



SOS CHILDREN'S
VILLAGES
NAMIBIA

Annual Report 2019

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Foreword

Christine Aochamus (Interim National Director)



The Government of the Republic of Namibia places high priority on the well-being of children & youth and as such has made great strides in creating an enabling environment in which children can enjoy their rights. Children's rights are the human rights of children, with particular attention to the rights of special protection and care afforded to the young, including their right to

- association with both biological parents
- human identity
- have their basic needs met for food, universal state-paid education and health care, and
- Criminal laws appropriate for their age and development.

Interpretations of children's rights range from allowing children the capacity for autonomous action to the enforcement of children being physically, mentally and emotionally free from abuse. The Government of Namibia recently passed the Child Care & Protection Act, to give effect to the rights of children as contained in the Namibian Constitution and international agreements binding on Namibia; to set out principles relating to the best interests of children; to set the age of majority at 18 years; to provide for the establishment of a National Advisory Council on Children; to provide for the appointment of a Children's Advocate; to provide for the establishment of a Children's Fund; to provide for appointment and designation of social workers, social auxiliary workers, community child care workers and probation officers; to provide for designation of private social workers and child protection organizations for certain purposes; to make provisions relating to children's courts, court procedures and court orders; to provide for residential child care facilities, places of care and shelters; to provide for the status and matters relating to certain children and to repeal certain laws, including the Children's Act, 1960 and to give effect to the United Nations Convention on the Rights of the Child, the African Charter on the Rights and Welfare of the Child

and other international agreements binding on Namibia. SOS Children's Villages Namibia strives to ensure the rights of children in our care are protected, empowered and equipped to claim these rights.

In Light of this enabling environment, our aim is to ensure that we strengthen our gatekeeping, tracing and integration plans. Furthermore, we strive to ensure that all children and young people are supported with tailor-made interventions that magnify their uniqueness and grow up to be productive citizens in this great country.

Governance:

The year 2019 was a year of change for MA Namibia, starting with the departure of the previous Board of Governors. As the Senior Management Team, we would like to appreciate the outgoing board for their service and dedication. We wish them strength and only the best as they embark on different journeys. The National Director with support from the CVI Representative spearheaded the recruitment, election and orientation of both members of the association and the Board of Governors (BOG).

SOS Family Care



The MA continues to provide quality care to 252 children and young people in the three locations of Windhoek, Tsumeb and Ondangwa. SOS CV Namibia is regarded by both government and like-minded organizations as the provider of choice for alternative care. To ensure this reputation is maintained the MA continues to strengthen the capacity of caregivers to provide quality care. Further information regarding the empowerment efforts will be discussed in greater detail in the appropriate sections.

Statistical Information:

CV Location	SOS CV Windhoek	SOS CV Tsumeb	SOS
Infants	1	9	2
Pre-Primary	5	4	3
Primary	38	36	58
Secondary	18	15	25
Tertiary	14	6	7
Other	6	6	3
Total	82	76	98

SOS CV Windhoek

The SOS CV Windhoek consist of 2 key program areas SOS Family Care (SFC) and Family Strengthening (FS). The core business remained the same for 2019, with a focus on “creating a loving home for every child”, this was done through education, employment, health and psychosocial support activities in the Windhoek program location. The SFC program rolled over with a total of 84 children for the third quarter of the year, during the same period a total of 2 children/youth were discharged from the CV Windhoek bringing us to a closing total of 82. The SFC program implemented a number of activities for the quarter, which included access to education, psychosocial support for children with behavioral challenges, provision of health care to ensure the children's health status remains good. Secondly under the FSP, outreach initiative, the Windhoek CV FS team worked to prevent children from losing the care of their families and becoming deprived or isolated, the main focus for this period was to finalize the exit of old families and admit new ones, in line with the FS refocusing strategy. The Windhoek CV, can only carry out these essential services within an enabling environment, through the human resource, finance, administration and leadership. The village was operational with a 90% fully fledged staff compliment during the year with the rest of the staff compliment to be filled in 2020. The village is home to 11 family houses, former girls' youth home (used as resource centre), a guesthouse now SW dwelling, VM house,

two additional properties utilized as aunts flats, YF1 for boys, FSP offices, KG (rented), old clinic building (Rented) and the village administration block. The staff complement is as follows:

