care for the residents. The breakdown of the staff complement is set out below.

	Male	Female	Black	White	Indian	ERV	DDHH	Shop	Disabled	TOTAL 2023	TOTAL 2022
LITTLE EDEN	6	30	21	14	1	9	24	3	0	36	27
SISTERS OF THE IMITATION OF CHRIST	0	4	0	0	4	4	0	0	0	4	4
SUPERCARE Sub Contracted Services	32	192	224	0	0	113	102	9	0	224	239
CONTRACTORS	1	1	0	1	1	0	2	0	0	2	2

LITTLE EDEN experienced a 41.7% loss of human capital in the period 1 April 2022 to 31 March 2023 as 15 employees left the services of LITTLE EDEN due to staff resignations, relocation and retirement. LITTLE EDEN welcomed 21 new staff members attributable to the core staff complement increasing by 33% with the move of the Registered Nurses under the direct employ of LITTLE EDEN.

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

LITTLE EDEN long service

Congratulations to Lynette Hewitt who received her 5-year long service award.



Lynette receiving her 5-year Long Service Award

Supercare by Empact Group

LITTLE EDEN acknowledged and celebrated the 30-year partnership with *Supercare by Empact Group* in offering a critical service to our operation. Onsite *Supercare* staff supported by two Contract Supervisors at each Home play a critical role in the day-to-day running of the LITTLE EDEN Homes. We appreciate the support function that they play by recognising the long service of *Supercare* employees who are based at LITTLE EDEN.



Supercare staff receiving their Long Service Awards from the CEO

Supercare long service

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

25-year awards

Thembani Patricia Makhathini
Thulisile Dorene Sithole

15-year awards

Kelebogile Constance Matlaopane
Ntombizodwa Agnes Sibisi
Patience Mamphafolane Dikotope
Puseletso Aletta Mokoena
Segoptse Rosinah Mothupi

5-year awards

Brenda Magau
Candice Nokuthula Biyela
Dodozi Daizy Nhlhpho
Eustance Nyathi
Kotswane Lorretah Nkosi
Lebo Mashoko
Lebone Rebecca Masegare
Lisebo Mavis Monare
Malefoke Florah Malaka
Malehu Debra Letsoko
Martha Betty Mthombeni
Masixole Xana



Resident Daniella assisting CEO Xelda to handover a Long Service Award to Martha

Mickey Aifheli Manwadu
Molatelo Reginah Moshobane
Morongwana Ambrosinah Mochemi
Simangele Patience Mabuza
Tebogo Ivy Masilela
Veronica Mdhlatse
Xolisile Pertunia Dlamini
Zonke Malangeni née Malusi

Sisters of the Imitation of Christ

The Sisters of the Imitation of Christ (SIC) render their services and spiritual support at Elvira Rota Village. This invaluable support to LITTLE EDEN, especially the significant contribution towards the care of the residents, is very much appreciated, for which we express our gratitude. We thank Sister Seena, Sister Merin, Sister Manonja and Sister Lucia for their dedication. LITTLE EDEN welcomed Mother Ardra Kaduvinal Poikayil, Superior General of the SIC, along with Sr Ally Plathottathil Alexander, the General Councillor, to LITTLE EDEN from 22 to 31 October 2022 where we shared with them the incredible work the Sisters carry out at LITTLE EDEN, Elvira Rota Village.

LITTLE EDEN is truly *blessed* to have this special and treasured partnership.

Caring for the Carers

The Caring for the Carers programme continues on a weekly basis where Supercare staff are invited to participate in 45 minutes of “time-out” to recharge. The programme is run on a voluntary basis. LITTLE EDEN is looking into how this programme can be redefined and what activities could be offered in support of this “time-out” concept.

Team building and end-of-year functions took place at DDHH and ERV and were enjoyed by all. These functions have proven to be beneficial and appreciated as it inspires staff to continue their work of service and to build strong connections amongst themselves. Staff received gifts as a thank-you token from LITTLE EDEN and Supercare. They also enjoyed lunch generously sponsored by *Mastrantonio*. Those who received long service awards were also recognised at the function. The end-of-year lunch is still one of the highlights of the year where staff have an opportunity to unwind as well as to get to know one another better.

LITTLE EDEN’S long-standing relationship with James Peech from the *Peech Hotel* in Johannesburg continues. The *Peech Hotel* in Johannesburg offers a night’s complimentary stay with dinner and breakfast to one staff member and partner every month. It is a wonderful opportunity for staff to take time out and a special way to thank them for their commitment and dedication to the work of LITTLE EDEN. This is alternated between LITTLE EDEN and Supercare staff and is a highlight for staff members to be able to attend such a world-class establishment. May you be *blessed* abundantly James Peech for your generosity.

Volunteers

Volunteers play an important role in supporting our dedicated staff. Volunteers at LITTLE EDEN have included professionals (e.g. doctors, dentists, lawyers, etc.) who give freely of their time and talent through pro bono work; those who read to the children or take them for a walk; students and those who undertake community service who are available for a variety of tasks which includes playing with the children, which they enjoy. We are excited that our Homes are open again to extra helping hands, especially to assist with the stimulation programme.

LITTLE EDEN is privileged and *blessed* to acknowledge the relationship with an international organisation, *Fidesco*. May 2023 marks the 10-year Fidesco partnership with LITTLE EDEN. This is a special and treasured relationship as our residents directly benefit from this incredible

partnership with lifelong friendships and memories created. *Fidesco* is a federation of associations which sends volunteers to assist organisations throughout the world. LITTLE EDEN looks forward to continuing this relationship with *Fidesco*.

Fidesco volunteers Soline Geze and Camille Jacob, who volunteered for just over 18 months, returned to France in August 2022 with Camille Coupey, who volunteered for three months. LITTLE EDEN was *blessed* with their commitment and dedication. Thank you for the special role you played at LITTLE EDEN and treasured friendships made!

The four *Fidesco* volunteers we anticipated arriving in September 2022 were not successful in obtaining the required visas for their missionary work at LITTLE EDEN and were regrettably redeployed to another mission. However, LITTLE EDEN was *blessed* to welcome Clémence Heurtault and Madeleine Theret who volunteered for five months at LITTLE EDEN and returned to France in April 2023 due to the continued challenges of obtaining visas.

Additionally, LITTLE EDEN bade farewell after three months to two further international volunteers from France, Marie Ginestet and Thais Matton. We wish them well as they continue their missionary work in Africa. Currently one international volunteer from Italy, Daniele Frosio, is volunteering at Elvira Rota Village.

The commitment of the volunteers to the residents, their contribution to the work of LITTLE EDEN and their living of the LITTLE EDEN Values of *Respect, Sanctity of Life* and *Love & Care®* have been a great asset to LITTLE EDEN. The Society expresses gratitude for the close relationship that they have established with our residents and staff. May all the volunteers be *blessed* abundantly for their selfless giving and dedication to LITTLE EDEN.



Naledi receiving a kiss from a special friend

STIMULATION IMPACT

Care and Stimulation Programme

LITTLE EDEN’s purpose is not merely to provide accommodation and meals as a residential care centre. Part of the holistic care provided daily includes various multidisciplinary stimulation programmes through which each resident’s unique needs are identified and where they are guided, encouraged and assisted to reach their full potential. The ongoing care programmes include:

Physiotherapy

Physiotherapy is an essential aspect of healthcare that is aimed at promoting, restoring, and maintaining residents’ health and well-being. For individuals with profound intellectual disabilities, physiotherapy has numerous benefits that enhance their physical, mental and emotional health by promoting movement, coordination, and chronic chest care.

Through physiotherapy, residents receive exercises and rehabilitation programmes tailored to their individual needs to promote mobility, seating comfort and manage pain.

The LITTLE EDEN environment is dynamic with the necessity for customised care with every intervention needing to be re-evaluated to the specific needs of each individual. Ongoing training and information sharing are essential to ensuring that there is follow through of the benefits gained during therapy.

There is a vast variety of functioning levels in our residents, from the frailest, totally dependent on the caring staff for their every need, to those who can function, to a certain level, independently in the protected environment of LITTLE EDEN.

The aim of the physiotherapy programme is to meet every resident’s needs according to their level of functioning and abilities. This includes individual interventions as well as group therapy sessions. Although the emphasis is on all the physiotherapy goals such as strengthening, improving and maintaining range of motion, improving functioning, correct seating and correct assistive devices, these interventions are executed in a manner that ensures the enjoyment of the activities for our residents. Chest physiotherapy is also undertaken daily for those who are suffering from respiratory infections or requiring chronic chest care.

An added benefit for the residents is the sensory areas at both the Homes that have been set up with assistance and insight from the *Paige Project*. Each area offers a different benefit, the one area provides a tranquil space for relaxation, another some fun in the ball pit offering gross and fine motor skill development, another a space to listen to music, but overall a space to enjoy the various

activities while learning and developing too. It is a *blessing* to share in the enjoyment and developmental milestones of our residents.

Seating and positioning within postural support mobility devices

LITTLE EDEN is *blessed* to have weekly support and expertise from the *Paige Project* where each resident’s mobility needs are assessed and the necessary adaptations, modifications and adjustments made accordingly. This is an ongoing process which involves detailed notes made in each file pertaining to each specific modification. Weekly reviews and follow-ups are undertaken to ensure that the adjustments made are beneficial to the resident’s individual needs and comfort.

Staff show absolute commitment and dedication and are instrumental in ensuring that residents in various postural support mobility devices are well supported and correctly and appropriately seated. The care staff are trained and upskilled and involved in this continued daily implementation.

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



Spending time with Santa Claus

Little Sipho learns to move himself



With encouragement resident Sipho makes improvements with his mobility and learns to control his wheelchair

Sipho arrived at LITTLE EDEN in December 2022. His primary diagnosis is Spinal Bifida which is a neural tube defect that occurs in utero while the baby is developing. It can result in damage to the spinal cord which can often cause paralysis in the legs. As a result, Sipho’s legs are paralysed from the waist down. This damage is sadly permanent, and thus it is vital that Sipho works on getting his trunk (core muscles) and his arms stronger so that he is able to move around by himself. This has been a focal area of the intervention he has received. The Physiotherapist has been working on activities to strengthen his trunk muscles including putting him on his tummy on a scooter board so that he can use his arms to pull himself and move around on the floor. This motivates him to be more independent and strengthens his arms. Ruth Stubbs from the *Paige Project* (who assists at both LITTLE EDEN Homes with seating devices and interventions) sourced a customised Madiba Buggy (wheelchair) giving Sipho the means to learn to push himself in his wheelchair, which will provide him with functional independence in time.

When Sipho arrived, he was only able to vocalise minimally. His general interaction was not age-appropriate. Since being at LITTLE EDEN, he has been exposed to multiple languages and is vocalising a lot more. He has learnt to count, make basic requests and say “Please” and “Thank you”. We are also working on progressing his development and stages of play, working towards more age-appropriate constructive play activities. He thoroughly enjoys toys that make sounds and loves to move to music. He has also joined the ‘school’ stimulation programme with other residents which has provided good socialisation skills for him. What a *blessing* to play a part in his developmental milestones, well done Sipho! *not real name



Zach is able to use his stronger hand to control the joystick, which has made it much easier for him to get around and visit his friends

Electric wheelchair - what a blessing!

As an NPO, LITTLE EDEN relies heavily on donations, not just for the running of our Homes, but also for therapy equipment and assistive devices. With grateful thanks to the *Paige Project*, electric wheelchairs that became available were directed to LITTLE EDEN. With a few tweaks and a new battery, the chairs are now in full working order and several residents have been *blessed* to enjoy the benefits of having a motorised device! This has a significant impact on their quality of life, as it means they are able to get around the Home independently without having to rely on someone to push them. They also use a lot less energy trying to self-propel (given the large distances that need to be covered at ERV) which means this energy saved can be well spent on other functional tasks and pure enjoyment of daily life.

One such resident who received one of these devices is Zach, who is always seen with his smiling face and cheerful demeanour. He presents with a Tripletia type of CP, meaning both legs have been affected, but also that one of his arms is slightly tighter and weaker than the other. This made it very difficult for him to try and push himself in a wheelchair, as you need both hands to propel and steer. Now he is able to use his stronger hand to control the joystick, which has made it much easier for him to get around and visit his friends.

Candy has also gained a great deal of independence through her electric wheelchair. She suffers from chronic inflammatory arthritis, which can result in her joints being very painful. Thus, having the joystick to control her chair lessens the strain placed on her joints by trying to push herself. She is also now able to “keep up” with her best friend Daniella, who can walk side by side with her.



Candy is now able to keep up with her best friend Daniella by using her electric wheelchair

Water stimulation

Water stimulation, such as the use of a Jacuzzi, has been shown to have a positive impact on individuals, with added benefits of relaxation for people with physical and intellectual disabilities. At both Homes our residents benefit greatly from the Jacuzzi sessions. In addition to providing a stimulating space with multiple sensory integration, the warm water also helps improve circulation and decrease muscle tension. By incorporating water into the care programme, residents are stimulated and find great joy splashing and playing in the water.



Pet Therapy

Our residents are *blessed* to have access to an environment that includes animals and the various benefits and enjoyment their presence offers them. DDHH receives a visit from *Paws for People* on a regular basis bringing much excitement with each visit. The friendly and specially trained dogs interact with residents and always leave them happy and content. Residents who live at ERV are *blessed* to be surrounded by various pets such as chickens, a donkey, goats, ducks, cats and dogs. This year residents at ERV were delighted by the birth of a kid goat and are often awoken by the sound of birds on their window sill. The animals form an integral part of the stimulation programme as residents at ERV assist with feeding them and collecting eggs from the farm which are enjoyed at meal times.

Paws for People bring their friendly dogs to spend time with the residents

Musical stimulation

The focus of the music programme is interaction and enjoyment and both group and individual sessions are implemented. Music and singing have multiple benefits which include strengthening muscles needed for speech and swallowing and is a platform for expression and inclusion for both verbal and non-verbal residents. The music programme consists of learning and singing new songs, playing various musical instruments, and listening and dancing to music.

