



*To lead a young child by the hand*



# 2016

Annual Report

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## Ntataise- 36 years leading early childhood development

Ntataise was created in 1980, at a time when farm workers' children below primary school age had no access to pre-school education. Recognising that these early years are the most crucial for a child's physical, emotional and cognitive growth, this not-for-profit organisation supported the establishment of pre-schools on farms as well as helping women in disadvantaged rural communities gain the knowledge and skills needed to establish and sustain effective Early Childhood Development (ECD) programmes for the children in their care.

36 years later, Ntataise's focus remains on providing access to quality ECD programmes for the most marginalised and disadvantaged communities, expanding this access from farm worker communities to larger towns and villages. Ntataise's operations include an accredited Training Programme for pre-school practitioners, providing them with the support, qualification and expertise needed to equip children for formal schooling and life- long learning. This training is further enhanced by an ECD 'Centres of Excellence' Programme which supports ECD practitioners in practically applying their newly gained knowledge and skills in the playroom. Access to quality ECD is further extended through Ntataise's Community Outreach Programme and its expanding number of educational resources which provide ECD to children whose parents would otherwise be unable to afford any educational support for their young children.

Over the past 23 years, Ntataise has developed one of the largest and most successful Networks in the ECD sector. This Network, which includes both grassroots NGOs and some of South Africa's leading ECD training and resource organisations (RTOs), working in deeply rural areas and a growing number of urban communities, has made its mark in areas where there would otherwise be no ECD provision for young children. In 2016, Ntataise welcomed Education Africa to the Ntataise Network. Education Africa provides ECD training and services in the Protea Glen and surrounding areas of Soweto in Gauteng. Their addition brings the number of Ntataise Network organisations to 18 members spanning six of South Africa's nine provinces. In addition to the training and development programmes made available to its Network, Ntataise mentors Network directors and offers them organisational development and capacity building support. Ntataise further supports the Network by providing a platform through meetings, forums, workshops and the Ntataise Network Annual Conference which enables members to keep abreast of and influence developments within the national ECD sector.



*Ntataise then (above) and now (below)*

## Trustees



*Simon Mokalodise*  
Chairperson



*David McCall*  
Treasurer



*The Queen Mother*  
*Dr Semane B Molotlegi*



*Maggie Nkwe*



*Jane Evans*



*Johannes Machatola*

## In Memoriam



*Anthony Rhys Evans, Ntataise Trustee and*  
*Treasurer*

It was with great sadness that in August 2016 we said farewell to Ntataise's Treasurer, Anthony Rhys Evans, an outstanding visionary and true humanitarian.

