



ANNUAL REPORT

1 March 2021 to 28 February 2022

EXPANDING OUR REACH



CHAIRPERSONS REPORT

Caroline Newbert (Interim)

In 2017 Khululeka was extremely proud that the positive results of our Abangane intervention were published in the prestigious Lancet Global Health Journal showing the significant benefit the intervention has on young women who have experienced grief and loss. Over the past 5 years we are grateful that several international donors (USAID, The Global Fund and Empower) have invested in the scale up of Abangane which has strengthened our national footprint. We have offered Abangane groups in 7 provinces: Gauteng, Mpumalanga, Western Cape, North-West, Eastern Cape, Free State and Limpopo.



EMpower have invested in the rollout of Abangane in the Western Cape. With their support we have exciting partnership plans for the coming year. True to our spirit of innovation and our strategy of being a hub for innovation, Khululeka are currently crafting and piloting adaptations to the original Abangane curriculum, focusing on a curriculum for younger girls as well as a curriculum targeting boys. We are very excited that both will be launched in 2022/2023 and that we can expand our offering to other vulnerable groups who desperately need our intervention.

We wish to thank our donors. Many of our donors have been long standing supporters of our work – recognising the unique offering and incredible benefit that Khululeka's programme offers children and young people. Despite the generosity of our donor community, Khululeka continue to operate in a resource constrained environment and we are continuously seeking ways on how we can shift this needle to allow us to further expand our reach.

Within the organisation there has been significant shifts in our operations. Such shifts are reflective of the global changes brought about by the COVID-19 pandemic. Aligned to our mission of trying to keep our operational costs very lean, we have moved into a coworking space in Claremont, Cape Town – offering staff a hybrid working arrangement.

At the Board level there have been some significant shifts. During FY2021/2022 Rozalle Thomas served the organisation as Board Chairperson. She worked tirelessly in this role and ensured excellent governance and support during a tough period characterised by COVID-19. More recently Rozalle has taken a leave of absence from the Board and I have agreed to be interim Chairperson. Josh Cox, our vice Chairperson, left the Board and we are pleased that Tsholo Tiro has graciously stepped up into the position as Vice Chairperson. We extend our thanks to Rozalle and Josh for their outstanding contributions to Khululeka.

I would like to extend a huge thanks to our small but incredibly dedicated team of staff for their strong commitment to Khululeka's vision and mission.

Despite the challenges facing South Africa in our broader environment the Board and staff remain resilient and resourceful as we seek ways to deliver on our vision and mission.

Thank you.



Khululeka's Vision is a South Africa where every grieving child and adolescent has access to support and opportunities for healing to improve the trajectory of their lives.

NEW BEGINNINGS

Wendy Lessing (Director)

When I joined Khululeka almost a year ago, I had no idea how quickly the work, ethos and people would creep into my heart.

The period under review has proved to be challenging on many levels. The ongoing fallout from the pandemic has exacerbated poverty, youth unemployment and gender-based violence in our country with the riots in KZN and Gauteng having a knock-on effect economically.

In a post-COVID world our experiences of grief and loss have become greater than ever before. Confident in the proven impact of our programmes we continue to strive to find new avenues and settings in which to provide healing to those who need it most.

This year, for the first time, we have begun to measure our broader impact by negotiating data sharing agreements with recipients of Abangane training, funded by The Global Fund and USAID. We are pleased to report that these organisations, during the period October 2020 to March 2022, implemented Abangane Grief Support groups with 6 444 girls across five provinces.

My deepest gratitude goes to our small, dynamic team who, together with a loyal group of contract trainers and facilitators, are flexible and resourceful working in difficult conditions to meet these new challenges. The team has undergone many changes during this time including new leadership and our move to pared-down, modern offices which are proving to be better suited to our new hybrid way of working.

I would like to thank our partners and donors particularly our core funders, EMpower and the Western Cape Department of Social Development, who help to ensure stability and continuity of our programmes. Finally, to our dedicated Board members who, through their heart and passion for our work, provide guidance and support. Thank you for all that you do.



