

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

7th Quarterly Report | April to June 2017 | Issued September 2017



Dear friends, supporters 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.



It is our pleasure to share some of the significant achievements and successes coming out of the April to June 2017 quarter for the Girls and Boys Town Legacy Projects of The 702 Sun International CEO SleepOut™ 2015.

The independence of youth, connected to the outcomes of the **Preparing for Life** project, was under the spotlight during the period under review. We are proud to share the close-out review for this project. The deepening of the research that was possible because of the funding provided is already showing the relevance and benefits not only for the GBT youth, but also for the field of child and youth care in Africa and internationally.

As some of the children delighted in getting to know the outdoors – including the thought of meeting scary animals – during the **Live Love Laugh** holiday camps, the **Buildings** as

Foundations of Family Life project finalised the administrative aspects in order to be able to start the building works in the next quarter.

It is remarkable to note that more than 36000 educators and learners have benefitted from the education and training component of the **Community Outreach** legacy project since it began! Together with the youth-led activities with communities and peers, and the family-strengthening interventions provided by GBT Family Services workers, the Nurture pillar in the SHINE™ approach has indeed strengthened the legacy of The 702 Sun International CEO SleepOut™ 2015 in this time.

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 with an intended completion date at the end of 2017.

“I am looking forward to learning more about nature and the wonderful experience of the woods, because I have never been there and I am one person who likes to experience things ... also learning new stuff and to share my knowledge with others.

“I think I will benefit a lot by making the right choices in life because we will be out in the woods which is something I have never done and don’t know how it is to survive out there on my own.

“Most important is that I think they believe in me and see that I am trying my best to make something out of my life and am happy for myself that they chose me.”

By the end of this quarter, our Gauteng clinical teams had assessed, identified and selected the girls who would be attending the various July 2017 camps during school vacations.

Following confirmation of the relevant legal requirements, such as permissions from parents, guardians and the Department of Social Development, we began planning and preparing the children for their holiday experiences.

The GBT Munster Camp would be held from 2-15 July, and the Wilderness Leadership camp, in the wonderful Umfolozi Game Reserve in KwaZulu-Natal, from 6-10 July.

Besides the clinical assessment of youth in relation to their individual development plans for therapeutic outcomes, the selection process for youth attending camps also affords youth an opportunity to submit motivations for why they should be considered and selected. A few of these motivations reflect on how the Significance goals – developing a sense of self-worth, belonging and unique value – are immediately activated within youth, even so early on in the process.

“The Camp will help me because I have been elected as a leader a few times in the house and I have learned from being a leader and I have learned that it takes courage to be a leader.

“I believe that attending the camp will help to equip me with more leadership skills. This camp will not only benefit me but other youth I stay with – I will share my skills with them. I am so humbled that they have elected me to participate in this programme.”

“I am kind of excited, scared, shocked and nervous. I’m excited because I’m going to see a white rhino. I’m scared of animals. I’m shocked because I didn’t expect them to choose me for this camp and I’m nervous because I’m not sure how I will react when I see the animals. I think that they chose me because I have potential. So, thank you.”

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 in early 2018.

We secured the services of a facilitator to speed-up the Council’s approval of the plans, so renovations can begin as soon as possible. During this period, Boogertman & Partners prepared so that by the end of July, it could deliver the tender packs. The evaluation process would be underway in early August, the tender awarded by mid-August and building should begin early September 2017 in Kagiso, with renovations in Magaliesburg in early 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 and completion date by 2018.

Residential Youth Therapeutic Interventions

Family Interventions

Educational Interventions

GBT research outcome will impact on all GBT programmes

RESEARCH

The GBT/University of Johannesburg (UJ) longitudinal research study partnership was established in 2009, to track youth transitioning out of care into independence and annually measure their outcomes relative to identified success and resilience indicators. During the first few years of the 'Growth Beyond the Town' study, we designed and developed procedures and tools, trained research staff and field workers and, following implementation, gathered and analysed data. Analysis done in phases 1 and 2 identified trends and indicators of resilience and success for our youth in transition, resulting in the development of the Youth Ecological Resilience Scale (YERS), which was subsequently validated and used by other researchers.