DEPARTMENT	NR. OF STAFF
Mothers/Caregivers	11
Aunts/Assistant Mothers	6
Support Staff (Auxiliary) / **Two Gardeners	3
FSP	3
Education/Psychosocial	2
Handyman/Maintenance & Driver	2
Sponsorship Secretary	1
Village Administrator (VA)	1
Village Manager (VM)	1
TOTAL	30

**Vacant

Windhoek Programme location is the oldest SOS CV Namibia. It was established in 1984 and has been operational since 1985 and consist of beneficiaries of different ethnic groups. The programme continued to strive towards providing care to all children through a holistic approach ensuring that their needs are met. This report outlines the activities implemented during the year 2019.

FAMILY BASED CARE:

Care & Psychosocial Support:

There are currently 82 children in SFC. This number constitutes 42 females and 40 males. The programme has received discharge orders for three youth/children being the core business of SOS Children, we continued to provide food, clothing, shelter, education, health care, protection and love, across the 11 households within the Windhoek CV. Children & young people receive therapeutic interventions depending on the nature of their cases, the CV has a standing agreement with Bel-Esprit Private Hospital which provides this service pro-bono.

Behavioural issues remain a challenge especially amongst the children & youth population, due to the nature of their background and the setup of the SOS Children's Village. It provides a safe place to live and provides the required nutrition, however programs need to be developed, that would allow us to provide the whole of Maslow's

hierarchy of needs as the top of the pyramids is neglected. We need to better train our care givers, better recruit and increase the number of caregivers. Improve the psychosocial and care program is critical for us too.

Education:

The 82 children based at the SOS Children's Village Windhoek, are at Tertiary, Secondary and Primary education at various institutions in Windhoek. With two youth/children being out of school, after being expelled from the school due to unbecoming behaviour, the village management team continue to work towards seeking schooling for these children 1 male and 1 female. A total of 5 youth are enrolled at various tertiary institutions as follows:

Institution	# of Youth	Study Programme
NUST	1	Bachelor of Business Management
NAMVOC-Okakarara	2	General Electric & Office Administration
Triumphant College	1	Accounting
Windhoek VTC	1	Bricklaying and Plastering

An agreement was reached with Namibia Student Association of Excellence NAMSAE, an organization providing extra-curricular classes to provide support to children who are struggling in certain subjects.

One of the intern social workers had her sixth session with a therapeutic group for 12 children aged 11-15 with learning difficulties. Topics explored so far are self-worth and confidence, developing self-esteem (role play), Review and monitoring (Challenges identified was a need for a tutor and eye tests. And developing study timetables. One of the female girls from house No.1 was suspended from school for 8 days for ill-behavior, the intern social worker who has been working with the girl attended the disciplinary hearing with the house mother at the school. The girl received a warning and was allowed to go back to school after receiving counseling.

The SW also managed to research and print past examination papers for the grade 10s and 12s for the practice and preparation for the exams with the aim of helping the learners get acquainted with exam questions as they prepare for exams. A meeting was held with the grade 10s and 12s and they were given tips on how to study.

Social worker, Intern social workers and the youth leader continues to encourage the children to attend extra classes and assist the children with their assignments and homework.

Overall stronger emphasis should be put on looking at the process of education within the village to ensure there is a positive trajectory, by involving all the care givers, the schools, tutors, the youth workers and village management team to come up with a plan that would lead to better performance. Anecdotal evidence suggest that we have and thus need to look at the youth development plans and identify those youths that have special needs and for learners struggling in mainstream educational classes, either due to educational/remedial difficulties or challenging classroom behaviors (thus at risk of losing their school placements). We need to therefore provide a better service for these children, in the form of a reassessment, counselling, tutoring, library, computer and a study area. Especially in the areas of, Mathematics, English, Computer Literacy and Social Skills.

Employability

Thus we have had two girls who have secured employment, one in the hospitality industry and another in the retail sector on a fulltime basis. In addition, we have two youth who are working on a part-time basis. Grade 10s and 12 who were looking for holiday jobs were assisted to develop Curriculum Vitaes. however, only one grade 12 male managed to get a holiday job bringing the total to 5 youth who are currently employed in some form. A more detailed program needs to be developed, for career guidance for the youth to ensure they are able to get work and keep the jobs they get.