Board Annual Strategic Planning Workshop

"It was a blessing for me to attend this Khululeka group.
It brings confidence to me and brings back hope."

Training participant

CELEBRATING NEW OPPORTUNITIES

Lira Greeff – Programme Manager

At the beginning of the year our Finance Manager, Alison Bohlman, resigned to start her new adventure in the UK. We were sad to see her go, but also happy to celebrate with her. A few months later our director, Deborah Diedericks, also started a new adventure with EMpower and we were left excited about what the future would hold for us.



The saying “change is as good as a holiday” became real for our team. We moved to smaller offices that are more accessible to our staff and clients as it is on the public transport route. We finalised the Abangane 2 curriculum for younger girls, trained and contacted new support group facilitators and trainers and our long-term contractor, Zanele Banisa, was employed as a full-time facilitator. We were excited to welcome our new team members and looked forward to opportunities to extend our reach.

With the continued support of EMpower we were able to facilitate six groups in three different schools, reaching 88 girls. All the girls that take part in support groups are asked to complete a baseline questionnaire and post group evaluation. It was wonderful to see that 75% of the girls said that they now know that it is okay to feel sad because of their loss, 63% indicated that making mistakes is okay and 37% felt that they can now cope with life challenges. To hear a child, say that they feel like someone truly cares for them is really rewarding. At the end of 2021 we had the opportunity to have a reflection session with 64 of the participants from two of our schools.

Average scores per school

Outcome Area	School 1 Average (Completed April 2021)	School 2 Average (Completed October 2021)
Connectedness and social support	4.6	3.9
Compassion for others	4	3.9
Self-regulation	3.2	3.3
Depression	2.9	3.8
Grief Intrusion	4.5	2.6
Goal Setting	5	3.5

Scores of above 3/5 are highlighted. From the table we can see that both schools scored over 3/5 for 5/6 of the outcome areas. School 1 was slightly lower for depression, and school 2 was slightly lower for grief intrusion. These scores were encouraging given the time lapse between the programme and these assessments.

With the support of the Department of Social Development we were able to provide counselling services to 106 children, life skills programmes for 121 children and a holiday club for 48 children.

We were contracted by NACOSA and HIVSA to train 78 staff members from 17 social service organisations in the facilitation of the evidence- based Abangane curriculum. To support the

Abangane facilitators we spend a day with their supervisors and focus on developmental supervision skills making sure that supervisors can build the strengths of their team. Managing with understanding and clear support has a direct effect on the quality of services rendered. Three months after the first phase of training it was encouraging to see that 81% of the trained facilitators had implemented groups in their communities.

The Department of Social Development supported the training of 55 individuals from various community-based organisations in the Western Cape and 78 were trained for the City of Cape Town. Our emotional well-being workshops for foster moms from Home from Home were made possible by the DG Murray Trust.

Through all the changes our team never skipped a beat. They worked hard to reach our targets and to deliver a good quality service to our clients.



Training of facilitators from Community based organisations in the facilitation of generic grief support groups.



LOOKING BACK THE YEAR BEHIND

Zodwa Mabusela (Khululeka Kids Coordinator)

This last year was a bit easier in terms of being able to carry out our work. This was due to the COVID regulations being eased. We were allowed to go into the schools again to meet with our clients, even though we did so with extra caution. We had an added workload though, which was a bit more than the hands we had available. We then sourced extra hands from outside; taking a few staff on short term contracts to make sure that work was done. In the schools we found there were more and more children needing grief and loss counselling, due to the high number of deaths that occurred during the COVID-19 pandemic.



There have also been some major organisational changes that we went through, like having a new director, losing some staff members and moving to a smaller office. Despite all these changes, we still managed to do our work effectively.