Music classes provide numerous benefits for the residents. Each group has one lesson per week, and in these sessions, the residents dance, sing and play instruments. It is a *blessing* to see the residents’ faces light up as they come into the hall, knowing that for the next 45 minutes, they will enjoy themselves, doing something that they love, no matter what aspects of music.



Music co-ordinator Charmaine encourages the residents to play musical instruments

Here are some residents who have progressed in leaps and bounds, as they come for their weekly music group and individual sessions:



Adrian enjoying playing the guitar



Matthew sings his heroes song



Joseph the drummer boy



Pinky & Nomfundo singing & entertaining the crowd



Kulofelo giving Father Christmas some love



Siza entertaining us with her singing



Daniella singing the famous elvis song



Naledi showcases his love for music



Nomfundo kept the audience entertained with her angelic voice

Matthew has emerged as our own Kenny Rodgers. He brings his guitar to every session and comes dressed like a cowboy. Once the sound system has been turned on, he sings and plays his hero’s songs.

Naledi, who is a gentleman of few words, has now progressed to ‘singing’, despite the fact that he is not able to vocalise words as such. Just the fact that some kind of a melody is coming out of his mouth, has been a huge step forward.

Pinky’s voice is absolutely beautiful, and as such, she is the lead singer in the LITTLE EDEN choir.

Nomfundo is not able to communicate verbally at all, but as soon as she comes in for her music session, and the piano starts playing, or a CD, she starts singing, keeping the melody perfectly, as well as singing the words. An incredible *blessing* to witness.

Siza is another young lady who has shown us that despite the physical challenges that she faces, she is able to sing, and does it with such joy and enthusiasm, she lights up the room with her smile and her voice.

Kolofelo is one of the newer residents. We have been blown away by his skills on the drums. If one had to close their eyes, one would think it was a professional drummer. His sense of rhythm is outstanding.

These are just a few examples of our beautiful residents, and their musical skills. To quote William Shakespeare “*If music be the food of love, play on*”.



LITTLE EDEN Founders admiring the statue of the Holy Family

Spiritual development and support

LITTLE EDEN Society was established on the premise of faith stemming from the strong spiritual belief and faith of our late Founders Servants of God, Danny and Domitilla Hyams. Spiritual development provides a nurturing and supportive environment recognising the completeness of each resident as a human being needing physical, emotional and spiritual care. At both Homes the day starts with prayer where we take a moment to reflect and give thanks for the *blessings* received.

The Chapels at both Homes; *Our Lady of the Angels* at Edenvale and the *Holy Family Chapel* at ERV form an essential function in elevating the spiritual experience and support for both residents and staff. The Chapel is a special space where we also take time to remember our dearly departed. Alongside these facilities, the Walls of Remembrance were established to honour the *blessed* memory of those who have resided in the Homes and have since passed away. This is a space where our loved ones continue to be a part of LITTLE EDEN. This space is testament to the *Love & Care* for our residents and a powerful symbol of the life-long bonds that we form.

The Homes continue to be *blessed* by the partnership with the Sisters of the Imitation of Christ (SIC). The four nuns reside at ERV and form an integral part of the LITTLE EDEN community. They assist in caring for the residents and provide support for activities designed to stimulate their development. This partnership has been a *blessing* which has added to the caring and nurturing environment of both Homes. It is a *blessing* to attend Mass with the residents from both Homes (every Thursday at ERV and First Friday of the month at DDHH) to hear them recite their prayers and sing the hymns that they have learnt. Every year selected residents receive Special Religious Education (SPRED) where they undergo special teachings by the SIC nuns to prepare them to receive Holy Communion.

Socialising

Some activities are aimed at developing residents' social skills. When a suitable opportunity avails, a group of residents are taken on an outing for a chance to interact and experience an environment outside their home environment.



Residents and staff admiring the South African national bird, the Blue Crane

Trip to Dullstroom:

Our residents rarely get an opportunity to 'sleep out'. So you can imagine the excitement when a small group had the opportunity to visit Dullstroom for a few days. Being in a completely different environment, enjoying the beautiful scenery and outdoor activities like walking, braaiing and fishing, is something they'll remember for the rest of their lives. This precious gift was bestowed on them by the daughters of the Founders of LITTLE EDEN. We're sure the contentment on these faces is all the thanks they could ask for.



Milkshake treat for the residents



The Servants of God Domitilla and Danny Hyams Cause for Beatification and Canonisation Update

In the case of Domitilla and Danny, although the intent of His Grace Archbishop Buti Tlhagale OMI of Johannesburg is that they should be put forward for beatification and canonisation as a couple to promote the sacredness of marriage, the norms of the Vatican’s Congregation for the Causes of Saints as outlined in the comprehensive document called *Sanctorum Mater* very clearly dictates that a Cause process has to be undertaken individually.

Thus, the initial documentation into the lives of Domitilla and Danny together with lists of witnesses were documented in separate documents called the *Libellus* and presented to Archbishop Tlhagale for his consideration in the course of 2018. Following approval from the South African Catholic Bishops’ Conference in August 2018 to proceed with this Cause, the Archbishop requested the Vatican’s Prefect for the Congregation for the Causes of Saints in early May 2019 to consider the issue of *Nihil Obstat* (‘No objection’) declarations. Domitilla’s *Nihil Obstat* declaration was issued by the Vatican on 15 July 2019 whilst that of Danny on 26 September 2019. With this formal approval of no objection to proceed henceforth, a Cause may be opened and the candidate under consideration receives the title of Servant of God. In the Catholic tradition Domitilla and Danny may now therefore both be referred to as ‘Servants of God’.

The next step in the timeline towards beatification is the diocesan inquiry which involves witness interviews (at which stage the Promoter of Faith or so-called devil’s advocate is present) and a review by a historical commission of all published material. Witnesses are called before the tribunal to recount concrete facts on the exercise of Christian virtues considered heroic, that is the theological virtues of faith, hope and charity and the cardinal virtues of prudence, justice, temperance and fortitude and others specific to his or her state of life. The Domitilla and Danny Hyams Causes are currently at this phase which is expected to be completed by year-end. Archbishop Tlhagale will then decide if the results of the investigation warrant being sent to the Vatican’s Congregation for Saints’ Causes.

A *Positio* summarising the life and virtues of the Servant of God is prepared. A theological commission reviews this material and votes affirmatively or negatively on the Cause, which (if affirmative) is then passed to the bishop-members of the Congregation.



The late Founders wearing their Bene Merenti medals

There are basically five steps in the journey to sainthood. The first step begins in the locality where the proposed saint lived and was known. Five years must pass from the time of a candidate’s death before a Cause may begin. This is to allow greater balance and objectivity in evaluating the Cause and to let the emotions of the moment dissipate. The pope can dispense from this waiting period. After five years, interested parties or individuals may get together and document all they can about that particular person. They would then present their evidence to the local Bishop, requesting that he begins an investigation into the person’s life.

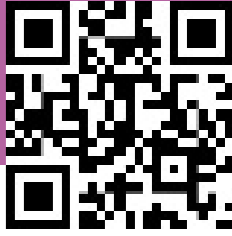
If the Bishop feels that a case can be made and that this “Cause” is worthy of moving forward, he may appoint a “Postulator” to represent the Cause and seek consent from the Vatican’s Congregation for Saints’ Causes to proceed based on the evidence then available. Once this approval is granted (in the form of a *Nihil Obstat* or ‘No objection’ formal document), a Cause is opened and the would-be “Saint” receives the title of Servant of God.

Their votes determine whether the would-be Saint is passed on to the Holy Father with a recommendation that he decrees that this person lived a life of Heroic Virtue.

If the Pope gives this decree, recognising that a life of heroic virtue was in fact lived, then the person is now known as Venerable and their cause moves on to the next step which is Beatification. Except in the cases of martyrdom, beatification requires the recognition that the person has obtained, through his or her intercession, a verifiable miracle. The candidate’s character and holiness have already been established, but having a miracle attributed to someone’s intercession can take years, decades or even centuries. Both a theological and a scientific commission have to examine the case. Once a miracle is verified, thereby indicating that the person is in the presence of Christ and able to intercede for us, he or she is beatified and is henceforth known as Blessed.

Lastly, there is the step of Canonisation. In order to proceed to this final step, a second miracle must be verified. Once a final miracle is verified, the Pope can determine when the Blessed will be recognised as a canonised saint.

It should be noted that with canonisation, the Catholic Church affirms for the faithful that a particular soul is in heaven, enjoying the beatific vision, and worthy of imitation. Consequently, the separate Causes for Domitilla and Danny are only at the initial stages and the road ahead is a long and lengthy one with much work to be done. For this reason, friends of LITTLE EDEN are asked for their daily prayers for the success of these two Causes which, if successfully concluded, will be unique for the African continent and a special case in the history of the universal Catholic Church.



EVENTS

Events form a critical part in the success of LITTLE EDEN Society as they serve to meaningfully engage with the community. The impact of this is significant as it assists us in our fundraising efforts, creating awareness through advocacy and connecting with supporters. Each year the Organisation is *blessed* to be able to grow in terms of reach through these events. We were grateful to be able to re-introduce open events in the aftermath of the Covid-19 pandemic. This includes smaller community events as well as larger annual events.



Cav. Lucy Hyams Slaviero addressing the audience at the memorial lecture

4th Annual Danny and Domitilla Hyams Memorial Lecture

The Annual Danny and Domitilla Hyams Memorial Lectures are dedicated to honouring the memory of the Founders of LITTLE EDEN Society and to keeping their legacy alive for the sustainability of the Organisation. They were both dedicated to ensuring the rights of people with intellectual disability and fought for their dignity within the community.

The 4th Annual Danny and Domitilla Hyams Memorial Lecture took place at Bishop Shanahan Hall at Holy Rosary School in Edenvale on 20 February 2023, where supporters of LITTLE EDEN Society gathered to celebrate the legacy of the Founders of the Organisation.

Daughter of the Founders and the Society’s Honorary Lifetime President, Cav. Lucy Hyams Slaviero was the keynote speaker at the lecture, titled *“A Daughter’s Recollection of the heroic virtues of Sainthood of her parents”*.

Cav. Slaviero spoke about the saintly lives of her parents who founded LITTLE EDEN Society 56 years ago to help children and adults with profound intellectual disability. She spoke of the sacrifices they made and their dedication to improving the lives of those who were taken care of by LITTLE EDEN. She further described her parents’ dedication to the Catholic church and shared with the audience how, when her parents took the family on holiday, they would always ensure that they were near a church so that they could continue their daily devotions. *“My parents lived their lives according to the ten commandments and not according to the norms and rules of the day. Their consciences always guided them to do the right thing according to the teachings of the Catholic Church and consequently, their behaviour reflected in their Catholic morals,”* she said. The next Annual Danny and Domitilla Hyams Memorial Lecture will take place in Italy in 2024, the birthplace of Domitilla Hyams.



Archbishop Buti Tlhagale OMI and Cav. Lucy Hyams Slaviero unveiling the new medical centre plaque

Opening and Blessing of the Medical Centre

The official opening and *blessing* of the Bophelong Medical Centre took place on 25 January 2023. The new centre will serve and support the medical needs of all 300 residents. The new medical centre directly speaks to the upholding of the core Values of the Organisation which are *Respect, Sanctity of Life and Love & Care*®.

Staff members were given an opportunity to participate in putting forward suitable names for the medical centre. The name of Bophelong (meaning a place of health) was selected. Bophelong Medical Centre will play an important role in ensuring improved medical care for our residents.

LITTLE EDEN is grateful to the main sponsor of the medical centre, *Thinkst Applied Research (Pty) Ltd* for their very generous and special gift. The centre will offer much-needed space to accommodate residents who are unwell, those recovering from an illness or residents who need to be isolated, and includes two medical beds available for emergency care. The Society further expresses gratitude to all individuals and corporates who donated various items, including *Netcare* for the generous donation of vital monitors and other medical equipment. LITTLE EDEN is *blessed* to have been provided this incredible opportunity to enhance the medical care, the facilities and equipment required. This development is also part of the major renovations project towards the future sustainability of LITTLE EDEN.



CEO of EOH and his staff supporting the annual LITTLE EDEN Society CEO Wheelchair Campaign®



CEO Xelda, resident Bright, SA Paralympian Sandra and Deputy Director of SAFMH Leon at the launch of the 6th Annual LITTLE EDEN CEO Wheelchair Campaign®

The 6th Annual LITTLE EDEN Society CEO Wheelchair Campaign®

The 6th Annual LITTLE EDEN Society CEO Wheelchair Campaign® was launched on 01 March 2023. The campaign aims to raise awareness and compassion about the challenges experienced daily by those who rely on wheelchairs for mobility. The campaign was launched in line with the start of the national Intellectual Disability Awareness Month which takes place throughout the month of March.

In attendance were representatives of the *South African Federation for Mental Health*, the campaign ambassador Paralympian Sandra Khumalo, donors and participants of the wheelchair campaign, staff and residents. At the launch, attendees were challenged to a short race and obstacle activity.

Deputy Director of the *South African Federation for Mental Health (SAFMH)* Leon de Beer who spent the day manoeuvring around the Society’s premises as a participant in the campaign, explained that it was very important to create awareness within societies about intellectual disability as well as the challenges that face persons who rely on wheelchairs.. *“Persons with an intellectual disability ranging from mild, moderate, severe and profound in community settings are often excluded from employment and learning opportunities. Therefore it is our duty in partnership with organisations such as LITTLE EDEN to raise awareness about the capabilities and abilities of persons living with intellectual disability to show that they are able to meaningfully contribute towards society like everybody else,”* de Beer explained.

Even though the campaign’s financial target of R1.5 million was not reached this year, we trust that the message reached far and wide and that those who had the opportunity to spend their work day in a wheelchair gained a different and impactful perspective of physical disability and a better understanding of the challenges and limitations that those with limited mobility face daily.

Christmas concerts

After a two-year hiatus due to the Covid-19 pandemic, LITTLE EDEN was grateful to invite members of the public to attend the annual Christmas Concerts at Elvira Rota Village in Bapsfontein on 25 and 26 November 2022. The concert recording was also made available on the various online platforms for the supporters who were unable to attend due to availability or distance.