Child and Youth Development Plans

The Child and Youth Development team has continued to follow up on the progress of the outcome goals set by the children and support staff. The case managers follow up weekly while the social worker follows up on progress during supervision of case managers. All CD&YDPs are up to date and are reviewed regularly.

The City Police of Windhoek has organized an event called Community games, the essence is to enhance the integration and interaction between the police and the community, our village represented Khomasdal and our Netball and soccer team unfortunately did not return with the cup. This was a good initiative as the children got to engage with the community and integrated well during these activities.

The second eye screening of the lion's club of Namibia took place at Windhoek Village in November month. The children who were selected for further screening where about 12. They were taken to Spec-Savers to be tested, based on the tests done, some of the children and youth require spectacles. The Spectacles were chosen and

would be collected once they are ready. The process was organized by Lions Club of Namibia as their social responsibility and therefore, will take care of all costs incurred.

Primary Healthcare:

There are at the moment three children on chronic medication and the SW is aware of the children's' condition. All children have access to healthcare at the MoHSS clinics and hospital, in rare instances or when emergencies occur there are occasionally private service providers engaged. The general health of the children is in a good condition and the mothers generally take responsibility for getting the children to health services should the need arise.

ACTIONS LEADING TOWARDS SUSTAINABILITY

The VMT has in collaboration with the mothers elected a donations/fundraising committee aimed at identifying and exploring opportunities for soliciting finances for various projects.

SOS CV Tsumeb

SOS Family Care Tsumeb, is administered by the Village Manager (VM) who is responsible for overseeing and coordinating activities including FS which is consist of three staff. SFC with 18 members and 8 members at Administration. The VM also oversees programme location Finance, Human Resources functions, and VM reports directly to National Director (ND). The Village Manager receives reports from the four Programme Unit Line Managers who are responsible for FS, SF, and Administration. The Village Manager is also responsible for delegating designated line managers to network with other external partners such as government institutions, organizations, community members and other stakeholders.

With the prospect of having eighteen youth above 18 years old, being re-integrated within the community, the program worked hard in preparing the identified youths for their new paths. The relevant line ministry's Social Workers assisted in the assessment of families and the submission of reports were done. At this stage the programme waiting for discharge order from the Ministry of Gender Equality and Child Welfare.

Through our partnership with Gondwana we were successful in placing one youth for an internship program and Gondwana offered employment to the one youth.

The program focused on the development of our youth and the following training sessions were conducted during the course of 2019.

Enhanced youth voice in decision-making. The youth convened the youth seminar of which life skills related topics were discussed and deliberated.

Two youth obtained the YALI online certificate

A total of 4 youth compiled their stories, narrating their journey with SOS and how the programme supported them and still supporting them and what they are currently doing.

4 youth submitted their success stories but was not published

A total of 37 youth participated in life skill training

Three co-workers attended the Olympic coach training in order to implement the sport codes at programme location.

5 youth took part in leadership camp at Rock Lodge – a training facility, located 95km north-west of the capitol.

Three co-workers attended a couch training at special Olympic to introduce sport codes at programme location.

SOS CV Ondangwa

Ondangwa is one of the oldest historic towns in the North Central Regions of the country. The town was established as a missionary centre in 18's. Later in the years the town was used as a centre of assembly for the majority of the people in the north who used to travel to Ondangwa in order to look for employment in the Southern towns, including South African mines in the late 1950' and 1960's. Ondangwa is located in the North Central Regions which are the most populated areas in the country. Ondangwa is strategically located at the focal point of many economical activities in the region.

