

# GBT SHINE™ Legacy Projects: An Outcome of The 702 Sun International SleepOut™ 2015

8th Quarterly Report | July to September 2017 | Issued November 2017



Dear friends and partners,

## Restoring the light.

Abandonment. Abuse.  
Violence. Rape. Some of the  
reasons that the lights go out  
of 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 their difficulties  
and **SHINE™** again.



This quarter, we report on two more Legacy Projects that have been completed: Live Love Laugh and Community Outreach in support of S-ignificance and N-urture SHINE™ pillars respectively. We hope you enjoy reading about the incredible life-changing experiences and gains by our children, their families and communities. For example, as you'll read in the section on N-urture, it's likely that many adults would have been apprehensive to join and speak at a conference attended by 800 delegates!

That means that the building renovations and new interiors that are part of the Buildings as Foundations of Family Life project, which supports GBT's Home programme, will be the main feature of our closing report for The 702 Sun International CEO SleepOut™ 2015 in the first quarter of next year.

We look forward to a safe, happy festive season for all our youth, families and staff, and wish you, our supporters, the very best for 2018.

Yours in appreciation,  
Lee and all of us at Girls & Boys Town

# GBT SHINE™ Goals: Significance, Home, Independence, Nurture and Education

## OUR PURPOSE

## THE FIVE PILLARS OF OUR SHINE™ PROGRAMME



SIGNIFICANCE	HOME	INDEPENDENCE	NURTURE	EDUCATION
Tailor-made programmes aim to enable youth to develop a sense of self-worth and unique value.	The safety of a home and family environment and development of the skills to belong to a family.	Enabling youth to acquire the courage and skills to cope as individuals in the real world.	Equipping our youth to care for themselves and developing the sensitivity to care for others.	Developing the will and skill to acquire knowledge and qualifications to be self-reliant and productive members of society.

## HOW WE ACHIEVE IT

## GBT SHINE™ Goal: Significance Igniting the lights that help youth SHINE™

### LEGACY PROJECT

**Live, Love, Laugh** – a two-year project with a R1 million allocation was completed this quarter – September 2017.

It was clear from the feedback during the previous newsletter that the young girls identified to go on the Munster Camp in July 2017 were beginning to realise their own sense of personal significance – a sense of worth and importance – by just having been selected for camps.

Ability to change the negative narrative of an abused, vulnerable, neglected or abandoned youth and develop her or his sense of value and self-worth is a critical component to finding joy in life, belief in self and the reserves and energy to face and bounce-back in times of stress and difficulty.

As this Legacy Project draws to a close, we express our **sincere gratitude for The 702 Sun International CEO SleepOut™ 2015 funding** of this GBT goal of S-ignificance and for making such a difference in the lives of our children – these are memories and lessons that will remain with these children for a lifetime – a true legacy!

#### The Girls and Boys Town July 2017 Camp at GBT Munster

In line with the unique Girls and Boys Town 59-year old Peer Group System of Self-Governance and Youth Manager Systems methodology, each week of the camp saw the election of one youth camp leader and two youth assistants – where youth taking real responsibility and

accountability for their daily lives is central to their healthy development and ultimate successful independence.

The youth leaders were confident in executing their duties and did an outstanding job in running the camp, as staff played a supportive and guiding role.

<b>Confidence and communication</b>	A staff member and youth leader met before suppertime each evening to discuss and finalise plans for that evening and the next day's plans. The youth leader then, with strength-based feedback and support from the staff, pre-practiced the delivery to develop confidence and skills including public speaking, communication and articulation.
<b>Problem-solving</b>	Staff ensured that the youth leaders made decisions, helped them with problem-solving and then supported them even when mistakes were made – all knew exactly what was happening and what each one's duties and responsibilities were.
<b>Chores</b>	All meals were delicious, on time and there was always enough food for those who wanted seconds. The youth did the dishes without any arguing and always volunteered to help with other chores in the kitchen and dining room.
<b>Cleanliness</b>	Youth took full responsibility for their own laundry daily. They kept their chalets neat with beds made and floors swept each morning. Not once did staff have to intervene with youth regarding the cleanliness of their living quarters or personal hygiene.
<b>Positive behaviour</b>	With staff and youth leaders each playing their part in the running of the camp, all youth displayed only positive behaviour – there were no negative behaviours or transgressions requiring remediation for the duration of the camp.