The concert is one of the highlights of the year at LITTLE EDEN where the residents prepare for months to showcase their new skills learned and developed throughout the year. It is also an opportunity for the Society to say “Thank you” to its supporters and to show the impact of their support through the residents’ performances. Friends and benefactors of the Society come from all over to be part of these special performances and the residents look forward to the applause and encouragement from the audience. LITTLE EDEN is truly *blessed* to have such a special circle of friends believing in the work undertaken on a daily basis in caring for children and adults with profound intellectual disability.



Visitors enjoying time with residents on Mandela Day

Mandela Day

LITTLE EDEN Society took the opportunity to invite and welcome the public to its premises on Mandela Day. This day is globally celebrated as an opportunity to uplift the dignity of the less fortunate and address the inequalities present in society. It is a day to commemorate the lifetime of service the late Nelson Mandela gave to South Africa and the world.

The Society used the opportunity to partner with corporates and individuals who dedicated their efforts to spending time with our residents. The visitors engaged with our residents through planned stimulation activities. LITTLE EDEN was *blessed* with financial contributions and physical assistance on various maintenance projects. Thus, the Mandela Day project was a success as it served as a relationship-building activity and increased our community footprint in addition to having a fundraising advantage.

Markets

LITTLE EDEN Society was invited to be part of various local markets and other external public relations events. Such opportunities are advantageous to the Organisation as it an opportunity to increase brand awareness, create networking opportunities, and allow for donor engagement as well as the sale of our home-grown products such as pecan nuts.

Internal Events and functions

There are various internal events throughout the year which are strategically aimed to contribute to the residents’ stimulation programme. With the assistance of care workers and the therapy team, the residents help prepare for the events by decorating, cutting out and colouring in and learning about the message and theme for the event. This is incorporated into their stimulation programme as they are taught and practise fine and gross motor skills.

Additionally, it gives the residents the chance to have fun and interact with staff who are involved in the activities. Socialising with both staff and each other is fundamental to their overall well-being. These activities help the residents to feel included, give them a sense of purpose and recognise their abilities.



Xolane is excited to receive a gift from Santa Clause

Some of the internal resident events include:

- Valentine’s Day where the residents celebrate love and affection amongst themselves and others.
- Easter inspires generosity, hope, love, and joyful living as it reminds us of the message on which the season of Easter is founded whilst the residents partake in Easter Egg hunts.
- Mother’s Day and Father’s Day allow our residents to honour and thank the dedicated caregivers who look after them daily with devotion and love. The staff at LITTLE EDEN become the resident’s family.
- Sports Day is a fun day filled with interaction, activities and snacks that enhance the mental and physical development of the residents.
- Heritage Day is a time when the residents, who come from rich cultural backgrounds, can explore diverse traditions and celebrate differences.
- Father Christmas arrives with an individually wrapped gift for each one of our residents during the end-of-year Christmas parties.

LITTLE EDEN is grateful to all individuals, corporates and schools who contribute to the success of the above events through donations of their time, refreshments and gifts.



Nosipho waits in anticipation of recieveing a Christmas gift from Santa Claus



Daniella receiving her gift



Anthony's 67th Birthday Celebration - the oldest resident



Staff participate in the year end function



Siza's sponsors Otto & Alexandra from Holland visited her today. They have been Sponsoring her since 2004. Lucky girl



Celebrating residents who received their First Holy Communion



Shaun enjoying Easter



Spiritual development and support



Fidesco Volunteers Madeline & Clémence



Phillip enjoys performing



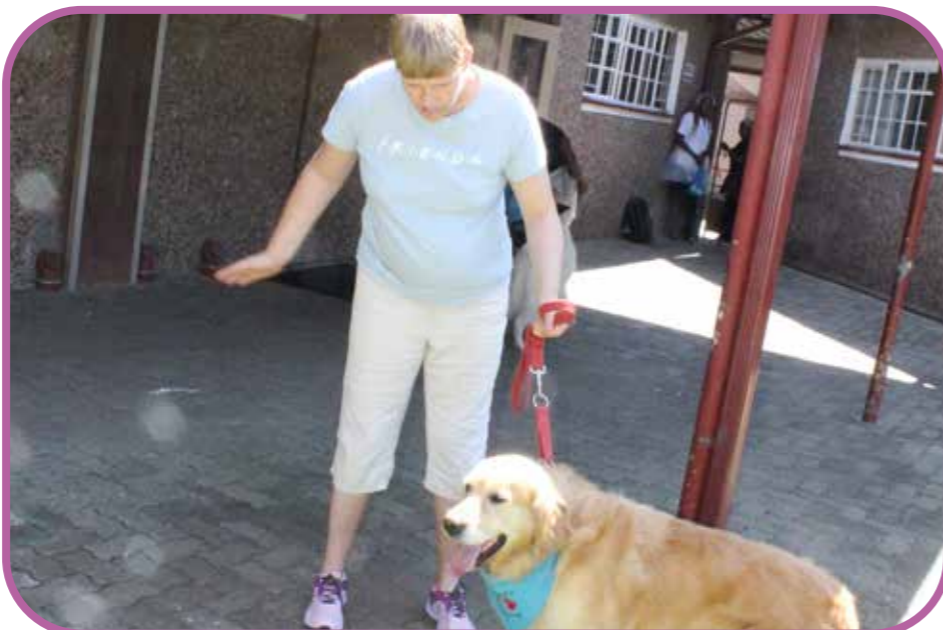
Shaun enjoys the limelight



Jobekazi's angelic smile



Paws for People dogs are very gentle with our resident Paul



Kerry with her furry friend from Paws for People



Ahmed with volunteer Thais



Residents Jaco and Chris pitch in helping around the Home



Pinky receives a special gift

We cannot talk about *blessings* without expressing gratitude for the shelter, warmth and comfort our *angels* experience. When we reminisce about the journey of our Organisation, we remember the early days of LITTLE EDEN when the Society had to rent space in order to carry out its services. LITTLE EDEN had to move 13 times before settling at the current facility in Edenvale. We are proud of our beautiful Homes and facilities and therefore endorse a non-negotiable standard of cleanliness and maintenance in general. LITTLE EDEN has been *blessed* with a deeply treasured friendship with an Anonymous funder who truly believes in the work of LITTLE EDEN. This partnership has grown and developed with a significant grant being bestowed on LITTLE EDEN to ensure that the Organisation and facilities are sustainable into the future. Words cannot express our gratitude for this incredible *blessing*, ensuring that LITTLE EDEN continues to provide quality care to our residents.

Renovations update

In the 2022 LITTLE EDEN Integrated Annual report a comprehensive description was outlined of the need for the upgrading of the facilities which were close to 50 years old and the current need for new facilities to cater for the changing needs of the residents over this period of time. These major upgrade works were programmed according to various stages due to the complex timing requirements of relocating residents and freeing up physical areas for building work activities. At all times during such building works utmost care was taken to ensure the safety and well-being of the LITTLE EDEN residents. The works programme was therefore ‘packaged’ into four different stages. Some work stages were further refined into phases to accommodate the movement of the residents and the temporarily available residential space.

The previous annual report noted the completion and resumed occupancy of:

- Stage 1 of the upgrades comprises the new 26-bed residential block at Elvira Rota Village referred to as Mary’s Mill.
- Stage 2 Phase 1 of the upgrade works, comprising the upgrade of the old Red and Blue wings – thereafter named Protea and Iris wings respectively.
- Stage 2 Phase 2 comprising the upgrade of the previous Green and Lilac wings – thereafter named Rose and Lavender wings.

In the course of the current financial year the following works have been completed:

- Stage 2 Phase 3 comprises the upgrade of the previous Orange wing – now named Tulip wing, and Yellow wing, into a new medical centre named Bophelong Medical Centre and provides specialist nursing care with 6 beds and separate doctors, dentists, dressings, and physio consulting rooms. This new medical centre was

formally opened and *blessed* by His Grace Archbishop Buti Tlhagale OMI on 25 January 2023. The unveiling of the ‘Bophelong Medical Centre’ plaque was performed by the former LITTLE EDEN CEO and Honorary Lifetime President, Cav. Lucy Hyams Slaviero.

- Under the Stage 2 Phase 3 upgrades the administration offices, reception, accounts, meeting room, server room, CCTV monitoring room, nursing station and medicines storage were also included and completed.

Stage 3 Phase 1 includes:

- the conversion of the previous depot storage and sorting area under the Chapel into the new Development offices which is currently underway and expected to be completed by end June 2023
- the establishment of a new staff car park on the ‘bottom acre’ which is completed and in use, and
- the construction of a new depot for the Charity Shop Operations which is completed and in use.

The above works bring to completion the major upgrades funded by the anonymous overseas funder and which were initiated in the middle of the Covid-19 pandemic on 22 September 2020.

Allied to these upgrades, funding was received in April 2023 from the Japanese Embassy in South Africa towards the upgrading of Acacia and Boiketlong wings at Elvira Rota Village. This project is still in the very early stages. LITTLE EDEN acknowledges the *Japanese Embassy in South Africa* for this wonderful contribution towards the upgrades.

Further, viability studies are in progress as to the affordability of upgrading the kitchen and laundry at the Edenvale Home. A solar PV (photo-voltaic) system has been designed by electrical consultants. Tenders were issued and a contractor has been appointed to proceed with such an installation which will reduce the monthly municipal electricity bill.

CAPACITY BUILDING/SKILLS DEVELOPMENT

“... Jesus take possession bless and render holy this work! May what we are about to begin be Your blessed work and may it bloom like a lovely garden in Spring and the loveliest flowers be these children ... I asked Him to bless this our project, LITTLE EDEN.” The Servant of God, Domitilla Rota Hyams, unpublished diaries, 25 February 1967

The year 2022/2023 has been characterised by labour market disruption off the back of global and national disruptors including economic turmoil, power supply cuts (load shedding), soaring fuel prices, cyber-threats, geo-political unrest as well as biological threats.

Capacity building is imperative to develop resilient leaders and managers who have enhanced skills and competencies to steer LITTLE EDEN into an uncertain future as well as an

adaptable workforce with strong technical and interpersonal skills.

Training for the period 1 April 2022 to 31 March 2023 focused on three main areas, namely legal compliance, building technical competence in our employees as well as soft skills training. Training took place throughout the twelve-month period in accordance with the Workplace Skills Plan for the period 1 April 2022 to 31 March 2023 and submitted to the Health and Welfare SETA. Additional ad hoc training also took place as circumstances required.

LITTLE EDEN facilitated training by the LITTLE EDEN therapists for *Supercare* employees in support of collaboration and capacity building of staff working with the residents. The training addressed the correct positioning of residents – how to put a resident in a chair and how to lift a resident from a chair. Training also addressed positioning the residents on the floor and in bed. Lifting and transfer techniques were discussed and demonstrated. Employees received training on various diagnoses such as Cerebral Palsy, Down Syndrome, Autism Spectrum Disorder, Hydrocephaly, Microcephaly and co-morbidity. Diagnosis can improve the effectiveness of treatments and avoid long-term complications and hence it is important for support staff such as care workers to understand the above diagnosis. *Supercare* employees also received in-house training on effective communication skills – verbal and non-verbal - to facilitate the exchange of information and knowledge. The training was required in order to empower and encourage those working with residents to take responsibility for the residents in their wing.

Sunshine Association hosted a 5-day training workshop for 30 Care workers which focused on development for the age group 0 - 4 years. Training took place in three groups to cover the different shifts from 23 May to June 2022. One of the key areas of focus was on empowering children with disabilities and developmental delays to reach their full potential.

In May 2022, the Department of Education provided training for 31 *Supercare* employees and 1 *Fidesco* volunteer in terms of an introduction to their education programme. Staff members also received training on feeding techniques. In June 2022, the Department of Health provided training on autism for 9 *Supercare* employees. The Department of Education provided training in July 2022 for 17 *Supercare* employees and 2 *Fidesco* volunteers, regarding the Department’s term 3 and 4 lesson plans. These lesson plans cover the Carer’s role in the facilitation of the lesson plan and topic, and the role in the facilitation of the daily programme. Different diagnoses, walking aids, and assisted devices were also covered in the training.

Pro bono CPR training hosted by *St Johns* in October 2022 took place and was attended by 8 LITTLE EDEN staff and 20 *Supercare* staff.



Sandra saying a prayer and making the sign of the cross with the Sisters

Mental wellness has been highlighted since the onset of the Covid-19 pandemic and hence LITTLE EDEN staff are offered ongoing support through *NPOwer* in the form of weekly webinars that take place on a Friday at lunchtime as well as specific focus groups.

LITTLE EDEN continues to empower employees with soft skills so that employees are better equipped to deal with adverse situations both in and out of the workplace.

The Organisation received grant funding from the Health and Welfare SETA which closed out the remaining Levy Exempt grant and an outstanding SME grant.

LITTLE EDEN applied for funding from the Health and Welfare SETA on 10 June 2022 and was not allocated funding for training. This was due to a change in the funding model issued by the Health and Welfare SETA. However, on 30 September 2022, LITTLE EDEN signed a Memorandum of Agreement with the Health and Welfare SETA (HWSETA) in terms of the Levy Exempt Funding application for the period 2022 – 2023 and a grant has been provisioned to LITTLE EDEN for the purchase of medical equipment for the new medical centre.

The Workplace Skills Plan for the period 1 April 2023 – 31 March 2024 was submitted successfully to the Health and Welfare SETA.

Staff training positively impacts the ability of LITTLE EDEN to care for our residents, both directly and indirectly and we express our gratitude to our donors for their ongoing support and faith in the leadership and work of LITTLE EDEN.

Without donor funding, the support of the Health and Welfare SETA (HWSETA) and discounted training offered by training providers, many of the training initiatives undertaken in this reporting period would not be possible. It is with much appreciation that we are *blessed* to be able to participate in staff capacity building in order to continue developing our most valued resource - employees, which adds to the overall value proposition of LITTLE EDEN.

STAKEHOLDER ENGAGEMENT

LITTLE EDEN is cognisant of the importance of staying conscious of its micro and macro environment and is able to keep in line with its core purpose through connectivity and constant engagement with its stakeholders. Constant monitoring of the Organisational environment helps to ensure alertness to matters which may impact or affect effective operation of the Society. Various communication platforms are strategically used to stay connected with stakeholders and receive feedback from them such as: internal and external newsletters, social media platforms, press releases, annual reports, telephonic contacts, radio interviews, and visits to the Homes.

