



The GBT S.H.I.N.E™ Legacy Projects

An outcome of The 702 Sun International CEO SleepOut™ 2015

Words of welcome to our supporters and friends

In the previous newsletter – which was our first regular quarterly update on the roll-out of the GBT Legacy Projects of The 702 Sun International CEO SleepOut™ 2015 – we shared with you an overview of the six projects, their aims and structures.

In this edition, I'm delighted to be able to provide a number of developments. We will aim for each subsequent issue to feature one particular project, while also briefly covering other aspects of our work that are benefitting from the 2015 CEO SleepOut™ challenge.

I hope you enjoy reading this feature about the Preparation for Life legacy project which, like the other five legacy projects, also corresponds to one of the five GBT S.H.I.N.E™ Goals: **Significance, Home, Independence, Nurture and Education**.

OUR PURPOSE

EMPOWERING OUR VULNERABLE YOUTH TO SHINE

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SIGNIFICANCE

Develop a sense of self worth and unique value

HOME

Provide the safety of home and family and the ability to function in one.

INDEPENDENCE

Develop the courage and skills to fare in the world.

NURTURE

Develop the sensitivity to care for self and others.

EDUCATION

Develop the knowledge and practical skills to compete.

HOW WE ACHIEVE IT

Please go to page five to read about a touching, real-life account of the type of sustainable impact that we are achieving together.

I'd like to express my deepest gratitude for the support from the 702 Sun International CEO SleepOut™ 2015 champions and partners, and for the continual hard work and dedication from our staff and associates.

Yours in appreciation,
Lee

Independence: Preparation for Life

This edition includes a special feature on the GBT S.H.I.N.E™ Goal of Independence and the related legacy project, Preparation for Life.

Our youth arrive at Girls & Boys Town having experienced the world as a hostile, unsafe place. To redress the trauma, holistic research-based programmes are formulated and implemented in order to change children's experiences and give them a chance to become successful, independent young people.

The Preparation for Life project, funded through an allocation of R10.4 million as part of the total funding raised by the 702 Sun International CEO SleepOut™ 2015, covers GBT research and its outcomes that impact on programmes that heal and develop independent young people and all the resources required to nurture and care for children who are in our residential programme. It also entails the refining of staff skills and strengthening families we work with.

When available, the research outcomes will form best practice models for the wider child and youth care profession in South Africa. Tailor-made treatment plans are designed to meet the unique needs of each child, ensuring that the youth are able to leave Girls & Boys Town understanding and perceiving the real world as a place worth shining in.

GBT SHINE™ Goal: **I-ndependence**

Legacy Project: Preparation for Life

Due for completion by the end of 2018, this project is about creating sustainable futures for youth in transition. It undertakes and deploys research, adapts practice and builds staff, family and youth capacity.

The project builds on the previous GBT/University of Johannesburg research study, 'Growth Beyond the Town', whose key take-outs were:

- Recognition that resilience is an enabler of positive, successful and sustained independent living outcomes.
- Development of a resilience assessment framework.
- Gathering of data on factors, social processes, demographic and resilience variables that contribute to better outcomes for young people and enable us to predict how to achieve sustainable and successful outcomes post-care.

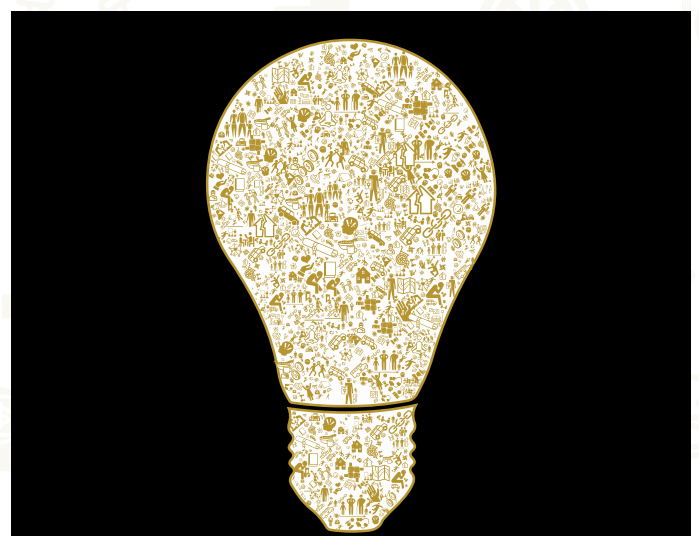
Phase 3 of this research effort is supported by The 702 Sun International CEO SleepOut™ 2015 and focuses on building resilience in young people who are in our care. We do this in a number of ways:

- Measure the initial levels of resilience of individuals entering care.
- Use the resilience variables and frameworks to develop appropriate treatment, skill development and independence plans.
- Implement plans according to a holistic methodology; both through residential campus-based care and working with communities and families of the youth through our Family Service staff.
- Measure improvements in the individual's and his or her family's resilience profile and adapt programmes as needed.
- Annually track and measure outcomes post-care.