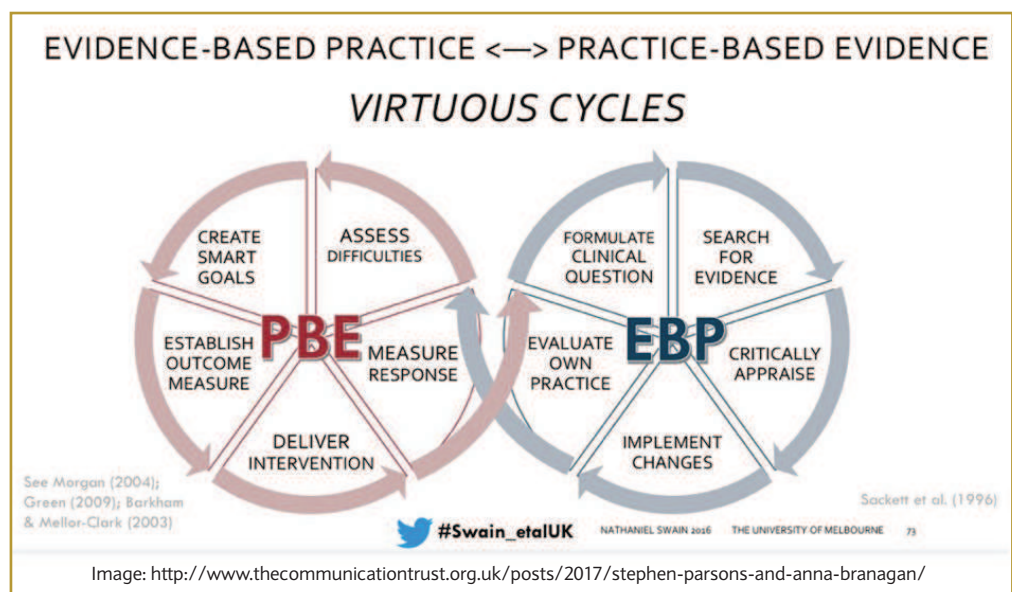
To date, our 2012 to 2015 research results have shown that the most critical predictors of better independent-living outcomes for youth in transition after a year in care are those that impact positively on a young person's relationships (family, friends, community), social environment (community safety, family financial security), personal and interactional aspects. These research outcomes have, over the years, been shared with South African and international professionals working in the field of child development through workshops, journal articles and conference presentations.

Phase 3 of 'Growth Beyond the Town' was supported by funding from The 702 Sun International CEO SleepOut™ 2015. This facilitated the establishing, developing and implementing best practice programmes for preparing youth for successful transition.

The resilience levels of GBT youth entering residential care in 2016 were measured, reports developed and then shared with and interpreted to the GBT clinical teams. Interventions and work with the youth were subsequently framed by this and other assessment data. Their resilience levels will be measured again on disengagement from GBT residential programmes. The outcomes will advance the growing body of evidence-based-practice (EBP) and practice-based evidence (PBE), thereby impacting positively on the design and establishment of interventions to strengthen young people's resilience and progress towards independent living.



Both EBP and PBE aim to improve services to and the lives of beneficiaries. PBE draws from treatment programmes and approaches for establishing best practices. EBP relies on the measurement of researched outcomes. The GBT/UJ partnership will link these approaches to further improve practices. In 1996, Sackett D *et al* developed a visual reference in the form of a “virtuous cycles table” which is useful in understanding the detail, specificity and interconnectedness between these associated cycles.