COMMUNICATING THE BRAND

LITTLE EDEN Society relies on effective transfer of information to achieve its communications objectives as it raises awareness about the mission, attracts donors, and engages with the community at large. In today's modern digital age, website and social media platforms play an integral role in managing brand awareness and communicating its message to the public ensuring content is accessible.

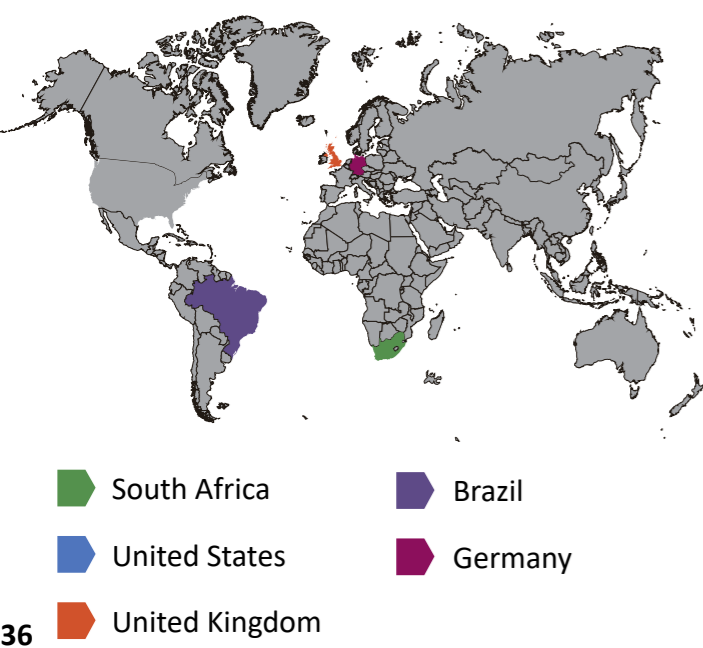


Website

The LITTLE EDEN website is a primary tool in communicating our brand to the public. The website has a unique appealing design that reflects our identity and is easy to navigate. We constantly update the website with relevant information, appeals, fundraising campaigns as well as updates on our residents. This information helps visitors understand LITTLE EDEN's goals and how they too can get involved. LITTLE EDEN has a call-to-action button on its website, urging visitors to donate, sign up to receive newsletters, or register for an upcoming event. Our contact information is available for volunteers, donors and partners to easily make contact with us.

The website also reaches audiences outside the South African borders giving us international exposure. It is user-friendly and allows access from a mobile device or desktop and allows donors to make their donations directly and securely through a website.

WHERE ARE OUR WEBSITE USERS BASED?



LITTLE EDEN in the media

The local and regional media in Gauteng province continue to support the work that LITTLE EDEN carries out. This media publicity assists the Organisation to reach potential donors and sponsors.

In the past year, we have been *blessed* to feature in local newspapers across Johannesburg, regional, national including international radio platforms as well as a television appearance. All of these serve to keep the spotlight on LITTLE EDEN Society as well as continuously engage the public on critical issues within the disability sector. These platforms enable LITTLE EDEN to create awareness beyond the immediate boundaries of our Homes.

LITTLE EDEN continues to be published on CSI platforms such as *Disability Connect*, *SA Good News* as well as *Good Things Guy* among others. Where relevant we have also appeared on Christian media platforms such as *Radio Pulpit*, *Radio Veritas*, *Southern Cross* and *AD News*.

These appearances create visibility for the work that LITTLE EDEN carries out on a daily basis. Furthermore, LITTLE EDEN has refreshed their outdoor media banners which attract attention from passers-by at outdoor events such as markets.

We were elated when LITTLE EDEN was featured on the popular television game show, *Deal or No Deal SA*. Renowned radio personality, Bongani Bingwa, chose our charity as his beneficiary on the inaugural episode of the show, which was broadcast across South Africa on SABC 1, reaching millions of viewers. Bongani's generous contribution of R38 000 to LITTLE EDEN was invaluable and the exposure we received was truly unparalleled. We are immensely grateful for Bongani's commitment and belief in the mission of our cause.

On 15 June 2022 LITTLE EDEN Society was *blessed* to be invited to share a presentation related to "*The role of sport and cultural life in building inclusive and participatory societies for persons with disabilities in the post-COVID19 context*" at the United Nations side event of the 15th Session of the Convention on the Rights of Persons with Disabilities (CRPD). CEO of LITTLE EDEN Society Xelda Rohrbeck gave the presentation which had a significant impact on the international community's understanding of the challenges faced by people with disabilities within

the South African context. The opportunity allowed the Society to share its experiences and insights on ensuring access for people with disabilities as well as allowing the Organisation to share its value creation and impact on the care and disability sector during the Covid-19 global pandemic. This proved to be an excellent opportunity to speak for those living with intellectual disability and highlighted the need for governments and organisations to implement effective policies and programmes that benefit society's most marginalised. The LITTLE EDEN Society presentation demonstrated the importance of amplifying the voices of marginalised communities to promote meaningful change. Permanent Representative of South Africa to the UN, Ambassador Mathu Joyini, spoke at the event on the importance of providing equal and inclusive opportunities to people with disabilities.

March is Intellectual Disability Awareness month and it marked the 6th Annual LITTLE EDEN Society CEO Wheelchair Campaign®. The campaign generated media coverage across various platforms, including print, television, radio and social media. The unique aspect of the campaign, which involved CEOs of companies in Gauteng spending a day in a wheelchair to experience the challenges faced by people with disabilities, generated interest and curiosity among the public. The media coverage helped to create awareness about the difficulties faced by people with disabilities and highlighted the need for more accessible infrastructure. The campaign also garnered support from various organisations within the NPO sector and provided a platform to work alongside our partners, the likes of the *South African Federation for Mental Health*, which added to the value and visibility of the campaign. Overall, the Annual LITTLE EDEN Society CEO Wheelchair Campaign® was an excellent example of how effective media can be in raising awareness about issues affecting society.

Newsclip media monitoring

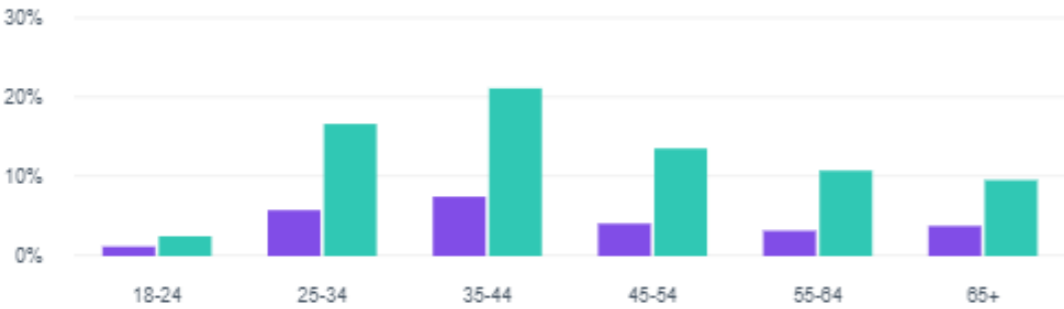
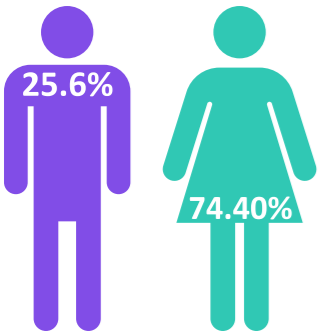
LITTLE EDEN is *blessed* to have a partnership with *Newsclip* offering pro bono services in monitoring media for the past 13 years. The service assists the Organisation to track media mentions effectively, making our reporting more accurate and detailed. Thank you *Newsclip*!

Social media

Social media has become an essential communications tool to spread awareness about LITTLE EDEN and its activities, as well as update followers about how the residents are doing. The various social media platforms provide a cost-effective way for LITTLE EDEN to reach a wider audience, engage with supporters, promote events and campaigns and receive real-time feedback on initiatives. By leveraging social media, LITTLE EDEN can increase its visibility, attract more donors and supporters, and create a lasting impact on the surrounding community.

In the last financial year, LITTLE EDEN’s social media pages made use of various hashtags to enable posts to reach an even wider audience as well as make the content more accessible.

In the period 1 April 2022 – 31 March 2023, LITTLE EDEN’s Facebook platform reached 98 549.



Events and appeals

LITTLE EDEN events and appeals are significant tools in our fundraising efforts and partnered with the various platforms for promotional purposes, it assists us to reach new, old and potential donors. Appeals continue to focus on a specific project or need that arises at various stages of the year. This continues to be an effective tool in communicating the needs from both Homes to donors and sponsors.

In Touch

This is the Society’s external newsletter aimed at updating followers, donors, Next of Kin as well as potential donors on the activities taking place at LITTLE EDEN. Physical as well as digital versions of the publication are sent to our donors. LITTLE EDEN has both young and older generations of supporters and every effort is made to collect the email addresses of our donors for more effective communication. Although the Post Office service is not reliable, we recognise that the majority of our older supporters do not have access to email and our newsletter communication can only be shared with them via post.

Annual report

LITTLE EDEN participated in the *Chartered Governance Institute of Southern Africa Integrated Reporting Awards* for an opportunity for the report to be assessed and, through feedback received, improve the content of the report year on year. The annual report gives donors and potential donors an overall view of the Organisation and reports on current events, achievements, challenges, and the financial position. The report also seeks to demonstrate LITTLE EDEN’s commitment to best practice, transparency and good governance. This report is available via hard or electronic copy and is circulated over the next financial year.

Little Eden Celebrates their Sainthood Founders

BY ADMIN FEBRUARY 28, 2023

The daughter of sainthood candidates Danny and Domitilla Hyams recalled her parents' heroic virtues in an annual lecture in Johannesburg.

The 4th Annual Danny and Domitilla Hyams Memorial Lecture was delivered by Lucy Slaviero in Bishop Shanahan Hall at Holy Rosary School in Edenvale, where supporters of Little Eden Society gathered to celebrate the legacy of the founders of the organisation.

Guests included Italy's consul-general Emanuela Curnis, representatives of the Hyams Cause committee, Alderman Heather Hart, donors, and representatives of the Society, including residents who entertained the audience with a musical interlude.

Slaviero spoke about the saintly lives of her parents who founded Little Eden Society 56 years ago to help children and adults with profound intellectual disability. She spoke of the sacrifices they made and their dedication to improving the lives of those who were taken care of by Little Eden.

She also recalled her parents' dedication to the Catholic Church. When her parents took the family on holiday

Little Eden Society unveils its new medical centre

February 9, 2023

After several years of construction, Little Eden Society unveiled its new medical centre and today, the building is open to the public. The new medical centre is a state-of-the-art facility that will provide residents with the best possible medical care. The centre is located in the heart of the Society's campus and is a testament to the Society's commitment to providing the highest quality of care for its residents.

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Sainthood bid on behalf of deceased Joburg couple

THE STAR NEWS

Daniel (Danny) and Maria (Domitilla) Hyams, the deceased founders of the LITTLE EDEN Society. Picture: Facebook/Little Eden Society

DEAL

15

KALAHARI AUGRABIES EXTREME MARATHON

for Little Eden

1988 1996 2022

Sandton CEO experiences wheelchair life

Anthony Looming spent the day in a wheelchair at their Sandton head office on March 30.

April 12, 2023

Anthony Looming spent the day in a wheelchair at their Sandton head office on March 30.

15:28 LIVE

BLACKOUTS STAGE 1

DISABILITY AWARENESS

PLEDGE TO MAKE A DIFFERENCE

eNCA

TO DR CONGO AS TRUCE BETWEEN GOVERNMENT AND M23 REBELS FAILS | PLEASE SEND PICS AND VIDEOS

Spin, row, walk for Little Eden

To raise much needed funds, Little Eden Society will host a spin, row, walk event. The event will be held in collaboration with the Johannesburg City Council and the Johannesburg City Council. The event will be held in collaboration with the Johannesburg City Council and the Johannesburg City Council.

The event will be held in collaboration with the Johannesburg City Council and the Johannesburg City Council.

CEOs called to support wheelchair challenge

Little Eden Society is calling on CEOs to support a wheelchair challenge. The challenge is a testament to the Society's commitment to providing the highest quality of care for its residents.

The challenge is a testament to the Society's commitment to providing the highest quality of care for its residents.

Little Eden Society supported in spreading Christmas cheer

Little Eden Society is supported in spreading Christmas cheer. The Society is committed to providing the highest quality of care for its residents.

The Society is committed to providing the highest quality of care for its residents.

*“Little garden where to You will be entrusted
these most beautiful children, these angels
Little garden
where will be re-planted these delicate flowers
and at the warmth and heat of love
they will open and their petals
will find life and energy in the warmth of the beautiful sun!
Their smiles will tell us we are loved....”*
The Servant of God, Domitilla Rota Hyams, unpublished diaries, 9 March 1967

AGRICULTURE

It is often said that a healthy garden represents abundant *blessings* from God, healthy spirits of those who live in the environment and of those who look after the garden.

The 2022-2023 pecan nut harvest produced 6 272kg of nuts in shell; this is 860kg less than the previous year which could be attributed to the higher than normal rainfall. Although pecan nut trees need ample water, the excessive and late rains kept trees greener resulting in many nuts remaining on the tree, still developing, whilst the harvest was under way. We had 873mm of rain over the 2022/2023 growing season and 1 000.5mm over the period 1 April 2022 to 31 March 2023.

The new pecan trees planted during the 2021/2022 season have taken root satisfactorily and well below the expected die back rate of 5%, with only 3% of the trees lost, this area will be re-planted in the 2023/2024 season. Another great year of rainfall meant the watering programme was almost halved due to regular and continuous rain which delivered above the expected delivery rate of the irrigation system.