With the near-perfect weather every day, the girls spent significant time swimming, chatting and happily playing together on the beach. Two of our girls requested (well, more like 'begged'!) to participate in the Miss Margate beach beauty contest. After discussion and pre-counselling for possible disappointment, several girls, supported and assisted by the other girls, prepared and practiced. One of them was elated when voted in as 2nd princess – as were the others who now see themselves as gifted fashion designers, make-up artists and hair stylists for future beauty contestants.



The ever-popular Christmas in July celebrations saw the girls dressing up for the occasion – and they all looked really beautiful. A delicious Christmas meal and the gracious and appreciative receiving of small gifts provided the perfect backdrop for the girls to present their traditional nativity show.



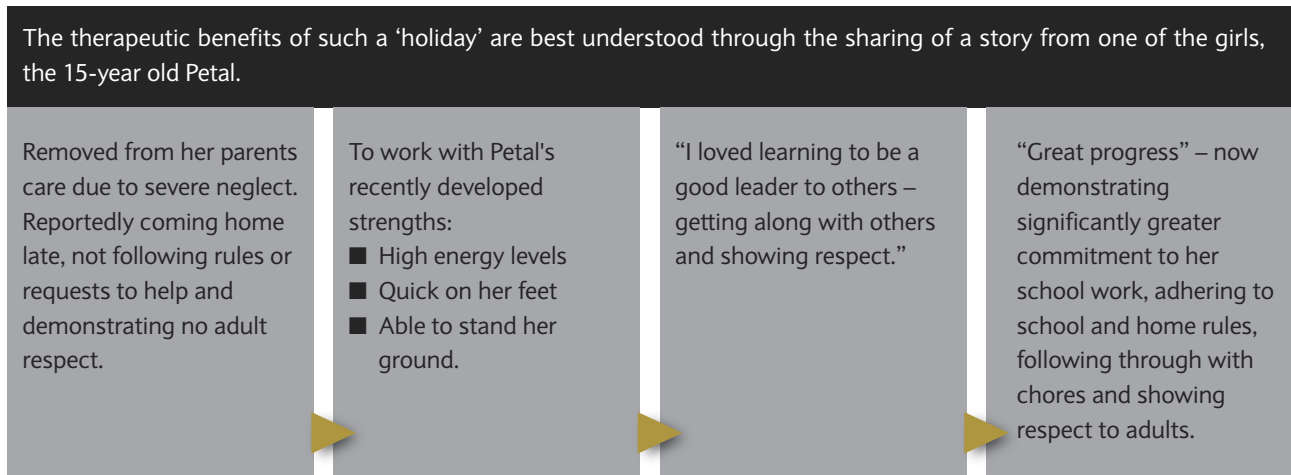
The girls' talent, joy and skill shone through as they threw themselves whole-heartedly into the process of planning for and creating entertainment and enjoyment for others (... and themselves of course). Their singing and dancing was a great success.

The girls also spent time playing indoor and outdoor games, visiting the local flea market, go-carting, and loved the surprise excursion to the U-Shaka Marine World, which none of them had visited before.

Most of us would consider a holiday as simple time to switch off, relax and spend time with those whom we love – a time to refuel and gather our energies to get through the more strenuous moments in life.

Experiencing fun, adventure and enjoyment is therapeutic as it evokes happiness, joy, excitement and a break in routine.

GBT seeks to enable the children in its care to use such moments and experiences in a developmental way – creating opportunities for them to SHINE™.