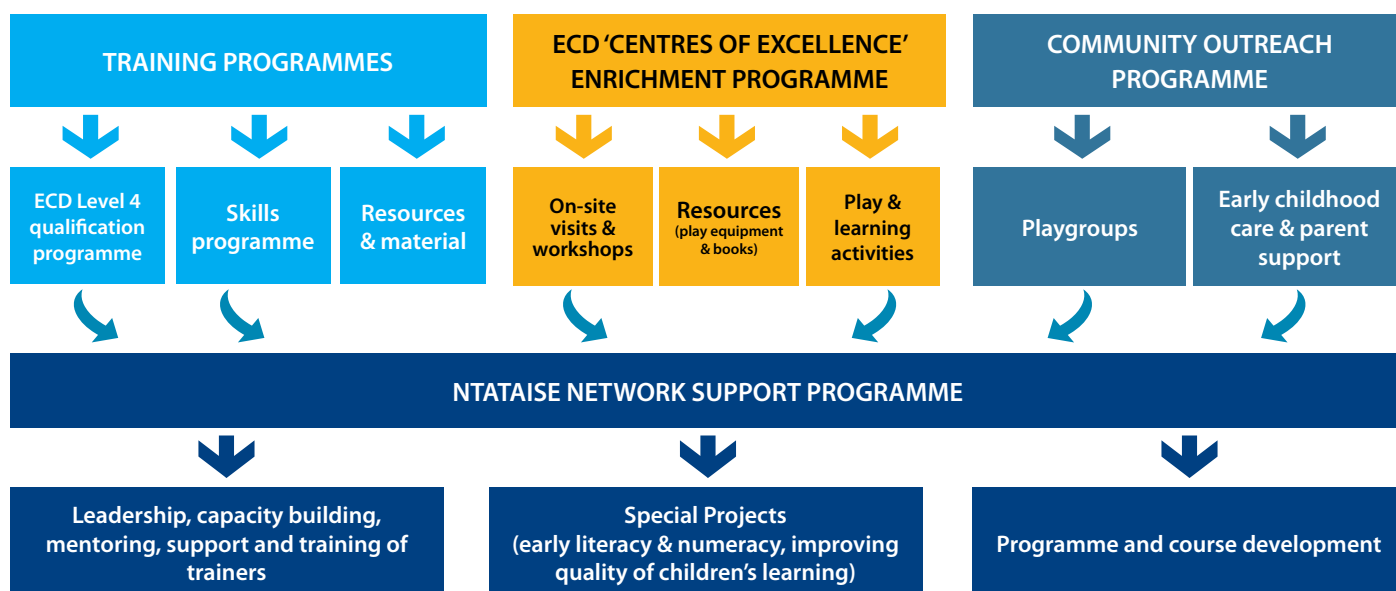
Anthony Evans was an integral part in the establishment of Ntataise. In 1977 when Jane Evans started the Huntersvlei Pre- School, it was Anthony Evans who provided the first farm pre-school building in the Free State and who made food and toys available for the children. Subsequently, when the Ntataise Trust was established he showed continual support as a trustee and treasurer for many years. He had the vision to understand the importance of Early Childhood Development at a time when it was not, in rural areas considered important.

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*'A true humanitarian's work is not judged by the number of people he spoke to but by the number of hearts he touched. Yes, death can take away the person from us, but not the memories. Our memories of Anthony will always be engraved on our hearts. Love and memories are everlasting.'*

- Simon Mokalodise, Ntataise Chairperson

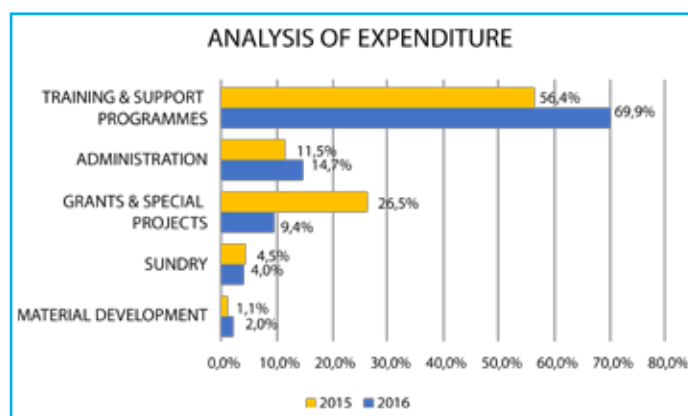
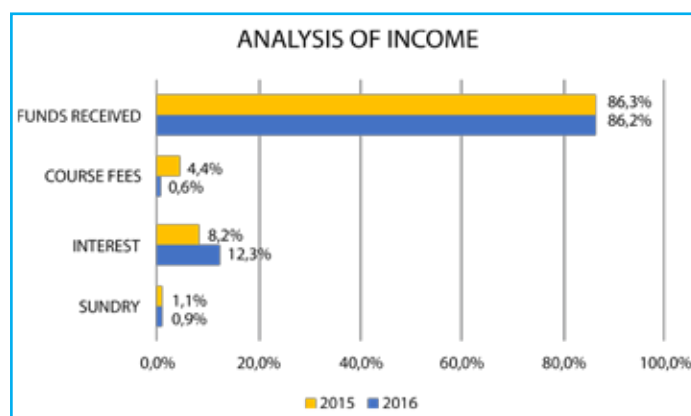
## Overview of Ntataise Programmes