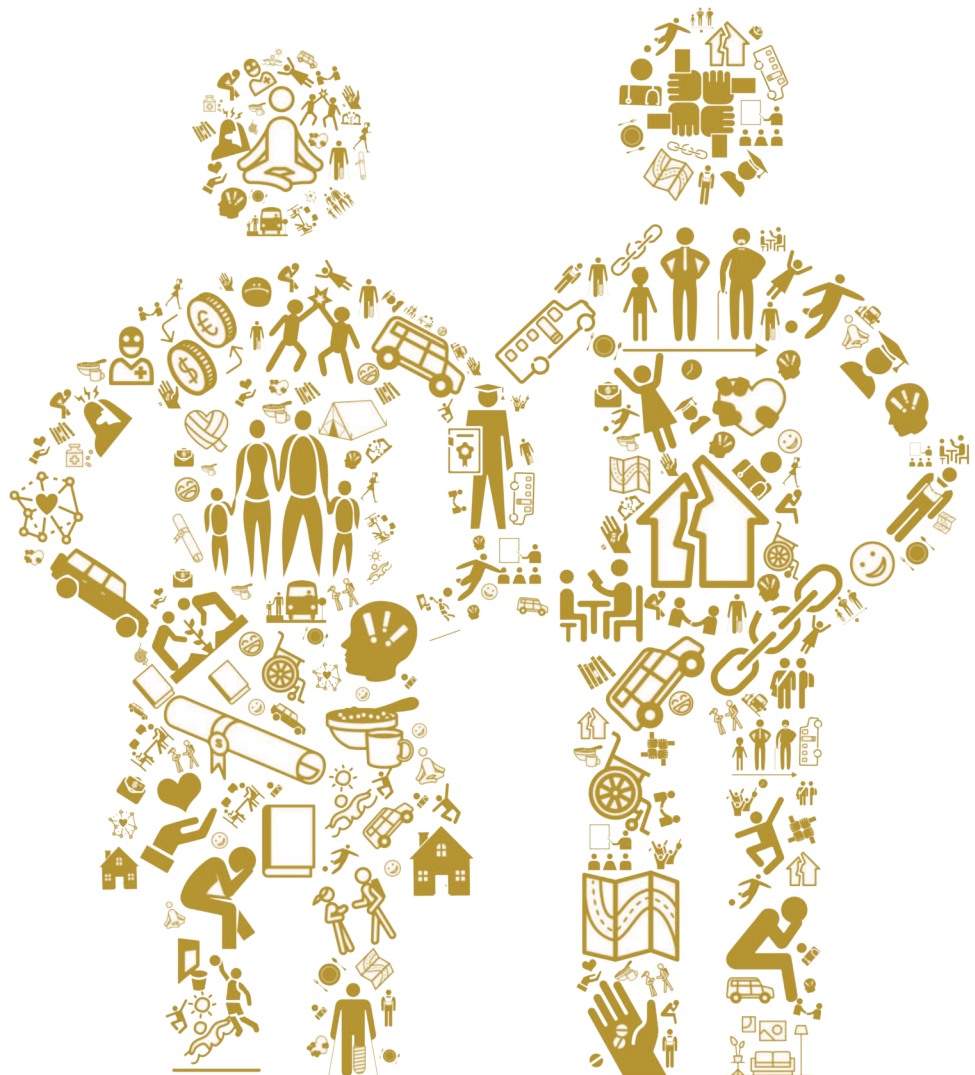


The conversion of the YERS tool from English into Setswana and of the two interview tools for outcome measuring into Afrikaans, isiZulu and Setswana is a further exciting development. The design and validation of multilingual scales is a complex process and is not as simple as getting it translated. This is because some sentences that make sense in English do not translate equivalently into other languages. The most common way to translate a questionnaire, which is using forward and backward translations, is being deployed in achieving this outcome. One committee translates the content forward from English to the alternative language, and then a different committee translates the alternative language back into English. A comparison of the two English versions is conducted in order to establish that they are the same, and to ensure that the intended meaning is maintained.