Interventions:

Educational Support

19 out of 51 children failed of which 9 have learning difficulties e.g. dyslexia

- Extra classes by a paid tutor during May school holidays
- Evening study programme designed during the pre-exam period (boardroom used as study room during the evenings with supervision by staff)
- Assistance with projects and homework by Youth Leader, Social Worker, Village Manager and Village Administrator
- Provision of reading books and Math tasks (downloads)
- Consultative visits to schools by family house mothers to discuss areas of support
- Life skills sessions on Importance of Education and How to prepare for
- Examinations

Family Strengthening Program:

Support provided for 2019

- 24x Career development
- 36x youth Received skill assessment.
- 21x youth supported
- on their career guidance
- 5x youth supported
- with scholarship
- 12x youth Improving Grade 12 at Informal at different education institutions
- 24 x youth assisted with transport and lunch to visit different educational institutions at
- Ongwediva Trade Fair
- 10 x youth supported with application form fees for 2020 academic/vocational

- 36 x FS youth were skill assessed by Ministry of Labor and assisted with transport fees. (RF)
- 21x youth participated on Career Guidance facilitated by NIP presenter. (RF)
- 4x FS youth supported with Hostel Development while 1x FS youth supported with school development fund. (Formal Schools)
- FS Youth a NAMCOL supported with exams fees
- 1x FS Youth at Elite College supported on tutorial fees
- 7x FS Youth at Destine College supported on tutorial fees
- 3x FS Youth at Northgate Tutorial College on tutorial fees

FSP- Ondangwa

Challenges

With the RE-ALIGNMENT of the program, a large number of beneficiaries – had to EXIT the program. (Many families enjoyed benefits from the program for more than 7 years. Some families left the location, but were still listed on the SOS System.

- Recruitment of new families are challenging due to the major influx of new members to the community –as a result of the State of Emergency (DROUGHT). The latter has an adverse impact on our ECONOMY as well.
- The Bakery – despite the Electrical Currency Upgrade, is still struggling to meet its developmental/skills sharing targets – as beneficiaries' interest is not as enthused as expected.
- Diversification of products from the Bakery – a more “local traditional” approach to be launched to revitalize the local interest.

SFC- Ondangwa

Challenge

A main concern within the SOS Children's Village is the large number of YOUTH in our facility and the absence of the well-established YOUTH CARE program. The impact of this phenomena – visible on the behavioural patterns of the YOUTHS – leading to fatigue amongst our SOS Mothers.

YOUTH are occupying space of younger children – who are desperately in need to Care! Government suspended all financial sup Young Adults – as from the age of 18 (or the Age of Majority is reached. The latter has an adverse impact on our Government Grant – which could potentially increase the burden on PSA and other donor

support. SOS Children's Villages began its work in 2009 to help vulnerable children from t can no longer live with their parents, families can provide a loving home f children.

Overview of Achievements

Family Care – the Children's Village is caring for 97 children and young adults. The staff contingent consist of 12 SOS mothers,supported by 4 Assistant mothers and 4 Family Assistants – the latter of which 2 will be promoted to Assistant mothers. For the first time in the existence of the facility – the Children's Village had their Basic Mother and Refresher Training being conducted on site – as facilitated by the ESAF Regional Trainer. It is also with great pride to announce that a total of 96 out of 97 children and young adults found suitable placement in basic formal and or Vocational/Tertiary Educational placement for 2019!

Family Strengthening

Statistical Information

Location	Number of families	Number of
	supported	beneficiaries
SOS FS Windhoek	286	504
SOS FS Tsumeb	129	378
SOS FS Ondangwa	101	308
Total	519	1190

FS

Windhoek

The Windhoek program remained active in the initial locations and their main focus for the year 2019, was to ensure that the The Foschini Group (TFG) Grant was properly managed as per the agreement. In this instance the TFG Grant catered for the educational support of schools and learners in our target locations in Windhoek. Below an overview of the impact of the TFG support:

Academic performance

The project supported 250 learners out of 1140 learners at Otjomuise Primary School. The 250 learners were assisted in improving English reading and writing.

% caregivers/parents responding to project implementation

Otjomuise Primary School has 51% of parents' participating in the project. Otjomuise secured the services of 2 volunteers that assisting learners for reading and writing in English and 4 volunteers supporting learners for afternoon classes' preparation.

Training programmes:

A two days' workshop on Child protection training for life skill teachers around school in Windhoek. The overall goal of the training was to empower life skill teachers and focal persons to become effective and efficient in implementing Child Protection policy and deliver actions to end violence against children in their schools and in surrounding communities. Details report attached on this report

Monitoring and Evaluation

- Monitoring and evaluation has been conducted as usual at two schools as per action plan including ICT support.