## Financial Report

In 2016, total expenditure on Ntataise core operations, excluding special projects, grew by 66%, this largely due to the consolidation of all core operations in Ntataise Trust. In past years Ntataise operations were carried out in two legal entities; the Ntataise Trust focused on development and support programmes, whilst Ntataise accredited training programmes were operated through Ntataise NPC, a Section 21 company. Accordingly, expenditure on training and support functions increased by 126% and amounted to 69.6% of total expenditure. Administration expenses increased to 14.7% of total expenditure due to increased fund raising and marketing costs. Expenditure on special projects declined significantly and amounted to 9.4% of total expenditure compared with 26.5% the previous year. As a result, total expenditure declined however only by 5.5%. Total income grew by 22.3% due to an increase in funds received in advance. Donor funds received grew by 22%, and there was a substantial increase in interest earned.

Ntataise's financial position remains sound, and expenses are well controlled. While expenditure on special projects shows big variations from year to year, core operations continue to grow and are well supported by funders. The improvement in funds received in advance together with the growth in reserves has further strengthened Ntataise's financial stability.



## Donor Support

Financial support from trusts, foundations, individuals, and the South African corporate sector, made it possible for Ntataise to continue its work in 2016. This support is vital to Ntataise's ongoing operations. Ntataise once again thanks its donors most sincerely for their continued support and for their interest and belief in Ntataise and its work.

### In 2016 donations were received

#### from:

Anonymous  
Anglo American Chairman's Fund  
Barloworld Trust  
Consol Glass (Pty) Ltd Corporate Social Investment Programme  
Coronation Asset Management  
De Beers Fund Trust  
Deutsche Bank South Africa Foundation  
DG Murray Trust  
FirstRand Foundation  
General Electric through the Bright Kid Foundation  
Grain Care Trust  
Hanneli Rupert Getuienistrust  
HCI Foundation  
Imara South Africa Trust (Pty) Ltd  
Impala Bafokeng Trust  
Inqolobane Investment Trust  
Iqraa Trust (South Africa)  
Macsteel Foundation  
Mary Oppenheimer and Daughters Foundation  
Nedbank Private Wealth Charitable Foundation  
New Settlers Foundation  
The Donaldson Trust  
The Haggie Charitable Trust  
The Hermann Ohlthaver Trust  
The Jim Joel Fund  
The Oppenheimer Memorial Trust

### Donations from individuals

Andrew Evans  
Andries and Sandra Botha  
Anthony and Lisa Phillips  
Dr Conrad Strauss  
Gary and Marie-France Ralfe  
Gift in memory of Jean Holden "and her love for South Africa"  
Margaret Lombard in memory of Hans Lombard  
Nick and Nicole Jaff  
Peter Leon  
Steyn Family Trust  
The Hersov Foundation  
Virginia Ogilvie Thompson

### Donations in kind

Allem Brothers (Pty) Ltd  
Biblioneef South Africa NPC  
Book Dash  
Care for Education in partnership with Lego Foundation  
Deutsche Bank South Africa Foundation  
Edunation Educational Products & Toys  
Jabulani Training and Resource Centre  
Law Printing (Pty) Ltd  
Lego Foundation  
Mark Klein Productions  
National Brands Ltd.  
Outovaria Motors, Viljoenskroon  
Quality Meat Butchery  
Rhys Evans Group (Pty) Ltd  
Tulanie Braaikuikens  
Volkswagen of South Africa (Pty) Ltd  
UNICEF



*Mert Black of Deutsche Bank South Africa Foundation  
with ECD Level 4 trainees*



## Ntataise Directors' Report

**Jane Evans, Director Ntataise Network Support Programme and Puleng Motsoeneng, Director Ntataise Free State operations**

2016 was a watershed year for our nation's youngest citizens with the approval by Cabinet of the National Integrated Policy for Early Childhood Development (ECD) in December 2015. The newly ratified policy makes ECD a priority for government and provides the framework for the improved and expanded delivery of quality ECD services. In its first year, the policy has been welcomed by stakeholders and has and will continue to guide future developments in the sector.

