

INTEGRATED ANNUAL REPORT 2024



CARE WITH
COMPASSION

QUICK FACTS



Approximately 2500 nappies are washed per day. A total of 912 500/almost one million nappies are washed a year!



LITTLE EDEN Society has directly impacted the lives of 1108 individuals with profound intellectual disability since its inception. A total of 16 residents were admitted during the reporting year.



With a total of 296 residents at the end of the year under review, there are 149 at DDHH and 147 at ERV. The society is licensed to care for a maximum of 300 residents.



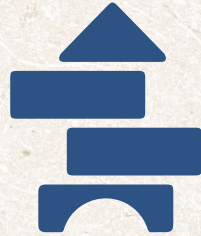
59% of our residents rely on the use of assistive and mobility devices such as wheelchairs.



Ages range from 4 – 69 years old.



The late Founders of the Organisation, the Servants of God, Danny and Domitilla Hyams are being considered for Sainthood through the Catholic Church.



Statistically, the average chronological age of our residents is 27 years, but the level of mental functioning is that of a one-year-old or younger.



Of our 296 residents, 64.86% were previously abandoned or come from indigent families who are unable to support them financially or otherwise.



It costs R14 868 per month to care for one resident. A total of R4 400 928 each month for 296 residents.



As part of the self - sustainability plan, the Organisation has two Charity Shops and 21 hectares of pecan nuts at Elvira Rota Village, the sales of which contribute as a direct income stream towards the care of the residents.



LITTLE EDEN has a workforce of 268 members. Local and international volunteers lend a helping hand to the operation.



Xelda Rohrbeck has been CEO since 2018

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LITTLE EDEN Society for the Care of Persons with Mental Handicap was established in 1967 and is a registered Non-Profit Organisation (001-827 NPO), licensed to operate under the Department of Health Gauteng Provincial Government and is an approved Public Benefit Organisation in terms of Section 30 of the Income Tax Act (PBO 930/0000/03). The Section 18A status allows for donations made to the Society to be deductible in terms of Section 18A of the Income Tax Act, dependent upon the amount of the taxpayer's tax liability.

List of definitions & abbreviations

BD: Business Development (department)

BoG: Board of Governors (Society)

BoM: Board of Management (Foundation)

DDHH: Domitilla and Danny Hyams Home (Edenvale)

DoE: Department of Education (Gauteng Provincial)

DoH: Department of Health (Gauteng Provincial)

DoL: Domus Our Lady Mother of all Children

DsD: Department of Social Development

ERV: Elvira Rota Village (Bapsfontein)

Fidesco: An International Solidarity Association which sends volunteers

LE / LES: LITTLE EDEN Society

LEF: LITTLE EDEN Foundation

NoK: Next of Kin (Family of residents)

NPO: Non-profit Organisation

ONLUS: Associazione Domitilla Rota Hyams Onlus (Italy)

PBO: Public Benefit Organisation

SC: Supercare (sub-contracted labour services)

SIC: Sisters of the Imitation of Christ (nuns)

SJH: St Joseph House



**Banele enjoys
his weekly
Occupational
Therapy sessions**

>> Introduction

*The fruit of love is service, which is **COMPASSION** in action.* St. Mother Teresa

It is an honour to present to you the 2024 LITTLE EDEN Society Annual Integrated Report, themed **compassion**. The choice of this year's theme resonates deeply with the core of our mission and the ethos that drives every aspect of our Organisation. **Compassion** is not merely a word; it is a guiding principle that illuminates our path and defines our purpose.

Throughout this report, we celebrate and express profound gratitude for the hands that tirelessly care for the residents entrusted to us, each living with Profound Intellectual Disability. It is through the lens of **compassion** that we reflect on the year's achievements and milestones, recognising the ongoing dedication and kindness that permeate every aspect of our work.

During the reporting year, **compassion** manifested itself in tangible ways as we completed essential building upgrades at both facilities –

Edenvale and Bapsfontein. The refurbishment and upgrades of the various structures not only enhance the physical environment but also underscore our commitment to providing the highest quality of care, and stand as a testament to the power of **compassion** transcending borders and uniting hearts in a shared mission of care and support.

As we navigate the complexities of our world, it is **compassion** that serves as our guiding star, illuminating our path and infusing every interaction with warmth, empathy, and understanding. In the pages that follow, we invite you to journey with us through a year marked by **compassion**—a year of growth, resilience, and unwavering commitment to those we serve.

Thank you for your continued support, **compassion** and partnership as we strive to create a world where **compassion** reigns supreme, and every individual is valued, cherished, and embraced with open arms.

This report covers the most significant material issues related to LITTLE EDEN as well as operational matters for the period 1 April 2023 to 31 March 2024. There were no limitations or changes in terms of scope or boundary and the report covers all the operations of Domitilla and Danny Hyams Home (DDHH), Edenvale and Elvira Rota Village (ERV), Bapsfontein, as well as the LITTLE EDEN Charity Shop Operations.

This report does not include the operations of LITTLE EDEN Foundation (<https://littleeden.org.za/about/#foundation>) or Associazione Domitilla Rota Hyams Onlus (<http://www.domitillarotahyams.com/en/1/home.html>) as they are independent entities (see page 76).

In the interest of simplifying this report the Global Reporting Initiative guidelines (GRI G4 NGO sector supplement: core level) and standards have been considered but not applied.



LITTLE EDEN is mindful of the important role that our stakeholders play and we are committed to constant engagement with them and to taking their views and interests into consideration in our decision-making processes. This is in line with the four principles of **Inclusivity, Materiality, Responsiveness** and **Impact** set out in the AA1000 AccountAbility Principles Standard 2018.

INCLUSIVITY

Our inclusive stakeholder engagement approach, details of which are provided in “Stakeholder Engagement” on pages 57 of this report, is the cornerstone to how we identify materiality and respond to these issues.

MATERIALITY

We define a material matter as one that can influence our decisions, actions and performance and those of our stakeholders. LITTLE EDEN 2024 material matters are discussed in further detail in “Material Matters” on page 8 of this report.

RESPONSIVENESS

In addition to the stakeholder engagement strategy, LITTLE EDEN has entrenched management systems, policies, procedures and processes that help to ensure that we respond appropriately to stakeholder inputs, concerns and complaints.

IMPACT

LITTLE EDEN monitors and evaluates core functions on an ongoing basis in order to measure and be accountable for these actions. Refer to “Monitoring and Evaluation” on pages 72 of this report for further details.

The scope of this report remains unchanged from previous reports and reporting is in line with global best practice with the express purpose of being an instrument through which LITTLE EDEN is able to demonstrate to all stakeholders its commitment to public accountability, transparency, recording efficiency and sustainable fundraising.

PricewaterhouseCoopers Inc provided limited external assurance on selected data in this report, indicated by “LA”, in accordance with the International Standard on Assurance Engagements (ISAE 3000). The scope of the assurance engagement and the statement of assurance are provided on page 78 of this report. The last Annual Report was released in July 2023.

This report has been compiled with reference to the International Integrated Reporting Framework.

THIS REPORT HAS BEEN FULLY SPONSORED. GRATEFUL THANKS TO THE FOLLOWING FOR THEIR PRO BONO SERVICES IN DESIGNING, PRINTING AND PROVIDING LIMITED EXTERNAL ASSURANCE:



Mortimer Offset (Pty) Ltd
for printing the Report



PricewaterhouseCoopers Inc. for
providing the Assurance process



DesignerArt for the design and
layout of the Report

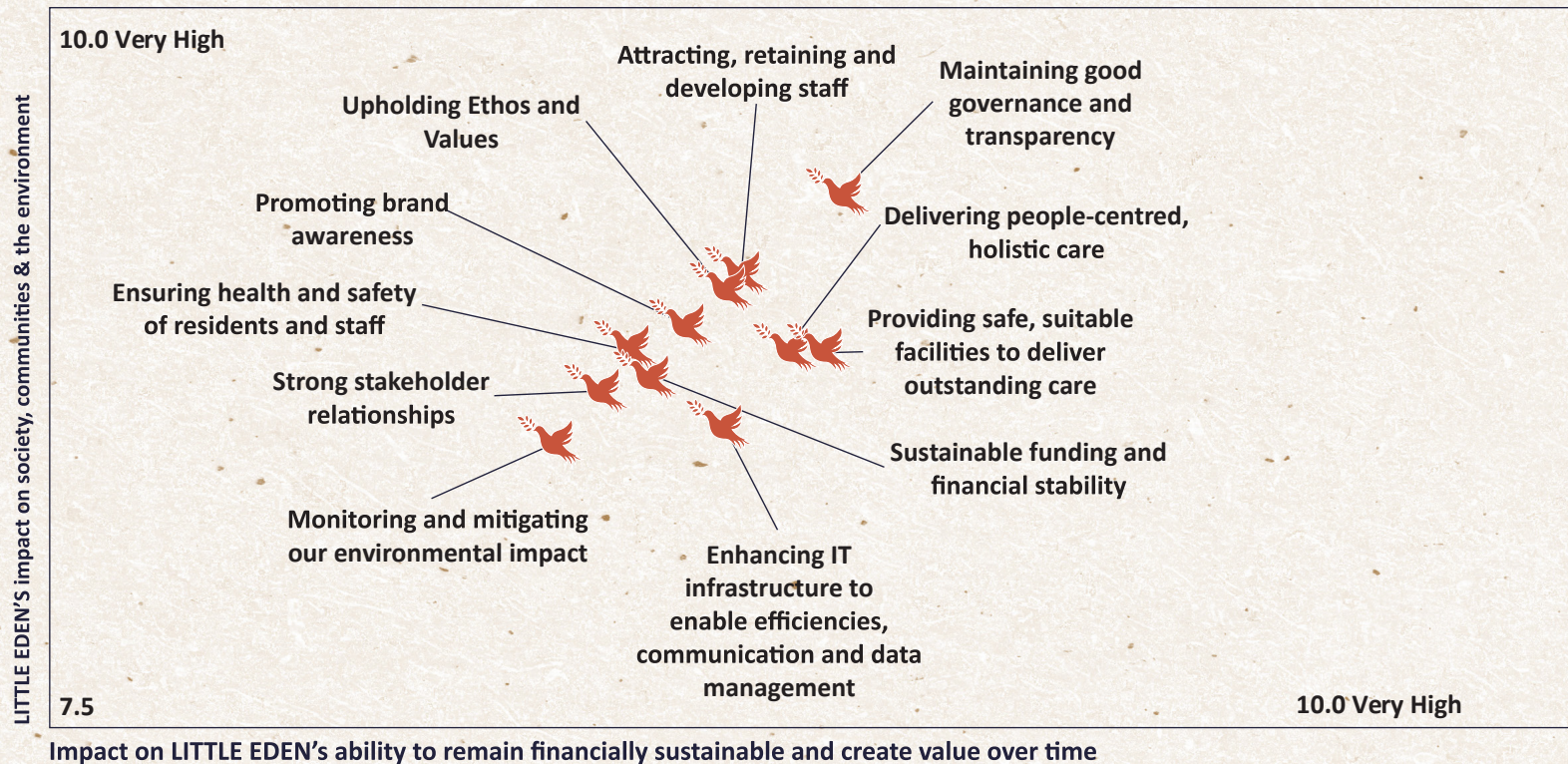
>> Material Matters Explained

Material matters are matters that we consider to be significant that could potentially affect the impact we create over time. These are factors that influence our ability to create and sustain value for the Organisation and our stakeholders. Identification and awareness of these matters are important as they inform the content of our Integrated Annual Report, a process that LITTLE EDEN has undertaken and which has evolved over the years.

DETERMINING MATERIALITY

Our material matters are extensively reassessed after every two years. For the financial year ended 2023, the material matters were reassessed through an independent assessor (*Alchemy Creative Studios* in partnership with *Psychosocial Analytics*) in a process that included a desk-based review to determine potential material matters and an online survey to assess and prioritise the matters. The process resulted in a set of 11 matters with 36 sub-matters. For this reporting year, the identified material matters were reviewed and only the 11 main matters will be unpacked.

LITTLE EDEN'S IMPACT ON SOCIETY, COMMUNITIES AND THE ENVIROMENT



Maintain good governance and transparency

Good corporate governance, legal compliance and transparency are key to assuring our donors and other stakeholders that LITTLE EDEN is a credible Organisation. Our Board and subcommittees continue to promote good corporate governance. In addition, Organisational audits are regularly conducted.

Stakeholders

- All stakeholders

Strategic objectives

- Commitment to best practice, transparency and good corporate governance

Additional Comments

- Subcommittees were implemented to ensure adherence to Organisational policies;
- SARS IT3d compliance changes with regard to 18A donation submissions are noted and being implemented

Deliver people-centred, holistic care

Our primary purpose is to provide our residents with holistic care, including spiritual, physical and emotional care. To achieve this, we facilitate ongoing training for our staff and ensure our facilities are equipped to meet the needs of our residents, all underpinned by *compassion*.

Stakeholders

- Beneficiaries, Next of Kin, staff and volunteers, Department of Health, Department of Education

Strategic objectives

- Provide holistic care to the residents
- Offer care services in fit-for-purpose infrastructure/facilities
- Engage a workforce that serves the needs of LITTLE EDEN

Additional Comments

- Continued and close engagement with Government departments
- Regularly review and evaluate stimulation and therapeutic needs and techniques
- Annual flu vaccination of residents
- Upgraded facilities to suit the changing needs of the residents
- Constant communication with family members of residents via WhatsApp platform has gained momentum

>> Material Matters Explained

Attract, retain and develop staff Our staff is at the heart of providing outstanding care and <i>compassion</i> to our residents. We offer continuous training and development and recruit new members from a national talent pool, not only in proximity to our Homes	Stakeholders - Personnel Strategic objectives - Engage a workforce that serves the needs of the Organisation - Provide staff with development opportunities - Motivate staff and create a sense of belonging - Focus on providing holistic (spiritual, physical, emotional) care to the residents Additional Comments - Relationship-building and fundraising activities play a major role in keeping the doors of the Organisation open. There is ongoing training of administration staff to ensure that the Organisation has competent staff to keep up with current trends as well as continuous in-house and external training in support of the care regimes.
Uphold Ethos and Values We are committed to upholding our Ethos and Values of <i>Respect, Sanctity of Life and Love & Care</i>®. We expect our staff to embody these Values in the care they provide to our residents and enable them to do so by supporting their wellbeing and uplifting morale	Stakeholders - Staff, volunteers and Next of Kin Strategic objectives - Uphold and protect the Ethos and Values of the Organisation Additional Comments - LITTLE EDEN continues to explore various communication platforms and opportunities to ensure staff and volunteers feel valued and part of the team. - Various interventions are implemented to ensure a healthy work environment for staff as well as internal events aimed at boosting staff morale - Events such as the Annual Danny and Domitilla Hyams Memorial Lecture and Pilgrimage are events which directly assist with keeping the legacy of the Founders alive

Promote brand awareness

Brand awareness contributes significantly to the sustainability of the Organisation. We promote LITTLE EDEN's cause through effective communication with stakeholders on multiple platforms, awareness campaigns such as our Annual LITTLE EDEN CEO Wheelchair Campaign®, partnerships with other organisations and attendance at events

Stakeholders

- All stakeholders

Strategic objectives

- Enhance stakeholder engagement/brand awareness
- Build sustainable partnerships
- Continued awareness and promotion of LITTLE EDEN

Additional Comments

- Organisational communication platforms are continuously reviewed and upgraded to ensure easy accessibility and interaction with the Organisation
- Next of Kin mobile communication platform aims to add to the accessibility of the Organisation
- The Society continuously evaluates various events for the purpose of fundraising and to remain visible to stakeholders
- Efforts are made continuously to expand our reach outside the borders of Gauteng and nationally
- Keeping up to date with current trends such as Artificial Intelligence (AI) will assist LITTLE EDEN to stay connected and accessible to the stakeholders