A second-hand pecan cracking machine has been purchased which will greatly aid in cost savings; for the past few seasons the cracking and processing of the pecan harvest was outsourced due to the old cracking machine being beyond repair after many years of service. This replacement machine will be able to crack approximately 400 nuts per minute. Additionally, the newer technology cracks in a way that we get a higher percentage of undamaged halves out of the harvest over broken pieces. This too will allow us to sell more stock at a more favourable price than if we sold broken pieces.

With LITTLE EDEN in a position to crack our own nuts again, it allows us to bring the pecan processing back into the stimulation programme with our residents actively involved. The pecan nut crop was strategically considered by our late Founders to ensure our residents are part of the planting/harvesting/processing operation as the nut is of such a size and nature that even those who have difficulty with fine motor skills would be able to handle the produce and actively participate in the process. The

stimulation programme now incorporates the shelling of the cracked nuts and residents, together with their team leaders and the Sisters of the Imitation of Christ, work alongside each other preparing the nuts for sale at the LITTLE EDEN office and Charity Shops. Another aspect of the harvest that is enjoyed by all, especially with visitors on Mandela Day, is to spend a day in the orchards collecting nuts off the ground after the trees have been shaken with the hydraulic shaker.

LITTLE EDEN planted the 5.5ha land under the power lines with soya beans and added chicken manure to the ground before planting, to aid in the nitrogen requirements in preparation for the 2023/2024 harvest when we rotate the crops and plant yellow maize, hoping for a bumper crop. The soya bean land is worked in partnership with one of our neighbouring farmers.

We additionally planted yellow maize in between some of the young pecan trees; this amounted to approximately 5ha of maize. At the time of this report being compiled, both the maize and beans had yet to be harvested.

Ten types of vegetables were planted this year that are used across both kitchens as and when ready to harvest. The crops that did exceptionally well this year were sweet potato, spinach and kale.

The bird species count at ERV increased by 5 species to a total of 166 species having been seen within the perimeter to date. Yet again, the resident pair of Black Sparrow hawks successfully produced and raised two youngsters. The resident pair of Southern White-faced Owls have again bred and raised a clutch of chicks, this year in the pines on the south western side of the Home.

The mammal list has increased by one; we have now seen Lesser Galago on the property, a great addition that we believe has been due to the planting of the indigenous forest a few years back. As the trees have developed they have formed a beautiful wooded area and the sap being produced by the Karee trees in particular, is a magnet for the Galagos who move around them at night feeding on this delicacy.

ENERGY CONSUMPTION

The total energy usage reported herein, examines data in respect of: -

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

Collectively, these elements make up the total energy usage for the period 1 April 2022 to 31 March 2023.

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

Table 1: Total Energy Consumption										
	2023		2022		2021		2020		2019	
Electricity Consumption	kWh	GJ	kWh	GJ	kWh	GJ	kWh	GJ	kWh	GJ
Domitilla and Danny Hyams Home	658720	2371	601958	2167	615232	2215	557504	2007	525 582	1892
Elvira Rota Village	89869	323	83783	302	121254	437	96933	349	103 099	371
Shop Operation	5085	18	4513	16	4660	17	5176	19	8 258	30
Saint Joseph House	2114	8	2861	10	2967	11	7539	27	4 918	18
Domus Our Lady Mother of all Children	1061	4	819	3	534	2	1534	6	3 351	12
Total Electricity	756849	2724	693934	2498	744647	2682	668686	2408	645 208	2 323
Change in Electricity Consumption		9,07%		-6,85%		11,38%		3,66%		-1,98%
Fuels Consumption	Litres	GJ	Litres	GJ	Litres	GJ	Litres	GJ	Litres	GJ
Petrol	3500	108	2480	77	1301	40	3220	100	2640	82
Diesel	38852	1480	17949	684	15387	587	16009	609	16252	619
(Vehicles)	12725	485	12174	464	11591	442	11512	439	13671	521
(Generators)	26127	995	5775	220	3796	145	4497	171	2581	98
LPG	4903	131	3677	98	3852	103	4328	116	4658	124
Total Fuels	47255	1719	24106	859	20540	730	23557	825	23550	825
Change in Fuels Consumption	96,03%		17,63%		-11,52%		-0,01%		31,38%	
Total Energy (Electricity & Fuels)	4443		3357		3412		3233		3 148	
Change in Energy Consumption	32,4%		-1,62%		5,53%		2,7%		5%	

Conversion Factors		
Electricity	0,0036	GJ per kWh
Petrol	0,0310	GJ per litre
Diesel	0,0381	GJ per litre
LPG	0,0267	GJ per litre

As reflected in Table 1: Total Energy Consumption above, the overall electricity and fuel usage increased by 32.4% from 3 357 gigajoules to 4 443 gigajoules as at 31 March 2023. Each of the elements will now be unpacked by referring specifically to data in the previous report.

1. Electrical consumption

The total energy consumption utilised in terms of electricity at the LITTLE EDEN facilities which is comprised of Domitilla and Danny Hyams Home (DDHH), Elvira Rota Village (ERV), Charity Shop and the two residential properties known as Domus Our Lady Mother of all Children (DOL) and St Joseph House (SJH), increased from 2 498 gigajoules to 2 724 gigajoules. This is an increase of 9.07%.

In terms of electricity consumption at DDHH as reflected in Table 1: Total Energy Consumption, there was an increase from 2 167 gigajoules to 2 371 gigajoules which equates to an increase of 9.41%. Electricity consumption at ERV increased 6.95% in this period from 302 gigajoules to 323 gigajoules. DDHH obtains electricity supply from Ekurhuleni Municipality while ERV obtains electricity supply from Eskom. A renewable energy solar installation should be ready at DDHH in the second quarter of 2023 which will assist with the electricity costs for the Home. We are planning to raise funds for a solar project at ERV.

The electricity usage at Domus Our Lady Mother of all Children (DOL) increased from 3 gigajoules to 4 gigajoules which is a 33.33% increase. The overall annual usage is exceptionally low and the 33.33% increase on a minimal amount is no cause for concern.

The Charity Shop increased from 16 gigajoules to 18 gigajoules, 12.5%. The Charity Shop makes use of prepaid electricity.

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

- Volunteer accommodation St Joseph House (SJH) decreased from 10 to 8 gigajoules which is a 20% reduction due to a reduced number of volunteers being accommodated on the property.

2. Fuels

Petrol, diesel and LPG are classified as fuels in this report. The overall consumption of fuel increased by 96,03%. There was an increase of 40% for petrol consumption and 116% for diesel consumption. The dramatic increase in diesel usage at ERV can be attributed to Eskom’s load shedding which has insufficient national electricity capacity to service the needs of South Africa.

Eskom, being the electricity supplier to ERV, shuts off power to consumers according to the load shedding stage which is applicable which can be up to 12

hours a day. Facilities that require electricity during load shedding need to turn to the use of inverters, generators and renewable solutions. At this point in time, ERV is making use of a diesel-powered generator to continue to provide care to the 150 residents at ERV. Consumption of LPG increased by 33.67% in this period.

The increased consumption in fuels can also be attributed to increased use of company vehicles and farming implements such as tractors as the business and farming activities continue at 100% capacity after Covid-19.

3. Water consumption

	2023	2022	2021	2020	2019
DDHH	14275	13930	14359	15041	17678
ERV	37847	47056	38701	44869	40440
Shop	100	409	208	183	37
SJH	158	176	165	220	221
DOL	27	24	20	19	73
Total	52407	61595	53453	60332	58449

The water consumption at LITTLE EDEN from 1 April 2019 to 31 March 2023 is set out in Table 2 – Water Consumption. This report will specifically focus on the period 1 April 2022 to 31 March 2023.

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

In this reporting period borehole water consumption at ERV decreased from 47 056 kilolitres to 37 847 kilolitres which is a 19.57% decrease. This can be attributed to ERV receiving sufficient rainfall which reduced the need to water the new pecan trees planted during the 2021/2022 season by almost half, as ERV had regular and continuous rain which delivered above the expected delivery rate of the irrigation system.

At DDHH, water consumption increased from 13 930 kilolitres to 14 275 kilolitres which is a 2.48% increase and may be contributed to the renovations that were undertaken throughout the reporting period. St Joseph House decreased from 176 kilolitres to 158

kilolitres which is a 10.23% decrease as the number of volunteers being housed in the accommodation decreased, as did the time periods they stayed at the property. DOL had a 12.5% increase in water usage on a very low base amount of 24 kilolitres to 27 kilolitres. Water is used for general cleaning and gardening purposes at DOL.

At the Charity Shop, the landlord historically split the water, refuse and sewerage use among all the tenants which did not yield an accurate usage record for statistic reporting. We note that there was a 75.5% decrease in water consumption in the reporting period which can be attributed to the landlord fixing a water leak and tenants being measured individually from April 2022.

4. Re-cycling and waste management

The metal and e-waste recycling programme continued from electronic donations received that are beyond repair. Paper recycling is ongoing. *Sterilactics (Pty) Ltd* assists LITTLE EDEN pro bono with the disposal of medical waste.

Conclusion

Key environmental focus areas highlighted in this report include electrical and water usage, waste management and management of the biodiversity at LITTLE EDEN’S operations. The analysis of data for the period 1 April 2022 to 31 March 2023 indicates that the total energy consumption at LITTLE EDEN increased by 32.4% with a marked increase in the consumption of fuels as Eskom load shedding affects the operations at ERV and the need is to rely on generator power daily as the country navigates the various load shedding levels.

The materiality of the direct effect of the availability 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. The need to decrease utility charges without decreasing operational efficiency and resident care remains high on the agenda and a solar roll out will commence at DDHH in the second quarter of 2023. There is an urgent need to introduce renewable energy solutions at ERV looking at the data above, as there is no indication that load shedding will end in the near future in South Africa.



Christmas Cheer

IMPACT BEYOND OUR BOUNDARIES

“LITTLE EDEN: ...LITTLE EDEN will be the home for human miseries. For now we will gather intellectually disabled children but later we will continue and try to relieve all human suffering. Having all comforts, every modern convenience and giving the best care possible. Divine Providence will not disappoint us but will be with us, I have much faith and in fact the results are already visible.” The Servant of God, Domitilla Rota Hyams, unpublished diaries 09 March 1967

The above extract is taken from one of Domitilla’s diary entries which she wrote about two months before the Society admitted its first three children, giving an indication that there was always a great urge, through Divine Providence, to extend her helping hands far and wide.

In an attempt to keep the legacy of our Founders alive, to give back and to show gratitude for the many *blessings* received over the years, LITTLE EDEN continuously

strives to engage in various initiatives with the purpose of maximising the impact of our service beyond the boundaries of our Organisation.

LITTLE EDEN participated on an international platform to join, virtually, the United Nations Conference in June 2022, where Mrs Xelda Rohrbeck, CEO of LITTLE EDEN, was given an opportunity to share how the recent global Covid-19 pandemic affected people with disabilities, even more so people with profound intellectual disabilities and how the Society mitigated the situation to minimise the impact on people with high support needs reflecting on the role of sport and cultural life in building inclusive and participatory societies for persons with disabilities, in the post Covid-19 context. Present at the Conference, was Her Excellency Ambassador Joyini, Permanent Representative of South Africa to the United Nations who highlighted pertinent points from a report submitted by Dr Emma McKinney titled,



“Covid-19 and rights of persons with disabilities: The impact of Covid-19 on the rights of persons with disabilities in South Africa.” The goal of the event was to highlight the role that civil society organisations can and are willing to play in order to implement sport and cultural life. Scan the QR Code to access the recording of the conference proceedings.

Through our interactions with the community, funders and government departments, it becomes apparent that there is a great shortage of legitimate centres in South Africa providing suitable care to people with intellectual disabilities. Hence when we are approached with a request to give guidance and mentor other institutions which are at their starting up stages, we do so with great enthusiasm as we understand from our journey, the impact of a helping hand. *Maretlagadi Welfare Centre*, an NPO situated in Limpopo tasked to shelter and care for children with intellectual disabilities and other community development projects recently approached LITTLE EDEN for insight and guidance. This is one way in which LITTLE EDEN is able to share our *blessings* and expand the impact beyond our boundaries.



LITTLE EDEN’s responsibility to advocacy is broad and not limited to residential care or profound intellectual disability but is extended to also give support and guidance to those offering home-based care. In 2021, through our online communication platforms, we introduced blogs where a variety of informational topics were presented. These related to dealing with challenges associated with intellectual disability and helpful information for those who care for individuals with intellectual disabilities. Our long-term aim is to be a source of information for people around the world when it comes to the topic of intellectual disability. Scan the QR Code to access LITTLE EDEN’s Blogs.



Naledi impressed with the growth of the new pecan nut trees

The annual LITTLE EDEN CEO Wheelchair Campaign® reached its 6-year milestone this reporting year and it continues to gain momentum. The campaign has a dual purpose, one is to raise funds towards the care of LITTLE EDEN residents and the other is to highlight challenges experienced by people with limited mobility due to physical disability and create awareness within society. Through print, broadcast and social media, we are able to reach out to business leaders and challenge them to spend their work day in a wheelchair placing themselves in the space of those who have limited mobility and rely on wheelchairs for mobility on a daily basis. We are able to further highlight that without suitable support and care, a person with profound intellectual disability can be subjected to increased challenges as they are often unable to express themselves and ask for assistance.

LITTLE EDEN is *blessed* to have support and a solid partnership with the *South African Federation for Mental Health* and Sandra Khumalo (SA Paralympian Rower) on this campaign. It is our belief that LITTLE EDEN plays an important role not only to the people in our care and their immediate families but to the community at large.

Through the school community service programme, we aim to raise a socially conscious community and one that believes that people with profound intellectual disabilities are whole and complete human beings created by God with a mind, a body, a spirit, and a soul. It is our belief that by allowing school children to be exposed to the work carried out at LITTLE EDEN on a daily basis, future generations will positively contribute towards becoming socially responsible business leaders and leaders in general.

LITTLE EDEN continues to make itself accessible to students who need to undertake practical hours within various multidisciplinary sectors.