This year also saw the registration of the new ECD practitioner Occupational Qualification which, although has many merits, does pose a number of challenges mainly related to the implementation of the work integrated learning and mentoring components of the qualification, particularly for ECD practitioners working in disadvantaged and isolated communities. Ntataise, in collaboration with other sector stakeholders and ECD training providers, has and will continue to work closely with government to address these issues.

The new Occupational Qualification does however provide an opportunity for NGOs, such as Ntataise, to continue to do what they do best, notably ensuring quality ECD implementation through offering the vitally needed on-site support for work integrated learning and mentoring. These are essential services that Ntataise and its Network have been providing for decades, significantly improving the quality and standard of play and learning in the thousands of community-based ECD Centres across the country.

In our constant strive for improved quality ECD programmes for young children, in 2016 Ntataise started an exciting new project to use digital platforms and technology to scale-up and extend the reach and quality of ECD programme implementation. The first phase of the project entailed the production of a series of seventeen three to four-minute audio visual activity clips which demonstrate simple and inexpensive play activities accompanied by clear explanations of how to present them to children in an ECD centre, playgroup or at home. The series gives practitioners, caregivers and parents, who lack sufficient teaching resources, the skills to encourage play and promote early learning.

In 2016, Ntataise also completed the review and revision of the Ntataise theme-based play activity series to bring it in line with the National Curriculum Framework for children birth to 4 years. This play activity series, together with Ntataise's newly developed audio visual clip series, opens the door to quality ECD programming underpinned by play.

The end of 2016 saw Jane Evans who founded Ntataise in 1980 step down from her role as director of the Ntataise Network national operations. Whilst Puleng Motsoeneng who was appointed director of Ntataise's operations in the Free State in 2005 remains in this position, which now includes training and on-site support of early childhood development programmes in the North West, the Ntataise Board of Trustees appointed Sarah McGuigan who has worked with Ntataise for the past ten years to head the Ntataise Network operations. She will, in addition take overall responsibility for Ntataise's finances along with Treasurer, David McCall. Puleng Motsoeneng takes overall responsibility for Ntataise's training programmes including ensuring Ntataise keeps up to date with changes at both ETDP Seta and QCTO levels.

Rachel Leshoro, a primary school teacher, joined the Ntataise staff in 2015 to assist Puleng Motsoeneng in monitoring and evaluating programmes in the Free State and North West. She and Claire Gledhill, a conveyancing lawyer with management experience joined Ntataise in 2016, and join Puleng Motsoeneng and Sarah McGuigan on the Ntataise management team along with Jane Evans who has been asked by the management team and the Board of Trustees to act in an advisory capacity.

Ntataise thanks its team of Trustees, management, administration, training and housekeeping staff who have contributed to our efforts to ensure that the most vulnerable children in our society have access to quality early childhood development programmes.

## In memoriam

Our thoughts and prayers are with David McCall, Ntataise Trustee and Treasurer, whose father Justice Keith McCall died in July 2016. Our deepest condolences also go to the families of the greater Ntataise community who lost loved ones this past year.

## Ntataise staff



*Jane Evans*  
Retiring Director



*Puleng Motsoeneng*  
Director Free State Operations



*Sarah McGuigan*  
Project management,  
fundraising and reporting



*Rachel Leshoro*  
Management, monitoring and  
evaluation



*Margie Norval*  
Financial management



*Emily Rammile*  
Administration



*Michelle van der Merwe*  
Administration



*Erika de Wet*  
Financial administration



*Alice Chomane*  
Facilitator, assessor and  
moderator



*Nthakoana Maseola*  
Administrator and facilitator



*Ingrid Mathibe*  
Facilitator



*Martha Molohe*  
Facilitator and assessor



*Aletta Matshediso*  
Enrichment programme  
facilitator, assessor and  
moderator