Compassion



>> Material Matters Explained

Sustainable funding and financial stability Our funding environment faces increased pressure from a volatile economic and political landscape. Increasing costs and a reduction in donations affect the financial stability of our Organisation. We aim to mitigate this through our income-generating activities, such as the pecan nut farm and Charity Shops. We also focus on maintaining strong relationships with our current donors and diversifying our donor funding pool	Stakeholders - All stakeholders Strategic objectives - Sustainable funding - Enhance and diversify sustainable funding Additional Comments - The five-year Business Development Strategy is in place and regularly reviewed to optimise funding opportunities
Provide safe, suitable facilities to deliver outstanding care Our facilities must meet the needs of our residents and staff. As such, we upgrade facilities to be safe, fit for purpose and equipped to deliver outstanding care. Part of this is ensuring we mitigate electricity and water outages by having alternative sources of energy. We have generators and boreholes at both Homes, solar panels installed at Edenvale with investigations under way for the installation of solar power at Bapsfontein	Stakeholders - All stakeholders Strategic objectives - Offer the care services in fit-for-purpose infrastructure/facilities - Ensure uninterrupted supply of services Additional Comments - The recent LITTLE EDEN innovation, the <i>ShowerBath</i> seeks to limit bath time challenges - The erection of a medical centre supports the unique needs of our residents who require additional medical care - Major renovations project nearing completion in support of fit-for-purpose facilities - Upgraded office space creates a comfortable work environment - Installation of Solar panels at Edenvale complete, investigations under way at ERV

Enhance IT infrastructure to enable efficiencies, communication and data management

Effective IT infrastructure aids the governance and daily functioning of our Organisation. Our efforts to enhance the IT landscape include leveraging multiple platforms for efficient engagement providing automated access to resident information and leveraging AI opportunities

Stakeholders

- All stakeholders

Strategic objectives

- Enhance and upgrade IT infrastructure
- Gain a better understanding of IT trends and developments, including AI

Additional Comments

- Fibre connection and Cloud connection add to organisational effectiveness
- IT internal audit investigations and planning are under way

Ensure the health and safety of residents and staff

The health and safety of our residents and staff is a priority. We entrench measures into the care services to prevent injuries, and the spread of infections and ensure staff is provided with the correct equipment. LITTLE EDEN also maintains security at the facilities, including access control

Stakeholders

- All stakeholders

Strategic objectives

- Offer the care services in fit-for-purpose-infrastructure/facilities
- Enhance CCTV system and software

Additional Comments

- On-going maintenance of the facilities is crucial
- Preventative measures in place are constantly reviewed

>> Material Matters Explained

Strong stakeholder relationships

We rely largely on financial assistance from the Government, corporates, individuals, foundations, trusts, clubs, religious groups and schools. We continue to focus on developing our relationships with these donors to ensure sustained access to funding, as well as forming strong relationships with our residents' next of kin. We also have a growing network of volunteers who play an important role in supporting our staff

Stakeholders

Volunteers, partners, residents' next of kin, donors, the Department of Health, SASSA, Department of Environmental Health and other government agencies

Strategic objectives

Enhance stakeholder engagement/brand awareness
Keeping up to date with current trends such as Artificial Intelligence (AI) will assist LITTLE EDEN to stay connected and accessible to stakeholders

Additional Comments

Enhancement of local volunteering and community service programme
Implementation of the International Volunteer Alumni Programme speaks to building stronger stakeholder relationships locally and internationally

Society CEO
Xelda Rohrbeck
represents the
society on Mix FM



CEO of Cell C Jorge Mendes
participates in the 7th
Annual LITTLE EDEN CEO
Wheelchair Campaign



Monitor and mitigate our environmental impact

We are cognisant of the environmental impact our facilities have and actively monitor our energy and water consumption. Energy and water are used for the direct and indirect care of residents as well as for our agricultural activities. To mitigate our consumption, we have implemented energy-efficient upgrades at our facilities and have a metal, e-waste and paper recycling programme in place. Medical waste is disposed of by DoH

Stakeholders

All stakeholders

Strategic objectives

Mitigate environmental impact through sustainable initiatives
Installation of solar power

Additional Comments

- Some environment projects that have been implemented will not bear immediate results such as the newly planted trees and the additional pecan nut trees which will only start bearing fruit in 5 years
- Borehole water tanks to ensure continuous availability of water for the smooth operation of the Organisation with further water storage options in Edenvale being investigated
- ERV facility uses recycled water for irrigation and other needs of the facility
- Opting for towelling nappies where suitable helps to reduce the volume of disposable nappies disposed of in landfills
- Upgraded facilities contributed to enhanced efficient lighting, heating and water usage systems in place
- Installation of Solar power at DDHH already contributing towards self-sufficiency and reduced CO2 emissions

>> 2024 Highlights and Challenges



Siza enjoys arts
and crafts

HIGHLIGHTS

- LITTLE EDEN has been nominated and is one of the finalists for the Gauteng Premier Disability Awards. Winners of this award have not yet been announced.
- As part of the fundraising initiatives, the Society celebrated the success of its inaugural annual Golf Day which took place in September 2023. The second annual Golf Day is scheduled to take place in October 2024.
- The 7th annual LITTLE EDEN CEO Wheelchair Campaign®, through various media partnerships, expanded its reach and thus its advocacy objective.
- After three years of fruitless appeals, the National Lotteries Commission (NLC) granted some funding to the Organisation.
- Through the support of valuable donors, the Society installed Solar at the Edenvale facility with preparations under way for the installation of solar power at Bapsfontein.
- The facilities upgrades, fully funded by various donors, are nearing completion and the improved level of care and comfort is evident.
- The financial year closed with a surplus, which is a rare favourable position contributing towards building some reserve funding, noting that the donations received are not guaranteed in the future.

CHALLENGES

- The increasing cost of living and unfavourable funding landscape continue to affect fundraising initiatives.
- Staff turnover & recruitment of suitable replacements– A total of 15 personnel left the Society this reporting period for various reasons. A high staff turnover has a negative impact on consistent quality care provided as suitable candidates to fill vacant positions are not always readily available.
- Quality of donations – there has been a noticeable consistent decrease in the volume and quality of second-hand items donated to the Home and Charity Shop. This has a direct impact on funds raised through the Charity Shops.

STRENGTHS

- Strong and committed workforce
- Strong LITTLE EDEN Brand
- Providing quality, individualised and holistic care to our residents
- Long standing committed donors
- Over 57 years of service
- International presence (e.g. ONLUS / Fidesco / volunteers)
- Involvement of family members of the Founders, seen by many donors as imperative for continuation of the Society
- Long term self-sustainability in the agricultural operation for the next 50 years
- Renovated customised and maintained facilities
- Benchmark Organisation - (Sharing expertise)

S

WEAKNESSES

- Financial constraints
- Reach mainly local (need to continue to extend reach and visibility nationally and internationally)
 - Limited knowledge and experience of the latest IT technologies (such as AI)
 - Staff morale
 - Staff turnover

W

OPPORTUNITIES

- AI / technology
- Online connection gives opportunity to break down distance boundaries
- Process of the Cause towards Sainthood (spread the word of LES)
- Partnerships / collaborations with targeted influencers

O

THREATS

- Economic uncertainty / grey listing
 - Electricity supply
 - High cost of living / inflation
- Prevalence of transmissible diseases
- Shortage of medication supplied by DoH
 - Poor hospital care
- Availability of trained staff (nursing care)
- Intellectual disability not strategic funding focus for many donors
- Decreased volume and poor quality of donations towards Charity Shop
 - Brain drain (immigration)
 - Mental Health Fatigue
- Increased prevalence of water shortages

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>> Organisational Profile

The Core of Our Existence

OUR MISSION

To care for, develop and enhance the quality of life, with love and understanding from a dedicated staff, persons with intellectual disability of all races and creeds entrusted to us, by providing with trust in Divine Providence and in co-operation with the parents, the community and the State the necessary spiritual, nursing, therapy and stimulation services in as efficient and economic a manner as possible.

OUR CORE VALUES

Within our Mission Statement, the core principles of our Organisation are encapsulated. We strive to provide a nurturing environment that fosters growth, improvement, and happiness for those living with profound intellectual disability, regardless of their background. Our staff, supported by our volunteers, are dedicated to bringing out the best in each individual under our care, and we believe that our duty is to treat each person with *compassion*, the love and kindness they deserve. With confidence in our Values, we aim to be an example of a non-discriminative Organisation within our community. Since inception, the Values of *Respect*, *Sanctity of Life* and *Love & Care*® have been present and form the core of all decisions made giving a solid foundation on which LITTLE EDEN will continue into the future.



RESPECT

Those with intellectual disabilities often encounter marginalisation in society and are met with low expectations, social exclusion, and discrimination. LITTLE EDEN Society believes that it is important to recognise and *Respect* the uniqueness of each individual who deserves to be treated and cared for with *Respect*. They have much to offer the community despite the reality that they may never become economically active members of society. Further, we encourage *Respect* in the preservation of LITTLE EDEN equipment, property and consumables and especially to treat one another with *Respect*. To *Respect* our environment as a whole, protecting nature, animals, the lands, buildings and equipment from damage, lack of care, deliberate misuse, theft or vandalism. *Respect* for one another as colleagues forms the basis for strong interpersonal relationships and contributes positively towards a cohesive work environment underpinned by *compassion* for one another.



SANCTITY OF LIFE

To value the *Sanctity of Life* is to understand that all human life has an inherent dignity, worth and sacredness which deserves to be nurtured and protected. We believe that every individual is created by God with a mind, body, spirit and soul. Here at LITTLE EDEN, we have made it our mission to develop these individuals to their full potential. Through our programmes and services, we work to encourage the community to recognise the value and wholeness of every person. Extending that concept further, we realise and appreciate that God's creation, whether at LITTLE EDEN or in the wider community – the lands, seas, animals, plants and trees are given to us to enjoy, care for and protect, so preserving their *sanctity of life* for future generations.



LOVE & CARE

The Organisation is acutely aware of the spiritual care, physical care, emotional care and mental health care essential to our residents, our staff, and our stakeholders and to embrace this in our personal lives in our communities. Acknowledging the Value of *Love & Care* comes with the responsibility to take proactive action and strive to right the wrongs, noticing and reporting, where necessary, situations that are not conducive to the well-being of others, their safety and health in its many forms. *Love & Care* are fundamental human needs which our residents give and receive without expectation, contributing to ensuring *compassionate* care is at the forefront of actions.

Overall, LITTLE EDEN, aims to ensure that these Values are deeply embedded in our daily operations and encourage every staff member to live and be inspired by them. We are confident that it is through these Values that we have been able to provide exemplary *compassionate* care to our beneficiaries for the past 57 years.

WHAT WE CARE ABOUT

Through the guidance of our core Values and *compassion*, LITTLE EDEN aims to provide quality care and to develop persons with profound intellectual disability to their full potential and through various advocacy initiatives, we encourage the community to recognise that each such person is whole and complete created by God with a mind, a body, a spirit, a soul. LITTLE EDEN also actively strives to make a positive contribution to the disability sector as a whole.

WHAT MAKES US STAND OUT

The Society measures the level of quality care it provides through the individualised care provided to each one of the individuals. We believe that a “blanket approach” is not suitable for assisting individuals to reach their full potential, hence holistic care which includes medical, physical, emotional, mental and spiritual care is testimony to ensuring that each individual is recognised as such, celebrating each person’s milestones reached.

Sister Manonja
gives residents
compassionate care



>> Services and Beneficiaries

The Organisation is licensed to provide 24-hour residential care to 300 residents in two separate locations: Domitilla and Danny Hydams Home (DDHH) in Edenvale (150 residents) and Elvira Rota Village (ERV) in Bapsfontein (150 residents). The two Homes are not only different in design and layout but the type and level of care provided at each facility is unique to the needs of the individuals accommodated there. While the DDHH caters more at the level of frail care and has a therapy and stimulation programme, the ERV facility places a greater emphasis on participation in activities of daily living (ADLs) such as: -

- Eating – the ability to feed oneself though not necessarily to prepare food;
- Personal hygiene – bathing, grooming and oral care;
- Dressing – the ability to make appropriate clothing decisions and to dress oneself;
- Maintaining continence – both the mental and physical ability to use a toilet;
- Transferring – moving oneself from seated to standing and getting in and out of bed.

Our residents range in age from 4 to 69 years. Statistically, the average chronological age of our residents is 27 years, but the level of mental functioning is that of a one-year-old or younger. All 296 residents have profound intellectual disability and 44,25% of the 296 residents have dual diagnosis (a combination of profound intellectual disability as well as mental illness). Some of our residents are living with HIV or have AIDS. Due to the vulnerability of our residents, dealing with the terminally ill or dying forms part of the daily work carried out at LITTLE EDEN.

64,86% of our residents were previously abandoned or come from indigent families who are unable to support them financially or otherwise. Some residents have been with us for over 40 years and for many LITTLE EDEN is the only home they will ever know.

LITTLE EDEN has a workforce of 268 consisting of a multidisciplinary team. Over the past 57 years, the profile and the needs of our beneficiaries have changed. However, the core function of the Society remains the same – providing quality care and *compassionately* offering support to families of those in our care.

Resident Demographics

	DDHH 2024	2023	ERV 2024	2023
Number of residents	149*	149*	147*	148*
Male	84^{LA}	80 ^{LA}	90^{LA}	92 ^{LA}
Female	65^{LA}	69 ^{LA}	57^{LA}	56 ^{LA}
African	102^{LA}	99 ^{LA}	104^{LA}	103 ^{LA}
Indian	1^{LA}	1 ^{LA}	1^{LA}	1 ^{LA}
Coloured	4^{LA}	3 ^{LA}	7^{LA}	7 ^{LA}
White	42^{LA}	46 ^{LA}	35^{LA}	37 ^{LA}

*four vacant beds (x1 at DDHH and x3 at ERV) with admissions underway as at end March 2024

LA = limited external assurance

*Correction in total residents at DDHH 2023 identified figures updated accordingly

Caring for people with profound intellectual disability is a complex responsibility as they not only present with medical co-morbidities but often also have mental illnesses. In our bid to provide suitable care to such vulnerable and complex individuals, we are often presented with unique challenges that require specialised support and resources, *compassion* and most importantly, we are tasked through our core Values to remain focused and inspired by *Respect* and *Love & Care* which underpins all care components.

RESIDENT STATISTICS

	DDHH 2024	2023	ERV 2024	2023	2023 Total	2024 Total
Total Number of Residents	149*	149*	147*	148	297	296*
Admissions	12 ^{LA}	10 ^{LA}	4 ^{LA}	7 ^{LA}	6%	5,4%
Left LITTLE EDEN	0 ^{LA}	0 ^{LA}	0 ^{LA}	1 ^{LA}	0.3%	0%
Deaths	17 ^{LA}	11 ^{LA}	1 ^{LA}	8 ^{LA}	6%	6%
Abandoned /Indigent Residents	89 ^{LA}	94 ^{LA}	103 ^{LA}	103 ^{LA}	67%	64,86%
Medical Statistics						
Chronic Medication	128 ^{LA}	121 ^{LA}	112 ^{LA}	118 ^{LA}	81%	81%
Wheelchairs	91 ^{LA}	112 ^{LA}	67 ^{LA}	78 ^{LA}	64%	59.45%
Assistive mobility devices (e.g. walkers)	13 ^{LA}	-	5 ^{LA}	-	-	
Dual Diagnosis	68 ^{LA}	67 ^{LA}	63 ^{LA}	57 ^{LA}	42%	44.25%
Hospital Days	550 ^{LA}	328 ^{LA}	75 ^{LA}	49 ^{LA}	377	625
GP Consultations	320 ^{LA}	333 ^{LA}	205 ^{LA}	179 ^{LA}	512	525
Psychiatrist Consultations	136 ^{LA}	125 ^{LA}	128 ^{LA}	123 ^{LA}	248	264
Specialist Hospital Consultations Dental, Eye, Podiatry, Dietician, Surgeon, Medication, Dermatology	312 ^{LA}	144 ^{LA}	106 ^{LA}	24 ^{LA}	168	418
Dental service onsite	150	-	150	-	-	300

*four vacant beds (x1 at DDHH and x3 at ERV) with admissions underway as at end March 2024
 LA = limited external assurance
 *Correction in total residents at DDHH 2023 identified figures updated accordingly



The following gives further detail to the statistic table above:

Vacant beds: There are four vacant beds as of 31 March due to pending documentation, either from a family who is trying to obtain this from various hospitals or in some cases the Child Welfare is awaiting court orders to complete applications. Getting completed documents timeously is one of our biggest challenges in processing applications and admissions.

LITTLE EDEN acknowledges the integral support role the Department of Health team plays being a part of the formalised admissions panel in place, screening potential applications for suitability to the LITTLE EDEN environment and actively participating during the actual admission and integration.

Deaths: The death rate is at 6% similar to the previous year. The cause of death is due to the natural progression of age however, there is also a component of pre-existing medical conditions that result in complications when residents become ill.

Abandoned/indigent residents: There is a slight decrease in the number of abandoned /indigent individuals which is encouraging. The decrease can be attributed to new admissions having family connections.

Candy is able to move around independently in her electric wheelchair.