In addition, a platform is provided where students at tertiary level are able to obtain valuable practical hours required for them to complete their particular area of study. For the reporting year, students from the following institutions spent time at LITTLE EDEN accumulating the required practical service hours:

- *Wits University* - Occupational Therapy Department
- *eDeaf* Learners who will eventually be integrated into permanent Supercare roles
- *GemMeg* – Care worker students requiring 200 hours of child care and 250 hours of adult care experience per student. The training is incorporated into the different wings in the Home for clinical work, as well as in our clothing storage sections.

Such platforms are ideal for LITTLE EDEN as they are used as opportunities to introduce our service to these students who create a network from which we could draw for future recruitment.

LITTLE EDEN remains willing and available to governments, NGO’s and individuals to offer support and share expertise gained over 56 years within the disability sector.

The strategic relationship with the Gauteng Department of Health and, more recently, the Department of Basic Education continues where LITTLE EDEN is prepared to share learnings and take learnings from these departments in enhancing the care model within our Organisation. Engagement and support from the DBE have been enhanced with LITTLE EDEN aligning the ‘DBE Learner Programme’ to the current Care and Stimulation Programme already in place.

LITTLE EDEN firmly believes in passing it forward – throughout the years LITTLE EDEN has been aware of the needs of other NGO’s and where we might be able to offer them support in gratitude for the many *blessings* LITTLE EDEN receives.

FINANCIAL IMPACT

TREASURER’S REPORT

The total income for LITTLE EDEN Society for the year ended 31 March 2023 increased by 8.95% to R61 620 414 (2022: R56 557 801). 17.23% of the total income was derived from Major Renovations Project Income. The actual operational income grew by 6.79% before adding the Major Renovations Project Income.

During the period under review, donations from the public declined by 8.7% from R16 976 662 in 2022 to R15 493 329 in 2023 while the grant from the Gauteng Department of Health subsidy increased by 3% and SASSA by 5.05%. Last year we received funding of R1 276 500 for the pecan farm expansion from the LITTLE EDEN Foundation and none in the current year. Although in the current year, we were *blessed* with some truly generous bequests amounting to R3 365 152 (2022: R126 575).

Operating and fundraising costs before Major Renovations Project costs of R10 616 591 (2022: R8 796 138) increased by a marginal 1.81% to R49 643 266 (2022: R48 760 475).

The Society ended the financial year with a surplus of R1 360 557 from a deficit of (R998 811) in 2022, resulting in a net asset value of R3 931 907 at year-end.

The statement of financial position on 31 March 2023 reflects total current assets of R15 058 878 from R12 356 885 in the preceding year, the increase is due to additional conditional funding ringfenced for Solar installation. The total liabilities include income received in advance of R10 266 619 in 2023 compared to R8 476 380 in 2022, this advance income forms part of the conditional grant agreement for major renovations and solar installation projects and has increased due to similar reason as the total assets above.

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

Despite the challenging economic climate and the effects of the unceasing and costly load shedding being experienced by South Africa, management and staff are continuously committed to finding ways of effective fundraising to ensure that the Society continues to fulfil its vital mandate to its residents.

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

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



Ms Sedzani Faith Mudau CA (SA)
Treasurer

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

Description	% Subtotal Income	2023		2022		2021
Government	45%	R22 840 277	46%	R21 964 774	47%	R21 304 124
Corporates	22%	R11 256 801	22%	R10 454 825	18%	R7 976 238
Individuals	18%	R9 118 975	13%	R6 442 916	13%	R5 906 460
Foundations & Trusts	7%	R3 432 778	11%	R5 051 491	8%	R3 733 337
Covid-19 Grant	0%	R0	0%	R0	6%	R2 489 073
National Lotteries	0%	R0	0%	R0	0%	R100 000
Charity Shop	6%	R3 202 147	6%	R2 949 096	6%	R2 638 555
Other sources of income	2%	R1 152 845	2%	R898 561	2%	R942 078
SUBTOTAL INCOME	100%	R51 003 823	100%	R47 761 663	100%	R45 089 865
Major Renovation Project Income		R10 616 591		R8 796 138		R6 221 098
TOTAL INCOME		R61 620 414 ^{LA}		R56 557 801 ^{LA}		R51 310 963 ^{LA}
LA = limited external assurance						

The 2023 gross income shows growth of 8.95% from R56.6 million - 2022 to R61,6 million - 2023, 17.23% of the Gross Income is from the Major Renovations Project Grant. The Grant is ring fenced specifically for renovations and building. The actual operational income before Major Renovations Grant income grew by 6.79%. In the current reporting period we were *blessed* with a generous bequest of R3.2 million, allocated under the individuals, hence an increase of 41.53% from last year. Government grants were increased by 3% DoH and SASSA by 5.05%.

Government still remains our largest funder and strategic partner of the Organisation at 45% of actual operational income.

Funding from Corporates increased by 7.67% year on year. Foundations & Trusts declined by 32.04%.

The Charity Shop remains stable at generating income of 6% to total income year on year. The Shop income increased by 8.58% compared to last year. The quality and volume of goods received by the Charity Shop remain key factors in its success.

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

The financial year closed off with a surplus of R1,36 million. This is attributable to the generous bequest received in the current reporting period. Even though funders, stakeholders and partners experience difficult times due to the state of the economy, continued load shedding pressures and other factors, they remain supportive. We are *blessed* by their generosity in ensuring continued quality care of our residents.

Gross Expenditure for the year ended 31 March 2023

	2023 Operating percentages *	2023	2022 Operating percentages *	2022
Care Services	51.76%	42.64%	51.78%	43.87%
Food and Provisions	8.60%	7.09%	5.87%	4.98%
Fundraising Costs	0.73%	0.61%	0.62%	0.53%
Insurance & Bank charges	0.82%	0.67%	0.75%	0.63%
Maintenance & Equipment	3.67%	3.02%	5.81%	4.92%
Other Admin	1.55%	1.28%	1.56%	1.32%
Other Home Costs	9.24%	7.61%	11.48%	9.73%
Personnel - Admin & Fundraising	11.12%	9.17%	10.61%	8.99%
Professional and Security	2.82%	2.32%	3.12%	2.64%
Charity Shop	3.25%	2.67%	3.05%	2.59%
Municipal Services	6.44%	5.30%	5.35%	4.53%
Subtotal	100.00%	82.38%	100.00%	84.72%
Major Renovations Project Expenses		17.62%		15.28%
TOTAL		100%		100%

* Operating Expenses exclude the Major Renovations Project Expenses

The overall total operating expenses increased by a marginal 1.81% compared to last year. The comparative percentages above show consistency in comparison to the previous year with marginal movements, with the exception of Food and Provisions; Maintenance and Equipment; and Other Home Costs, further explanations are stated below.

The Organisation remains highly labour intensive due to the type and quality of services required for proper and adequate care of our residents. Thus labour costs for Care Services are the largest cost at 51.76% of total operational costs.

Maintenance and Equipment costs were higher the previous year due to renovations being undertaken relating to the installation of the new Showerβaths as well as new equipment and tractors acquired for future sustainability including the pecan expansion project. These expenses did not occur in the current reporting period.

Similarly, Other Home Costs increased in the prior year. The farm initiative forms part of this category as it is part of the care and stimulation programme in which the residents participate, hence an increase was seen last year. This category also includes PPE, cleaning utilities and medications. We continue to experience challenges from

the Department of Health due to availability of medicines and therefore the need for these to be procured privately.

Personnel costs increased by 6.79% compared to last year, due to annual payroll increments and changes in the structure of the organogram.

The Organisation secured a grant ringfenced specifically for major renovations and building in the 2020 financial year. The building work for ERV new premises that began in the latter half of 2021 financial year, was completed in May 2021. Thereafter renovations for DDHH began and are currently almost 90% complete with all the wings, Medical Centre and depot completed. The increment in the Major Renovations Project costs is a reflection of the extent of work done as at the end of the financial year.

FUND DEVELOPMENT

In this report we pay tribute to the generosity of so many people who have deeply touched the lives of our precious residents by securing the financial stability of LITTLE EDEN. For this we remain particularly *blessed*, especially as we continue to operate in an increasingly prohibitive funding environment for profound intellectual disability.

Our strategic intent is to care for the most marginalised within this group of people with profound intellectual and multiple physical disabilities – 67% of our current residents come from environments of economic and social vulnerability having no family support or resources.

Our business development model is strongly rooted in diversifying our funding sources that aims to leverage support from multiple sectors that include government, philanthropic sources, corporate sector, individual donors and self-generated income. Our three-year business development plan (2022-2025) proactively guides this approach and measures results against plans to achieve a sustainable advantage in our resource mobilisation efforts.

Through this plan we have thoughtfully reviewed our capacity to ramp up our own earned income sources through our Charity Shop and pecan nut orchard that year-on-year has been demonstrating positive yields.

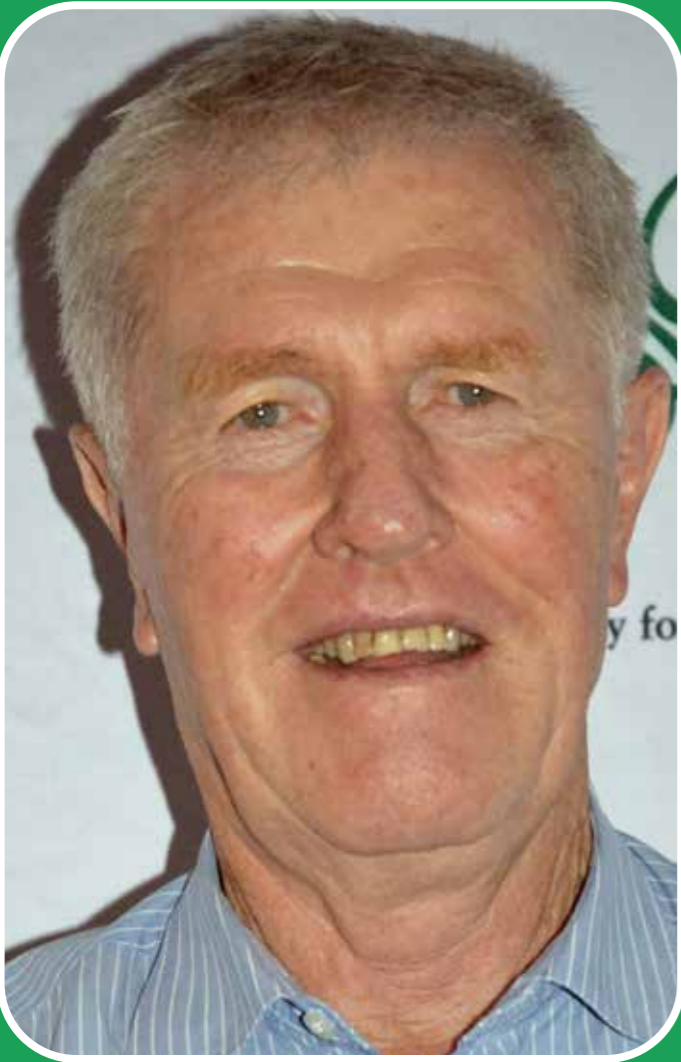
Overarching all our fundraising efforts has been a disciplined focus on our business development practices, policies and procedures. Adhering to best practice we paid singular focus on due diligence that led to the adoption of the Donations Policy. This policy directive serves to regulate how donations are received, allocated, accounted and reported. Further, that all donations are consistent with the relevant statutory framework of SARS.

We were also exceedingly deliberate about cost containment to further strengthen the stability of the Organisation.

Through donor support and earned income sources, in this reporting period we showed a growth of 6.97% in operating income, not taking the major renovations grant into account. This growth is largely attributed to a generous bequest of R 3.2 million as well as growth in support from the corporate sector and individual donors; bringing our annual income, (excluding renovations grant) to R51 003 823, a surplus of R1 360 557.

Financial and donations-in-kind of R100k and above (accumulatively)

Abeco Tanks (Pty) Ltd	MEI Construction & Services cc
Ackermans Pharmacy	Mining Pressure System
Anonymous Donors	Miss Mary Lack
Apostolic Nunciature (Embassy of the Holy See)	Mr & Mrs Otto & Alexandra van den Bosch
AVI Community Investment	Mr Antonio Coccianti
Bollore Transport and Logistics South Africa	Mr Colin Bryant
Clariant Sasol Catalysts (Pty) Ltd	Mr Mark Tindall
Cospal Composites S.r.l.	Multotec (Pty) Ltd
Dawon ZA	Ore & Metal Company
Dis-Chem Foundation	Oxford Parks (Pty)
FoodForward SA	PricewaterhouseCoopers
Grapevine Creative Media t/a Green Media	Safari Golf Club
Haas Factory Outlet CNC Machine Tools SA	St Vincent's Community
Impact Distributors	The BRO Trust
Karcher (Pty) Ltd	The Hope Convalescent Home for Children
Kargo Long Distance	The Linda Nagel Foundation
Kia Motors South Africa	The R.B. Hagart Trust
Lead Laundry & Catering	Thinkst Applied Research (Pty) Ltd
Mamba Strike Force Security	URM Group Security Services
Mary Oppenheimer and Daughters (Pty) Ltd	



CORPORATE GOVERNANCE

CHAIRMAN’S REPORT

On 15 April 1967 Domitilla wrote in her diary: *“Jesus bless my work*

Let us make these angels smile and provide them with a place where they will be comfortable. We must have the best place to build a monument. A monument to God. A monument of love for these flowers, delicate flowers, where our love and care will make them happy. I pray that this will happen. I see this very beautiful and modern building with every convenience and comfort and these children living serenely!

This will be the best act of love to those who follow in our footsteps

Let us be helpful to our neighbour, to those who suffer, and we will work for our sanctification. Every little act will be great in the eyes of God. Let us abandon our footprint of tears and where we pass let us sow seeds of goodwill, smiles and charity.

Jesus my all, bless me!

Every morning LITTLE EDEN is in the chalice and sacred blood of Jesus will give it life and strength and it will flourish like a garden in spring”.

It is up to us to continue the good work of LITTLE EDEN as we listen to the echo of Domitilla’s words, let us also listen to our hearts and follow our goals that we have set for this - the dawn of a new era for the care of those less fortunate than ourselves.