To date, our initial findings and research outcomes are strongly indicating that for youth to demonstrate sustainable resilience and independence post-care, there is a need to address and significantly strengthen the resilience and sustainable independence of the youths' families. Some of the more critical factors predicting positive post-care and sustainable independence outcomes for youth include their having: (a) positive role models who are supportive and nurturing, and (b) families at home that are both financially secure and able to support and provide for their children's needs.

These practice-based research outcomes have inherent value to GBT, where:

- **The in-care programme** will focus its efforts on developing these specific resiliencies with the residential youth placed into the care of GBT via the Children's Courts, where since 1958 GBT has been committed to:



RESTORING THE LIGHT

Abandonment. Abuse. Violence. Rape. Some of the reasons that the lights go out in our children. Rage. Addiction. Alienation. Suicide: A few of the paths that some youth choose to cope with overwhelming challenges. Significance. Home. Independence. Nurture. Education: The things we focus on to empower the young entrusted to us to overcome and S.H.I.N.E™ again.

- The community-based family development programme will focus its efforts on empowering and developing functional independence in vulnerable youths, high-risk families and family members who are central to giving youth the best chance to S.H.I.N.E™ in life after care.

GBT Research Outcome will impact on all GBT Programmes

Residential Youth Therapeutic Interventions

Family Interventions

Educational Interventions

Since the initiation of the Preparation for Life legacy Project, we have achieved a number of important milestones.

In the area of research:

Oct 15

The Youth Ecological-Resilience Scale (YERS), developed according to significantly researched variables (phases 1 & 2), was finalised and prepared for administration to young people entering care as of June 2016.

Oct 15- Dec 15

Completed a wave of data collection: 66 interviews were completed with youth who had left GBT from 2012 – 2015.

Nov 15

Designed resilience assessment, treatment feedback process and report for practice-based youth treatment and programme intervention planning – for ensuring the likelihood of successful and sustainable independence through the development of resilience capacity in young people and held a workshop with over 30 child and youth care professionals dealing with vulnerable youth. Workshop purpose: to share research outcomes with the field and workshop implementation and practice applications.

Jan-March 16

Identified Phase 3 strategic implementation detail and requirements. Completed administrative and design tasks including training outlines for staff and field workers re: required data collection, processing, required tolerances and shared language and understanding, etc. Purchased the IBM SPSS - a statistical package that analyses quantitative research data.

The area of Family Development experienced the following achievements for the period January to March 2016:

Our family workers worked with, strengthened skills and impacted positively on the sustainable functioning of 84 family members in 15 different areas in Gauteng. 251 hours were spent healing and strengthening these families, and workers travelled 6,083kms to work with these families in their own homes and communities.

Each of these families were assessed at a high risk of either: further family disintegration due to on-going safety risks to children currently in their care, or as families where reintegration of children would not be possible due to child safety and on-going vulnerability risks. Such outcomes would not bode well for the sustainable independence of vulnerable, high risk youth.

A real-life example of this area of our work is provided by the following case study:

Girls and Boys Town Family Development teams encountered a single mother who could not manage her son's educational and behavioural challenges. The son was stealing, taking drugs and defying authority. This was taking place within a community that is plagued with drug dealers and criminal gangs. In this situation, the mother's relationship and communication with the child and his father was poor and the mother had difficulty dealing with the divorce.

Upon GBT's investigations and assessments, our interventions focused on divorce counselling, strengthening the mother's skill to manage feelings and objectively negotiate and communicate with her husband regarding their son and with the son himself. This helped to increase the mother's ability to problem-solve, manage her son's educational challenges and rebuild relationships and communication between the mother, father and son. Within a year, our family achieved independence. The mother was able to manage her feelings about the divorce to achieve a good outcome and separate them from communications with the son.

For the son's benefit, they moved to a safer environment. All this helped to ensure that the father was now supportive of his son and ex-wife. Their son now enjoys the support of both parents. He received a bursary and attends college regularly and has a weekend job.

GBT S.H.I.N.E™ Goal: S-ignificance

Legacy Project: Live, Love, Laugh – Holiday Safety and Development Camps

Due for completion by the end of 2017, so far the project has benefitted 56 boys and girls who did not have homes or could not go home for physically, emotionally or sexually safe reasons.