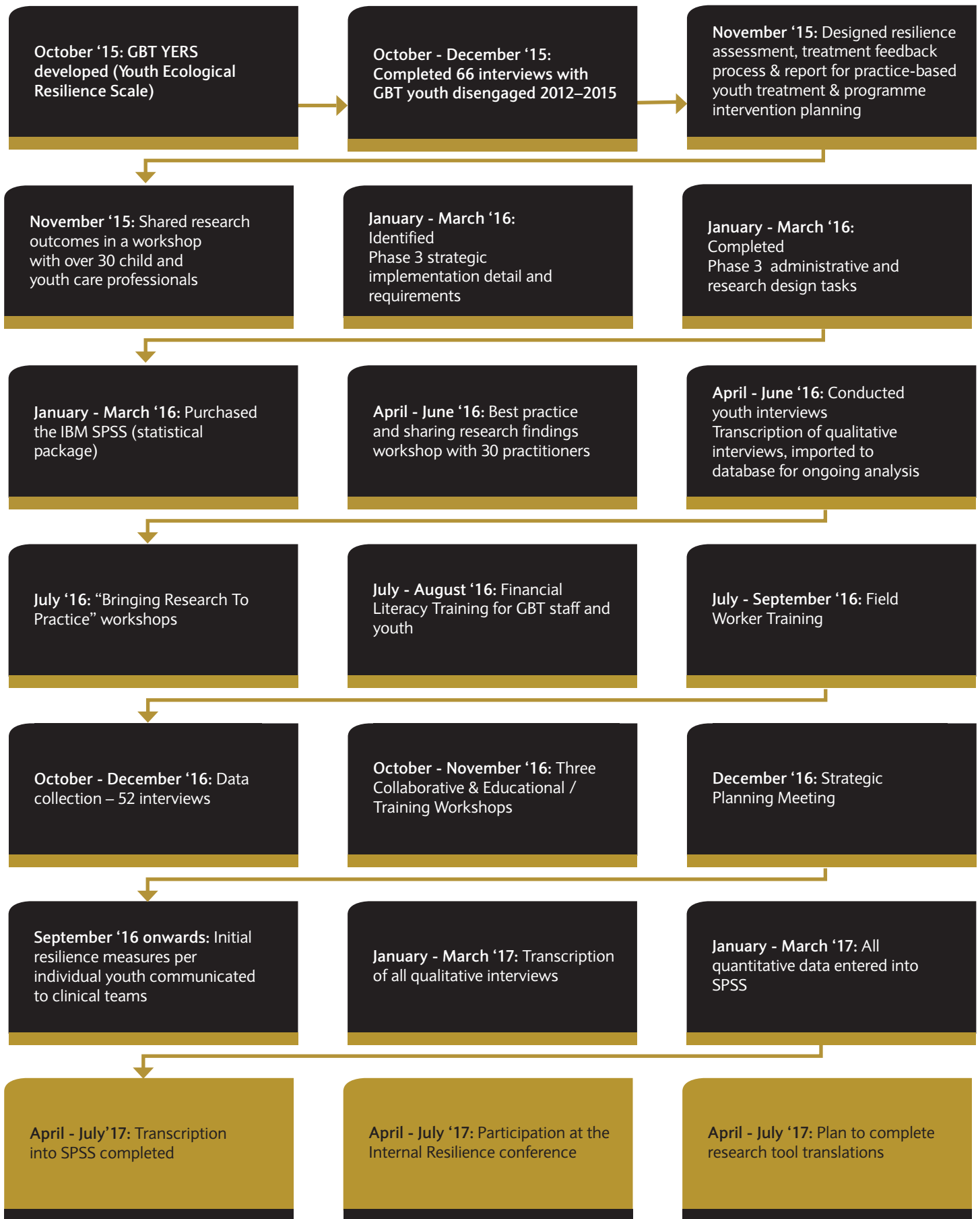
All qualitative interviews are consistently transcribed from the voice recordings into transcripts, and quantitative data is imported into our access database for storage and ongoing analysis.