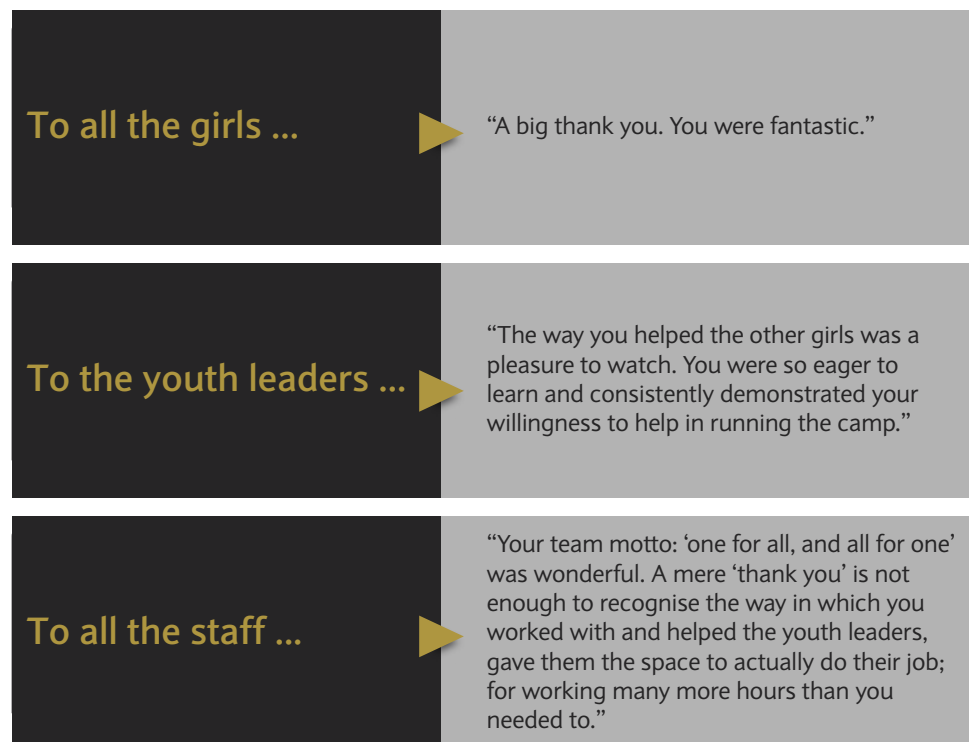
Live, Love, Laugh

#### Some of what the girls had to say:

"The Muster Camp taught us many things: making new friends, maintaining relationships; I learned huge appreciation; I learned that not everyone can just have what they want, but you have to work for what you want."

"For people to respect you, you need to show you care about them; I came back with a family I didn't know I had; I learned a lot about leadership skills and how to deal with conflict; I loved the treatment that I received from staff – they gave us motherly love; They gave us things that not even our families can give us."

"I enjoyed swimming at the beach and being a good leader to others; I am grateful to GBT for giving me the opportunity to go to Munster and enjoy myself; I learned to respect other peoples' opinions."



... and thus, another developmental and fun holiday camp enjoyed by all!

## GBT SHINE™ Goal: Home

Help youth experience a sense of belonging to a family and nurture the relationship skills to **SHINE™** at home

### LEGACY PROJECT

**Buildings as Foundations of Family Life** – this 18-month project has an allocation of R7.88 million and an estimated completion date by the end of 2017 (Kagiso) and first quarter of 2018 (Magaliesburg).