Wheelchairs & Assistive mobility devices: There are various factors that contributed to the slight decrease (59.45% this year compared to 64% last year) in the number of residents using wheelchairs. Previously, wheelchairs and other mobility devices were counted as the same. The split will result in a decrease in number of residents relying on wheelchairs for mobility. In addition, the majority of the residents admitted recently are mobile.

Hospital days: During the reporting period there were more residents who required hospitalisation and some were hospitalised for extended periods.

Our therapy team, working in collaboration with the Department of Health and the Department of Basic Education, is comprised of nurses, physiotherapists, occupational therapists, dieticians, early childhood development team and a social worker, who all contribute to delivering expertise in support of our residents' complex health care needs. Co-ordinating health care services, managing medications and addressing health care issues are often challenging as the majority of individuals cannot verbally communicate their symptoms, needs or preferences. This requires attentiveness from the caregivers, driven and guided by their *compassion*, patience and empathy while navigating nonverbal cues and behaviour, illustrating the benefits of individualised care provided in understanding and connecting with each resident.

Young Banele is the
Society's youngest
resident at four years old.



It is with this vision and *compassion* in mind that our core caregiving staff bring cultural competence that helps promote a respectful understanding of cultural backgrounds and beliefs, promoting the building of trust between the residents, staff and family members of the residents, which in turn enhances the quality of care provided.

Another link in providing an individualised quality of care and therapy for our residents is utilising technology and assistive devices in a sensory-friendly space that creates a comfortable and supportive environment together with adapting activities to accommodate sensory preferences, such as communication devices and mobility aids.

The Society strives to provide interdisciplinary collaboration to deliver person-centred care to meet the specialised needs of each of our residents to promote autonomy, independence and overall wellbeing. We go to great lengths to advocate for the rights of our residents by ensuring access to appropriate services and other medical support from hospitals and clinics.

We thank the staff, acknowledging that at times it could be a challenging working environment where residents thrive on predictability and who may at times, exhibit behaviours such as aggression or self-injury. Staff are provided with regular training in support of this work of service and maintaining the safety of our residents and staff. It is with gratitude that we acknowledge the valuable assistance from Psychiatrist, Dr Kali Tricoridis, who offers pro bono services, as well as the General Practitioner allocated by the Department of Health.

In our efforts to expand our services beyond the boundaries of our premises and to aid us in delivering the *compassionate* standard of care that we aspire to and provide in our daily practice, we encourage community engagement and participation. We actively support community programmes, volunteering opportunities and recreational activities that bring meaningful experiences to our residents. We provide a safe and established environment for outreach programmes for primary and secondary learners, as well as students completing their tertiary education.

The Medical Centre at our Edenvale Home has provided an opportunity to consolidate the various medical interventions and deliver an enhanced quality of care. It allows for the isolation and recovery of ill residents during times of possible communicable illness; a space to screen and introduce new residents and families to our services as all new admissions and assessments are conducted in the Medical Centre; daily chest interventions and wound dressings; and scheduled dental services. These are just some of the functions for which the space is used. Recently, *Special Olympics South Africa (SOSA)* provided audiology screening services for the first time at LITTLE EDEN, utilising this space where all residents at the Edenvale Home were screened, thus demonstrating the value and benefit of strategic partnerships.

Optimisation of the usage of the Medical Centre is regularly reviewed and going forward LITTLE EDEN will compile statistics on the usage of this space which will be reported on in the Annual Report, with the aim of continuously striving to be a centre of excellence in providing holistic care to persons with profound intellectual disability.

A HEART FULL OF COMPASSION: PINKY'S JOURNEY AT LITTLE EDEN SOCIETY



Pinky assist Zach
with building blocks.

The theme of compassion resonates deeply within our community for both staff and residents alike. This year, we shine a light on the special story of Pinky, a resident whose life embodies the true spirit of caring and kindness.

Pinky arrived at LITTLE EDEN Society when she was just five years old. Diagnosed with cerebral palsy, she requires assistance with daily activities such as bathing, brushing her hair, and using the bathroom. Despite these challenges, Pinky's joyful spirit and compassionate heart shine brightly every day. One of the unique aspects of Pinky's story is the unconditional support of her mother, who regularly visits her. This loving bond is a source of great comfort and stability for Pinky, and it highlights the importance of family connections within our community.

Although Pinky is non-verbal, her love for music is evident in her enthusiastic participation in our music classes. She loves to sing and finds joy in the melodies and rhythms that fill our halls. Her passion for music is a beautiful reminder that communication extends beyond words, reaching into the realm of emotions and shared experiences.

Pinky's compassionate nature extends to her interactions with other residents, particularly the younger ones. She is always on the lookout for ways to help, whether it's assisting the careworkers with the younger children or simply offering a comforting presence. Her dedication to caring for others is truly inspiring, demonstrating that compassion knows no bounds. Pinky's helpful and friendly demeanour makes her a cherished member of the LITTLE EDEN family. She consistently goes above and beyond to support those around her, embodying the core values that define our Society. Her actions remind us daily of the profound impact that one person's kindness can have on a community.

We are deeply grateful to be entrusted to care for residents like Pinky, whose lives enrich our community with their strength, resilience, and boundless compassion. As we reflect on the theme of compassion for this year's Annual Report, Pinky's story serves as a powerful testament to the difference that a caring heart can make.

Pinky's journey is a celebration of the human spirit and the incredible potential for love and kindness within each of us. It is a reminder that, even in the face of significant challenges, compassion can light the way, bringing hope and joy to everyone it touches.

>> Stimulation Impact

When serving people with profound intellectual disability, stimulation plays a critical role in various aspects of their lives as it not only assists them reach their full potential but also improves health and can increase lifespan.

With the above in mind, there are various stimulation activities which are fun for the residents but equally play an important role in their development. Some of these activities include a group of residents assisting in harvesting and packaging pecan nuts at ERV; Naledi helping the Site & Facilities Manager at ERV to plant and water the plants daily; Daniella helping to rinse and dry dishes in the kitchen; a group of residents helping to fold clean laundry; Melinda helping staff to deliver meals from the kitchen to the sections and many more activities which are allocated based on suitability for each resident. These activities bring a great sense of accomplishment and belonging to the residents.

Great effort goes into assessing each resident and implementing a suitable stimulation programme for their individual needs. The structured daily stimulation activities at both Homes include Physiotherapy, Occupational Therapy, Water Stimulation, and Musical Stimulation including Spiritual development and support which is food for the soul. These activities are enjoyed either in groups or one-on-one sessions.



Occupational Therapy plays an important role in the wellness of the residents



Careworkers at LITTLE EDEN Society assist the residents with stimulation activities.



Hands on care is part of the daily activities at the Home

Care and Stimulation Programme

Physiotherapy

Physiotherapy is an evidence-based profession which focuses on manual therapy and techniques to promote and enable function in people. The physiotherapy team offer an intensive programme to the residents which aims to optimise and maintain the residents' highest physical functional levels.

There is a variety of physiotherapy modalities and services offered to residents, namely chest physiotherapy, neuromuscular skeletal physiotherapy, and developmental and neurological physiotherapy, just to name a few.

Chest physiotherapy is a focal point at LITTLE EDEN as many of our residents struggle with breathing due to various co-morbidities. The treatment is offered to residents who struggle with breathing, obstructions in the chest and airways as well as both chronic and acute respiratory problems. Residents are screened regularly and those who require the therapy have treatment plans individually designed to cater to their specific condition and needs. The physiotherapist uses a selection of various techniques to achieve the goal of maintaining the resident's airways and optimising respiratory function. One of these techniques is manual chest physiotherapy whereby the physiotherapist uses hands-on techniques to mobilise any fluid or obstruction in the respiratory tract. Other techniques are nebulisation and suctioning.

The residents also benefit from regular hands-on therapy which involves muscle stimulation and release, by hands-on methods such as gentle joint mobilization, massage and stretching. This is done to improve soft tissue mobility, improve blood flow and circulation and manage pain. The aim of the hands-on therapy is to reduce muscle tightness, increase body awareness and encourage relaxation in the residents.

Neurological rehab is also provided to residents, in a group as well as individually. This form of therapy involves functioning and promoting activities of daily living. Residents are put on exercise programmes, which are either done passively (by the therapist or assistant) or actively (by themselves). These exercises are designed to increase general strength, balance, coordination, muscle tone and general body mobility.

The programmes are carried out with the caregivers so that they can be implemented on a regular and repetitive basis to ensure the best outcome for the residents. The physiotherapist works with all relevant staff members to ensure therapeutic modalities are implemented in a structured and appropriate way for all residents.

Occupational Therapy

Occupational therapy aims to provide LITTLE EDEN Society residents with an opportunity to engage in their activities of daily living as independently as possible as well as social and play activities. All activities provide residents with a sense of purpose and promote all aspects of wellbeing.

LITTLE EDEN provides occupational therapy to the residents on a daily basis. Each wing receives an hour-and-a-half session each week, in which they do various activities such as painting, doing puzzles and exploring their different senses. There are also individual sessions provided to those residents who have the potential to develop skills and enhance their participation in life, based on their specific needs that are identified through various assessments. Every resident functions on a different level, so assessments are undertaken to identify areas of concern and where improvement can be achieved.

There are annual reviews of each resident to monitor their level of functioning and evaluate changes that may need to be made to their interventions. Correct seating in the buggies and wheelchairs is also addressed in occupational therapy, in conjunction with a seating specialist, Ruth Stubbs from *The Paige Project*, who volunteers her time once a week to ensure that each resident is seated in the correct chair and with all the necessary accessories allowing for maximum comfort and improved ability to engage in all their activities.

Ensuring correct positioning as upright as possible in their individual chairs promotes health as residents are able to breathe more effectively, and it also aids the carers and nurses in feeding. Working alongside the physiotherapist, the rehabilitation provided can stimulate, maintain and even improve the residents' condition.

>> Stimulation Impact

Additionally, the multidisciplinary team provides regular training to all relevant staff on optimal care techniques for the residents. Topics can include correct positioning in a wheelchair, the correct feeding technique, how to optimise communication and knowledge of the various diagnoses of each resident, and overall capacitating staff to provide holistic care and understanding of the environment in which they work. Occupational therapy works closely with the FIDESCO volunteers to provide stimulation activities regularly to residents to ensure that they remain stimulated and encouraged to reach their full potential. These stimulation sessions bring endless amounts of joy to the residents and they always love to see the volunteers walk into the wing as they know that a good day lies ahead. LITTLE EDEN is incredibly grateful for the *compassionate* care and dedication of our volunteers who complement the care and stimulation programme significantly.

Water stimulation is an activity that is provided to residents during Jacuzzi time. This stimulation has been deemed to have a positive impact on those with cerebral palsy and intellectual disabilities. The warm water from the Jacuzzi stimulates relaxation in the residents. It allows for spastic muscles to decrease in tension, and in doing so, taking stress and pressure off the body as a whole, and reducing any pain.

The water can also assist in blood flow, therefore stimulating circulation and allowing the heart to function at a better rate. This is very important for our residents as many of their organs are compromised. Furthermore, the water provides a sensory environment, allowing the residents to self-modulate and decrease any behavioural outbursts. The water time is also a beneficial gross and fine motor activity where multi-coloured balls are floating in the water which the residents reach out and grab.

Seating and positioning within postural support mobility devices

The importance of seating within mobility devices in an upright supported position as well as in a lying down position cannot be overemphasised and is a top priority at LITTLE EDEN Society. Each resident with complex and severe physical challenges requires very specific seating and positioning interventions customised to their individual needs and shape, which need to be factored into their daily positioning. This is an important aspect of their care.

The importance of an appropriate customised seating device is essential as it directly impacts quality of life and comfort. It is therefore vital that appropriate devices be prescribed, correctly fitted, and adapted to support the specific needs of each individual.

The ongoing seating and positioning interventions at both Homes are strongly supported by therapists, staff and volunteers alike. All show great *compassion* for the residents and have their best interests at heart and it is with this level of dedication that the residents are continuously monitored and evaluated and their seating needs accommodated accordingly.

The Paige Project continues with their support of this much-needed and valued aspect of the care of the residents. Weekly seating interventions are undertaken at both Homes to ensure not only the ongoing correct and appropriate seating and positioning of the residents, but also upskilling and training of staff.



The majority of our residents require daily chest therapy

Music Stimulation

In the realm of Music Stimulation, the transformative power of music in the lives of our residents at LITTLE EDEN Society becomes abundantly clear. The impact, both mental and physical, is profound, fostering interaction and development in remarkable ways. Music co-ordinator Charmaine Berkhout facilitates the residents' weekly music sessions at Elvira Rota Village.

Group sessions, as well as one-on-one interactions, become platforms for growth and connection. Residents' faces light up as they engage in various activities, revealing the immense joy music ignites within them. Through focused efforts on instruments and even small gestures like holding them, significant milestones are achieved. For those unable to use their hands, adaptations such as foot-operated chimes ensure inclusive participation, overcoming any potential barriers due to their disability.

Dance emerges as another avenue for development, coaxing even the most reserved residents to move to the rhythm. Gavin, from *Mary's Mill*, exemplifies this transformation, as does the delight of residents who rely on the use of a wheelchair and who are pushed around in time with the music. Milestones are surpassed and barriers are broken through such engaging activities.

In smaller group settings and individual lessons, progress unfolds at a remarkable pace. Joseph's drumming improves notably, while Kolofelo showcases newfound vocal skills alongside his drumming prowess. Chris, once withdrawn, experiences a profound shift as he embraces the drums, his demeanour shines with newfound enthusiasm.

The culmination of these efforts is celebrated in the form of the year-end concert, themed "Celebrating the 100th anniversary of Walt Disney" in 2023. The audience was captivated by the residents' performances, with moments of shared emotion and connection. Nomfundo's angelic voice, despite her inability to speak, and caregiver Musa's musical talent were standout moments, showcasing the beauty of expression through music.

Reflecting on the journey, it becomes evident that music is not just an art form but a conduit for transformation and connection. It is a privilege, one that is gratefully acknowledged, to witness the profound impact of music in the lives of LITTLE EDEN's residents. Through music, barriers are transcended, and the human spirit is uplifted, reminding all involved of the boundless potential within each individual.

Spiritual development and support

Spiritual development provides a nurturing and supportive environment recognising the completeness of each resident as a human being needing physical, emotional and spiritual care. At both Homes, the day starts with a recitation of prayer and a special prayer intention each month, over the intercom where we take a moment to reflect and give thanks and seek guidance.

The Chapels at both Homes namely; *Our Lady of the Angels* at DDHH and the *Holy Family Chapel* at ERV form an essential function in elevating the spiritual experience and support of both residents and staff. Alongside the Chapels, the Walls of Remembrance were established to honour the memory of those who have resided in the Homes and have since passed away. This is a space where the remains of some of our deceased *angels* are kept and continue to be a part of LITTLE EDEN. This space is a testament to the *Love & Care* of our residents and a powerful symbol of the life-long bonds that we form. Residents and staff at both Homes are invited to attend Holy Mass (every Thursday at ERV and the First Friday of the month at DDHH) where they recite their prayers and sing the hymns that they have learnt. The general public is also welcome to attend. Every year selected residents receive Special Religious Education (SPRED) where they undergo special teachings by the SIC nuns to prepare them to receive Holy Communion.

>> Stimulation Impact

COMPASSION IN ACTION- BANELE'S JOURNEY



**Banele's journey at
LITTLE EDEN Society
is filled with Love &
Care.**

*In a heart-warming display of compassion, the story of four-year-old Banele, previously introduced as *Sipho in our last report, continues as his LITTLE EDEN Society family recognises the immense potential nestled within his young spirit.*

Guided by our compassionate commitment to fostering growth and development in every individual under our care, a decision was taken to move Banele from Edenvale to the Bapsfontein Home in an effort to encourage further development.

Soon, Banele's natural affinity for music became apparent, prompting the staff to introduce him to the world of melodies through personalised sessions. During group activities when his friends all stay in Nicky's Nook section, Banele enjoys joining in with his innate sense of rhythm captivating those around him. He is encouraged to embrace exploring the drums, displaying remarkable enthusiasm in his musical journey.

Witnessing Banele's progress has been nothing short of remarkable and with each passing session, his vocabulary is expanding, his speech has also become more articulate, and his confidence is flourishing. His passion for music extends beyond percussion instruments, as he demonstrates remarkable focus and dexterity while exploring the piano.

In addition to his musical pursuits, Banele continues to excel in his educational endeavours, displaying a keen interest in learning the names of his peers and mastering foundational literacy and numeracy skills. A significant milestone in Banele's journey is his growing independence during meal times. From tentative beginnings, he is gradually gaining confidence and has begun feeding himself, expanding his culinary horizons to include a variety of foods. His infectious smile lights up the room as he declares his love for Inkomazi (Maas), a reflection of his evolving tastes and preferences.