*Sandra Mokwena*  
Enrichment Programme  
facilitator and assessor



*Dikeledi Tsuela*  
Playgroup facilitator



*Ellen Mokitlane*  
Playgroup facilitator



*Melita Kakudi*  
Playgroup facilitator



*Emmah Guza*  
Housekeeping



*Margaret Sothoane*  
Housekeeping



*Sam Modiakgotla*  
Driver

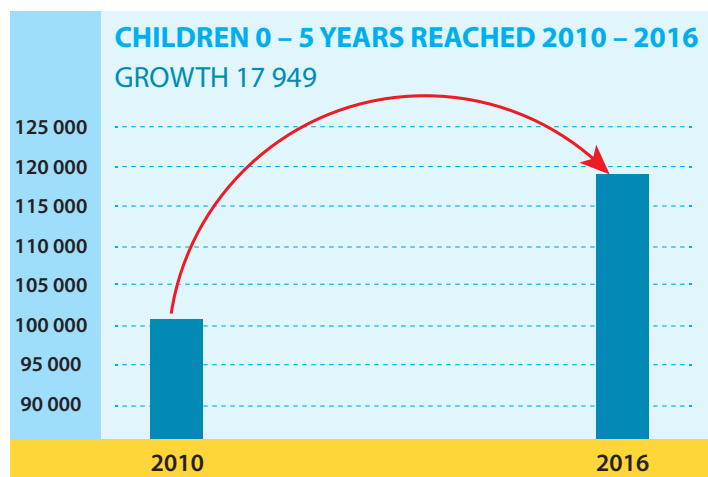
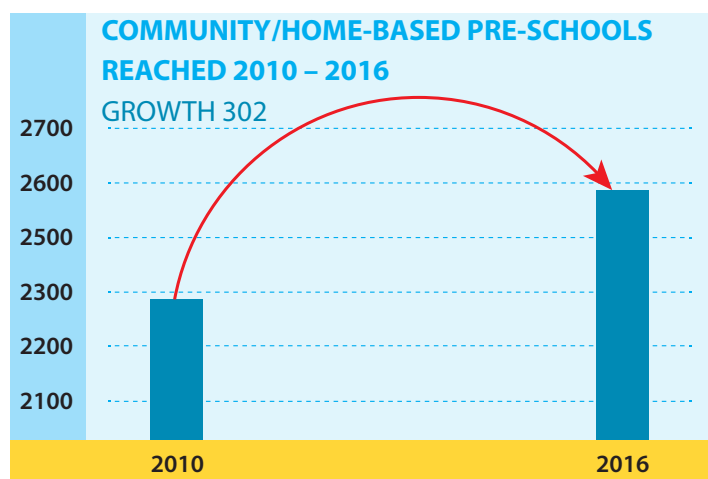
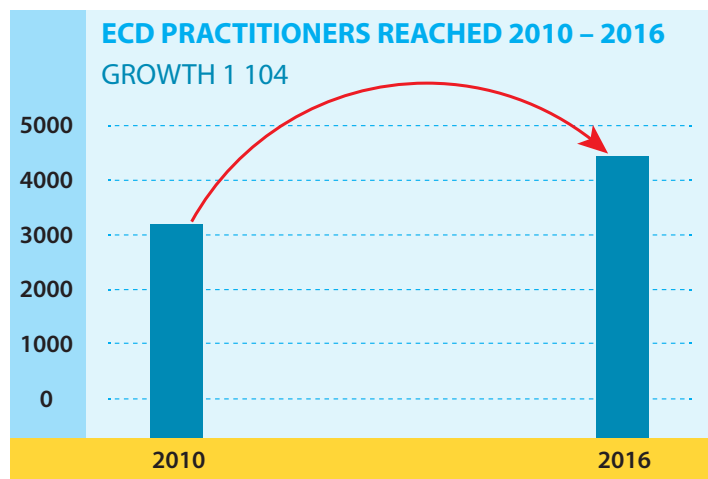
## ECD organisations which form the Ntataise Network