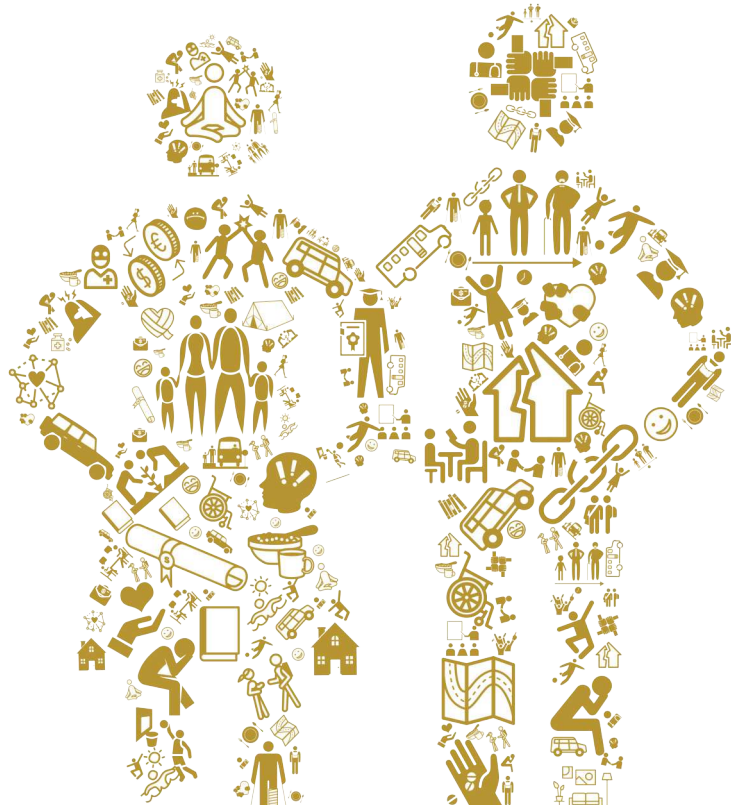
This Legacy Project will boost the occupancy capacity of Girls and Boys Town Kagiso by 30%.



We are more than pleased to announce that progress is on schedule. The tender was awarded in August 2017 and building and renovations commenced on 4 September 2017.

With 42 inquisitive young GBT girls and boys, who were placed with us through the Children's Court, living on the property, the immediate priority for the first site meeting was to secure the building and renovation sites for safety reasons. The contractors erected stable and neat fencing around each of the four sites before beginning with the digging of the foundations.





Required protocols in protecting our youth were discussed with the contractors and we have really appreciated their sensitivities and positive responses to our and the children's needs.

The Kagiso building project is expected to be completed by the builder's holidays in December 2017. In the interim we have been discussing and finalising the design elements for internal renovations. Although the furnishing aspects of each of the four homes falls outside of this funding, we are incorporating concepts that will fit with the homely, fresh and bright design elements. The girls, who are delighted by the developments, have excitedly approached us to discuss how those who have been at GBT the longest should get to move into the newly renovated cottages. We are currently discussing how this valid request can best work in practice, and will involve the children directly in aspects of the design during the next quarter.

A final site visit to GBT Magaliesburg will be conducted during the fourth quarter of 2017 to finalise drawing and design elements as we prepare to begin renovations during January 2018.

## GBT SHINE™ Goal: Independence

Youth transition from GBT understanding and perceiving the real world as a place worth **SHINEing™** in

LEGACY PROJECT

**Preparation for Life** – a three-year project with a R10.4 million allocation was completed in June 2017.

## GBT SHINE™ Goal: Nurture GBT and youth helping others to SHINE™ too

### LEGACY PROJECT

**Community Outreach** – a two-year project with a R3 million allocation was completed this quarter – September 2017.

GBT has long recognised the importance and significance of family, school and community and their impact on the healthy development and ultimate successful independence of vulnerable young people.

This GBT ‘helping others to SHINE™ too’ Legacy Project encompasses:

- Activities engaged in by GBT youth, affording them the opportunity to experience and learn the value of generosity through reaching out and helping others.
- Assisting the public sector through educational training and mentoring programmes offered to schools and educators in less resourced areas and family support.

Three tiers of holistic outreach interventions make up the Community Outreach Legacy Project:



### Training and Education

GBT trainers work directly with and support schools and the training of educators in order to transfer skills for the behavioural management of children in a school environment – so that the overall scholastic achievement is improved



### Community-based family work

GBT out-of-office Family Workers support and strengthen vulnerable and at-risk youth and families in their own homes and communities, to develop sustainable family independence and prevent family disintegration



### Outreach: Organisational & Youth Generosity

GBT youth reach out to and impact positively on those less fortunate than themselves

## ▶ TRAINING & EDUCATION

Since the inception of this Legacy Project in June 2015 to the end of the period under review, 911 educators have been trained in the GBT 'Well Managed Classroom' and 'Administrative Intervention' workshops, impacting positively on 37 320 beneficiaries.