Abangane group work with Facilitator and Counsellor, Zanele Banisa

REFELCTIONS

Violetta Roziers (Facilitator)

It is always an honour to share and hold space for the participants, whether online or face-to-face, during the mentoring and training sessions. To listen to their courageous stories of how they continued to be of service to their communities, irrespective of their own personal or work challenges, fears, and traumas. Many of the participants' share similar losses, such as loss the of loved ones, co-workers, family, and friends. The participants indicated during the training and mentoring sessions that they found these sessions extremely beneficial and that it helped them to reflect on their own pain and uncomfortable emotional experiences, something they rarely find the opportunity to attend to or address. Some admitted that they were not consciously addressing the issues of their own grief or stressors, as they tended more towards being there for others.



Many found the training and mentoring sessions to be a platform where they were reminded of the importance of checking in with their own emotional well-being and to be more cognisant of their own internal reservoir and capacity. After the training and during the mentoring sessions participants expressed their awareness and understanding as to why taking care of our mental, emotional, and physical health is vital during stressful periods, especially as they were aware of the effects the COVID-19 period had on their bodies and overall wellness.

During the training and mentoring participants said they felt empowered and motivated to run support groups within their communities, but also more equipped to interact and communicate more effectively around challenging topics, such as grief and loss.

I found the participants from the various organisations to be exceptional people, committed to be of service, irrespective of their challenges. There is a need for more organisational support, an increase in financial remuneration and emotional support (more care-for the carer) to make sure these individuals have the energy and capacity to continue the good work they conduct within their communities.



Facilitators trained in generic Grief Support

It has been wonderful to co-facilitate with my fellow Khululeka facilitators. Each one unique in what they bring to the sessions. The insights, knowledge, experiences and vibrant energy during the sessions, made the training fun and light. Participants always expressed their great surprise, that what they thought would be a very sombre couple of days, turned out to be the most fun and life-changing experience.

ABANGANE GIRLS' Stories

Jane's *story

Jane joined the support group for young adults in Belhar. She was the eldest of the 15 girls in the group and had lost her mother three months previously and her father a month before that. Jane is unemployed and the head of her household, looking after her siblings as well as her own seven-year-old daughter. When she joined the group she vowed not to miss a day, was talkative and interacted well in the group. When she did not attend the second session we were surprised because of the commitment she had shown the previous week. We sent our organiser to look for her as she stayed opposite the venue. She came back saying that Jane was busy doing laundry, which left us puzzled wondering why she would choose laundry over the support group. On the third week she came, and everybody was happy to see her. She apologised for not being with us the previous week and told us that she wants to be part of the group because she needs to learn ways of dealing with this huge grief that she is faced with. The following week, once again Jane was absent because she was doing laundry. We were now very curious about this and when she came the next week, we followed up on this with her. It turned out that she could not attend the group because doing laundry was a source of income for her. We were all touched by this because we saw how she much wanted the support group but was torn as she could not afford to miss out on the earnings from the laundry work. Jane knew that she needed to be in the support group which is why she kept coming back. When she was present, Jane participated fully and shared all the information she learnt from the other ladies in the group. She would share how she had practiced mindfulness at home and how she had done her home practice showing that, even though she was not coming to the group at times, she was using the skills and knowledge she had gained from the support group. This left me wondering how many children miss out on school although they want to there but must provide for their siblings as responsible for the household when the parents have passed away. Fortunately for Jane she had a cousin in the group who helped her to catch up on the lessons that she had missed. She was very grateful at the end of the support group, that we had kept her in, because she had learned and gained so much strength from the program and from the other group members.



The Trust Bus – assisting children to identify their external support systems

Zazi's* story

Zazi, 18, lost her mom early last year, while in Grade 11. She lost interest in school and no one cared about her at home. Her school organised a counsellor for her to talk to but she stopped attending after a few sessions. She didn't see any reason for going and for getting help. Our support group made her see that she is valuable and deserves support. She was angry at her brother who had joined a gang and was involved with crime. He ended up in prison and Zazi wasn't talking to or visiting him. Attending the support group made her realise that blaming him was her way of grieving. She started to take her schoolwork more seriously, even making time to visit the library every week. She eventually decided to visit her brother in prison and has since also established a good relationship with her older sister with whom she can share memories of her mom. She now has a better understanding of grief and loss and has decided to go back to see her counsellor.