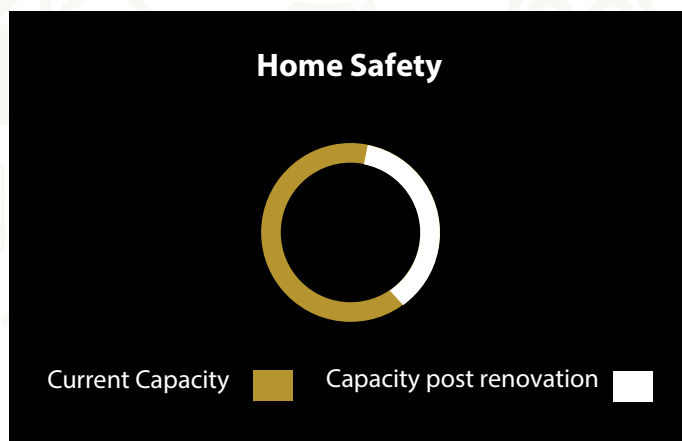
The girls are excitedly preparing for the 25 June to 12 July 2016 Munster break. At this point we anticipate having 19 girls on camp, but these numbers could change due to their families and safety circumstances.

GBT S.H.I.N.E™ Goal: H-ome

Legacy Project: Buildings as Foundations of Family Life

We've thus far completed specifications for the required alterations from dormitory to family-style living, and are now briefing and engaging with appropriate designers and architects.

The goal is to commence construction by October 2016 and complete all renovations by mid-2017. We are excited by the prospect that by 2018, our residential capacity could increase by 30%.



GBT S.H.I.N.E™ Goal: N-urture

Legacy Project: Community Outreach

This two-year project is intended for completion in 2018. Its focus is to train under-resourced community-based schools. In the last quarter, we have conducted training at three schools (Klopper Park Primary in Kempton Park; Tulip Comprehensive in Roodeport and Sapebuso Primary in Soweto) with 69 educators, and impacted positively on 2 242 learners. Training with three other schools will take place in the next quarter. School management training and supportive consultation services will also be undertaken as needed.

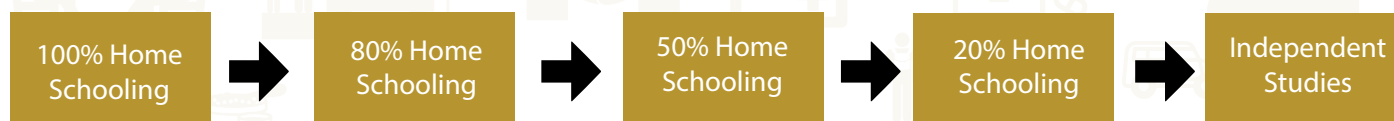
GBT S.H.I.N.E™ Goal: E-ducation

Legacy Project: Home Schooling

This project, which focuses on transition for special needs GBT and community youth, will continue until the end of 2017.

The majority of our youth arrive at GBT having missed anything from 6-24 months of schooling. They are behind with their studies and require learning to be accelerated. The youth that arrive at GBT also bring with them the emotional scars from abuse, neglect and abandonment. The related emotional challenges further impact on their academic achievements.

Our home schooling programme is designed to assist youth exponentially as they arrive – and then reduce the intensive help as they shift from one level of competency to the next – thus a transitional process, to help our youth SHINE™:



Percentage of youth per level of competent educational achievement from January to March 2016:



Following our pilot intervention programme during the final term of 2015, 18% of the youth in residential care improved their competency levels by one or two levels.

A few notable youth educational achievements:



Before GBT, fourth term 2015 results were 35.4% average. After 80% home schooling, youth achieved 53.8% average in the new 2016 grade, which is higher than the class average. Moved from 80% to 20% GBT home schooling level in the first term.



Failed four subjects in 2015 fourth term. Failed only two subjects in first term of 2016, improving points in all remaining subjects. Improved overall average from 45% to 50%. Moved from 80% to 50% GBT home schooling level.



Failed six learning areas in the fourth term of 2015. Failed with 41% average. Placed onto 100% GBT home schooling level. Passed all subjects in first term 2016 with an average of 67%. Moved to 50% GBT home schooling level.