- |  |   |   |
|--|---|---|
|  <b>Ntataise Training Centre</b><br>(Viljoenskroon)  |  <b>Siyathuthuka Nursery School Project</b><br>(Eastern Highveld - Devon, Delmas, Balfour, Kriel, Cluwer, Leandra, Kinross and Embalehlehle) |  <b>Thukakgaladi</b><br>(Mankweng area. Polokwane municipality, Capricorn district)  |
|  <b>Ntataise</b><br>(Parys, Vredefort, Rammulotsi, Bothaville, Welkom, Steynsrus, Kroonstad, Edenville and Heilbron in the Free State. Rustenburg in the North West province)  |  <b>Masakane Trust</b><br>(Standerton, Greylingstad, Embalehlehle, Bethal, Morgenzon, Perdekop, Amersfoort, Pietretief, Daggakraal, Ermelo)  |  <b>Custoda Trust</b><br>(Ulco, Delportshoop, Barkley West, De Aar, Kimberley)   |
|  <b>Realeboga-Bakubung Training &amp; Development Agency</b><br>(Thaba Nchu, Botshabelo, Ladybrand)  |  <b>Sithuthukile Trust</b><br>(Middelburg, Emalahleni, Hendrina, Ogies, Bronkhorstspuit, Kwamhlanga, Siyabuswa, Tjakastad and Roosenekaal)   |  <b>Katlehong Early Learning Resource Unit (KELRU)</b><br>(Kathorus area which includes Katlehong, Thokoza, Vosloorus, Daveyton, Tsakane, KwaThemba and Wattville) |
|  <b>Tshepang Educare Trust</b><br>(Senekal, Rosendal, Fouriesburg, Ficksburg, Bethlehem, Reitz, Clarens, Petrus Steyn, Lindley, Paul Roux, Qwa-Qwa, Harrismith, Clocolan, Marquard and Warden)                                     |  <b>Ntataise Lowveld</b><br>(Nelspruit, Komatipoort, Kanyamazane)  |  <b>Greater Soweto Association for Early Childhood Development</b><br>(Gauteng, Soweto and its informal settlements)   |
|  <b>Lesedi Educare Association</b><br>(Western, Central, Central-Eastern, South-Western, Southern, South-Eastern Free State, Sterkspruit, Aliwal North (Eastern Cape) and towns along the southern Free State/Eastern Cape Border) |  <b>Thušanang Trust</b><br>(Capricorn, Mopani and Vhembe Districts of Limpopo)   |  <b>Baobab Early Learning Training Programme</b><br>(Soweto, Alexandra, Germiston and Central Johannesburg)  |
|  <b>Ntsoanatsatsi Educare Trust</b><br>(Maluti-a-Phofung Municipality which covers QwaQwa, Kestel and Harrismith)  |  <b>Khanimamba Training &amp; Resource Centre</b><br>(Mopani, Vhembe, Capricorn and Waterberg District Municipalities)                       |  <b>Education Africa</b><br>(Protea Glen and surrounds, Soweto)  |
|  |  <b>Golang Kulani Early Learning Centre</b><br>(Mopani District in Greater Tzaneen, Maruleng and Letaba Municipalities)                      |   |

ORGANISATION	Number of practitioners reached in 2016	Number of pre-schools reached in 2016	Number of children reached in 2016
<b>FREE STATE</b>			
Lesedi	264	198	10 692
Ntataise	779	185	13 698
Ntsoanatsatsi	301	132	12 628
Tshepang	145	133	2 719
Realeboga-Bakubung	117	58	2 689
<b>GAUTENG</b>			
Greater Soweto	23	17	575
KELRU	149	74	2 802
Baobab	30	25	900
<b>New</b> - Education Africa	new	new	new
<b>MPUMALANGA</b>			
Masakane	202	138	6 941
Ntataise Lowveld	368	202	7 536
Sithuthukile	206	168	4 950
Siyathuthuka	173	78	2 619
<b>NORTHERN CAPE</b>			
Custoda	504	422	14 400
<b>LIMPOPO</b>			
Khanimamba	267	228	15 561
Thušanang	223	200	5 575
Golang Kulani	115	101	6 682
Thukakgaladi	568	221	8 520
<b>TOTAL</b>	<b>4 434</b>	<b>2 580</b>	<b>119 487</b>