*Pseudonyms throughout



The Freedom Bird – saying goodbye in the Rituals to Heal group session



"The Khululeka Support group helped me to be open and tell
someone I trust about my feelings"
Abangane group participant



2021/2022 Infographic

Overview

March 2021 to February 2022, Khululeka implemented the following activities:

Adolescent and Child Support:

Abangane
Support
Groups

One-on-
One
Counselling

Life Skills
Sessions

Holiday
Programme

Adult Training and Mentoring:

Abangane
Facilitator
Training

Abangane
Supervisor
Training

Grief Support
Training &
Mentoring

Emotional well-
being training
for foster moms

Abangane Support Groups

With the support of
EMpower, Khululeka ran
grief support groups with

88
girls

Totalling six groups from THREE schools.
28 girls were aged 13 - 18 years and
60 girls were aged 9 - 12 years

Of the 88 girls... **77 (88%)** attended at least 85% of the group's sessions

Most girls had lost a
loved one six months
ago or more:



“... by healing me supporting me and not to think about our loved lost ones. They helped me so much now I can concentrate in my school work now I am healed..”

At the beginning of the first session (baseline) and the end of the last session (post), the older girls were asked to fill out a questionnaire to rate themselves on various attitudes and behaviours over the previous four weeks on a five point scale (1 = Never; 2 = Occasionally; 3 = About 50% of the time; 4 = Most of the time; 5 = Always). 20 participants completed both questionnaires.

The greatest improvements were for the following items:

"I think it's okay for people to be sad."



75% improvement

"I think it's okay to make mistakes."



63% improvement

"I have someone to talk to about planning my future."



38% improvement

"I feel like I can cope with life's challenges."



37% improvement

Younger girls were asked to rate themselves against similar items, however they used red and green stickers to indicate agreement or disagreement with the statements. Percentage differences are calculated by subtracting the percentage of green stickers in the post-questionnaire from the percentage of green stickers in the pre-questionnaire per item. 46 participants completed both questionnaires.

The greatest improvements were for the following items:

"I feel happy most of the time."



23% improvement

"I feel okay when I think about my loved one who died."



15% improvement

"I feel like people care about me."



13% improvement

"I feel calm most of the time."



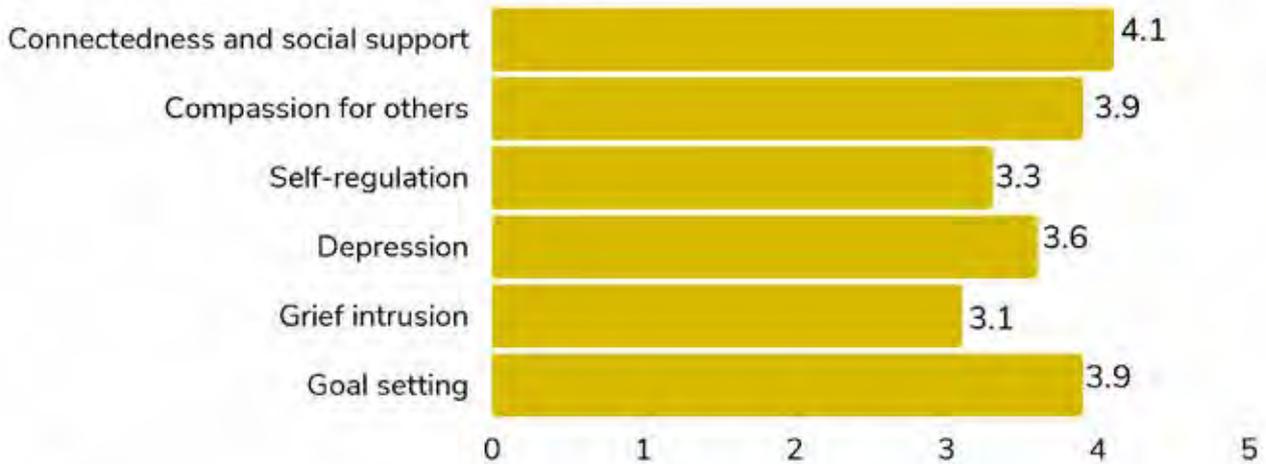
13% improvement

“

Now I can talk about my feelings to someone I can trust and they helped me because this loss of my loved one it was irritating me. And I was not concentrating at school the Abangane Support group helped me very much.