Top performance awards

A. Shipena Secondary School held its annual top performance this year in August. The purpose for the performance awards was to award those students that excelled in their studies and reward them for that. It was also to encourage those learners that did not get an award to work harder as the sky is the limit. Emphasis was put on how much their decision have an impact on their performance such as choosing bad friends and making wrong decisions. The importance of decision making to ensure that we become good citizens and will make an impact in our country, Namibia.

Otjomuise Primary School

- School uniform was provided for learners at Otjomuise Primary School. Dresses-102; grey pair of socks 70 for boys and girls; Grey jerseys 301, Long trousers 61; Grey shirts 16; Schools for boys 75 and shoes for girls 62.

Challenges and corrective measures:

The services rendered during the first semester of 2019, were not linked to the respective support plans of families on the program and therefore a revision of services had to be done. This resulted in a slight downsizing of hand-outs and a renewed focus on assessing each family on the program. We detected that some families exceeded their initial support plans and exit dates – as they did not reach a satisfactory level of self-reliance. The FS team had to change their approach to a more sustainable approach in rather providing access to essential services available through Line Ministries and Agencies.

FS Tsumeb

This program has been very much involved in streamlining their IGA (Income Generating Activities) which is based at the SOS Social Centre. The program activities are well underway in terms of subsidizing their own IGA expenditures to an extent that the monthly forecast amounts for this program showed a significant reduction.

Education.

Given the academic progress of children, by the end of the year, the programmes have 141 school going children. Of which 107 school reports have been received and 72 of them have passed and have been promoted to the next grade (67%). The programme has 13 students at tertiary institutions, 4 at University of Namibia (UNAM), 3 Namibian University of Science and Technology (NUST), 1 Namibian Institute for Mining and Technology (NIMT), 1 Welwitchia University, 1 Lingua College, 1 NamWater Centre, 1 at Paramedic school & 1 at NTHC. All of them have passed their year 2019 and have registered for the next year/stage in 2019.

Garden Project

Caregivers are maintaining the garden project by planting seasonal vegetables and in selling it to the surrounding communities at a market related price. The project recently received new netting to create a "greenhouse" effect in curbing evaporation and in protecting their crops against the onslaught of birds and other prey.

Brickmaking project

This project is well established but the pace of production, unfortunately could not keep up with the demand in the community. All fabrication is still done manually and the number of bricks produced per day – did not really justified the efforts invested. In keeping up with the demand, Dundee Precious Metals donated a brand new Cement Mixing Machine – to assist the project in generating more income and create more bricks for houses to be constructed.

Bread-baking project

This is also a very labour intensive project and the output (number of breads being sold per day) does not justify the effort and in some instances the expense. The income is steady but minimal.

Challenges and corrective measures:

As this program is one of the oldest in Namibia, it was discovered that caregivers and beneficiaries were retained for periods of more than 7 years and some of them are still active on the program. The results and recommendations from a RAP Assessment that was conducted, indicated that an Alignment Strategy be developed and implemented in 2019. The alignment process commenced in August 2019 and we anticipate a steady downsizing due to exiting families who no longer satisfy the criteria for the program.

Child Safeguarding:

As part of a joint site visit initiative the Child Safeguarding teams we trained on reporting and reporting procedures at all three programme locations, all pending Child Safeguarding (CS) reports were aligned according to the reporting flowcharts and the National CS register updated. In order to ensure that safety of children and staff alike Risk Assessments were conducted both in family houses and the village premises with recommendations to mitigate those risks. One high profile case, was registered for the SOS CV Ondangwa finally reached its conclusion in August, after a delay of more than five months, due to the disruptive nature of a Trade Union Representative. The disciplinary hearing was conducted and the sanction confirmed the guilt of the accused (an SOS Assistant Mother) and dismissal is recommended. Retaliation from the Trade Union Representative is expected.

Two more cases of child to child abuse have been reported by the Ondangwa CV and are currently being responded to, the response includes therapy for the victims, counselling for the perpetrators and training for caregivers on how to prevent and address problematic sexual behaviour and preventive techniques. The National Child Safeguarding Manager (NCSM) led the workshop for the Namibia Child Rights Network on Child protection, a platform aimed at strengthening coordination amongst organizations working with children in the country during its stakeholders meeting.

The National Child Safeguarding Manager trained 32 life-skills teachers from 17 schools in the Khomas region on Child protection and child abuse, identifying abused children, the referral system and community Child Protection networks.