Yet, amidst these tangible achievements, it is Banele's strong spirit and infectious joy that truly leave a lasting impression. Each moment spent in his company serves as a reminder of the transformative power of compassion. Banele's resilience, curiosity and zest for life, have made him a beacon of hope and inspiration, embodying the essence of compassion in its purest form.

As Banele's journey continues to unfold, his story serves as a powerful testament to the boundless potential that lies within every individual. Through his example, we are reminded of the profound impact of compassion, inspiring us to nurture the potential of those around us and create a world where every soul is cherished, valued, and embraced.

Nurturing and spreading *compassion* through internal events and activities

Internal activities form part of stimulation activities for our residents. These activities serve as vibrant expressions of *compassion*, weaving threads of love, empathy, and understanding into the fabric of our community. Throughout the year, these cherished occasions provide opportunities for residents, staff, and volunteers to come together in a spirit of warmth and solidarity, enriching our shared journey with moments of joy, connection, and reflection.

LITTLE EDEN takes this opportunity to express gratitude to all our valuable donors who willingly offer a helping hand in support of these activities by donating various items such as food and gifts.

Valentine's Day: With hearts brimming with affection, we embrace Valentine's Day as a time to celebrate the power of love and *compassion*. Through heartfelt gestures and acts of kindness, we remind one another of the beauty of human connection, fostering a sense of belonging and appreciation within our LITTLE EDEN family.

Easter Egg Hunt: As we gather to commemorate the resurrection and renewal of Easter, we are reminded of the transformative power of *compassion* and forgiveness. Through our Easter festivities, we extend a hand of *compassion* to all, embodying the spirit of hope and reconciliation that defines our community. Residents, assisted by their *caregivers* find great joy searching for Easter Eggs hidden in the garden amongst the trees and flowers.

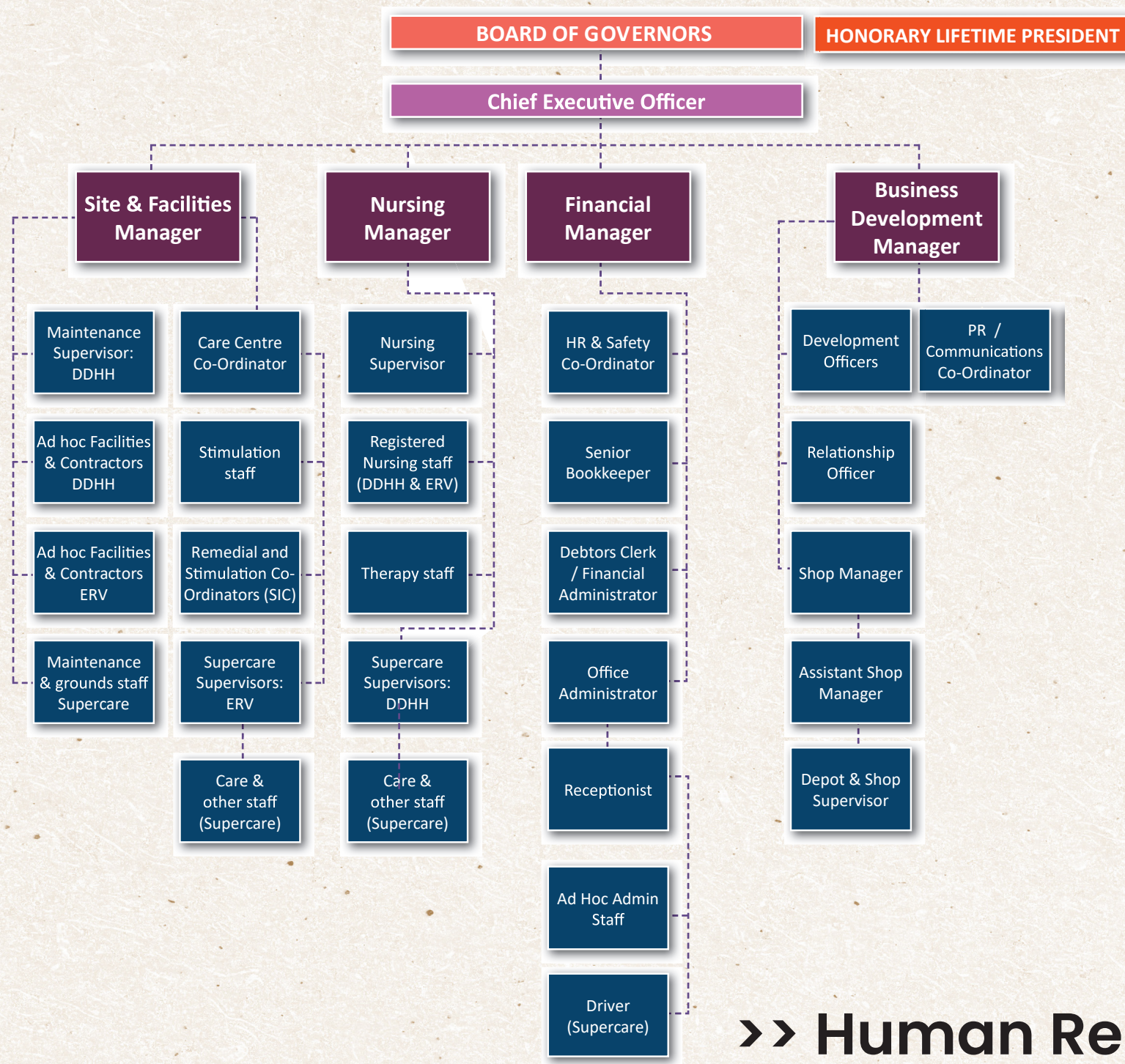
Mother's and Father's Day: These special days offer moments of reflection and gratitude as we honour the unwavering love and sacrifice of parental figures. Through heartfelt tributes and acts of appreciation, we express our profound gratitude for the *compassion* and support that parents provide, nurturing us with love and guidance throughout our lives. Residents hand over beautiful handmade cards to staff as a sign of appreciation.

Sports Day: From the country of four times Rugby World Cup Champions, Sports Days are indeed enjoyed by all! In the spirit of inclusivity and camaraderie, Sports Day unites us in a celebration of teamwork, perseverance, and *compassion*. Through friendly competition and shared laughter, we cultivate an environment of support and encouragement, uplifting one another and fostering a sense of empowerment within our community.

Heritage Day: As we celebrate our diverse cultural heritage on Heritage Day, we embrace *compassion* as a bridge that connects us across differences. Through the sharing of stories, traditions, and cuisines, we honour the unique identities and experiences that enrich our community, fostering empathy and understanding among all.

Christmas Parties: This is certainly one of the days in the year that all our residents excitedly look forward to the most. During our Christmas party celebration, we embody the true spirit of *compassion* as we come together to spread joy and goodwill to all. Through the giving of gifts and the sharing of laughter, we create moments of warmth and generosity that illuminate the Christmas season, reminding us of the profound impact of *compassion* in brightening the lives of others.

In every event, whether big or small, *compassion* remains at the heart of our LITTLE EDEN family. It is through our collective commitment to kindness, empathy and understanding, that we continue to nurture a community where every individual is valued, cherished, and embraced with open arms.



>> Human Resources

To keep to our mandate of *compassionate* care, LITTLE EDEN remains committed to providing our residents with the highest level of care by employing the most suitable and diverse workforce. Currently, our workforce includes 36 LITTLE EDEN staff; 4 SIC nuns; 227 Supercare staff and one contractor. LITTLE EDEN is fortunate to have a personnel-to-resident ratio of 1:0,89 ensuring the best possible care for the residents at all times. The breakdown of the workforce is set out in Table 1 below.

Table 1	Male	Female	Black	White	Indian	ERV	DDHH	Shop	Disabled	TOTAL 2024	TOTAL 2023
LITTLE EDEN	5	31	22	13	1	5	28	3	0	36	36
SISTERS OF THE IMITATION OF CHRIST	0	4	0	0	4	4	0	0	0	4	4
SUPERCARE Sub- Contracted Services	26	201	227	0	0	114	104	9	-	227	224
CONTRACTORS	0	1	0	0	1	0	1	0	0	1	2

During the reporting year, a total of 15 staff left the Organisation due to resignations, retirement and one staff member unfortunately passing away. This number also includes temporary staff who perform locum nursing roles at both of our Homes. LITTLE EDEN also welcomed 18 new staff members inclusive of locum nursing staff who work on an ad hoc basis.

We take this opportunity to acknowledge and thank all our staff members, who are key stakeholders within LITTLE EDEN, for their commitment to the special work of our Society and their dedication to the various roles they play in our operation. A special congratulations to our Senior Bookkeeper, Imbelani Randima, who received a 5-year-long service award.

In September 2023, LITTLE EDEN witnessed a special milestone as the last member of the second generation of our Founders, Veronica Mannix, resigned after having served 25 years at LITTLE EDEN. Peter Rohrbeck was the second last to have retired in April 2023 after having served 45 years at the Society. We take this opportunity to express gratitude to both Peter and Veronica for their decades of commitment and loyalty to the work of our Organisation.



Veronica Mannix
bids goodbye to
resident Natasha.



Peter Rohrbeck
with residents
Simon and
Asanda.

>> Human Resources

Supercare by Empact Group

Onsite Supercare staff supported by two Contract Supervisors at each Home play a critical role in the day-to-day operation of the LITTLE EDEN Homes. We acknowledge their *compassion* and the support function that they play by recognising the long service of Supercare employees who are based at LITTLE EDEN.

Supercare long service

LITTLE EDEN is proud to acknowledge and thank the dedicated staff members for their service. Without their continued commitment, the Society would not be able to provide its residents with the high level of care that they deserve. We congratulate those members of Supercare staff who were presented with Long Service Awards and thank them for their dedication to our residents through their *Love and Care*:

15-year awards

Batseba Elizabeth Ndala
Dimakatso Maggy Lewele
Euphemia Tholane Bhubesi
Mokgadi Linah Mafa
Nobesuthu Mirriam Kedama
Salome Gloria Molosiwa

5-year awards

Alicia Zuzeka Nongindzi	Moribula Christinah Masete
Anna Katlego Mohlala	Mpho Bernice Mokhutsoane
Dineo Prudence Tsotetsi	Ncamsile Khanyile
Katleho Elliot Tshabalala	Nomagugu Mbali Xaba
Kgahliso Helvecia Pitjadi	Patricia Thandeka Ngubane
Mampho Maria Stuurman	Penny Olence Khumalo
Matlakala Salphy Makamu	Sebenzile Baloyi
Mmapoulo Junior Legodi	Thabisile Mabona

As we celebrate special milestones and achievements, we also take a moment to remember staff members who recently passed away. We fondly remember Maggie Hlongwane (Housemother for Mary's Mill) who lost her life after being involved in a taxi accident on her way to work. We also lovingly remember Sr Juliette Takonga after an illness. We extend our sincere condolences to their families, their colleagues and the residents whom they served.

Caring for the Carers

The Caring for the Carers programme was initiated 14 years ago in response to the need to acknowledge the magnitude of the responsibility of those tasked with first-hand care of our residents. On a weekly basis, the staff are encouraged to participate in a 45-minute session of "time-out" to give them an opportunity to recharge. Activities conducted during these sessions vary based on staff needs. Often activities such as light stretching exercises, singing, meditation or discussions of topics non-work related at the request of staff are carried out.



Year-End Staff functions

Team building and end-of-year functions took place at DDHH and ERV and were enjoyed by staff in December 2023. These annual functions have proven to be beneficial and appreciated by all, as they inspire staff to continue their work of service and to build strong connections amongst staff as team-building game activities are planned. The functions culminated with a Christmas braai. Staff who received long service awards were also recognised at the function and a thank you token in the form of a branded item was handed over to staff on behalf of the residents, showing acknowledgement and appreciation. The Christmas function is still one of the highlights of the year where staff have an opportunity to unwind as well as to get to know one another better.

LITTLE EDEN takes this opportunity to express sincere condolences to the family of the owner of the restaurant *Mastrantonio*, Mr Gianni Mariano, who passed away. The restaurant over the years has played a valuable role in the success and enjoyment of our Staff functions by sponsoring delicious meals.

LITTLE EDEN's long-standing relationship with Mr James Peech from *The Peech Hotel* in Johannesburg continues. Over the years, *The Peech Hotel* in Johannesburg has been offering a night's free stay with dinner and breakfast to one staff member and partner every month which is a wonderful opportunity for staff to take time out and a special way to thank them for their commitment and dedication to the work of LITTLE EDEN. This is the highlight of the year for many staff members to be able to attend such a world-class establishment. Thank you Mr James Peech!

Sisters of the Imitation of Christ

The Sisters of the Imitation of Christ (SIC) is an order of nuns from India who have been part of the LITTLE EDEN family for the past 14 years rendering their service and spiritual support as part of the holistic care given to the residents. Currently, the community of nuns based at the Bapsfontein Home consist of four nuns. We take this opportunity to thank Sister Seena, Sister Merin, Sister Manonja and Sister Lucia for their dedication and deep *compassion* for the work of our Society. Between 14 and 20 February 2024 we welcomed Mother Jobcy from the province of Thiruvalla who is the Provincial for Sr Seena and Sr Manonja and Mother Thameem from the province of Pathanamthitta who is the Provincial for Sr Lucia, having the opportunity to share with them in-

person the impact the nuns have on the daily operations and care of our residents. Thank you, Sisters, for playing such a vital role and contributing towards the sustainability of LITTLE EDEN.

Volunteers

Volunteers play an important part in supporting our wonderful, dedicated staff. Our volunteers at LITTLE EDEN have included professionals (e.g. doctors, dentists, lawyers, etc.) who give freely of their time and talent through *pro bono* work; those who read to the children or take them for a walk; students and those who do community service who are available to undertake a variety of stimulation tasks with the residents such as reading a book, painting, helping a resident to put puzzles together or simply taking a resident on a walk.

The volunteer programme is running well. It is a blessing to have extra helping hands, whether it is to assist with the stimulation programme in the Homes or at the Depot which forms part of the Charity Shop operation.

The community service programme is offered as a form of continued partnership with our community and schools. Learners and students are offered an opportunity to accumulate their community service hours at the Homes by spending time with the residents.

To further strengthen our volunteer community and introduce new members to our Organisation, we have implemented Volunteer Open Days which serve as an opportunity for orientation for new volunteers, providing them with an understanding of our Mission, Values, and the various programmes they can get involved in and encourage ongoing commitment to our cause. The open days are scheduled to take place twice a year or based on demand on a weekend. It is an opportunity for the public to engage with our work and experience first-hand the impact of their potential contributions.

The partnership between LITTLE EDEN and the international volunteer agency called *Fidesco* has been in existence for over 10 years. Since 2013, LITTLE EDEN is grateful to have welcomed a total of 31 *Fidesco* volunteers. This is a special and treasured relationship as our residents directly benefit from this incredible partnership with lifelong friendships and memories created.

>> Human Resources

Fidesco is a federation of associations which sends volunteers to assist organisations throughout the world. The CEO, Xelda Rohrbeck accompanied by the Site & Facilities Manager Paolo Slaviero had an opportunity to visit the *Fidesco* head office in Paris in October 2023.

This reporting year, LITTLE EDEN was blessed to have received the services of seven retired *Fidesco* volunteers: Marie-Danielle & Joël Leperou; Anne & Gweltaz Robet; and Irène Tremblin, who assisted in the two Homes between September 2023 to March 2024. LITTLE EDEN also received a further three intern *Fidesco* volunteers: Flore Carron de la Carriere, Priscille de La Villéon and Eloïse Mandelli who assisted in the two Homes between March 2024 to May 2024. We welcomed back previous *Fidesco* volunteer Camille Jacob who returned in her private capacity and will be staying for over a year to volunteer, a true testimony to her *compassion* and dedication to LITTLE EDEN.

The volunteers' commitment to the residents, their contribution to the work of LITTLE EDEN and living of the LITTLE EDEN values of *Respect, Sanctity of Life* and *Love & Care* have been a great asset to LITTLE EDEN, for which we wish to express our gratitude for the close relationships that they have established with our residents and staff. LITTLE EDEN looks forward to continuing this relationship with *Fidesco*, welcoming back the retired volunteers again towards the end of 2024 and anticipating a further group of intern volunteers.

Capacity building & skills development

South Africa faces high levels of unemployment which in Quarter 1 of 2024 reflected at 32.9% according to Stats SA. The country also faces significant skills shortages in various sectors including the Non-Profit sector. Training programmes contribute to bridging these gaps by developing the required skills within the existing workforce, reducing the need for costly external recruitment and aiding in retaining existing employees.