”

In December 2021, Khululeka ran a follow up questionnaire with the younger girls to determine whether improvements had been sustained. This questionnaire utilised a 5-point sticker rating scale to allow for more nuanced responses. Average scores out of 5 per focus area can be seen below, higher scores indicate more favourable responses. 43 participants completed the questionnaire.



“ Support group helped me to be hopeful and so that I can trust my secret and I can share my things with someone that I trust. ”

Other Children's Programmes

Khululeka also provided a total of

151
counselling sessions

to

106
children

Including:
44 contacts with family
62 one-one sessions
45 risk assessments

AS well as...

Life skills sessions for **121** children

and a

1-day Holiday programme for **48** children

Abangane Facilitator Training

Khululeka
trained

78
staff

from

17

social service
organisations

to implement the Abangane Grief Support group curriculum. 22 attended Phase 1 (Day 1-4) of the training and 78 attended phase 2 (Day 6-8). These were supported by NACOSA and HIVSA.



At the end of day four, participants rated themselves on various knowledge and skills at the BEGINNING of the training and NOW (n = 22). They reported



When asked...



"How likely are you to recommend this training to a colleague?"

(0 = Not at all likely, 10 = Extremely likely)

84%

were promoters

(Ratings of 9 - 10)

0%

were detractors

(Ratings between 0 - 6)

Net promoter score = 84

(Above 70 = world-class)

At the beginning of Phase 2 of the training, participants were asked whether they had implemented any Abangane groups themselves since Phase 1. 54 participants responded to this questionnaire.



81% of participants indicated that they had implemented an Abangane support group after Phase 1's training

Abangane Supervisor Training

Khululeka also trained

9
supervisors

on how to support their staff to implement the Abangane curriculum.



At the end of the supervisor trainings, 6 respondents rated themselves on various knowledge and skills items at the BEGINNING of the training and NOW. They reported:



When asked...



"How likely are you to recommend this training to a colleague?"

(0 = Not at all likely; 10 = Extremely likely)

100%

were promoters

(Ratings of 9 - 10)

0%

were detractors

(Ratings between 0 - 6)

Net promoter Score = 100

(Above 70 = world-class)

Emotional well-being trainings for Foster Moms

With the support of DG Murray Trust Khululeka reached

30
Foster Moms

from the Khayelitsha, Kayamandi and Claremont areas with 4 x 3-hr workshops in this period

“

I have learned so much and I thank the facilitators with their support, dedication and patience to further [equipped] us with so much fruitful information

Facilitators were outstanding with their work. Now I know what to do when attending to group/individual counselling. I gained something new every day that I spend in the training

”



Grief Support Training and Mentoring

Khululeka trained a total of

139
adults

from

35
organisations

on how to provide grief support to children and adolescents.

Including those run with the support of:

City of Cape Town:

78
individuals
3 x 3-day trainings

Department of Social Development:

55
individuals
2 x 4-day trainings

“

The training was good had a great participation we are empowered and ready to go out and share our experiences.

”

Khululeka also mentored

42
staff

from

11
organisations

on how to provide grief support to children and adolescents.

Abangane's Broader Reach

Global Fund and USAID funded organisations to undergo Abangane facilitator training, including:

NACOSA

Beyond Zero

&

HIVSA

Subsequent to their training, between October 2020 and March 2022 these organisations implemented Abangane support groups for girls across several provinces including:

North West

Gauteng

Western Cape

Limpopo

Eastern Cape

These Abangane support groups reached:

6444
Girls



Khululeka would like to thank HolliJayde Consulting for assisting with Khululeka's Monitoring and Evaluation systems and designing this infographic.