## Growth 2010 - 2016



## Areas of operation: Free State and North West provinces



## Programmes offered by Ntataise 2016

### 1. Ntataise Network Support Programme

Ntataise's Network Support Programme focuses on training, mentoring and supporting Ntataise Network members and extending quality ECD to the children it reaches. A recent evaluation conducted with members of the Ntataise Network, as well as peer reviews and training reports, show that capacity building workshops, one-on-one support, mentoring visits, Network Directors forum meetings and the Ntataise Network Annual Conference have significantly improved the operational, systems and leadership capabilities of member organisations. If ECD is to remain a reality for children and women in more isolated disadvantaged communities it is imperative that organisations like Ntataise and members of its Network remain strong, capable and relevant.

#### Organisational development and capacity building

Ntataise, as it has done over the years, used experts from various fields to extend the impact of its support to its Network members. This included capacity building workshops presented by:

- Rene King, Director of Khululeka Community Education Development Centre, who addressed issues of systems management and performance assessment in Human Resource development.
- Chris Murray of Creative Transformations who visited each Ntataise Network member and conducted an individual contextual needs analysis whilst assisting organisations in taking a critical look at:- the programmes they offer; their implementation; relevance; management and financial administration. These visits have enabled Ntataise to develop interventions with Network members to address their longer-term sustainability.
- Ntataise's Amanda Watermeyer presented the second phase of the project to *Strengthen Knowledge of Early Numeracy in ECD NGOs*. This phase of the project looked at ways of supporting ECD Practitioners to build their own mathematical concepts and provide opportunities for children to explore foundational mathematical concepts through play. This project is one of the most crucial projects Ntataise has undertaken in recent years providing insight into what is needed in a programme and material to significantly improve the mathematical competency of ECD practitioners to provide opportunities and prepare learning environments that support the development of emergent mathematics.



*Rene King (fourth from right) with Network delegates at Huntersvlei Farm, Human Resource Workshop, April 2016.*



*Resource material and toys made from simple resources for maths games.*



*Amanda Watermeyer presenting to ECD practitioners.*

## Ntataise Network Annual Conference

The Ntataise 2016 Conference started on a sombre note as delegates paid tribute to Anthony Evans, who had died a few days earlier. Anthony was a long term trustee and husband to Ntataise founder and director, Jane Evans.

Constitutional Court Judge Justice Edwin Cameron delivered the opening address and spoke on the vital role of the Constitution and the Constitutional Court in South Africa.

Ruby Motaung of the Department of Higher Education and Training talked about the new ECD Higher Education qualifications and a career pathway in ECD. Well known players in the ECD field Zanele Twala, Sector Expert on Childhood Development, Department of Planning, Monitoring and Evaluation; Andre Viviers, Education Specialist of Early Childhood Development UNICEF; Victoria Mokgatle, Chief Education Specialist: Department of Basic Education and, Maswazi Tshabalala, Head of Department: ETQA: ETDP Seta, were amongst the special guests and gave delegates a thorough insight into current developments specifically at government level in the ECD field.

Other presenters and experts in their fields included:

- Julia Norrish, the programme director of 'Book Dash', an innovative early literacy programme
- Linda Biersteker, well known researcher and expert on monitoring and evaluation
- Rene King, Director of Khululeka gave an in depth look at the importance of human resource management
- Sherri Le Mottee, from Change for Children Lab, talked about the National Integrated ECD policy
- Monica Stach, Gertrude Maeza and Daisy Kekane of Cotlands gave a practical, hand-on demonstration on non-centre based programmes and play- based practice
- Deyana Thomas and Shamielah Smith of CDP presented a workshop on managing an outreach programme and making toys out of waste

The Conference which served to strengthen the Ntataise Network and ECD within the various regions in which it operates, ended with a spellbinding presentation by storytelling icon Dr Gcina Mhlope. The Conference remains a highlight of the Ntataise Network annual calendar.