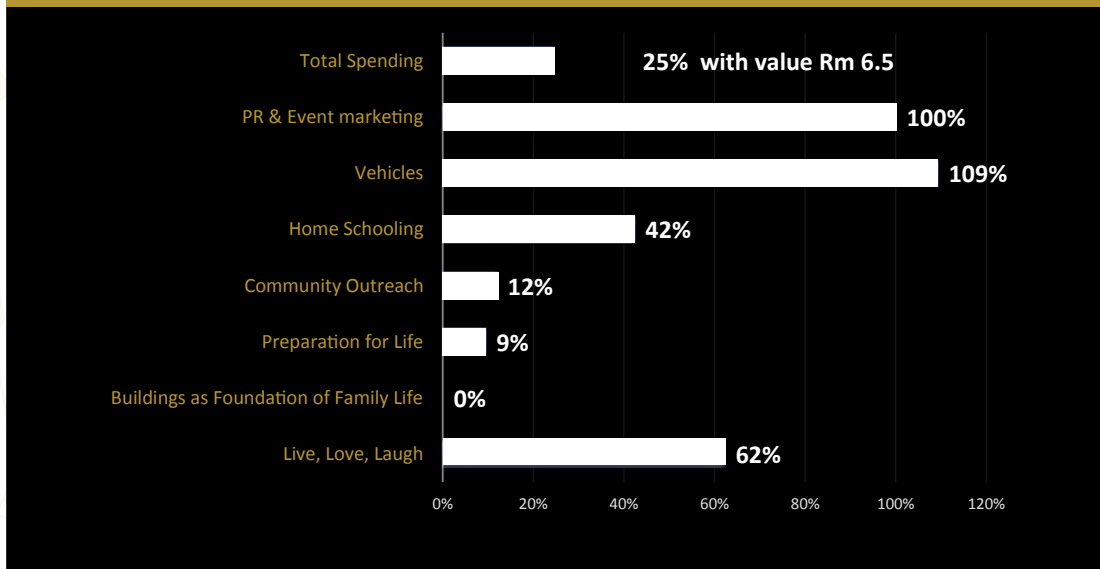
Failed 2015 with 36.6% average but promoted because of age. In the first term of 2016, passed with 49% average achieving 96% in Social Science, 85% in LO, 70% in English and 50% in Maths. Moved from 50% to 20% GBT home schooling level.

Legacy Project Spend Report to March 2016

Project Details			
Goals	Description	Project	Allocated
S-ignificance	Develop a sense of self-worth and unique value	Live, Love, Laugh	Rm 1
H-ome	Provide the Safety of Home and Family	Buildings as Foundation of Family Life	Rm 7.9
I-ndependence	Acquire the Courage and Skills to fare in the World	Preparation for Life	Rm 10.4
N-urture	Harness the sensitivity to care for self and others	Community Outreach	Rm 3
E-ducation	Cultivate the knowledge and practical skills to compete	Home Schooling	Rm 1.7
Ad Hoc	Vehicles	Vehicles	Rm 2.4
	Brand Activation	PR & Event marketing	Rm 0

Financial Analysis					
Allocation	Net of PR and Marketing	First Tranche Spending	Second Tranche Spending	Total Spend	% Spend
R 1 000 000	R 943 000	R 586 553	R -	R 586 553	62%
R 7 900 000	R 7 449 700	R -	R -	R -	0%
R 10 400 000	R 9 807 200	R -	R 919 755	R 919 755	9%
R 3 000 000	R 2 829 000	R -	R 336 229	R 336 229	12%
R 1 700 000	R 1 603 100	R -	R 677 989	R 677 989	42%
R 2 400 000	R 2 252 787	R 2 460 453	R -	R 2 460 453	109%
R -	R 1 515 213	R 1 515 213	R -	R 1 515 213	100%
R 26 400 000	R 26 400 000	R 4 562 219	R 1 933 973	R 6 496 192	25%

% Spending Progress Report to 31 March 2016 per Project



CEO Sleepout™ Spend - Quarter 1 and 2

Detail	Amount	Pillar Funded	GBT Desc	Quarter
Vehicles	R 2 460 453.43	Vehicles	Vehicles	1
Munster and YFC Camps	R 586 553.00	Significance	Live, Love, Laugh	1
Alison Gregg Public Relations	R 1 515 213.00	Marketing	Marketing	1
	R 4 562 219.43			
Kagiso	R 190 164.88	Independence	Nutrition	2
Kagiso	R 125 405.46	Independence	Health	2
Kagiso	R 124 200.35	Education	Education	2
Kagiso	R 13 407.20	Education	Home Schooling	2
Magaliesburg	R 199 439.14	Independence	Nutrition	2
Magaliesburg	R 268 608.52	Independence	Health	2
Magaliesburg	R 273 496.06	Education	Education	2
Magaliesburg	R 13 168.91	Education	Home Schooling	2
Learner Support Centres	R 253 716.30	Education	Home Schooling	2
Family Services	R 256 369.38	Nurture	Community Outreach	2
Training	R 79 860.00	Nurture	Community Outreach	2
E & R	R 136 136.73	Independence	Preparation for live	2
	R 1 933 972.93			
Grand Total as at 31 March 2016	R 6 496 192.36			