TECHNICAL TRAINING SKILLS	SAFETY / STATUTORY TRAINING	DIGITAL / COMPUTER TRAINING	SOFT SKILLS TRAINING
Continuing Professional Development (CPD) Training	First Aid Training	Chat GPT & Artificial Intelligence	EQ in the Workplace
Legal Update & Compliance Training	SHE Representative Training	Excel, Access and Resident Database Training	Time & Stress Management
Leadership & Supervisory Skills	Hazard Identification and Risk Assessment Training	PROFESSIONAL TRAINING / MEMBERSHIPS	Mental Health Management and Mental Health & Well-Being
Workplace Coaching Skills for Supervisors & Managers	Legal Liability Training	Dispensing Course for Health Care Professionals	
Management Capacity Training	Fire Fighting Training and training on the COIDA Regulations	Professional Memberships such as SAIPA, SANC etc.	
Day to Day Challenges in the Workplace			
In-house training			

Investing in employee training and development is a strategic investment in an organisation's most valuable asset – its human capital. By prioritising the growth and development of employees, LITTLE EDEN is able to reap numerous benefits that contribute to our overall success and also has an impact on bridging the skills gap in South Africa, even if it is on a very small scale. Various training initiatives, to list a few, have been undertaken within the above fields.

LITTLE EDEN is appreciative of the Health and Welfare SETA, valued donors who provided training or funded training, governmental departments which presented or co-ordinated training, and in-house training opportunities from which our staff benefit and grow their expertise and skills resulting in a multitude of benefits depending on the training initiative, such as personal growth, better decision making, self-awareness, and improved teamwork. Our team is better positioned to deliver efficient and effective solutions to our residents, donors and stakeholders. The training provided has not only enhanced technical capabilities but also fostered a culture of continuous learning and innovation within LITTLE EDEN.

In terms of CPD training, many professional bodies and regulatory organisations require individuals to complete a certain number of CPD hours or credits annually to maintain their licences, certifications, or memberships. CPD training incorporated into the annual training plan has assisted professionals meet these requirements and remain compliant. CPD training is an investment in the long-term success and growth of employees, ensuring they remain competitive, knowledgeable, and adaptable in an ever-changing professional landscape and importantly assists in ensuring compliance with professional standards.

Virtual training seems to be a continuous trend where the majority of staff still elect to attend virtual events, but those able to attend external events benefit from excellent networking opportunities where staff can network with peers, share experiences, and learn from industry experts which can lead to valuable collaborations and professional connections.

In terms of digital skills and computer training various continuous training interventions are considered. In today's digital age, proficiency in using various software applications and digital tools is essential for productivity and efficiency and to streamline processes, optimise workflows, and leverage technology to its full potential, ultimately enhancing our overall performance and service delivery. LITTLE EDEN requires that these platforms are ethically utilised with adherence to the protection of data subjects' personal information.

A recent survey conducted by Global Business Development indicated that self-directed learning and the use of artificial intelligence are becoming the most popular resources for skills development. This trend highlights the ongoing debate on the importance of skills versus qualifications in the modern workplace (Global Business Solutions, 2024). Research suggests that continuous learning and adaptability are essential for employees to remain competitive in the job market (World Economic Forum, 2020).



LITTLE EDEN Society staff members enjoy the year-end staff functions.

>> LITTLE EDEN EVENTS

Activities & Campaigns

Our events and activities serve as powerful platforms for raising awareness, generating income, and fostering connections with individuals and organisations that share our vision of *compassion* and inclusion.

The 7th Annual LITTLE EDEN CEO Wheelchair Campaign®

In a poignant display of empathy and solidarity, on 1 March 2024, Intellectual Disability Awareness month, CEOs and business leaders gathered at DDHH to launch the 7th Annual LITTLE EDEN CEO Wheelchair Campaign®. The campaign's two main objectives are to raise much-needed funds for the care of our residents and actively advocate by shining a light on daily challenges experienced by those who rely on wheelchairs for their mobility. Turn to page 85 to read more about this campaign and how you can get involved.

The morning saw representatives from various companies coming together to network and offer support for our cause. The launch, built anticipation for the upcoming Campaign activities which are undertaken throughout the month of March. LITTLE EDEN is grateful to all who attended the launch. Special thanks to *Special Olympics South Africa (SOSA)* who set up and coordinated the obstacle course activity on the day, the *South African Federation for Mental Health* for their continued support of this initiative over the years and SA Paralympian, Sandra Khumalo, who is the ambassador of this campaign, for being present on the day.

Christmas Concerts

Our residents take centre stage during our annual Christmas Concerts, using their talents to express gratitude and spread joy to our generous donors. This year the concert theme was "100 years of Disney" allowing our residents to harness their creativity and imagination through the well-known and beloved Disney classics. The residents prepare for months for the opportunity to exhibit the new skills they have learnt and developed throughout the year. The concert also plays a vital role in their stimulation and therapy programme, with emphasis on the singing and dancing elements. Through music, song, and dance, they convey messages of love, hope, and *compassion*, reminding us of the transformative power of generosity and goodwill.

Mandela Day

On Mandela Day, which is celebrated and acknowledged nationally every year in July, we honour the legacy of Nelson Mandela by engaging in acts of *compassion* and service to others. Collective action was taken this year by individuals, students, schools, churches and businesses alike, to improve the lives of those with profound intellectual disabilities. Their 67 minutes were spent at our Edenvale and Bapsfontein Homes. Through donations, participating in fun activities with the residents, helping in our Charity Shop Depot and various maintenance projects, the local community embodied 2023's Mandela Day theme "Climate, Food and Solidarity." From volunteer projects to community outreach initiatives, we dedicate this day to making a positive impact in the lives of those in need, personifying the spirit of *compassion* and social responsibility that Mandela championed throughout his life.

Golf Day

The inaugural LITTLE EDEN Society Golf Day which took place in September 2023 at the Modderfontein Golf Course stood as testament to our unwavering commitment to *compassion* and care. This event brought together golf enthusiasts, supporters, and community members for a day of friendly competition and meaningful philanthropy as they were able to opt for one of our various sponsorship avenues made available. Against the picturesque backdrop of the golf course, participants teed off with a shared purpose—to make a difference in the lives of our residents and those we serve.

Beyond the greens, the Golf Day serves as a platform for forging connections and building partnerships that strengthen our mission. Sponsors, donors, businesses and volunteers came together to show their support, contributing to the success of the event and the sustainability of our programmes and services.

LITTLE EDEN takes this opportunity to express grateful thanks to *Air Products South Africa (Pty) Ltd* for sponsoring the event.

Christmas Market

It has been a few years since LITTLE EDEN hosted a market (previously known as the Fête) and when it was announced that the Society was to host a Christmas Market, there was great excitement from our local supporters who

enjoyed a morning of shopping while browsing through various food stalls and spending time outside with family. The market is a fundraising initiative expected to take place annually and it brings together vendors, artisans, and community members in a joyful atmosphere of holiday cheer.

On the day, visitors strolled through rows of 70 featured stalls, browsing unique gifts, crafts, and culinary delights whilst also enjoying the various live performances by local artists on the day.

The heart-warming moment came when our residents sang carols. This served as a highlight of the market, allowing our residents the opportunity to participate in the festivities as well as giving visitors the chance to connect with our cause.

With each transaction, visitors not only found joy in their holiday shopping but also experienced the profound impact of their *compassion* and support. The Christmas Market is a shining example of how coming together as a community can create meaningful opportunities and spread warmth and kindness during the holiday season.

Markets and PR Events

Throughout the year, we engage with the local community through various markets and PR events and activities, spreading awareness and garnering support for LITTLE EDEN.

Through these platforms, we invite others to join us on our journey of *compassion*, forging partnerships and connections that enable us to extend our reach and impact.

As we reflect on the past year, we are inspired by the countless acts of *compassion* and generosity that have shaped our external events. Together, we have made a difference in the lives of many, illuminating the path toward a more compassionate and inclusive world. With heartfelt gratitude for your *compassion* and support.

Cause of Beatification and Canonisation of our Founders

The Servants of God, Domitilla and Danny Hyams – a review (with acknowledgement to the Johannesburg Archdiocese Cause Committee.)

Journey to Sainthood

It is the will of God the Father that all men and women made according to His divine image be saved (Gen 1:26-27) and come to the knowledge of the truth (1 Tim 2:4), which is Christ, the way for all to the Father (Jn 14:6). This path definitely is a path to holiness and sanctity which require strong faith to follow. The life of the Servants of God to holiness no doubt was inspired by the word of God. Their hunger for sanctity helped them grow in faith which manifested in the way and manner they touched the lives of society's most vulnerable. Their mission was to do good and to succeed, they understood that to do good is divine hence they dedicated their hands to God. "We are the hands of God" they would always say in line with the words of the psalmist, "When you open your hands all creatures are filled with goodness" (Psalm 104: 28; 145:16). We receive through fellow humans the goodness of God. The Servants of God – Domitilla and Danny Hyams manifested in their life time such strong faith that shines light on our path as "we walk in the dark with faith" (The Most Reverend Archbishop Buti J Tlhalagale OMI).

The journey to sainthood for every Christian starts by responding positively to the faith. It is a call to the life of holiness which is a Christian vocation. Christ says: "You must therefore be perfect as your heavenly father is perfect" (Mt. 5:48). It follows then that all Christians are called to be saints. Saints are persons in heaven (officially canonized or not), who lived heroically virtuous lives, offered their lives for others, or were martyred for the faith, and who are worthy of imitation.

It was in this light that the attention of the Catholic church in the Archdiocese of Johannesburg was drawn a few years ago to a couple in Edenvale who had led an exemplary Christian life. Their lives have been a source of edification to many who over the years had witnessed the deep faith of the couple, their devotion and practice of Christian virtues, especially compassion, to a heroic degree. Their exemplary fidelity to each has been a source of inspiration to the young and old. Their hearts flooded with the love of God. Theirs stands out as another outstanding example of good Christian formation received from parents, teachers and pious Catholic practices.

As the testimonies of their virtuous life continue to soar, the Southern African Catholic Bishops' Conference (SACBC) in their August 2018 plenary session gave their approval for Archbishop Buti Tlhagale OMI of Johannesburg to proceed with "the process of the Cause for Beatification of Mrs Domitilla and Mr Danny Hyams as a couple". Formal petitions (*Libellus*) to open the Cause for both Domitilla and Danny Hyams were presented to his Grace, the Archbishop during the course of 2018.

(A *Libellus* consists of the biographical review of the person whose Cause is being considered including a review of his/her heroic cardinal and theological virtues as well as his/her reputation of holiness. In addition, the *Libellus* includes a listing of all people who personally knew the person and who could be called upon at the witness inquiry stage.

Following approval from the Southern African Catholic Bishops' Conference to proceed with this Cause, this documentary evidence concerning Domitilla and Danny was submitted to the Vatican (Congregation for the Causes of Saints) for approval to proceed to the next step which is the diocesan interviewing of the witnesses and a review of all written materials by an historical commission. With great joy a *Nihil Obstat* (i.e. formal declaration of 'No objection') was issued by the Congregation on the couple: Maria 'Domitilla' Hyams nee Rota on 15 July 2019 and that of Daniel George Hyams on 26 September 2019. In the Catholic tradition, they are now officially referred to as 'Servants of God'.

These *Nihil Obstat* declarations now open the way for the next step towards beatification, viz the Diocesan Inquiry. The process of inquiry is presently on going and it is now our duty as faithful to continue to pray for the success of their Cause.

Preliminary appointments

Recall that on 10 April 2021, at the Cathedral of Christ the King in Johannesburg, His Grace, Archbishop Buti Tlhagale OMI presided over a Holy Mass where the officials of the Cause appointed did their oath-taking. This is a step required by the canon Law which governs the process of the Causes. The process of the Inquiry of both Servants of God will include formal interviews with numerous different witnesses which will allow the Archbishop to make a formal submission to the Congregation for the Causes of Saints for their consideration.

As the Cause is set in motion, the Archbishop has made certain appointments as required by canon law.

1. Postulator and Vice Postulator.

These are the advocates of the Cause. The postulator is named by the petitioner(s) of the Cause with the approval of the diocesan bishop. For the diocesan inquiries, the diocesan bishop must approve the postulator. When the case is considered by the Congregation for the Causes of Saints, the Roman postulator must be approved by the Congregation. It is the duty of the postulator to see that everything is prepared for the Cause to move forward. The postulator or with the help of others sees to it that the evidence and list of witnesses, biography, and writings if they exist are meticulously prepared for diocesan inquiries. We are glad to say that much has been accomplished in this regard.

2. Promotor of Justice.

This must be according to the document *Normae Servandae* (Norms to Be Observed in inquiries by Bishops in the Causes of Saints), Congregation for the Canonization of Saints, February 7, 1983, and be "a priest truly expert in theological and canonical matters, as well as in historical matters, in the case of ancient causes".

3. Notary

A notary is present at all the sessions of interviews of all witnesses, and of having them verify the accuracy of their testimony, correct any mistakes, and sign the corrected transcription. Owing to the burden of being present at all the sessions, there could be more notaries appointed.

As the testimonies of their virtuous life continue to soar, we humbly pray for the success of their Cause: *Lord God and Father, inspired by the example of the power of prayer in the lives of Domitilla and Danny in which they lived the Christian virtues of Faith, Hope and Charity, and, through the example of their lives of Christian service to our neighbours with intellectual disability, confidently and humbly we beg through their intercession for the success of their Cause of Beatification and Canonisation, if this be your sovereign will, through our Lord Jesus Christ, your Son, who lives and reigns with you in the unity of the Holy Spirit, God, for ever and ever. Amen*

Pilgrimage honouring the Founders

In May 2024, LITTLE EDEN in partnership with His Grace, Archbishop Buti Tlhagale OMI and the Archdiocese of Johannesburg hosted a pilgrimage at ERV to commemorate the legacy of our Founders.

The pilgrimage journey began at the St Thérèse Catholic Church in Edenvale, before the pilgrims boarded buses bound for ERV in Bapsfontein where they embarked on a journey of reflection and remembrance. The pilgrimage provided participants with an opportunity to connect and reflect on the profound impact of the work of the Founders. As visitors walked around the Bapsfontein Home, they were reminded of the love and compassion that has characterised LITTLE EDEN Society's mission for the past 57 years.

The Society takes the opportunity to express gratitude to all who attended with special thanks to His Grace Archbishop Buti Tlhagale, His Lordship Bishop John Selemela, Father Phuti Makgabo, Father Solly Mphela OFM, Father Deneys Williamson and Regina Coeli for their contribution to the day's success.

A book by LG Slaviero called *Reflections of a Servant of God* has been published. The book, which is available on sale at LITTLE EDEN Head Office (as well as at the archdiocese of Johannesburg) contains extracts from the dairies of the Servant of God, Domitilla Hyams.

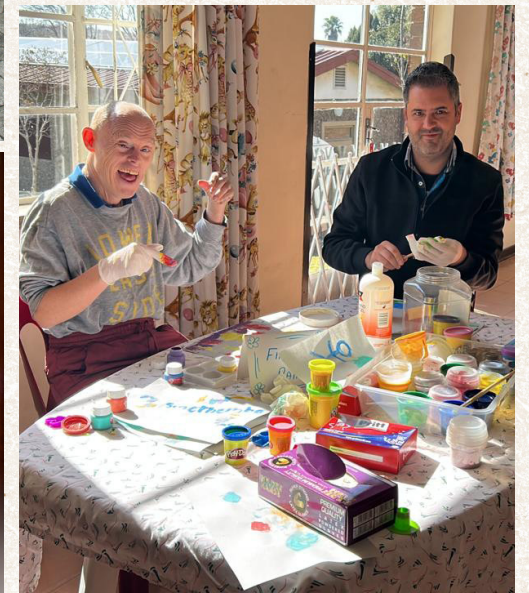
Reflections of a Servant of God
now available for purchase from
LITTLE EDEN Society.











>> OUR HOMES

Providing an oasis of *Love & Care* has been the priority of the Founders of LITTLE EDEN since inception. The year 2024 marks 5 years since LITTLE EDEN received confirmation of funding from an anonymous international funder towards the upgrading and renovations of the facilities, some of which had been standing for almost 50 years! With co-funding from various other local donors, the Society embarked on a building project journey aimed at ensuring a comfortable and safe environment for our residents and improving the work environment for our staff.

After a five-year journey which was extended and affected by delays imposed by the COVID-19 pandemic, the project is almost complete. Below is a detailed update of the project.