Between July and September 2017, the following SACE-accredited workshops, trainings and consultation processes were conducted by the GBT trainers and consultants.

**Well-Managed Classroom Workshop:** This two-day programme promotes positive learner behaviour in the classroom, enabling educators to focus on teaching and building strong learner-educator relationships. Training workshops were implemented with the Isulihle Primary School educator team on 18 and 22 September 2017.

**Effective Staff Development Through Consultation Workshop:** This five-day skills-based training gives school administrators and Heads of Department the necessary tools that enhance their management skills and is delivered once participants have completed the GBT 'Well Managed Classroom' and 'Administrative Intervention' workshops. This training continues to support professional development among educators in participating schools, ensuring that newly learned skills are implemented and enhanced in a motivational and strengths-based manner.

The schools that received these services during this quarter included Freedom Park, Munsinville, Townview and Sapebusa.



The GBT consultation workshop backed by our consultation services – for which in 2013, University of the Free State recognised GBT for 'Transformative Projects that Work' and making a 'Significant Impact in the Field of Education' – are critical to assisting educators, management and schools in making the transformational shifts and then maintaining them. It is always rewarding to receive feedback from educational managers and supervisors after the workshops.

**The workshop participants identified the following as the most important transformational learnings they obtained from the training:**

“The workshop has affirmed the critical role and responsibilities of a consultant in playing an effective part in the teaching and learning processes – consultants need to be firmly equipped and empowered to help others.”

“I need to be an effective consultant in order for effective learning and teaching to take place, where the client (learner) must benefit.”

“... the idea of modelling behaviour and how it has a far-reaching influence in all spheres of life.”

“[I learned] how to initiate better working relationships before implementing any new concept or programme, and with my colleagues for better team results in implementing programmes in the school.”

“Implementing these ideas and concepts at my school will make it a more productive environment in dealing with teachers, and learners’ behavioural patterns.”

“... the need to adhere to professionalism, classroom management and consultation practices at all times.”

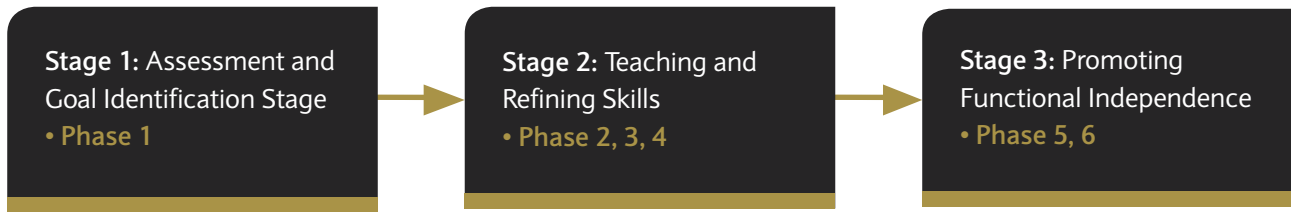
**Further feedback highlights how positively the educators and other school staff receive the intervention:**

- Girls and Boys Town services are helpful and a much-needed requirement for our schools.
- The whole workshop was outstanding – it can only strengthen the relationship between staff and learners. It was well presented by GBT facilitators.
- Girls and Boys Town need to come to the schools more often to educate teachers.
- The whole staff team should receive such a workshop to get first-hand information from the gurus.
- I just wish that there was time for more examples from our real-life school situations to use as examples to demonstrate what we learnt.
- It has given me more confidence on how to manage – it should be presented to all aspiring managers.
- It is educationally-based and relevant to the daily duties of educators.