Participation at the fourth International Pathways to Resilience Conference held in Cape Town, 14-16 June 2017, resulted in valuable sharing of information and validations of our study and directions. Much interest has been expressed in the Global South (lower- and middle-income countries) direction and outcomes of youth in transition studies, as compared to those in the Global North (high-income countries). Interestingly, despite the formidable private and state support provided to care leavers in the Global North, the outcomes do not show significant improvement. With the relative lack of resources and heightened poverty experienced by many communities in Africa, there is a keen interest in research on resilience in these contexts. The depth of these connections and cross-fertilisation of efforts spanning the two hemispheres will deepen as our longitudinal research study continues over time.

We are grateful for The 702 Sun International CEO SleepOut™ 2015 funding which has afforded the GBT/UJ partnership the opportunity to (a) improve researcher and field worker skill sets and procedures; (b) access research tools and software to ensure research efficiency and effectiveness; and (c) set-up and start with the implementation of the Phase 3 research study. We will include results from this pre- and post-outcomes study in research outcomes reports, which will remain available on the GBT website.



Flow diagram depicting work reported on previously (black blocks) and progress this quarter (gold blocks).



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 for completion in 2018.

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 our GBT youth where they are afforded the opportunity to experience and learn the value of generosity by reaching out and helping others.
- Supporting the public sector through family support and educational training and mentoring programmes offered to schools and educators in less resourced areas.

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, 31 schools and 883 educators have been trained in the GBT ‘Well Managed Classroom’ workshop, impacting positively on 35 320 learners.



Between April and June 2017, the following SACE-accredited workshops, trainings and consultation processes were conducted by the GBT trainers and consultants:

Well-Managed Classroom: This two-day programme promotes positive learner behaviour in the classroom, enabling educators to focus on teaching and building strong learner/educator relationships. It was completed with the Dalpark Private School educator team on 18 and 19 April 2017.

Administrative Intervention Workshop: This one-day workshop follows the completion of the ‘Well Managed Classroom’ workshop and offers school administrators and senior educators relationship-building strategies and techniques to deescalate volatile learner behaviour, and prepare and empower learners for returning to the classroom after being referred to the principal’s office. This senior management training was completed on 25 April and 7 June 2017 with teams from five schools, namely Refallete, Freedom Park Primary, Town View Secondary, Munsinville Primary and Zakariya Park.

“To control myself and know that no situation is out of control, to build trust between educators and learners for good relations.”

Effective Staff Development Through Consultation Services: GBT trainers and consultants provided 63-hours of onsite consultation – coaching, guidance, advice and support – to schools, administrators and educators who had completed ‘Well Managed Classroom’ and ‘Administrative Intervention’ training. This type of consultation supports professional development in schools and districts, and through different interventions, including online workplace-based systems, ensures that newly learned skills are implemented and enhanced.

The schools that received these services during this quarter included Unity Primary, Oosrand High, Kloppepark Primary and Alafang Secondary.

Participating educators provided feedback after training and consultation sessions:

Hope:

- To control myself and know that no situation is out of control, to build trust between educators and learners for good relations.
- That all is not lost – the little that we are trying is in the right direction, but we need to fix our school’s code of conduct and praise learners for good behaviour.

New learnings:

- To implement all developmental skills learnt from the workshop and share the information with my colleagues and friends/other schools.
- To apply the correct procedures when correcting the inappropriate behaviour and complete the relevant forms.
- To ensure that educators, learners and parents have clear expectations.

“Neighbouring schools with the same problems that we are facing need this training.”

- To follow my school code of conduct and use the tools I have learnt.
- To help learners remedy their behaviours.
- Teaching self-control.
- Manner of approaching each process, by calming down the educator and the learner ie crisis teaching and behaviour correcting.