A Concept note on "An Opportunity for Life" was developed and initial discussions with Ministry of Gender Equality & Child Welfare were held in an attempt to launch a National Campaign involving multiple state and private stakeholders.

Awareness & Capacity Building:

- 3 CS Teams appointed in all three locations and in 1 at National Office level National CS team training conducted by IOR CS Advisor for 15 staff Reporting & responding procedures rolled-out to all 3 locations
- All Core-Care Co-Workers s in 3 locations oriented on Child Protection Policy and Child Safeguarding
- Partnership, Community Child Protection System & Networking
- MOU signed with Namibian Police on Child Protection, youth development, career guidance, child-safe spaces etc. Training of 29 Life-skills teachers on Child Protection (Khomas region) Neighbourhood Watch and Community leaders trained on Community CP systems
- Case Management A total of 6 Child Safeguarding incidences reported, four confirmed resulting in 2 dismissals and two referred to external authorities.

Local Fund Development:

High Potential: Income generated via Rental mechanisms:

The Association during 1984 – secured a number of properties in Windhoek, that was previously used as Youth facilities and staff housing. The said properties have been unoccupied for more than 24 months, despite expensive renovations being done a year back. As properties is a high demand commodity, we immediately advertised (internally and externally) units available up for rent and within the first month we've secured tenants for the vacant units. This immediately assisted the association to cover the municipal costs and levies for the said premises.

SOS Windhoek and Tsumeb Kindergartens are currently being leased to private individuals, bound by rental agreements. After closer inspection, it was observed that apart from the rental income, the toddlers of the facilities are not benefitting from this arrangement. The National Director entered into discussions with the tenants in an attempt to strengthen the partnership and in ensuring that the facilities do gain some benefit. We have succeeded in obtaining a 50% discount on tuition/class fees for our children. The terms of the agreement were revised and tenants agreed in signing off the Child Protection Code, removing all SOS logos – and reverting from using our brand as an advertising means.

Other:

To date, four letters of intent were issued, to prospective Fishing Companies – as part of their application for fishing rights. One company confirmed in writing that 10% of their proceeds (profits) will be ceded to SOS Children's Villages Namibia. We furthermore succeeded in signing up with an advertising agency to erect a billboard on the SOS CV Windhoek premises (board facing the main road) – and in return we will receive compensation of NAD 1,500 per month for a period of three years. They will further provide coverage (electronically) for the Association at various high volume sites (shopping malls) – via digital display. SOS Market day – 07 April 2019 Event took place at the Namibia Cricket Grounds Pioneerspark Windhoek, but attendance and support from the public was not as expected.

Social media through SOS twitter page and Facebook page has been activated to be used for campaigns and advocacy. Currently finalizing the SOS Namibia website where a “donate button” will be available for people to donate online. Twitter and Facebook page will refer people to our website. Need to launch this site formally to create more awareness. www.sosnamibia.org.na

Corporate Reach-out:

A letter has been drafted for the Minister of Fisheries and Marine Resources to support SOS by providing a letter of recommendation to all fishing companies in Namibia to sponsor the work of SOS CV Namibia. Letter has been delivered to the minister and no feedback received. I followed up and the secretary said because of the new fishing rights that are out now was not the right time to discuss this matter with the minister. SOS CV could not apply for fishing rights but were able to provide letters to organizations that wrote us letters of intent.

SOS Corporate Golf Day's Venue has been reserved for the 1st of June 2019. Fifty potential businesses are targeted to partake in the event. Event was postponed to 19 October in order to ensure proper planning takes place and venue was partly available then. Final venue confirmation has been done for the 19th October 2019. This event was cancelled based on low to no response from ticket sales.

Donations in Kind:

Preparations were made to send donations in-kind to the programme locations to be sold and add to FR income. A donations officer was recruited to ensure growth in funding coming from donations- in-kind. Donations sent for the month of September to locations totaled N\$100,000.00, but the recovery processes were not as expected as the recouping of cost for Donations-in-Kind was not properly cascaded to the facilities. Despite these shortcomings the association recorded a substantial amount in cash for a period of only two calendar months.