In 1989, William F. Buckley, the creator and host of the pbs talk show Good, interviewed Mother Teresa. He asked her why she devoted her life to helping the poor. Her response was, *“I am simply doing God’s work.”* Buckley seemed perplexed and obviously wanted a more detailed answer, perhaps the sort of lengthy response he himself would give to such a question, but Mother Teresa had

nothing more to say on the subject. Good deeds are greater than words; no doubt we all agree in the case of the achievements of Mother Teresa and Domitilla and Danny Hyams.

It is gratifying as we look around the two Homes of LITTLE EDEN at Edenvale and Bapsfontein to see that the dreams of Domitilla have been fulfilled to a large extent. These achievements must also be attributed to the responsible oversight role of a diverse Board of Governors and the committees on which they serve, our Chief Executive Officer, Xelda Rohrbeck and her management team, dedicated and committed SIC nuns, LITTLE EDEN staff, Supercare staff, part time professionals and the generosity of corporates and the general public.

The pages of our 2023 annual report show ample evidence of smiles and happiness of the residents, dedicated sisters, staff, volunteers, generous donors and wonderful upgraded and modern buildings and facilities with every convenience and comfort to enable our 300 residents to live serenely. It is well known that South Africa is presently experiencing serious financial challenges due to poor governance of the economy by the government, lack of real leadership, rampant corruption, unabated crime and high unemployment.

We fervently trust that this will not result in a repeat of the irresponsible decision which led to the tragedy when in 2016, 141 patients died when they were moved to unlicensed NGO’s as part of a “cost-cutting exercise”. In 2018 former Deputy Chief Justice Dikgang Moseneke awarded millions of rand in damages in the arbitration between the government and the deceased patients’ families.

The judge found that officials demonstrated a ‘wanton, arbitrary and unaccepted decision in discharging patients to unlicensed NGO’s. This was a serious breach of the constitutional obligations by the state and its servants’.

So, as we reflect on the humble beginnings of LITTLE EDEN fifty-six years ago and what motivated the Founders to embark into the unknown with only blind faith, absolute steadfast trust in Jesus and his mother Mary and prayers, let us too be bold and brave as LITTLE EDEN faces an uncertain future with the same blind faith, absolute steadfast trust in Jesus and his mother and the prayer of Saint Francis, as our Founders had with such firm conviction.

LITTLE EDEN indeed received many *blessings* in the past and may it continue to be a pillar of hope as it carries out its mission: to care for, develop and enhance the quality of life, with love and understanding from a dedicated staff, persons with intellectual disability of all races and creeds entrusted to us, by providing with trust in Divine Providence and in co-operation with the parents, the community and the State, the necessary spiritual, nursing, therapy and stimulation services in as efficient and economic a manner as possible.

Rev Douglas (Doug) Boake CA (SA) – retired Chairman



CHIEF EXECUTIVE OFFICER’S REPORT

It truly is a *blessing* to have the opportunity to present the 2022-23 report, reflecting on the past year as life slowly goes back to pre-pandemic times. As our donors and supporters recover from the impact of the pandemic, LITTLE EDEN Society slowly recovers alongside them as we continue with the very special work that we are tasked with, despite many other external economic challenges we continue to face.

It is my pleasure to update you on the progress of LITTLE EDEN as we continue to champion the cause of intellectual disability within our community. Despite the challenges that we have encountered in the past year, we have remained steadfast in our commitment to providing the best possible care to our 300 residents.

One of the most significant highlights has been the incredible progress made with the major renovations project towards the future sustainability of LITTLE EDEN. LITTLE EDEN is truly *blessed* to have received funding

from an Anonymous funder and numerous co-funders who have contributed to making this impactful project a reality.

These milestones include: A new medical Centre at DDHH, named Bophelong Medical Centre, where our residents can receive specialised interventions in various dedicated spaces to support their medical needs. LITTLE EDEN expresses gratitude to *Thinkst Applied Research (Pty) Ltd* who made this centre a reality. Their contribution has been a source of encouragement, as we continue to strive towards enhancing the quality of life for our residents.

The various wings at DDHH have undergone extensive renovations and refurbishments, customising these spaces to the changing needs of our residents. These spaces provide a safe and comfortable living environment. These enhancements ensure that our residents receive the best possible care and strengthens our Organisation's capacity to fulfil our mission.

A further *blessing* has been the opportunity to connect again in person, with the highlight of successfully hosting the Christmas concert titled: *A Star is Born*. This was an event that we were eagerly looking forward to again. With the determination and creativity of our team, along with the support of our partners and sponsors, the concert was a *blessed*, uplifting and joyful experience that brought together our residents, staff, and the larger community to celebrate the *blessed* season and share in the festive cheer.

The Annual Danny and Domitilla Hyams Memorial Lecture resumed in February 2023 in South Africa, dedicated to the legacy of our Founders, the Servants of God Domitilla and Danny Hyams, whose Cause for Beatification is under way within the Catholic Church. The lecture is an opportunity for us to bring together stakeholders from

across the community with shared interests and values to celebrate the lives and legacy of these remarkable individuals. Through the memorial lecture and keynote address by Cav. Lucy Hyams Slaviero, we were able to reflect on the impact that Domitilla and Danny had, not just on our Organisation, but also on the broader Catholic community and beyond.

Financial constraints remain a constant hindrance and challenge. Various factors contribute and influence our financial health, including increased costs for services and infrastructure and a challenging economic climate. At the same time, we are also faced with the challenges of increased financial demands due to the rising cost of living, inflation and an unstable global economic climate, making it increasingly difficult to access and secure funds for our operations. The escalating issue of load shedding in our country has had a significant impact on our finances, operations and our ability to provide uninterrupted care to our residents. As such, we are actively exploring the possibility of leveraging solar power as a way to both reduce our energy costs and minimise the negative impact of load shedding on our Organisation.

Despite these challenges, we remain optimistic about the future and our ability to continue to provide invaluable support and care to our 300 residents living with profound intellectual disability. We are constantly seeking ways to optimise our operations and maximise the potential of the resources available to us, in order to better serve our beneficiaries. We continuously explore different options to mitigate our financial challenges. We have already implemented cost-cutting measures and are exploring additional fundraising opportunities to help address the constrained funding landscape. In gratitude for the *blessing* of a generous bequest this year, LITTLE EDEN closed the financial year in a surplus of R1.3million.

Thank you to our funders, donors, partners, friends and supporters. We are *blessed* to have your loyalty and belief in the work carried out at LITTLE EDEN on a daily basis.

LITTLE EDEN is proud of, and thrives on, the efforts of our dedicated management team and skilled staff members who are an integral part of our success story. The significant impact of our team is demonstrated by the high-quality care provided to our residents, ensuring we achieve our mission. We remain committed to continually improving our services and supporting our staff to enhance their skills and expertise.

The Sisters of the Imitation of Christ Religious Nuns have been part of the LITTLE EDEN family since 2010 and are an integral component of our Organisation. It is their philosophy of love, kindness and respect rooted in the teachings of Christ, which have provided a strong foundation for our work and keeps the residents happy and content. Together with our local and international volunteers they have demonstrated great dedication, taking on multiple roles and responsibilities to support our operations and have been an essential part of our success.

As we reflect on the past year, I express my gratitude to the Board of Governors, through your guidance, direction, and support LITTLE EDEN continues to grow and be a successful leading organisation within the disability sector. Your unwavering support, with a deep-rooted belief in the vision and mission, has allowed us to make a significant impact on the lives of those we serve.

We truly are *blessed*!



Mrs Xelda Rohrbeck
Chief Executive Officer

BOARD OF GOVERNORS /MANAGEMENT / SUBCOMMITTEES

The success of an organisation is reliant on guidance and support from its internal structures. LITTLE EDEN is grateful and acknowledges the commitment of the Board of Governors, management, staff and service providers.

LITTLE EDEN has taken proactive steps to not only comply with statutory requirements but also to embrace non-applicable but relevant legislation in the interests of good corporate citizenship. Thus, for example, LITTLE EDEN subscribes to the Employment Equity Act and has taken active steps for a Broad-Based Black Economic Empowerment Beneficiary Analysis rating reflecting 75.33% for ERV and 69.59% for DDHH. In 2013 LITTLE EDEN Society also adopted the Independent Code of Governance for Non-profit Organisations in South Africa. The Society publicly commits itself to certain core values and principles, including fidelity to purpose, democracy, transparency and accountability. The Code also guides the Board of Governors on issues such as conflicts of interest and self-dealing as well as the responsibilities to ensure that resources are spent appropriately and in the public interest. Visit www.governance.org.za for more information and a copy of the Code.

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

Management

The management team meets every two weeks to ensure that operational matters are addressed timeously and adequately and the operational strategic goals are met. The team consists of a diverse group with complimentary skills and leadership styles to ensure the future sustainability of LITTLE EDEN and that the operational requirements and expectations are met. The team is made up of the Chief Executive Officer, Business Development Manager, Financial Manager, Nursing Manager and Site & Facilities Manager.

Position	Female	Male	African	White	Indian
Management	4	1	2	2	1

Board of Governors

The Board of Governors of LITTLE EDEN Society is the governing body that is responsible for setting the strategic direction of LITTLE EDEN Society and providing effective oversight of its operations according to its constitutional guidelines. The Board meets every two months to evaluate the preceding period of operation and to recommend and advise on future direction.

Rev Douglas Boake CA (SA) – retired	Chairman
Mr Maurizio Galimberti BSc	Vice Chairman
Ms Sedzani Mudau CA (SA), RA, MBA	Treasurer
Ms Maleshini Naidoo B. Com (Honors)	Member
Mrs Thato Nkosi B.Eng (Chem), B.Eng (Hons), MDP, MBL	Member
Mr Luigi Slaviero PrEng, MBL, BSc (Eng)	Member
Dr Matthew Street FCS (Orth) SA, MBBCh, BSc	Member
Mrs Ntambose Rosetta Xaba CA (SA)	Member

LITTLE EDEN strives to ensure that nominations to the Board of Governors represent a mix of expertise, knowledge, experience, representativity and that those nominated are able to commit time and effort to carry out their duties and responsibilities effectively; further, they are expected to subscribe to the Ethos and Values as embodied in Our Mission. Board succession and diversification remains a priority and it has been identified that expertise within the Information Technology field would be of benefit.

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

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

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

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

The Remuneration Subcommittee provides guidance and recommendations for the remuneration strategy of the Society and fulfils the oversight mechanism to ensure that remuneration levels are consistent, fair and in accordance with similar NGO-related market levels. The subcommittee recommends an overall annual quantum (either percentage or value or both) and also sets the remuneration of the CEO. The subcommittee is chaired by Mr Maurizio Galimberti.

The Social and Ethics Subcommittee assists the Board with creating value in a sustainable manner taking into consideration the triple context of the economy, society and natural environment within which the Organisation operates. The social aspect will remain a focal area for the Committee concentrating on the ‘Residents’ Care regime’. The subcommittee is chaired by Dr Matthew Street.

MONITORING AND EVALUATION

To ensure that we have insight and are in control of the core functions of LITTLE EDEN, monitoring and evaluation of our processes on an on-going basis is critical. This helps ensure that the Society can continuously work towards achieving its aims and live up to its Mission.

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

- The management team meets regularly to ensure that operational matters are addressed timeously and adequately.
- To maintain a good working relationship with the Department of Health Gauteng Provincial Government, and in keeping with our standards of excellence, LITTLE EDEN ensures full compliance with all statutory requirements.
- To ensure the application of prudent financial policies, all finances are carefully monitored by measuring performance against budget and this information is submitted every two months to the Finance Subcommittee and the Board of Governors. An internal audit within the Finance Department was undertaken in 2020 with a follow-up internal audit scheduled for 2023.
- In keeping in line with the five-year Business Development Strategy, which is monitored and reviewed regularly, LITTLE EDEN fundraises aggressively to source funds for operational requirements in order to meet the monthly shortfall in Department of Health Gauteng Provincial Government subsidies, SASSA and disability pensions to broaden the scope of service provision. In addition, the Business Development Subcommittee offers guidance in monitoring and evaluating the progress of the strategy.
- To maintain and build adequate infrastructure and facilities which are required to ensure a holistic approach to the care of the residents.
- To source and retain qualified and competent staff members within the Organisation.
- To provide on-going staff training as well as to ensure placement according to expertise.
- To uphold the Values and Ethos in caring for the residents, staff as well as the environment.
- To sustain effective and efficient communication with the various stakeholders.
- LITTLE EDEN programmes and activities are monitored through the use of statistical data, as well as progress reports submitted monthly to the management team and every two months to the Board of Governors.

- To facilitate communication between shift staff and to have information on residents readily available, care profile boards continue to be used, with a list of all residents and their basic information (gender, age, name, medical requirements etc) which will in turn support the type of individual therapy, stimulation and care required.
- The reports evaluate progress against care project objectives. Regular site visits are conducted by managers who focus specifically on their target area of speciality, for example health and safety and medical aspects. The relevance and efficiency of programmes is monitored in terms of their relation to the needs of the beneficiaries. Regular discussions with specific stakeholders and an open-door policy results in reviews of programmes as and when required. Although performance appraisals are carried out for LITTLE EDEN staff, they tend to occur infrequently and/or without an appropriate level of formality.
- The implementation of a donation policy in line with the new regulations in terms of SARS and the issuing of Section 18A. Such policies encourage good and transparent operating practices.

As such, focus will be placed on improving the quality and frequency of staff appraisals, mostly to ensure that managers can obtain valuable information about their subordinates to assist in career development and performance improvement. At the same time, the process will increase the opportunities for employees to raise any issues that may have arisen of which they believe management should be aware. LITTLE EDEN gives organisational management issues, systems and processes due consideration and ensures that activities comply with legislated requirements. For example, the safety and health of residents and staff is a key performance measurement indicator during the annual performance review of managers.

Regular departmental meetings are held. Monitoring and evaluation of projects that are in progress and in the planning stages takes place. These meetings allow for potential opportunities and shortfalls to be identified early on in the project, which in turn leads to greater efficiency. Progress reports to funders and sponsors are submitted as per their requirements on their specific projects.

With an open-door policy and open channels of communication, the Organisation appreciates feedback

received from various stakeholders, both as compliments and feedback on areas for improvement.