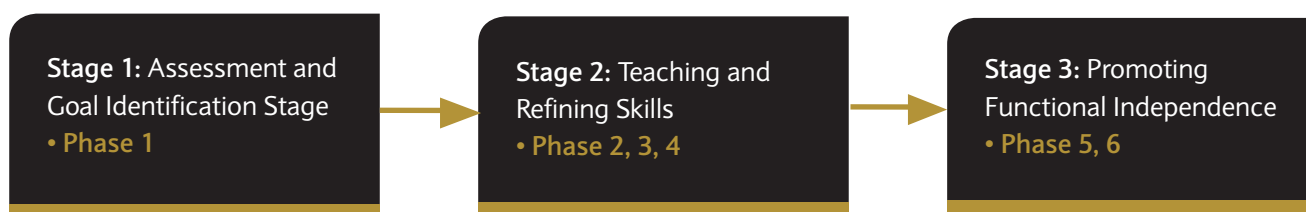
Training testimonials:

- Assists educators in curbing behavioural problems at schools.
- We should have refresher courses.
- Neighbouring schools with the same problems that we are facing need this training.
- This is necessary for all educators in the school.



COMMUNITY-BASED FAMILY WORK

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



The Family Services team therapeutically works with families in their own homes and communities, continuously assessing for risk to children and youth within the family and simultaneously 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.

In achieving these outcomes, family by family, the Girls and Boys Town Family Workers travelled 3 506 km to work with family members in their own communities and homes within Gauteng. They have dedicated some 274 hours to healing and strengthening these families in direct interventions this quarter.

Movement of family members within the previous quarter:

39% of family members moving through the intervention stages during this April to June 2017 quarter were new family members entering into the thorough assessment and trust and relationship-building activities of Phase and Stage 1. 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.

Six percent of family members moved from Phase and Stage 1 into Phase and Stage 2 – the high intensity and ‘hard work’ stage for family members. The teams work at helping beneficiaries recognise and accept the risks present in their family and those directed at the children. Family workers then begin building skills, healthy and safe family member practices and safety mechanisms, as the families progress towards achieving functional independence and healthy relationship outcomes – the ability to SHINE™ independently.

15% of family members moved from phase 2 – 3; 9% from Phase 3 – 4; 6% advanced from Stage 2 Phase 4 into Stage 3 Phase 5; and 12% from Stage 5 to Stage 6. It is through Stage 3 (Phases 5 and 6) where workers increasingly fade out their intensive interventions

as they monitor and reinforce family independence and autonomy – and most importantly, safe and happy children's experiences and lives within each family.

12% of family members successfully achieved all treatment goals and outcomes and moved through Phase 6 as fully independent families, where the home and family environment was safe and healthy for all members – and especially without remaining risks and concerns relating to their children.

Practice in action – a 12-month intervention example:

Stage 1: Little to no hope – “Our family can’t live together”

- Family Services (FS) assessed a high-risk family and found:
 - Youth aggressive and violent toward self and others
 - Children and parents lack skills to connect in a healthy and safe way
- Risk level was extreme and youth were placed into GBT residential care
- All family members expressed and demonstrated a desire to live together as a family
- FS planned to first work with each individual family member daily and separately – counselling, observing and supporting positives
- Focus on rebuilding family life, safety and relationships

Stage 2: If we keep working at this we can be together under certain circumstances

- Work with family members prioritised healing anger, hurt, guilt, and building and teaching strength behaviours and skills
- Family was observed for safety and growth, then FS created and stabilised coping mechanisms to instill consistent and functional responses and behaviours
- Gradual progression of contact with family members began with individual sessions, and then progressed to end each session with a group discussion.
- Initially visits by FS were on the basis of supervised hourly visits, and thereafter decreased in frequency to daily, weekend, weekly and holiday visits