FINANCIAL REPORT

Mohamed Zayne Nabbee (Treasurer)

Looking at the year gone by. First of all, to all the Khululeka Partners, I hope you have had a fruitful and blessed year. This year was really a year of change for the organisation, with new offices and a new Director at the helm, more of which I am sure would be addressed by my fellow board members. From a finance perspective it was challenging as we are still recovering from many changes and challenges, COVID etc, and with the world in the current state it is in, these changes might continue for a while. This allowed for the team to take this challenge by the horns and embrace the change, which is shown in the financial results.



Overview

Income declined by 18% when compared to last year, while the surplus for the year declined 173% in comparison to the previous year. This resulted in a loss for the year of R190k. This loss came after 2 consecutive years of profit. While this is not positive, given the good results of the past and effective cash management and substantial cash reserves we are currently in a good position to take these small knocks and keep going. We managed to keep expenses fairly low at only 9% higher than the year before. With only 9% of the total amount being allocated to overheads we have really tried to be as prudent as possible.

Moving onto the balance sheet analysis, the most notable balance is our strong bank balance of R870k. Even though that is lower than the year before, this still significantly higher than the past. We were able to receive grant income in advance to the amount of R647k.

The 2022 financial year definitely had its challenges but showed that even in the good times we were well prepared for anything to come. In my view, this is a testament to the organisation as a whole needing to satisfy its vision no matter what. More than ever, I would like to thank the team for the amazing work and grit displayed and we look forward to only going up from here.



Khululeka would like to thank auditors RSM South Africa Inc for this year's audit