## COMMUNITY-BASED FAMILY WORK

The GBT family workers work with and strengthen families against an evidence-based three-stage methodology:



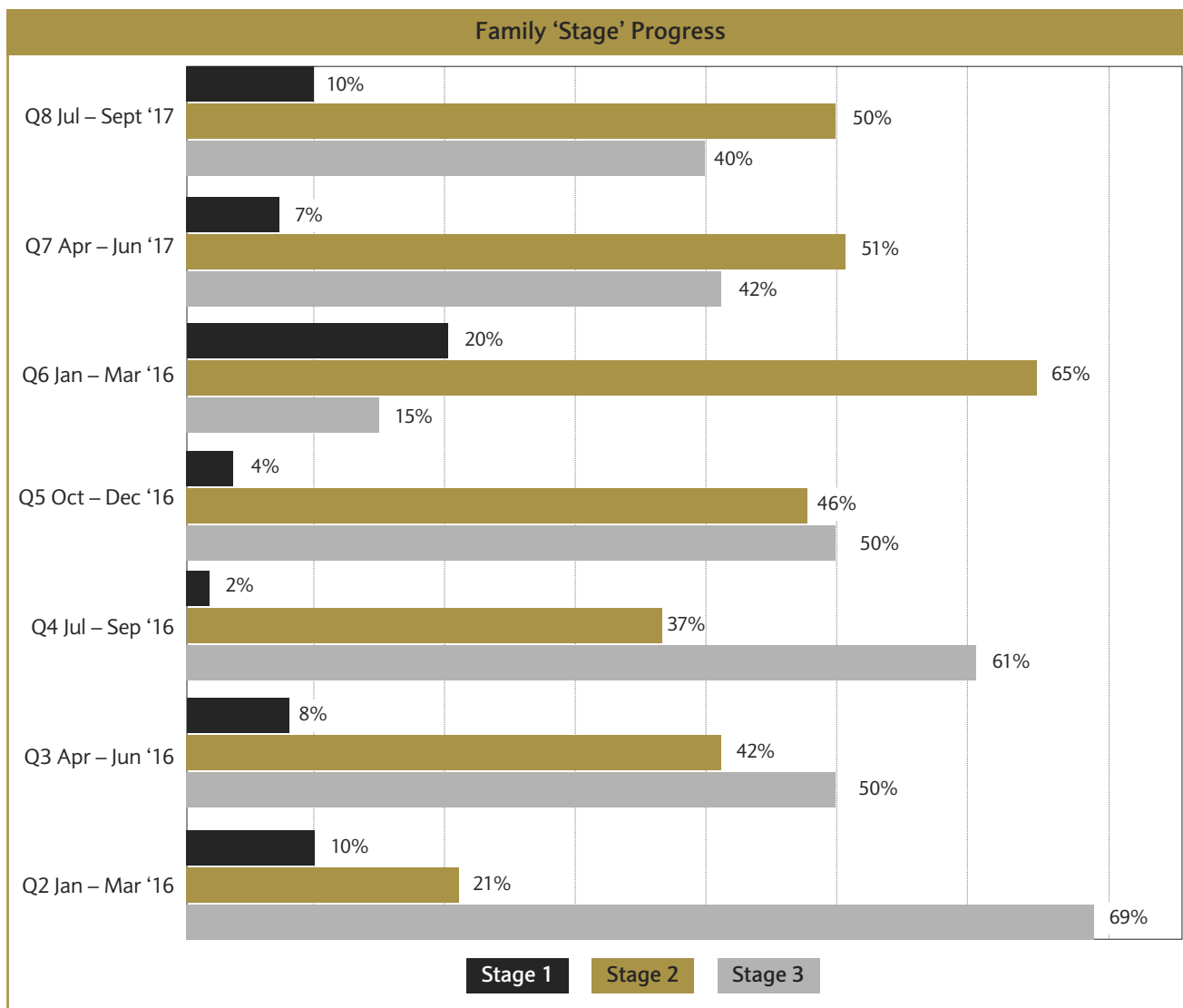
The families that are assessed and enter this therapeutic intervention programme have been identified as experiencing severe family stressors and where their children are unsafe and at risk. The GBT Family Services team work directly with the family members in the families' own homes, building on the skills that address critical referral challenges and facilitate progress towards the families' functional independence and disengagement from the GBT Family Strengthening programme – while simultaneously and continuously assessing for risk to children and youth within the family.