Renovations update

The core focus behind the need for the renovations and construction of new amenities was due in part to the following;

- **Safety and Compliance:** To ensure that our buildings meet current safety standards and comply with governmental and building regulations.
- **Energy Efficiency:** Improving energy efficiency is a common norm now during building upgrades. This involves installing energy-efficient lighting, heating, ventilation, and air conditioning (HVAC) systems, as well as upgrading insulation and windows. Energy-efficient upgrades not only reduce our environmental impact but also lead to cost savings on utility bills.
- **Comfort and Well-being:** Upgrades aimed at enhancing occupants' comfort and well-being included improvements to indoor air quality, acoustics, and thermal comfort. These upgrades contribute to a healthier and more productive indoor environment for residents, staff and visitors.
- **Functionality and Adaptability:** Our buildings required upgrades to accommodate changing needs or usage patterns. These involved reconfiguring interior spaces and adding or removing partitions.
- **Aesthetic Enhancement:** Our buildings at Edenvale were almost 50 years old upon the commencement of the project, by upgrading building aesthetics improves the overall appearance and attractiveness of the property.

This involved renovations to modernise outdated design elements, refresh interior and exterior finishes and an enhancement to the landscaping to create a more appealing environment.

- **Maintenance and Longevity:** Upgrading building systems and components can help extend their lifespan and reduce the need for frequent repairs or replacements. Proactive maintenance and upgrades prevent issues from escalating and minimise disruptions to our residents.

Overall, building upgrades are driven by a combination of factors, including regulatory requirements, economic considerations, user needs, and sustainability goals. We see these upgrades as important to improve the performance, efficiency, and overall quality of our buildings for another 50 years.

Since the inception of the project we have completed the following:

- The construction of the new 26-bed residential block at ERV referred to as Mary's Mill.
- The upgrade of the old Red and Blue wings at the DDHH – thereafter named Protea and Iris wings respectively.
- The upgrade of the previous Green and Lilac wings at the DDHH – thereafter named Rose and Lavender wings
- The upgrade of the previous Orange wing at the DDHH – now named Tulip wing, and Yellow wing, into a new medical centre named Bophelong Medical Centre which provides specialist nursing care with 6 beds and separate doctors, dentists, dressings, and physio consulting rooms. Upgrades to the administration offices, reception, accounts, meeting room, server room, CCTV monitoring room, nursing station and medicines storage.
- The conversion of the previous depot storage and sorting area under the Chapel at the DDHH into the new Development offices, the establishment of a new staff car park on the 'bottom acre', and the construction of a new depot for the Charity Shop Operations. Special thanks to Father Jonathan Petersen OMI of St Thérèse Church, assisted by Brother Gabriel Shivolo OMI for blessing these facilities.

- The upgrades of both the laundry and kitchen at DDHH.

In addition to the above funding and as part of the agreement with the main funder, co-funding was received from Thinkst Applied Research and the Embassy of Japan in South Africa which allowed us the opportunity to undertake and complete the following:

- The upgrades of the existing Acacia section at Elvira Rota Village and the construction of a new outside day room and covered walkway. The official opening of the Acacia section was attended by His Excellency Mr Ushio Shigeru Ambassador Extraordinary and Plenipotentiary of Japan to the Republic of South Africa and the Second Secretary Ms Miyuki Muramoto in attendance. Following this ceremony, a follow-up visit on 16 April 2024 by the Embassy of Japan in South Africa took place with the objective of the visit to have the Ministry of Finance officials who assess the budget for Japan's Official Development Assistance (ODA) see the facilities of ODA project on-site so as for them to gain a better understanding of how the budget generated by the Ministry of Finance is being implemented in a meaningful and efficient manner.

LITTLE EDEN was proud to present our Homes to them being a recipient of these projects.

- The design and fitment of a new Solar PV system for the Domitilla and Danny Hyams Home. It was fitting to name the inverter building enclosure for the Solar system *Danny's Solar Den* after our Founder, the Servant of God Danny Hyams. Going back to the early days of the LITTLE EDEN Executive meetings (the precursor to the Board of Governors) Danny often mentioned the need for LITTLE EDEN to look at solar power for the Society in order to reduce the electrical energy cost. In those days the solar PV option was just too expensive to consider and in any event, the technology was not as highly refined nor widespread as today. Nevertheless, Danny would come back to this need to implement solar energy time and time again.
- The fitment of a ClearVu fence around the perimeter of the buildings at Elvira Rota Village allows for an internal open system with a containment fence around it.

The following are in the final building works phase at Elvira Rota Village which will be completed in 2024:

- The upgrades to the Olive section include the refurbishment of the Registered Nurses office, the dental lab and the sick bay room.
- The renovations to the staff and visitors' ablutions.
- The construction of a new covered walkway to link Louis Lodge to the Olive section.
- The construction of a new carport for ambulance parking outside the nurse's station.

At the completion of each upgraded section or erected structure, we took a moment to acknowledge the significant milestones through mini-unveiling and blessing ceremonies. The ceremonies were our gestures of gratitude for the blessings and to acknowledge all the funders who made these transformations possible. The upgrades transformed our spaces into powerful symbols of our unwavering commitment to *compassion*, dignity, and service. They are more than mere physical improvements; they embody our dedication to enhancing the quality of care we provide to our residents.

These renovations have had a significant and positive impact on our residents, enhancing their living conditions and overall well-being.

The following are currently in the planning stages and are due to begin by mid-2024, fully funded by a number of generous donors who strongly support the future sustainability of LITTLE EDEN:

- Complete Solar PV with a backup battery system for Elvira Rota Village.
- Four-day water storage solution at Domitilla and Danny Hyams Home.
- Construction of a visitors' room at Elvira Rota Village.
- The final scope of work with regard to the major renovation project will be complete in 2024.

>> ENVIROMENTAL IMPACT

Agriculture

Farm Produce

- We persist in cultivating specific crops onsite to support the organisation financially and reduce the necessity of purchasing certain vegetables for the kitchens in both Homes. The focus has shifted from traditional maize and soya bean cultivation to predominantly pecan nut farming, with 21 hectares dedicated to these trees.
- The vegetable farming section has been expanded by installing additional shaded tunnels. These structures have proven highly beneficial, notably reducing damage to the produce caused by insects, birds and other animals. The shaded environment minimises water evaporation, resulting in reduced watering requirements and less damage to plants from excessive heat or wind. We have transitioned to above-ground vegetable farming instead of traditional in-ground methods. This shift aids in regulating water usage and reduces the necessity for frequent replenishment of soil with specific fertilisers or compost. Our approach involves growing three crop cycles in the same potting mix before replacing it with a fresh mixture. We are watering the above-ground plants via a hydroponic drip system.
- To accommodate an area unsuitable for pecans, crops such as yellow maize and soya beans are planted in a 4-hectare area beneath the overhead powerlines.
- The maize and soya bean land is rotated in three-year cycles of, two years of maize followed by a year of soya bean. Maize and soya beans have different nutrient requirements. Rotating these crops helps prevent the depletion of specific nutrients in the soil. For example, soya beans fix atmospheric nitrogen, enriching the soil with this essential nutrient, while maize tends to consume more nitrogen. Rotating the crops allows for a more balanced nutrient profile in the soil. Continuous monoculture farming can also lead to a build-up of pests and diseases that target specific crops. By rotating crops, we disrupt pest and disease cycles, reducing the risk of outbreaks. Rotating crops can help manage weed populations. Different crops compete with weeds in different ways, and rotating crops disrupt weed growth cycles. Different crops have varying root structures and depths, which can help improve soil structure and reduce soil erosion. Rotating crops also enhances soil microbial diversity and activity, promoting overall soil health.
- The harvests this past year were significantly lower than anticipated, this can be attributed to three key components, namely:
 - Exceptionally low rainfall
 - Very high temperatures
 - Highest recorded year of hail to date
 - The pecan nut harvest yielded 5 290kg of nuts in shell, marking a decrease of 982kg compared to the previous year. Nonetheless, we successfully processed and sold all stock through our bulk buyers before year-end, thanks to the timely acquisition of a pecan cracker just before the season commenced.

Energy Consumption

The total energy usage reported herein examines data in respect of:

- Electricity utilised
- Diesel used in the generators at the Homes, vehicles and general grounds maintenance activities
- Petrol used in LITTLE EDEN vehicles
- Diesel used to LITTLE EDEN vehicles
- Liquid Petroleum Gas used at the LITTLE EDEN Homes

Collectively, these elements make up the total energy usage for the period 1 April 2023 to 31 March 2024. We convert the kilowatt hours (Electricity) and litres (petrol, diesel and LPG) to gigajoules in terms of standard conversion metrics which are universally utilised. For clarification purposes, the joule is the official unit utilised to measure energy and is often used as a means of comparison when different energy carriers are being used. This is easily done when considering total energy consumption across a range of energy carriers such as gas, electricity, petrol etc. The conversion of these resources into gigajoules makes comparing and totalling the energy possible.

Table 2: Total Energy Consumption						
	2024		2023		2022	
ELECTRICITY CONSUMPTION	kWh	GJ	kWh	GJ	kWh	GJ
Domitilla and Danny Hyams Home	561041	2020	658720	2371	601958	2167
Elvira Rota Village	140400	505	89869	323	83783	302
Shop Operation	6972	25	5085	18	4513	16
Saint Joseph House	2433	9	2114	8	2861	10
Domus Our Lady Mother of all Children	2018	7	1061	4	819	3
Total Electricity	712864	2566	756849	2724	693934	2498
Change in Electricity Consumption		-5,81%		9,07%		-6,85%
FUELS CONSUMPTION	Litres	GJ	Litres	GJ	Litres	GJ
Petrol	5035	156	3500	108	2480	77
Diesel	37563	1431	38852	1480	17949	684
(Vehicles)	11296	430	12725	485	12174	464
(Generators)	26267	1001	26127	995	5775	220
LPG	3296	88	4903	131	3677	98
Total Fuels	45894	1675	47255	1719	24106	859
Change in Fuels Consumption		-2,57%		96,03%		17,63%
Total Energy (Electricity & Fuels)		4241		4443		3357
Change in Energy Consumption		-4,55%		32,4%		-1,62%

Conversion Factors		
Electricity	0,0036	GJ per kWh
Petrol	0,0310	GJ per litre
Diesel	0,0381	GJ per litre
LPG	0,0267	GJ per litre

As reflected in Table 2: Total Electricity Consumption, the overall electricity usage decreased by 5.81% from 2724 gigajoules to 2566 gigajoules as of 31 March 2024. Total electricity and fuel decreased from 4443 gigajoules to 4241 gigajoules from 1 April 2023 to 31 March 2024.

>> ENVIROMENTAL IMPACT

Electrical consumption

The total energy consumption utilised in terms of electricity at the LITTLE EDEN facilities which is comprised of Domitilla and Danny Hyams Home (DDHH), Elvira Rota Village (ERV), Charity Shop and the two residential properties known as Domus Our Lady Mother of all Children (DOL) and St Joseph House (SJH decreased by 5.81% from 2724 gigajoules to 2566 gigajoules.)

In terms of electricity consumption at DDHH as reflected in Table 2: Total Energy Consumption, there was a decrease from 2371 gigajoules to 2020 gigajoules. Electricity consumption at ERV increased to 505 gigajoules from 323 gigajoules. DDHH obtains their electrical supply from Ekurhuleni Municipality while ERV obtains their electrical supply from Eskom. A renewable energy solar installation commenced at DDHH on 31 May 2023 and has assisted with the electrical costs for the Home.

The electricity usage at Domus Our Lady Mother of all Children (DOL) increased from 4 gigajoules to 7 gigajoules. The overall annual usage is exceptionally low and no cause to be concerned. The Charity Shops increased from 18 gigajoules to 25 gigajoules. The Charity Shop makes use of prepaid electricity. St Joseph House (SJH) Volunteer accommodation increased from 8 to 9 gigajoules which is not a cause of concern as the volunteers are accommodated in the property.

Since its commissioning on 17 August 2023, the newly installed solar photovoltaic (PV) plant at DDHH in Edenvale, has significantly contributed to sustainability efforts. Through continual monitoring of the system we have managed to deduce the following since the inception of the project.

1. CO2 Avoidance: As of July 2024, the solar PV plant has avoided approximately 59.19 tons of CO2 emissions. This reduction is achieved through the displacement of fossil fuel-based electricity generation with clean, renewable solar energy.
2. Total Consumption: The organisation's total electricity consumption since the plant's commissioning has been 411.487 megawatt-hours (MWh). This figure represents the overall energy demand that the solar PV plant is helping to offset.
3. Total Generation: The solar PV plant has generated 147.967 MWh of electricity since its installation. This generation figure highlights the amount of clean energy produced onsite, contributing directly to the organisation's electricity needs

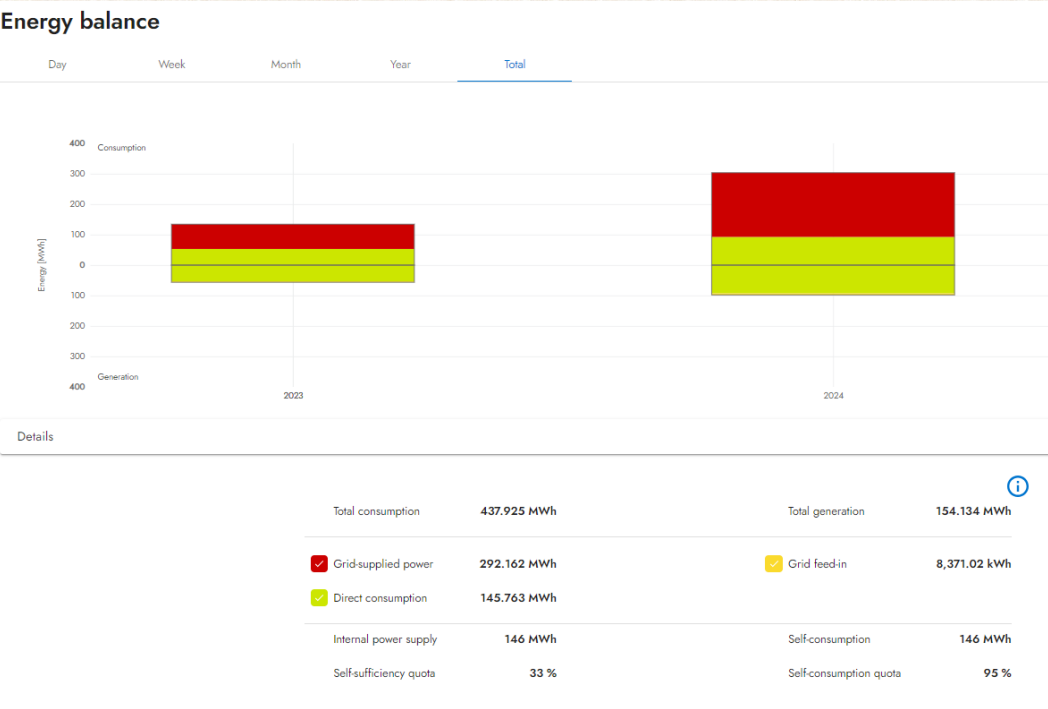


Figure 1: Energy consumption vs energy generation

4. Grid Feed-in: A total of 8249.06 kilowatt-hours (kWh) of surplus electricity has been available for feed back into the national grid.
5. Self-sufficiency Quota: The organisation has achieved a self-sufficiency quota of 34%. This figure indicates the proportion of its electricity demand met by onsite generation from the solar PV plant, reducing reliance on external sources and enhancing energy independence.
6. Self-consumption Quota: With a self-consumption quota of 94%, the organisation effectively utilises the solar energy generated onsite to power its operations directly. This high self-consumption rate emphasises the efficiency and effectiveness of the solar PV system in meeting immediate energy needs.