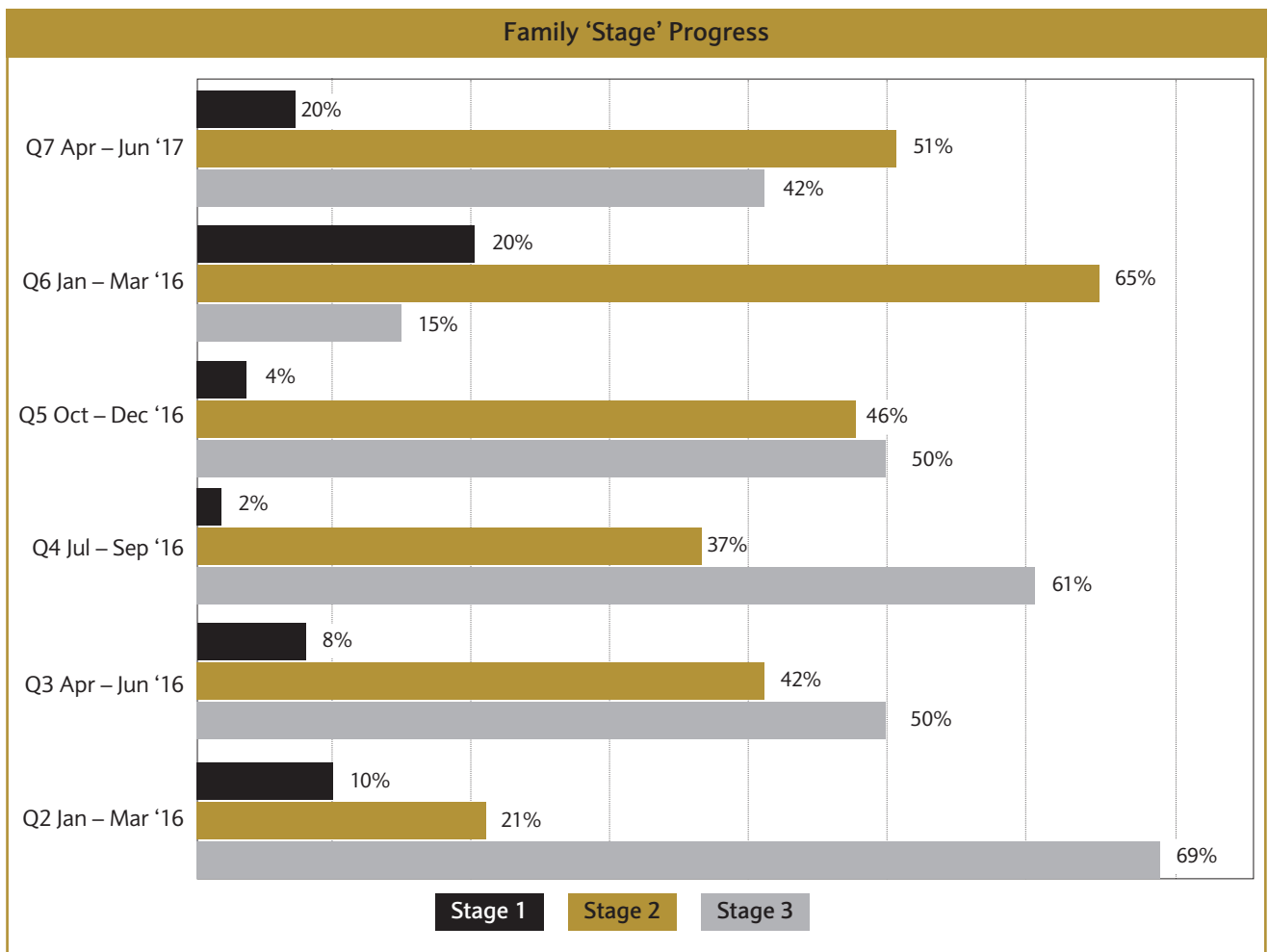
Stage 3: We can live together – and now do

- FS observations of weekend and holiday contacts reported positive developments:
 - Safe behaviours, with no acts of violence or aggression
 - Signs of warm relationships between family members
 - Parental figures demonstrated good parenting skills and boundary-setting with children
 - Children were responsive and receptive to parental guidance and authority – resulting in functional and safe outcomes
- Parents and children requested permanent reunion after the 12-month intervention

What makes this work so powerful?