During July to September 2017, the Girls and Boys Town Family Workers travelled more than 7 000km within Gauteng and dedicated some 520 hours to healing and strengthening these families through direct interventions, as they moved the families closer to achieving functional independence outcomes.

Six of the 40% of family members in Phase and Stage 1 were new family members entering the programme. These are family members at their most vulnerable and at highest risk of family disintegration, with extreme risk concerns regarding the safety of the children in their care.

This quarter, half of the family members progressed through the high intensity and hard work Stage 2. This is a stage of transformation for families where they need to unlearn past unhelpful family, social and child-rearing practices and learn and embrace functional, safe, relationship-centred and child-orientated practices. In order for these significant shifts to occur, the GBT Family Workers support, guide and mentor these families according to an intensive programme.





Once families transition into Phases 5 and 6 of Stage 3, they are consistently demonstrating functional and safer shifts in their family interactions. As our Family Workers reduce the intensity of the interventions, they continuously monitor and reinforce family independence, autonomy and the safety of children. The ability of every family to SHINE™ independently is the desired intervention outcome.

**These are some of the families' testimonies about the work of the GBT Family Workers during this quarter:**

*"They helped me with my child, they are perfect. I recommend any child with problems to go to Girls and Boys Town."*

*"I'd like to say thank you very much to Girls and Boys Town for helping us at school, at home, building up our families and our homes. Knowing that we acknowledge you guys, extend your service so that people can see the work that you do."*

*"Girls and Boys Town are doing extremely good work – communication, visits, youth care. All of it is one of the best that will change the lives of these children so they will become something tomorrow."*



The ability to network and know how to access available resources within society and communities is very important for the success of any person, and thus an important component of our work when empowering families. We assisted the families in getting to know how these processes work and facilitate access to them, including housing grant applications, medical and dental care and employment opportunities. Many of the families required some tangible support including food parcels and clothing. Such practical assistance

requires maintaining a balance between assisting enough to make a difference, but not to the extent that an unsustainable dependency is created. This balance is consistently assessed and monitored.

Over the period of this Legacy Project, the Family Services team have worked in 53 areas and communities, including: Alberton; Alexandra; Aspen Hill; Booysens; Boksburg; Braamfischerville; Brits; Carltonville; Culemborg Park; Daspoort; Daveyton; Diepsloot; Eden Park; Edenvale; Florida; Fochville; Germiston; Green Hills; Hartbeespoort Dam; Highlands Park; Honeydew; Houghton; Johannesburg; Katlehong; Kempton Park; Krugersdorp; Laudium; Lenasia; Melville; Meyerton; Midrand; Naledi; Naturena; Newtown; Parkwood; Potchestroom; Pretoria; Randfontein; Randgate; Rivonia; Roodepoort; Sandton; Soshanguve; Soweto; Springs; Spruitview; Thembisa; Thulisa Park; Toekomsrus; Vereeniging; Vosloorus; Westonaria; Witbank.

## COMMUNITY OUTREACH

Girls and Boys Town and each of our 20 000 beneficiaries whom we assist annually on average realise that assistance and growth is made possible by the ongoing and committed generosity and thoughtfulness of our corporate and individual donors and partners.



The opportunity to reach-out beyond the self; to assist, nurture and help others; to be given a chance to make a difference for others who are in need and less fortunate than ourselves – these are crucial aspects of work with our children. We strive to provide them with opportunities to learn the value of helping others, to give something back themselves.

To this end, and as a result of her successful participation in a regional ‘Voice of the Youth’ conference, one of our girls was selected to be part of the Gauteng Province youth leadership group and represent the “Voice of the Young People” at the National Association of Childcare Workers conference in Kimberly in July 2017.