AUDITED FINANCIAL STATEMENTS

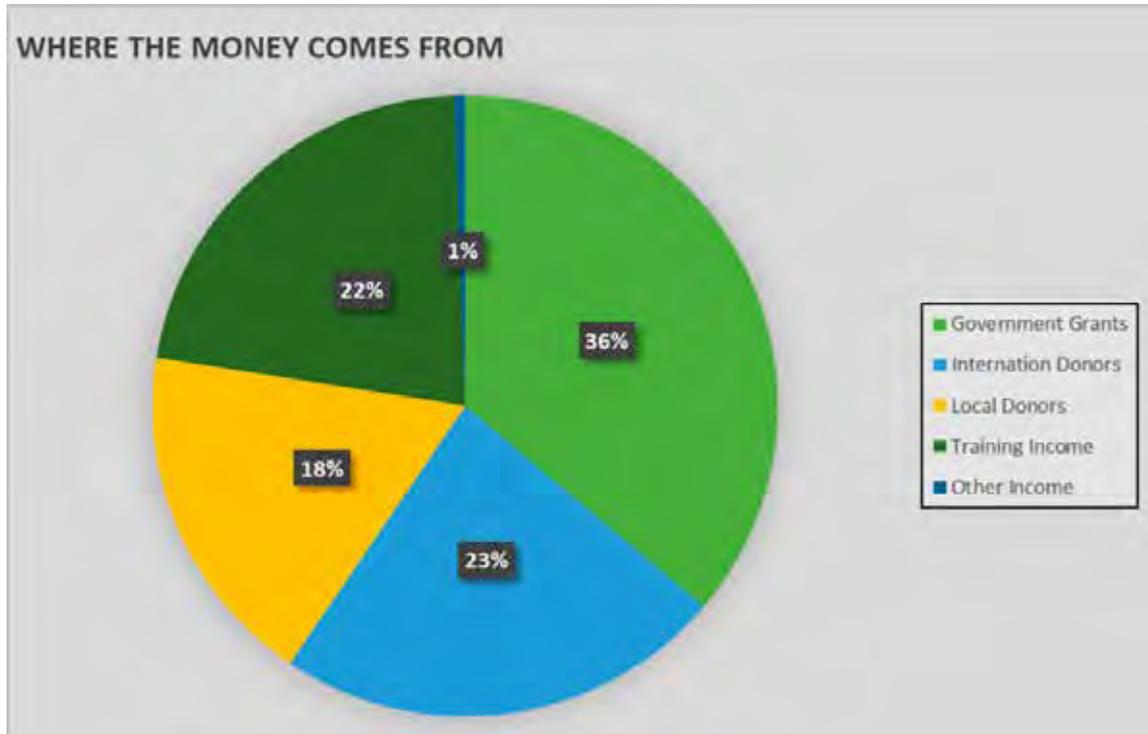
**KHULULEKA GRIEF SUPPORT –
AUDITED FINANCIAL STATEMENTS**

STATEMENT OF FINANCIAL POSITION 28 FEBRUARY 2022

Figures in Rand	Note(s)	2022	2021
Assets			
Non-Current Assets			
Property, plant and equipment	2	16 296	29 792
Current Assets			
Receivables	3	76 637	318 344
Cash and cash equivalents	4	873 128	1 064 846
		949 765	1 383 190
Total Assets		966 061	1 412 982
Funds and Liabilities			
Funds			
Accumulated surplus		244 459	435 318
Liabilities			
Current Liabilities			
Payables	5	74 361	67 304
Deferred income	6	647 241	910 360
		721 602	977 664
Total Funds and Liabilities		966 061	1 412 982

INCOME AND EXPENSES

INCOME SOURCES 2021/2022



Khululeka receives income from government grants, training fees, international and local donors, trusts and foundations.

Government grants

Khululeka received support from two tiers of Government in the past year. The Western Cape Provincial Department of Social Development continued their annual funding to train and mentor CBOs and to provide support to at-risk children and teens. The City of Cape Town's funding allowed us to train in several areas in the Metros.

International Donors

EMpower funded eight Abangane support groups for the year and The King Baudouin Foundation continued their support to train child sector NPO staff and volunteers in the recognition and support of bereaved and at-risk children and teens.

Local Donors

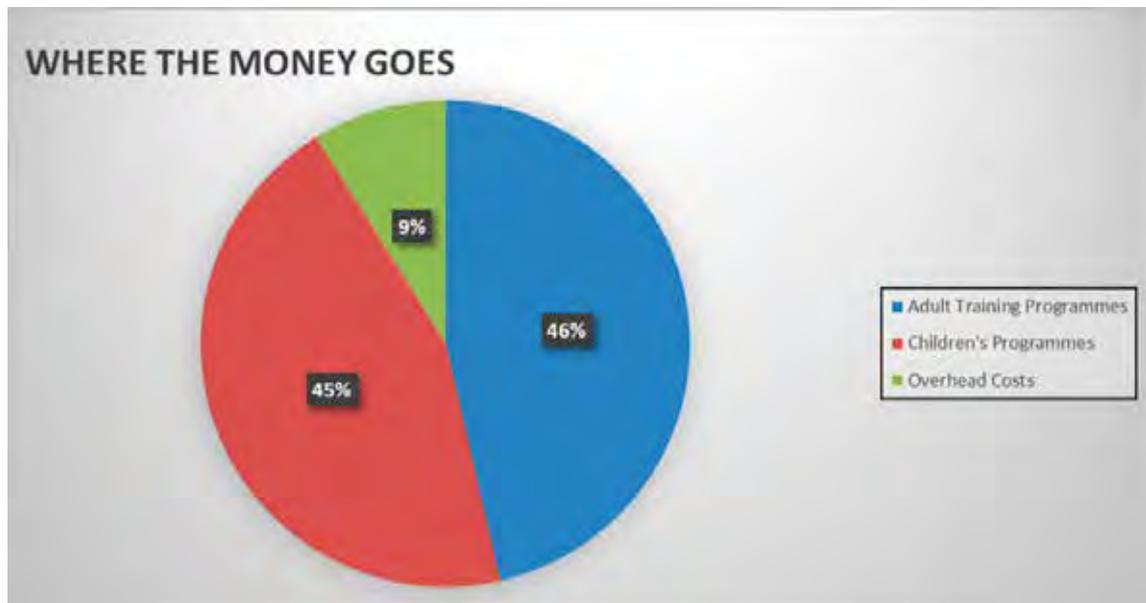
The DG Murray Trust funded workshops for Foster Moms from Home from Home. The National Lotteries Commission provided organisational and project funding.