Stakeholder meetings conducted for Strategic planning inputs; Financial Literacy initiative (FLI), Project Hope, Child line Lifeline and FAWENA (Forum for African Women Educationalist Namibia).

International Sponsorship

Sponsorship remains the main and reliable source of income for the NA budgetary subsidy of which 58% of the running cost was covered sponsorship in 2017. As at July 2019, the association was having 3258 international sponsors in total. This last quarter has been exciting as for the first time we shared digital photos of child and videos and this will be shared with the PSA later this year. The October mailing to the local donors had an increase of 10% which makes it to be almost NAD 72 000.00.

Direct Mailing Campaign – soliciting support from locals during the festive season. As this campaign is outsourced since the early 90's – and after careful review of income generated in rate of responses from the public, the National Director initiated a virtual negotiation with the DMI Management in Johannesburg – soliciting a reduction in production costs – as our investment did not have the desired returns. During the DMI run 2017/18 the association invested more than NAD 75,000.00 and our return barely covered our investment. This time our overall expenditures totaled an amount of NAD 50,000.00 and we cleared an income in excess of NAD 200,000.00. Each contribution received a personalized “thank you” – from the National Director and we trust that 2019's run will be more profitable.

The NSPO attended the DSAPP training in Johannesburg on the 27-31 August 2019. The launch of Digital System Application (DSAPP) is 12 September 2019. The quality of sponsorship work has improved in the last quarter with the new ND putting emphasis of the importance of this main stream of income for the association and all three programme locations has now a full time sponsorship secretary that helps with the sponsorship work at the villages

Finance

EXPENDITURE 2019

Row No.	Description	Actual	Plan	Variance	%
FIXED ASSETS					
01000	Fixed Assets	499,552.12	370,000.00	129,552.12	135.01
	TOTAL FIXED ASSETS	499,552.12	370,000.00	129,552.12	135.01
INVESTMENTS					
46000	Low Value Investments				
TOTAL INVESTMENTS					
RUNNING COSTS					
51000	Maintenance & Repairs	441,650.15	793,232.00	-351,581.85	55.68
52000	Family Budget	3,744,776.81	4,965,823.29	1,221,046.48	75.41
53000	Other Current Working Expenses	3,912,855.36	2,767,483.38	1,145,371.98	141.39
54000	Material	3,581.62	5,000.00	-1,418.38	71.63

5500	Expenses for				
0	Medical	223,339.02	112,759.96	110,579.06	198.07
	Attendance				
5600	Transportation	897,175.81	794,000.00	103,175.81	112.99
0					
6000	Personnel	18,369,401.9	20,086,457.4	-	
0	Expenditures	2	2	1,717,055.5	91.45
				0	
7100	Administration	1,094,057.26	966,252.00	127,805.26	113.23
0					
7200	Publicity	107,061.41	193,600.00	-86,538.59	55.30
0	Expenditures				
	TOTAL RUNNING	28,793,899.3	30,684,608.0	-	
	COSTS	6	5	1,890,708.6	93.84
				9	
	TOTAL	29,293,451.4	31,054,608.0	-	
	EXPENDITURES	8	5	1,761,156.5	94.33
				7	
	RESULT	26,608,855.9	26,989,567.0	-380,711.15	98.59
		0	5		

INCOME

GL	DESCRIPTION	ACTUAL	BUDGET
23100	Transfer fr. SOS Ass. via STS	28,215,610.00	
27950	Don. from PSA for KDI MB	1,144.28	

29999	Total Transf. fr. SOS Assoc.	28,216,754.28	-
31110	General Don. & Single Gifts	89,928.50	100,000.00
31115	Major & Mid-level Donations	244,626.67	200,000.00
31150	Foundations & Other Institut.	19,816.76	-
31160	Events	17,596.90	250,000.00
31180	Donations in kind / Private	222,662.43	130,000.00
32110	Government Subsidies	1,140,403.00	1,725,496.00
32130	Public Grants	1,408,994.73	765,545.00
33103	Kindergarten Fees Ondangwa	115,238.00	180,000.00
34100	Sale of Assets	12,143.75	
34203	Rent in Village	412,000.00	514,000.00
34300	Bank Interests	52,253.40	
34908	Direct Mail	206,228.45	200,000.00
39999	Total Local Revenues	3,941,892.59	4,065,041.00