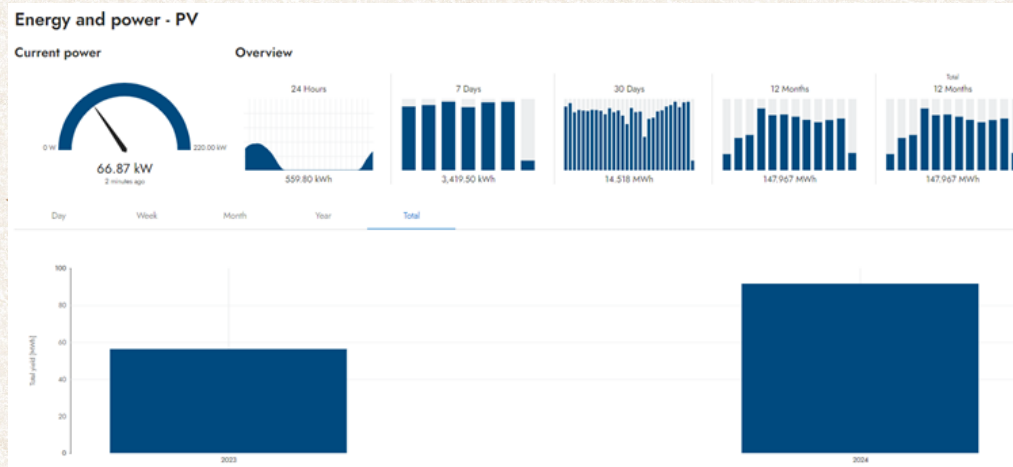


Figure 2: Total yield of MWh produced by the system

The installation of the solar PV plant at the Domitilla and Danny Hyams Home has brought about several significant sustainability benefits:

- **Environmental Impact:** By avoiding 59.19 tons of CO₂ emissions, the organisation is contributing positively to environmental conservation and climate change mitigation. The reduction in greenhouse gas emissions aligns with global efforts to transition towards cleaner energy sources and reduce carbon footprints

CO₂ Avoidance



35kg
today

59.19t
today

Figure 3: CO₂ Avoidance

- **Financial Benefits:** The solar PV plant helps to stabilise electricity costs by generating a significant portion of the organisation's electricity needs from renewable sources. Over time, this can lead to cost savings and budget predictability, freeing up financial resources for core activities and initiatives.

Average Saving per month since PV installation

R17 090,87

Average % saving per month since PV installation

18,6

- **Operational Resilience:** With a high self-consumption rate of 94%, the organisation reduces vulnerability to fluctuations in external energy supply and prices. This resilience enhances operational stability and continuity, particularly during periods of energy market volatility or disruptions.

Through its contribution to clean energy generation, the solar PV plant exemplifies the organisation's commitment to environmental stewardship. Continued investment in renewable energy technologies and sustainable practices will further solidify LITTLE EDEN's leadership in promoting a greener and more sustainable future.

Fuel Usage

Total fuel consumption decreased by 2.57% from 1719 gigajoules to 1675 gigajoules as at 31 March 2024. Petrol, diesel and LPG are classified as fuels in this report. There was an increase of 43.86 % for petrol consumption and 3% decrease for diesel consumption. The dramatic increase in petrol usage is due to more frequent hospital visits for the residents and an increase in collections of donations. Total decrease in Energy Consumption is 4.55%

Table 3 Water Usage

WATER		
	2024	2023
DDHH	9 480	14 275
ERV	38 899	37 847
Shop	106.76	100
SJH	147	158
DOL	30	27
Total	48 622,76	52 407,00

The water consumption at LITTLE EDEN is set out in Table 3 – Water Consumption. This report will specifically focus on the period 1 April 2023 to 31st March 2024. Water is used for the direct and indirect care of residents as well as to irrigate

the fields at ERV. ERV uses 100% ground water that is recycled through the wetland system into potable water and tested by the East Rand Water Care Association (ERWAT).

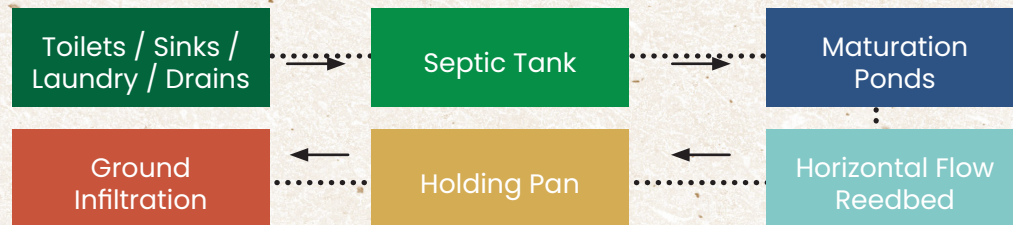
In this reporting period, borehole water consumption at ERV increased from 37847 kilolitres to 38899 kilolitres. This can be attributed to ERV receiving insufficient rainfall, with an annual average of 750mm falling short. Only 528mm of rain during the period and a constant increase in irrigation.

At DDHH, water consumption decreased from 14275 kilolitres to 9480 kilolitres possibly due to the borehole being utilised more frequently for the watering of vegetables and gardens. St Joseph House decreased from 158 kilolitres to 147 kilolitres as the number of volunteers being housed in the accommodation decreased as did the time periods they stayed at the property. DOL had a slight increase in water usage on a very low base amount of 27 kilolitres to 30 kilolitres. Water is used for general cleaning and gardening purposes at DOL.

At the Charity Shop, we note that there was an increase in water consumption in the reporting period from 100 kilolitres to 106.76 kilolitres could be attributed to an additional garden that needs watering.

Overall, this year's usage decreased slightly on last year's records.

The black and grey water undergoes natural treatment onsite through the septic system, following this process:



This system, from the settlement ponds to the reedbed, effectively purifies and cleanses the water to a quality suitable for re-use on our agricultural lands. We facilitate the return of this water to the ground through our holding pan, enabling continuous filtration as it replenishes the water table. This replenished water is then pumped up daily via the borehole for our usage.

Aerial view of the septic system ponds



>> ENVIROMENTAL IMPACT

Recycling and waste management

The metal and e-waste recycling programme continued from electronic donations received that are not repairable. Paper recycling is ongoing, Medical waste is collected by the Department of Health.

Biodiversity Conservation

Mammals

Tables below shows the mammal species found to date on our property at ERV

LIST OF MAMMAL SPECIES						
	ORDER/FAMILY	ENGLISH NAME	ALTERNATIVE NAME	AFRIKAANS NAME	GENUS	SPECIES
Order	Carnivora					
Family	Felidae					
Subfamily	Felinae	Serval			Leptailurus	serval
Family	Viverridae					
Subfamily	Herpestinae	Mongoose				
		Yellow Mongoose		Witkwasmuishond	Cynictus	penicillata
		Slender Mongoose		Swartkwasmuishond	Galerella	sanguinea
Family	Canidae					
Subfamily	Caninae	Jackals				
		Black-backed Jackal		Rooijakkals	Canis	mesomelas
Order	Primates					
Family	Lorisidae	Bushbabies				
		Lesser Bushbaby	South African Galago	Nagapie	Galago	moholi
Family	Cercopithecidae	Monkeys				
		Vervet Monkey		Blouaap	Cercopithecus	aethiops
Order	Insectivora					
Family	Erinaceidae	Hedgehogs				
		Southern African Hedgehog		Krimpvarkie	Atelerix	frontalis

LIST OF MAMMAL SPECIES (continued)

	ORDER/FAMILY	ENGLISH NAME	ALTERNATIVE NAME	AFRIKAANS NAME	GENUS	SPECIES
Family	Soricidae	Shrews				
		Least Dwarf Shrew		Kleinste dwergskeer- bek	Suncus	infinitesimus
Order	Rodentia					
Family	Muridae					
Subfamily	Murinae	Mice				
			Single striped mouse			
		Striped Mouse	Four-striped Grass mouse	Streepmuis	Rhabdomys	pumilio
Family	Bathyergidae	Mole-Rats				
		African Mole-rat	Common Mole-rat	Vaalmol	Cryptomys	hottentotus
Order	Lagomorpha					
Family	Leporidae	Hares				
		Scrub Hare		Kolhaas	Lepus	saxatilis
Order	Chiroptera					
Sub-order	Microchiroptera					
Family	Molossidae	Free-tailed Bats				
		Egyptian Free-tailed Bat		Egiptiese losstertvl- ermuis	Tadarida	aegyptiaca
Family	Vespertilionidae	Vesper Bats				
		Cape Serotine Bat		Kaapse dakvlermuis	Eptesicus	capensis
		Yellow House Bat		Geel dakvlermuis	Scotophilus	dinganii

- The rise in the mammal population can be credited to the establishment of three indigenous forests on the premises in 2020, which have since flourished into fully functioning ecosystems. These forests have become a haven for various species, both mammals and birds, that had not been sighted on the property for years. Positioned as a green belt amidst farmland, they serve as a sanctuary for species displaced by agricultural activities encroaching on their habitats. We now have 4ha dedicated solely to the conservation of indigenous wildlife, an area our residents often utilise as part of their daily stimulation programme.

>> ENVIROMENTAL IMPACT

- LITTLE EDEN's property, Elvira Rota Village, falls within the confines of the Elandsvlei conservancy. This conservancy comprises a 39 000ha expanse of farmlands, plots, residential areas, wetlands and rocky outcrops in the greater Bapsfontein region. We are honorary members of the conservancy and there are plans for the year ahead to get our residents more involved in the group activities the conservancy offers. The Site and Facilities Manager of Elvira Rota Village, Paolo Slaviero, was voted in as the new chairman of the Elandsvlei Conservancy in April 2024.

Birds

- Within our geographic location, there have been 307 recorded species of different birds seen over the years in the Bapsfontein area. At Elvira Rota Village alone, we have been keeping our own bird list which has gone up by 9 species since last year taking us to a total of 175 species seen here of the recorded 307 in our area.
- Of particular interest are the recent sightings of birds associated with bushveld such as the Crimson Breasted Shrike and the African Olive Pigeon. This is a true indication that our indigenous forest areas are returning the area to as natural a state as possible.
- In the greater Bapsfontein area, a Lesser Jacana was found which is an awesome find for Gauteng, these birds are more closely associated with the Okavango Delta in Botswana.

Amphibians

- Elvira Rota Village is located close to one of the largest African Bull Frog (*Pyxicephalus adspersus*) breeding sites in Gauteng. This bullfrog is the largest amphibian species inhabiting southern Africa. Within Gauteng, males typically attain a snout-vent length of 245 mm and a weight of 1.4 kg. Unlike most frog species, males of the African Giant Bullfrog outweigh females. They are characterized by a notably broad head, featuring two prominent bony spines rising from the lower jaw, with a smaller spine in between. Distinct skin ridges, interrupted in pattern, adorn the back. Spade-shaped inner metatarsal tubercles are located on the heels, serving as digging tools.

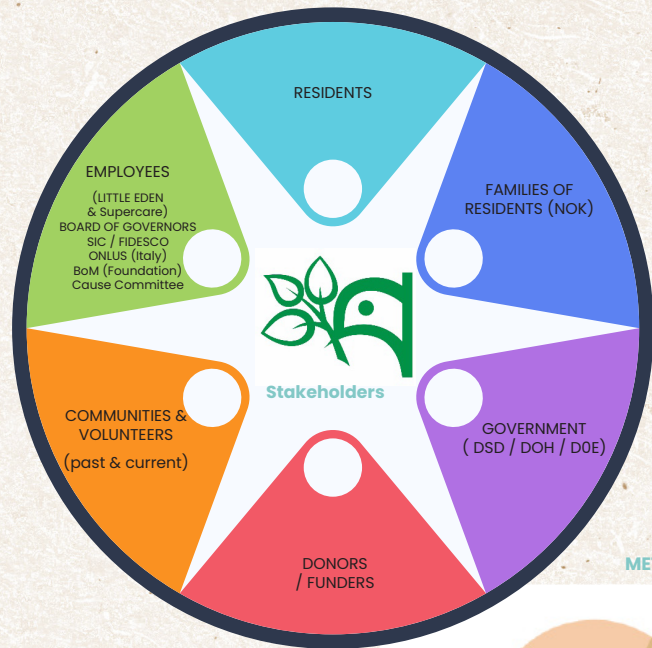
- The wetland area of the village has become a refuge for this species which is facing severe habitat loss with the ongoing commercial developments which are springing up in the eastern parts of Ekurhuleni in which the village is situated. We have been lucky to see and hear these incredible creatures throughout this past summer as they emit their low-frequency contact calls to encourage mates to make their way onto our property and the ideal habitat which is our wetland area.

Conclusion

Key environmental focus areas highlighted in this report include electrical and water usage, waste management and management of the biodiversity at LITTLE EDEN'S operations. The analysis of data for the period 1 April 2023 to 31 March 2024 indicates that the total energy consumption at LITTLE EDEN decreased by 4.55% with a marked increase in the consumption of fuels as Eskom load shedding affects the operations at ERV and the need is to rely on generator power daily as the country navigates the various load shedding levels.

The materiality of the direct effect of water and electricity remains a challenge to the survival of LITTLE EDEN as the care provided to residents would not be possible without a reliable supply of water and electricity. The need to decrease utility charges without decreasing operational efficiency and resident care remains high on the agenda and a solar installation has been completed at DDHH and has proven to assist financially within LITTLE EDEN. There is an urgent need to introduce renewable energy solutions at ERV looking at the data above there is no indication that load shedding will end in the near future in South Africa.

>> STAKEHOLDER ENGAGEMENT



METHODS OF ENGAGING



COMMUNICATING THE BRAND

LITTLE EDEN Society continues to prioritise effective communication as a cornerstone of its mission to provide quality lifelong care to children and adults living with profound intellectual disability. In today's fast-paced world, it is essential for LITTLE EDEN to be directed by statistics, amongst others, and to leverage all communication platforms available in tandem to maximise exposure and reach.

Through the various digital channels, we have the opportunity to amplify our impact, reach new audiences, and foster meaningful connections with supporters and stakeholders. As we continue to navigate the complexities of the digital age, we remain steadfast in our commitment to communicate our message of *compassion* with clarity, authenticity and empathy. We strive to nurture connections, inspire action and create a more inclusive and *compassionate* world for all.

Media Social-Media

In our mission to spread *compassion* and care, LITTLE EDEN Society has embraced the power of social media as a vital communication tool. Through platforms such as *Facebook*, *Instagram*, *LinkedIn* and *X*, we have been able to raise awareness as well as our profile in regards to our organisation, share updates on our activities, and provide insights into the lives of the children and adults living with profound intellectual disability under our care.

Social media serves as a cost-effective and efficient means for LITTLE EDEN to connect with a broader audience, engage supporters, promote events and campaigns and receive real-time feedback on our initiatives. By leveraging these platforms, we have been able to increase our visibility, attract more donors and supporters and create a lasting impact on the surrounding community.

In the past financial year, our social media pages have employed various hashtags to extend the reach of posts and make content more accessible to a wider audience. By utilising strategic hashtags, we have been able to amplify our message, connect with like-minded individuals and organisations and spark meaningful conversations around issues related to intellectual disabilities and *compassionate* care.

>> STAKEHOLDER ENGAGEMENT

As we continue our journey of *compassion*, we remain committed to harnessing the power of social media to further our mission and amplify the voices of those we serve. Through ongoing engagement and collaboration, we aspire to create a more inclusive and *compassionate* world for individuals living with profound intellectual disability.

In the period 1 April 2023 – 31 March 2024, LITTLE EDEN's social media platforms including *Facebook*, *X*, *Instagram* and *LinkedIn* have collectively reached 285 123 people with women accounting for 74.7% and men 25.3%.

Recent statistics indicate that LITTLE EDEN enjoys the most engagement from its supporters through the Facebook social media platform with 5,400 followers followed by *LinkedIn* with 1,596 followers. The Society has an objective to grow followers and subsequently engagement on the LinkedIn platform targeting corporates and professional individuals for partnerships.

Mainstream Media

In the past year LITTLE EDEN Society has been making waves in the media landscape, garnering attention and recognition from various mainstream outlets not just in Edenvale but across the country which is an intentional strategic objective. From local newspapers in Gauteng and KwaZulu-Natal to nationwide radio stations and national newspapers, our presence in the media has been steadily growing, reaching audiences far and wide. Additionally, we have had the privilege of making television appearances and being featured on local and regional radio stations, further expanding our reach and impact.

The benefits of ensuring our presence in mainstream news as a non-profit organisation (NPO) are multifaceted and far-reaching. Firstly, media coverage provides us with a platform to raise awareness about the vital work we do in providing lifelong care to 300 children and adults living with profound intellectual disability. By sharing our stories, successes and challenges with a wider audience, we can foster greater understanding and empathy towards individuals living with disabilities and highlight the importance of inclusive and *compassionate* care.

Furthermore, media exposure allows us to amplify our fundraising efforts and attract support from donors, sponsors, and volunteers. By showcasing

the impactful projects and initiatives we undertake, we can inspire others to join us in our mission and contribute towards creating a more inclusive and *compassionate* society.