This role required that our young girl first reach deep and make a choice: whether to go on a holiday camp or make a personal sacrifice for the greater good and represent the voice of others – which is the choice she made. She needed to trust herself and believe her own courage rather than the negative messages that she had received in the past. Her unhappy life circumstances overshadowed her talents, and in certain instances, her opinions and abilities were viewed as obstructive and challenging.

This was an opportunity to give back using her strengths – taking responsibility for herself and others and representing their voices at a national level. Her participation in such an event served to enhance and strengthen her abilities as a highly driven and focused young woman, a diligent planner, good writer and a budding public speaker. Our young girl impressed the youth forum organisers through participation in meetings and her well-planned presentations. One of our senior staff attended the conference and shared a moving and positive report:



“I attended the conference where one of our Kagiso girls represented the national voice of youth and I felt that her participation needed to be recognised and celebrated. I was fortunate to see and have some great moments with her during the time of the conference. I especially recall the opening ceremony, when she came smiling into the main auditorium to sing and dance with the other youth. What was especially significant for me was her presence while on the main stage in front of some 800 people, as she had her say about youth rights. It was with significant pride, admiration and less than dry eyes that I looked on. It was such a pleasure for me to engage with this young woman from GBT, who was really impressive in how she conducted herself. Well done to her. Kagiso youth and staff, you should all be very proud that one of your sisters represented you so well.”

Our Gauteng youth were also involved in various soccer tournaments, all of which were hugely successful. A tournament at Kagiso campus saw our children verse various child and youth care centres, and another arranged and managed by the GBT Magaliesburg youth in October pitted our sports teams against youth from the Johannesburg Children's Home.



The GBT Magaliesburg youth also handed out food parcels to disadvantaged and struggling schools and crèches who run feeding schemes. This act of generosity and care for others was welcomed with open arms by the recipients.

The Magaliesburg youth invited the Diedericks High School Prayer Warriors, with whom they share a friendship, to join hands on a prayer walk up the beautiful GBT Magaliesburg mountain. The youth walked up to the GBT cross and held a moving praise and worship session.

**GBT SHINE™ Goal: Education**  
Helping youth **SHINE™** in the classroom

LEGACY PROJECT

**Home Schooling** – a two-year project with a R1.7 million allocation was completed at the end of 2016.

# Legacy Project Spending Report

## 30 September 2017

### PROJECT DETAILS

Goals	Description	Project	Allocation
Significance	Develop a sense of self-worth & unique value	Live, Love, Laugh	R1m
Home	Provide the safety of home & family	Buildings as Foundation of Family Life	R79m
Independence	Acquire the courage & skills to fare in the world	Preparation for Life	R10.4m
Nurture	Harness the sensitivity to care for self & others	Community Outreach	R3m
Education	Cultivate the knowledge & practical skills to compete	Home Schooling	R1.7m
Ad Hoc	Vehicles	Vehicles	R2.4m
	Brand Activation	PR and Event Marketing	R0m

### FINANCIAL ANALYSIS

Net of PR and Marketing R	First Tranche Spending R	Second Tranche Spending R	Third Tranche Spending R	Fourth Tranche Spending R	Fifth Tranche Total Spending R	Sixth Tranche Spending R	Seventh Tranche Spending R	Eighth Tranche Spending R	Total Spend	Spend %
943 000	586 553	-	-	243 538	30 048	-	-	100 631	960 770	102
7 449 700	-	-	-	-	-	-	17 791	546 182	563 973	8
9 807 200	-	919 755	1 909 589	2 121 143	2 046 203	2 137 955	750 138	-	9 884 782	101
2 829 000	-	336 229	316 527	792 722	309 442	402 520	307 473	367 986	2 832 899 913	100
1 603 100	-	677 989	574 495	649 222	-	-	-	-	1 901 706	119
2 252 787	2 460 453	-	-	-	-	-	-	-	2 460 453	109
1 515 213	1 515 213	-	-	-	-	-	-	-	1 515 213	100
26 400 000	4 562 219	1 933 973	2 800 611	3 806 625	2 385 693	2 540 475	1 075 402	1 014 799	20 119 797	76

### % Spending Progress Report to 30 June 2017 per project