*Seen at the Conference: (from left) Shelia Drew of SAIDE; Victoria Mokgatle, Department Basic Education; Professor Ina Joubert; Ruby Motaung, Department Higher Education and Training; Busi Makhanya, Social Investment Analyst at Tshikululu; Elinor Kern of Mary Oppenheimer and Daughters Foundation and Angie Phillips of Ntataise Network member Siyathuthuka*



Constitutional Court Justice Edwin Cameron



The Annual Conference was attended by 136 delegates from Ntataise Network Organisations, donors, UNICEF and government.

## 2. Training Programmes and Resource Development

- In the latter part of 2016 Ntataise, in partnership with Khululeka Community Education Development Centre completed the development and writing of the programme and training material for the *National Certificate: Occupationally directed Education, Training and Development (ETD) Practice at level 4*. Ntataise also completed the development and writing of a level 5 unit standard *Building Mentors in the Workplace* which will be used with the training programme for the Occupationally directed ETD qualification. Both programmes and material have been submitted to the respective Quality Council/SETA for approval.
- The revision of the Ntataise theme based activity programme for children began in 2016 and will be completed in 2017 to bring it in line with the National Curriculum Framework for children from birth to four
- Innovative audio visual project



Producer Mark Klein assisted by Eddie Chirwa, filming Ntataise's Engeline Kelebone Ntsoeleng playing 'mingle mingle' activity at the Ntataise Training Centre, in Rammulotsi, Free State.

*Ntataise's exciting new audio visual play activity series was completed in 2016 and will be launched in 2017. The series aims to extend the reach of quality ECD implementation which encourages play and promotes early learning.*

### 3. ECD 'Centres of Excellence' Enrichment Programme

The Ntataise 'Centres of Excellence' Enrichment Programme assists practitioners in improving the quality of play and learning in the playroom. Once practitioners complete their formal training programmes, the programme provides them with valuable support in applying their newly learned skills to the practical playroom environment. The focus is on creating print rich, stimulating learning environments focusing on early literacy and emergent numeracy. The programme reached 26 pre-schools, 52 practitioners and 1 129 children while still offering support to those practitioners enrolled in the programme in 2015.



*Print rich classrooms encouraged by the Enrichment Programme, promoting a stimulating learning environment*



*Elisa, Boiteko Crèche, Rammulotsi, Viljoenskroon, had the following to say:*

*'I have benefitted greatly from the 'Centres of Excellence' programme. The Ntataise facilitators encouraged me to place the children's names on posters on the walls. We were also taught to display all the children's work on the walls, which keeps the children interested and motivated as they know their work will be placed where all their classmates can see.'*

## 4. Community Outreach Programme

In 2016, the Ntataise Community Outreach Programme consisted of the Mosupatsela mobile playgroup, the playgroup and Carer Support Programme at the PAX day clinic in Rammulotsi and the Ntataise Toy Library. These Programmes provided access to quality play and learning opportunities for those young children who are unable to afford to attend a pre-school or ECD programme.

### Mosupatsela playgroup

The Ntataise Toy Truck, filled with educational toys moved around the Rammulotsi Township through the week, setting up mobile playrooms at various sites.



*The children of the Mosupatsela playgroup, eagerly awaiting the programme to start and then enjoying a story.*



*Parents and caregivers are encouraged to play with the children, and continue these educational interactions at home.*

## Playgroup and Carer Support Programme at the PAX day clinic

After the steady growth in attendance at the playgroup held at the PAX day clinic in 2015, the programme was continued through 2016. Facilitators attended the PAX day clinic and provide play activities for children waiting at the clinic.



*Playgroup at the PAX day clinic*

## Ntataise Toy Library

The Ntataise Toy Library continued to draw a number of pre-school children and large numbers of children in the foundation phase from various Rammulotsi primary schools.







## Ntataise

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