SAFETY, HEALTH AND ENVIRONMENT (SHE) COMMITTEE

LITTLE EDEN has an established SHE Committee which consists of both LITTLE EDEN and Supercare management and safety representatives. The purpose of this committee is to initiate, promote, maintain and review measures of ensuring the health and safety of the residents, employees and third parties who operate on the premises.

Scott Safe Occupational Health and Safety Specialists provides auditing services to LITTLE EDEN in respect of the operation of both Homes and undertook three audits for the period April 2022 to March 2023. A Compliance Certificate was issued after each audit for both Homes.

LITTLE EDEN is grateful to *Scott Safe Occupational Health and Safety Specialists* for their partnership as well as for offering this auditing service pro bono.

External audits are conducted monthly on the *Bantry Construction Services (Pty) Ltd* building site by the *Scott Safe Occupational Health and Safety Specialists* construction auditor to monitor legal compliance to the health and safety specifications for the construction site. Legal compliance is also assessed daily through onsite supervision.

The Covid-19 pandemic impacted health and safety in workplaces across the globe and LITTLE EDEN was no different with a lot of activity taking place in this area. The State of Disaster ended at midnight on 4 April 2022, however, certain requirements pertaining to the wearing of face masks in public indoor spaces and when using public transport and public gatherings were only rescinded by a Government Gazette published by the Minister of Health on 22 June 2022. In terms of LITTLE EDEN risk strategy, the level of infection throughout the country was monitored and in light of a decrease in Covid-19 infections, the decision was taken only to remove the compulsory wearing of face masks in both Homes with the option of still providing face masks to individuals should they elect to wear same effective 1 September 2022. Progression of new variants such as XBB.1.5 also known as the Kraken variant was monitored and staff were well informed and received Covid-19 updates. LITTLE EDEN continues to remain vigilant in terms of adhering to safety protocols in the workplace.

We undertake to strive for continuous improvement in this critical aspect of our operation and have a number of safety-related initiatives listed in our Workplace Skills Plan for the period 1 April 2022 to 31 March 2023, for new staff in strategic roles as well as refresher training for existing staff.

EMPLOYMENT EQUITY COMMITTEE

In keeping with best practice initiatives, LITTLE EDEN staff are represented on the Employment Equity Committee that meets regularly. One of the critical matters addressed by the Committee is the development and acceptance of the LITTLE EDEN Employment Equity Plan. The LITTLE EDEN Employment Equity and Training Committee meets quarterly to discuss the annual submission of the EEA2 form and the EEA4 form. The EEA2 form enables employers to comply with Section 21 of the Employment Equity Act. The EEA4 form provides the Department of Employment and Labour with information to assess the remuneration gap between the highest and lowest-paid employees as well as to assess inequalities in remuneration in relation to race and gender in the various occupational levels.

The annual reporting submission to the Department of Employment and Labour took place on 7 December 2022 and a letter of confirmation, that the Organisation

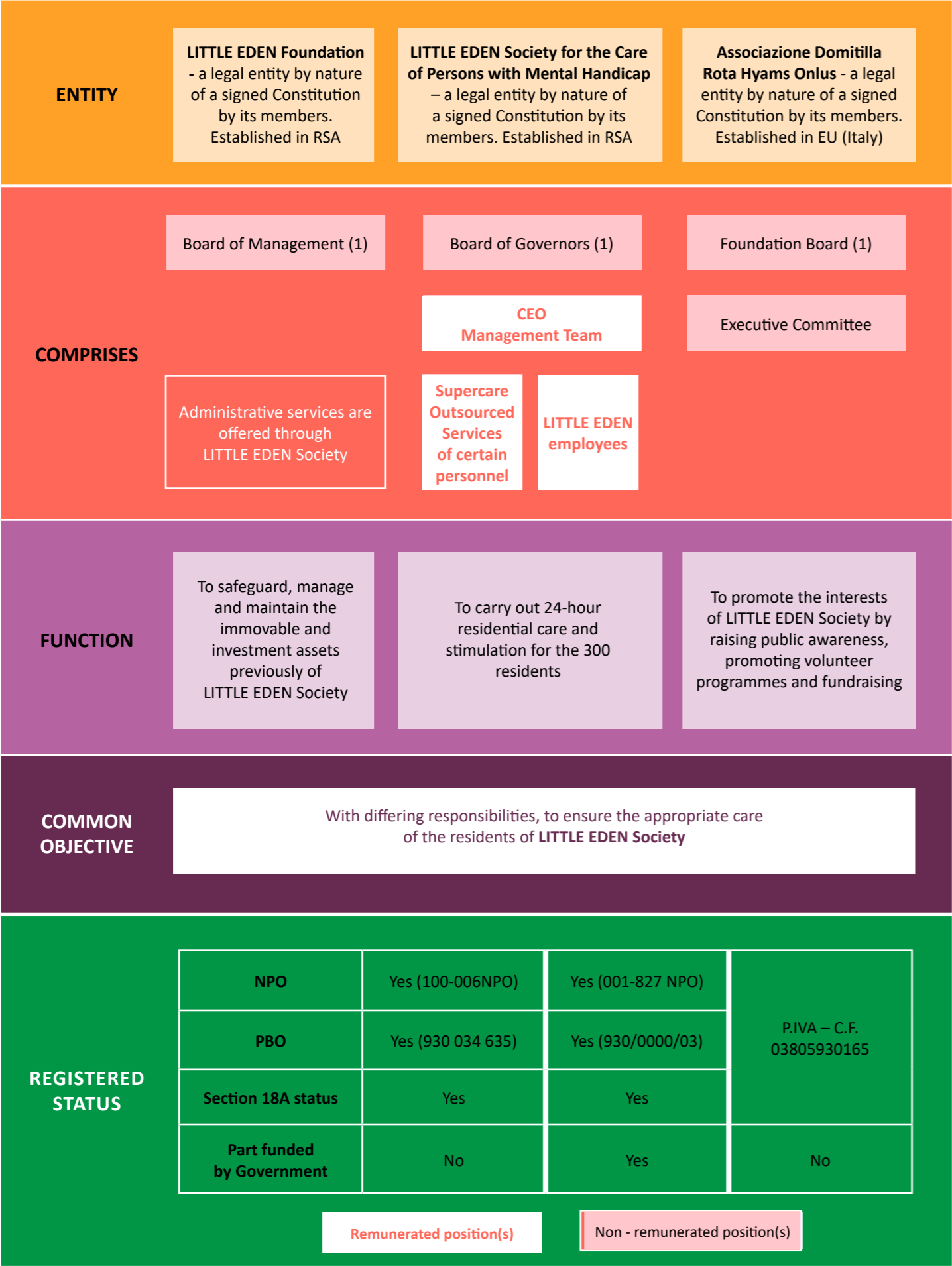
would appear on the public register, was received that LITTLE EDEN had completed the statutory submission.

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

Substantial amendments to the Employment Equity Act were gazetted on 14 April 2023, with an anticipated implementation date of 1 September 2023. The effect of the amendments will no longer allow LITTLE EDEN to make annual submissions to the Department of Employment and Labour as LITTLE EDEN would not be considered a designated employer. The existing LITTLE EDEN Employment Equity Plan is in effect until 31 July 2023.



Residents and staff spending time in the sun as they holiday in Dullstroom



Residents and staff enjoying some fresh air under the trees

RELATIONSHIP OF LITTLE EDEN ENTITIES

ASSOCIAZIONE DOMITILLA ROTA HYAMS ONLUS (ADRHO) is a non-governmental legal entity registered in Italy in 2012 managed by volunteers. One of its functions is to be a central European contact office for European financial donations which grants tax benefits to the donor. Its donations go towards the sustainability of LITTLE EDEN Society. Further benefits include the facilitation of volunteers, the exchange of knowledge related to the care of persons with intellectual disabilities and the transfer of ethos and value systems.

LITTLE EDEN FOUNDATION (LEF) was established in 2010 with its purpose to safeguard, grow and ensure the provision of funds, assets, services and other resources to LITTLE EDEN Society. It is a registered Non-profit Organisation (100-006 NPO), an approved Public Benefit Organisation (PBO 930 034 635) in terms of section 30 of the Income Tax Act (the Act) and has been granted section 18A status, which means that donations to the Foundation are tax deductible, within certain limitations, in terms of section 18A of the Act.

The Foundation has its own non-executive Chairman and independent Board members comprising of seven nominated members. Membership is by invitation only for the duration of three years, renewable for two further periods of three years. No members of this Foundation serve in any other LITTLE EDEN related capacity. The LEF meets three times per annum. The Chairman, office bearers and members of the LEF are not remunerated for their services.

LITTLE EDEN FOUNDATION MEMBERS

- Mr Mark Tindall, (Chairman) B. Bus. Sci (Finance) UCT; BA (PPE) Oxon; CA (SA); CFA
- Mr Steven Munro, (Vice-Chairman) CA (SA)
- Mr Michael Rohrbeck, (Treasurer) CA (SA)
- Mr Alfredo Crabbia
- Mr Vincent Ghisleni, B.Com (Hons)
- The Rt Rev. Bishop T Graham Rose, DD
- Mr Rajeev Thomas, B.Eng Proj.Mgt, Cert CPMM

ASSURANCE STATEMENT

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

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

We have undertaken a limited assurance engagement in respect of the selected sustainability information, as described below, and presented in the 2023 Integrated Annual Report of LITTLE EDEN Society for the Care of Persons with Mental Handicap (the “Organisation”, “LITTLE EDEN” or “you”) for the year ended 31 March 2023 (the Report). This engagement was conducted by a multidisciplinary team including health, safety, social, environmental and assurance specialists with relevant experience in sustainability reporting.

SUBJECT MATTER

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

Selected sustainability information	Unit of measurement	Boundary	Page
Compliance with AA1000 Accountability Principles 2018	Principle alignment	LITTLE EDEN Integrated Annual Report 2023	Page 3
Resident statistics: Admissions Discharges (left LITTLE EDEN) Deaths and Abandoned/ indigent children Statistics by demographics: Gender; and Race	Number	Domitilla and Danny Hyams Home (DDHH); and Elvira Rota Village (ERV)	Pages 13 - 14
Medical statistics as per: Chronic medication Wheelchairs Dual diagnosis (intellectual disability with mental illness) Hospital days General practitioner consultations Psychiatrist consultations and other specialist consultations	Number	DDHH and ERV	Page 13
Total income (including donations in kind)	ZAR	DDHH and ERV	Page 47

We refer to this information as the “selected sustainability information”

YOUR RESPONSIBILITIES

The Governors are responsible for the selection, preparation and presentation of the selected sustainability information in accordance with the accompanying reporting criteria as set out on page 63 of the Report (the “Reporting Criteria”).

THIS RESPONSIBILITY INCLUDES:

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

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

INHERENT LIMITATIONS

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

OUR INDEPENDENCE AND QUALITY MANAGEMENT

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

The firm applies the International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

OUR RESPONSIBILITY

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

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of the Organisation’s use of its reporting criteria as the basis of preparation for the selected KPIs, assessing the risks of material misstatement of the selected sustainability information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected sustainability information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures we performed were based on our professional judgement and included inquiries, observation of processes followed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.



Simangele celebrating her wins

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

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

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

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

LIMITED ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, and subject to the inherent limitations outlined elsewhere in this report, nothing has come to our attention that causes us to believe that the selected sustainability information as set out in the Subject Matter paragraph above for the year ended 31 March 2023 is not prepared, in all material respects, in accordance with the reporting criteria.

OTHER MATTER

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

RESTRICTION OF LIABILITY

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

PricewaterhouseCoopers Inc.

PricewaterhouseCoopers Inc.
Director: Oswald Wentworth Registered Auditor
4 Lisbon Lane, Waterfall City, Jukskei View, 2090
21 July 2023

REPORTING CRITERIA

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



by donating monthly towards the cost of care

Adopting An *Angel* is a wonderful way to be part of a resident's family by offering financial support for their day to day care.

Adopting one of our *Angels* not only makes a real difference in the life of a child/adult with profound intellectual disability – it also has a personal and meaningful impact on your own life and that of your corporate team.

When you sponsor a resident at LITTLE EDEN with a regular monthly contribution, you or your corporate team can enjoy further involvement by visiting your *angel* any time (but it is essential you phone first, to arrange a convenient time) or you can arrange a birthday party for him or her.

It's amazing how interacting with our *angels* – many of whom radiate joy despite having to spend their days in a wheelchair – can put day-to-day frustrations into perspective!

Above all, enjoy the satisfaction of helping to bring joy, security and dignity to a child who has to depend on the compassion and goodwill of others for life.



~~monologue~~ dialogue

Good reporting is like good conversation:
it starts with listening.

Alchemy Creative Studios helps you craft reports that land with those who matter most to your business. We're set apart by our insight and research into best practice and our expertise in finance, content development, the Integrated Reporting Framework, King IV™, GRI, remuneration reporting and corporate governance reporting.

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The cost of caring for a child at LITTLE EDEN is R14 160 per month and covers everything he or she needs ... from basic food and shelter to 24-hour care, medication, and intensive physiotherapy, occupational therapy, hydro- and music stimulation. We welcome monthly sponsorship of any amount – from the full R14 160 to gifts of R5000, R2500, R1000 and less – all help towards the cost of care. Financial donations to the Society may be tax deductible in terms of Section 18A of the Income Tax Act.

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Creating content that connects

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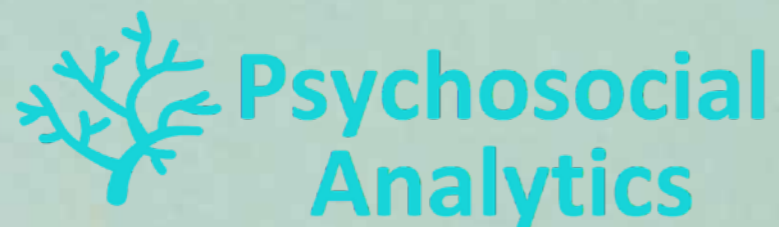
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FOR SERVICES PROVIDED FREE OF CHARGE, SPECIAL THANKS GO TO:



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WITH YOUR HELP THIS REPORT HAS BEEN MADE POSSIBLE

BANK DETAILS
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