Training Fees

Training and workshops were facilitated for social workers, paraprofessionals and community workers from HIVSA and NACOSA.

INCOME AND EXPENSES

EXPENDITURE 2021/2022



This year's programmatic expenditure was once again equally spent across Adult Training and Mentoring Programmes and the Children's Programmes.

Adult programmes include training professionals and paraprofessionals from NGOs and CBOs on the Abangane programme and generic bereavement support. Children's programmes include all our direct services delivered to children and teens.

Overhead costs include office rental, telecommunications, accounting and audit fees, bank charges, computer expenses and depreciation. Remote working resulted in increased telecommunication costs.

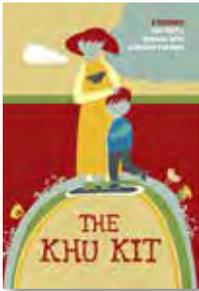


FutureManagers
SIYAFUNDA • SIYAKHULA

Khululeka would like to thank publishers Future Managers for layout and printing of this AGM Report and for all their support in printing and design throughout the year!

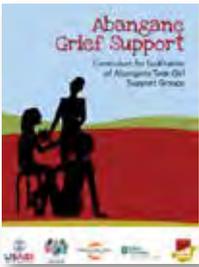
KHULULEKA RESOURCES

There is very little literature on the practicalities of helping children express and manage their grief and loss, specifically in the South African context. We have therefore published our own quality training material and make available two storybooks – to assist South African childcare workers, and help South African children to work through and express their hurts and losses. These publications are currently available in print.



The KHU KIT

The KHU KIT is an excellent resource to help those caring for bereaved children to help them understand grief and loss, and to provide support to children. The KHU KIT provides a comprehensive overview of the impact of age and developmental stage on understanding and processing grief, with tips on appropriate and helpful responses. It focuses on how to plan and facilitate a grief and loss support group for bereaved children offering a range of activities and stories to help facilitate particular topics and emotions.



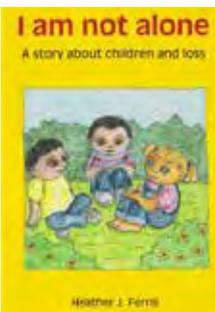
Abangane Grief Support Curriculum

The Abangane Grief Support Curriculum is a detailed support group curriculum specifically aimed at teen girls who had experienced the death of someone important. It incorporates a limited number of activities in each session (providing more time for discussion and deeper reflection), and a comprehensive use of cognitive behavioural therapy. Abangane is an evidence-based programme with demonstrated effectiveness in improving adolescent's mental health.



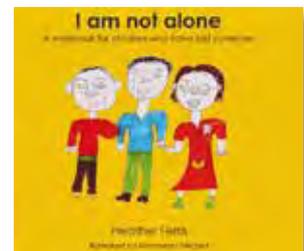
Someone I Love Died

Someone I Love Died is a collection of stories of young people from Africa. It provides insight into the circumstances of some children's lives, their experiences and feelings associated with death and the rituals followed. It is helpful to use the stories to create a dialogue about death and bereavement with young people. It is available in English, Afrikaans, isiZulu, isiXhosa and Sesotho.



I am not alone

I am not alone is a storybook, about children and loss. It is a valuable tool to help younger children to overcome grief and loss. This storybook is accompanied by a workbook. The idea is that children draw pictures expressing their own situations and feelings as the story of I am not alone progresses.



Worry Muncher

The WORRY MUNCHER! An exciting therapeutic soft toy that helps children verbalise their thoughts and worries. This is a fantastic tool both for parents and therapists:

- to build relationship and attachment
- to help children develop the ability and habit of verbalising what worries them
- to help parents/therapists understand what is worrying the child.



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