“My work with families has taught me that a family in crisis can be functional again if much attention is given to them, and the GBT ‘Building skills in high-risk families’ model guides your work,” said an experienced GBT Family Worker.

The graph depicts the progress for the quarter under review by family members and how they built their strengths through different stages while being assisted by GBT Family Services.



These therapeutic interventions are frequently enhanced by providing tangible assistance and services to families in need. The balance between assisting enough to make a difference but not to the extent that an unsustainable dependency is created is consistently assessed and monitored. Such concrete help during the quarter entailed the provision of food parcels and clothing, transport to health and administrative services, and support with job-finding.

Some of the family feedback: “I want to say thank u but the words do not seem enough.”
“... thank you very much for organising us a food parcel. It is very much appreciated at this time as it is so needed. Thank you once again.”



COMMUNITY OUTREACH

The opportunity for our youth to reach out and assist, appreciate, celebrate and create awareness for a good cause is one of the central pivots of our GBT development programmes. It is in this way that young people consider the world beyond themselves, experience the joy and empowerment from helping others, and expand their skills to nurture and get along with others.

To this end, in June 2017, our Gauteng youth participated in a march against child abuse. The youth were serious about the opportunity to raise awareness about their own and other youth's plight, and excited about adding their voice to the calls for curbing violence towards children and youth. They spent hours creating posters and made banners with the assistance from international volunteers.



The Magaliesburg campus boys, who awoke early on a chilly Saturday, 2 June, were soon joined by girls from GBT Kagiso. Together, they began their long walk around 10h00 and united with the members of the community in this important joint effort.

It was amazing to see how, at first, many of the youth were unsure about exposing their banners or posters, but as more of the community began to join in, our youth gained momentum and confidence and followed through with their decision to get this message out there. They were soon running with the banner and posters held high.





Along the way, a local pre-primary school joined our boys and girls. The little tots received help with creating messages about abuse. Their small posters pleaded for their own safety. They loved being part of the action and the GBT girls and boys looked after the youngsters throughout the morning, assisting them with holding the banners. Such engagements provide valuable opportunities for learning healthy lessons.

On 17 June, the girls and boys from GBT Kagiso planned and organised a sports tournament. This was a community outreach event organised by the Kagiso youth and staff, and invitations were sent far and wide. Seven children's homes responded and participated – and together with the hosts, enjoyed a range of sports and fun activities. GBT girls played netball, while the boys took to the soccer field.

All of them played with a big heart. The Othandweni Children's Home took away the football trophy, and the Strathyre Girls' Home won the netball competition.

The tournament was a huge success, giving the youth a chance to interact, chat, laugh and share a meaningful experience with their peers. All youth celebrated together and then it was time to rest the tired legs and feed the hungry bodies with a delicious lunch.



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 June 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

Allocation	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	Total Spend	Spend %
1 000 000	943 000	586 553	-	-	243 538	30 048	-	-	860 139	91
7 900 000	7 449 700	-	-	-	-	-	-	17 791	17 791	0
10 400 000	9 807 200	-	919 755	1 909 589	2 121 143	2 046 203	2 137 955	750 138	9 884 782	101
3 000 000	2 829 000	-	336 229	316 527	792 722	309 442	402 520	307 473	2 464 913	87
1 700 000	1 603 100	-	677 989	574 495	649 222	-	-	-	1 901 706	119
2 400 000	2 252 787	2 460 453	-	-	-	-	-	-	2 460 453	109
-	1 515 213	1 515 213	-	-	-	-	-	-	1 515 213	100
26 400 000	26 400 000	4 562 219	1 933 973	2 800 611	3 806 625	2 385 693	2 540 475	1 075 402	19 104 997	72

% Spending Progress Report to 30 June 2017 per project