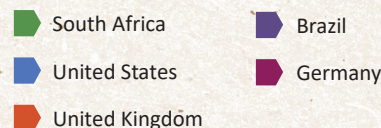
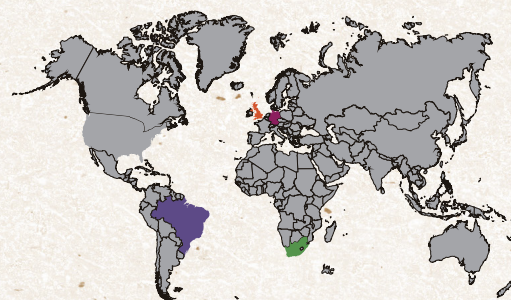
Moreover, media coverage helps to elevate our profile within the community and establish us as a trusted and reputable organisation. As we are featured in mainstream news outlets, we gain credibility and legitimacy, which can lead to increased partnerships, collaborations, and opportunities for growth and expansion.

Media exposure allows us to celebrate the achievements and milestones of our residents and staff, shining a spotlight on their talents, abilities and contributions to society. By sharing their stories with the world, we can challenge stereotypes and misconceptions surrounding intellectual disability and promote a more inclusive and accepting society contributing to our own advocacy efforts.

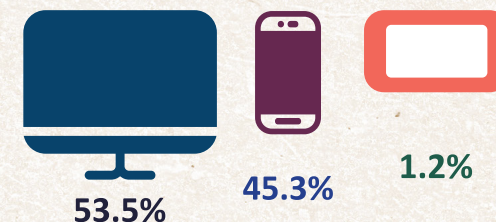
Website

Our website serves as a hub of information, providing visitors with a comprehensive overview of our mission, programmes, and services. It is a place where individuals can learn more about our residents, our staff, and the impact of our work. By maintaining an updated and user-friendly website, we ensure that everyone has access to the information they need to support our cause and engage with our organisation.

WHERE ARE OUR WEBSITE USERS BASED?



WHICH DEVICES ARE BEING USED TO ACCESS OUR WEBSITE?



WhatsApp Groups

It is becoming more apparent that *WhatsApp* is increasingly becoming the preferred and efficient means of communicating. Currently, LITTLE EDEN is using the platform mainly to communicate with family members of our residents – Next of Kin (NoK). However, we are investigating and looking into more ways in which we can use this platform as an additional option to communicate with all stakeholders.

Collaborations & Partnerships

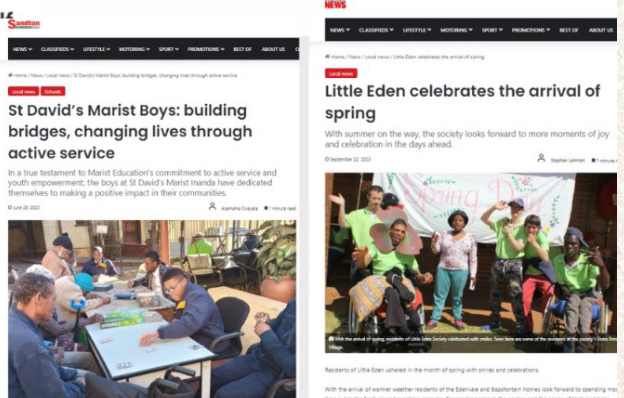
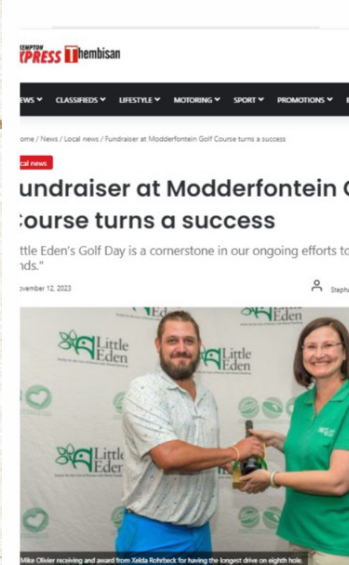
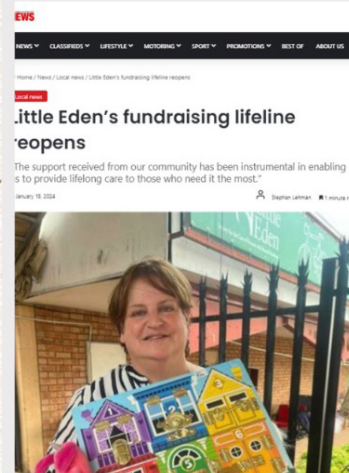
Through collaborations and partnerships, LITTLE EDEN is able to maximise its efforts to spread the word about the work and the needs of the Organisation. We have been able to collaborate with community and national media platforms and organisations that carry out and advocate for a similar cause to ours, such as the *South African Federation for Mental Health and Special Olympics South Africa (SOSA)*.

In the spirit of compassion and generosity, LITTLE EDEN Society has been blessed with *invaluable* support from *Newsclip Media Monitoring Services*. Their pro bono service has enabled us to effectively track media mentions, enriching our reporting processes with accuracy and detail.

Through *Newsclip's* dedicated assistance, we have been empowered to stay informed and connected with media coverage related to LITTLE EDEN Society. This comprehensive monitoring has not only enhanced our ability to analyse our public presence but has also facilitated timely responses to media inquiries and opportunities.

This *compassionate* gesture of providing *pro bono* support reflects *Newsclip's* commitment to LITTLE EDEN's cause and the welfare of those we serve. Their generosity over many years has been a cornerstone of our communication efforts, allowing us to share the stories and experiences with greater clarity and impact of the children and adults living with profound intellectual disability entrusted to our care.

We are grateful to *Newsclip* for their ongoing support and partnership.



>> STAKEHOLDER ENGAGEMENT

IMPACT BEYOND OUR BOUNDARIES

In their life journey, our Founders demonstrated the great values of lending a helping hand and in general, “caring for your neighbour”. As we walk in their foot prints, we continue to engage in various activities and initiatives to maximise our impact beyond the boundaries of LITTLE EDEN.

Since inception in 1967, a total of 1108 individuals have passed through the compassionate hands of LITTLE EDEN typically the majority of our residents have been abandoned (64,86% this reporting year), the remaining percentage come from families who may find benefit and great comfort once their loved one with profound intellectual disability has been placed at the Home, giving parents or guardians an opportunity to again look for work and earn income which will benefit their family as a whole.

The work carried out daily at LITTLE EDEN Society speaks to our mandate of advocacy. Through strategic partnerships with relevant stakeholders and organisations, we amplify the impact of our mission. Through our website and social media platforms, we share our work and provide information about caring for people living with intellectual disability, emphasising the importance of compassion and dedication.

One of our significant advocacy efforts is the annual LITTLE EDEN Society CEO Wheelchair Campaign®, which reached its 7-year milestone in 2024. Each year, the campaign grows, enabling the Society to advocate directly to the public and corporate organisations about the challenges faced by people who rely on wheelchairs for mobility and those living with intellectual disability. The campaign takes place throughout the month of March, which is Intellectual Disability Awareness Month. During this month, we highlight the daily challenges our residents face and raise funds for LITTLE EDEN Society.

We are pleased to share that the 2024 campaign gained momentum with the participation of four organisations in Kwa-Zulu Natal province. In addition, LITTLE EDEN Society joined hands with other stakeholders, including the *South African Federation for Mental Health (SAFMH)*, *Special Olympics South Africa (SOSA)*, *National Council for Persons with Disability (NCDP)*, and *Nokusa*, to advocate for the rights of people living with physical challenges. South African Paralympian Rower Sandra Khumalo continued her support as the ambassador of this campaign.

In the past financial year, LITTLE EDEN Society has been privileged to partner

with the *Special Olympics South Africa (SOSA)*, a collaboration that beautifully embodies our theme of *compassion*. This partnership has brought about significant initiatives aimed at enriching the lives of our residents, who live with profound intellectual disability.

One of the highlights of this partnership was the facilitation of comprehensive recordings for stimulation and therapy. These recordings, tailored specifically for our residents, included a variety of audio and visual materials designed to enhance cognitive function, improve sensory processing, and provide emotional comfort. SOSA also organised onsite audiology screening tests for our residents. Qualified audiologists conducted thorough assessments of hearing health, ensuring that our residents received timely and professional care without the need to travel to external facilities. These screenings included standard hearing tests and ear health examinations, leading to personalised care plans for those requiring further intervention.

This partnership with SOSA exemplifies the power of collaboration and the importance of *compassionate* care. By working together, we have created a holistic support system that enhances the lives of our residents, aligning perfectly with the mission of LITTLE EDEN Society. We are deeply grateful for SOSA's commitment and look forward to continuing this impactful partnership in the years to come.

LITTLE EDEN Society also partnered with *St David Marist Inanda* to support underprivileged children, an initiative stemming from participating in the *Radio Veritas Festival* held in June 2023. During the event, LITTLE EDEN Society received over 50 pairs of Thommy Gee school shoes, made from recycled plastic. The shoes were not suitable for our residents but we recognised the greater impact these shoes could have on others hence the decision to donate them to children in need in the community.

To distribute the shoes effectively, LITTLE EDEN Society collaborated with *St David Marist Inanda*, a school dedicated to social responsibility, which has a sister school in the economically challenged Alexandra township. The handover event in Alexandra was filled with joy and gratitude, with children receiving the shoes as symbols of hope and community care. This partnership

highlights LITTLE EDEN Society's mission of *compassion* and community support. By working together, we were able to extend our reach and make a significant difference in the lives of those in need.

LITTLE EDEN Society plays a vital role not only for the people in our care and their immediate families but also for the community at large. Through our school community service programme, we aim to raise a socially conscious community that believes people living with profound intellectual disability are whole and complete human beings, created by God with a mind, body, spirit, and soul. By exposing school children to the work carried out daily at LITTLE EDEN, we hope to nurture future generations of socially responsible business leaders.

LITTLE EDEN continues to be accessible to students needing practical experience in various multidisciplinary sectors. We provide a platform where tertiary-level students can obtain valuable experience required for their specific areas of study related to the work being carried out at LITTLE EDEN. During the reporting year, students from the following institutions spent their community service hours at LITTLE EDEN Society:

- Witwatersrand University – Occupational Therapy Department
- eDeaf Learners
- GemMeg
- First Class
- Wayne Alfa
- Alison Online

LITTLE EDEN remains willing and available to support and share expertise with the Government, NGOs and individuals.

Our efforts extend beyond our immediate community, impacting lives across borders. The *compassionate* care and advocacy we provide serve as a beacon of hope and a model for others to follow. LITTLE EDEN Society is committed to creating a world where people with profound intellectual disabilities are valued, respected, and given the opportunity to thrive.

In April this year, LITTLE EDEN was afforded the opportunity to attend and address an audience at the University of Pretoria at which a book by Dr Rory Du Plessis, Senior Lecturer in Visual Studies called *I See You*:

A Photo Album of People with Intellectual Disability was launched. This journey reflects on studies undertaken in an era where the harsh realities of dehumanised terminology and care were commonplace. The author composed poems on the one aspect that affected him and inspired him to recognise and appreciate each individual's personhood.

We took the opportunity to share with the audience how the journey of LITTLE EDEN through our late Founders, Servants of God Domitilla and Danny, also contributed towards a changed narrative and perception of disability through the work of service of the Society. It reinforces the global shift in attitude towards those with disabilities and encourages us to view the work carried out at LITTLE EDEN as truly incredible with the focus on the value of recognising and personalising the care to each individual's needs, preferences, likes and abilities.



>> FINANCIAL IMPACT

TREASURER'S REPORT

The total income for LITTLE EDEN Society for the year ended 31 March 2024 grew by 14.05% from R61 620 414 (2023) to R70 279 575 in 2024. 21.54% of the total income was derived from Major Renovation Project Grant which is specifically ring fenced for renovations and building. The actual operational income increased by 8.11% before adding the Major Renovations Project Income.

During the period under review, donations from the public increased by 24.64% from 2023: R15 493 329 to R19 310 544 in 2024 while the grant from the Gauteng Department of Health subsidy increased by 8% and SASSA by 4.79%. The increase in donations may be attributed to generous and once off donations received in the current year.

Operating and fundraising costs, before adding Major Renovations Project costs of R15 141 177 (2023: R10 616 591), increased by 4.10% from R49 643 266 in 2023 to R51 677 052 in the current year, increments can be related to annual supplier and labour increases.

The Society ended the financial year on a very positive note with a surplus of R3 461 347 (2024) compared to surplus of R1 360 557 in 2023, this resulting to a healthy net asset value of R7 393 254 at end of the year.

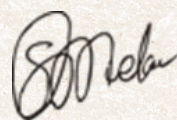
The statement of financial position as at 31 March 2024 reflects total current assets of R18 683 491 from R15 058 878 in the prior year, the increase is due to the current surplus and additional conditional funding ringfenced for Solar installation and other major renovations. The total liabilities include income received in advance of R9 640 984 in 2024 compared to R10 266 619 in 2023, this advance income forms part of the conditional grant agreements for major renovations and solar installation projects and has slightly decreased due to funds usage and additional funding received in the period under review.

The Society received a standard qualified audit opinion in relation to similar organisations for the year under review relating to accounting controls over cash and donation-in-kind collections prior to the initial entry of the collections in the accounting records. Due to the nature of the organisation, at this moment there are no cost-effective processes or procedures that can be put in place to eliminate this qualification, and it is common in the industry.

Notwithstanding the challenging and constraint NPO funding environment, Management and staff are continuously committed in finding new and effective ways of fundraising to ensure that the Society continues to fulfil its vital mandate to its residents.

The generosity and continuous financial support from our stakeholders and patrons encourage management and staff to fulfil LITTLE EDEN's objectives.

I wish to appreciate the commendable efforts of the Board, Management and staff throughout the financial year.



Ms Sedzani Faith Mudau CA (SA)
Treasurer



INCOME AND EXPENDITURE

The three-year comparative analysis of funding streams is tabulated below

Description	% Subtotal Income	2024		2023		2022
Government	44%	R24 268 032	45%	R22 840 277	46%	R21 964 774
Corporates	25%	R14 015 983	22%	R11 256 801	22%	R10 454 825
Individuals	12%	R6 424 737	18%	R9 118 975	13%	R6 442 916
Foundations & Trusts	8%	R4 267 959	7%	R3 432 778	11%	R5 051 491
National Lotteries	1%	R600 000	0%	R0	0%	R0
Charity Shop	7%	R3 892 913	6%	R3 202 147	6%	R2 949 096
Other sources of income	3%	R1 668 774	2%	R1 152 845	2%	R898 561
SUBTOTAL INCOME	100%	R55 138 398	100%	R51 003 823	100%	R47 761 663
Major Renovation Project Income		R15 141 177		R10 616 591		R8 796 138
TOTAL INCOME		R70 279 575 ^{1A}		R61 620 414 ^{1A}		R56 557 801 ^{1A}

The 2024 gross income shows a growth of 14.05% from R61.62 million in 2023 to R70.28 million in 2024, however, 21.54% of the Gross Income is related to the Major Renovations Project Grant. The Grant is ring-fenced specifically for major renovations and building upgrades. The operational income before this grant income increased by 8.11% from R51 million in 2023 to R55.14 million in 2024.

In the past 2023 financial year, LITTLE EDEN was blessed with a generous once-off bequest of R3.2 million that was allocated under the individuals category, hence a decline of 29.55% in this category in the current year. Government grants were increased by 8% DoH and for SASSA (Disability Grant) by 4.79%.

The government remains the largest funder and strategic partner of the Organisation at 44% of actual operational income.

Funding from Corporates increased by 24.51% year on year, similarly with Foundations & Trusts at a 24.33% increase. There seems to be an overall positive change in the giving patterns and we truly appreciate the support.

The Charity Shop increased by one percent to 7% year on year. The Shop's income grew by 21.57% compared to last year, this being the result of good quality and amount of goods donations received by the Charity Shop in this financial year. LITTLE EDEN received a large donation of good quality furniture some of which was sold at the Shop.

We received the first tranche of R600k from the National Lotteries Commission in the current financial year, which is 74.5% of the total Grant of R805k awarded to LITTLE EDEN Society. We are grateful to the NLC for this support after four years of not receiving funding from them.

The Organisation ended the financial year in a very favourable position of R3.46 million surplus. This could be attributed to the generous and once-off donation and bequest we received in the current financial reporting period. Taking cognisance of the constrained economic climate, the surplus funds are intended to be used to establish a financial reserve building towards the financial sustainability strategy. The Organisation is highly reliant on the generosity of donors and remains grateful for the support we continue to receive to pursue the work of service and *compassion* of our Founders.

Gross Expenditure for the year ended 31 March 2024

	2024 Operating percentages*	2024	2023 Operating percentages*	2023
Care Services	51,30%	39,68%	51,76%	42,64%
Food and Provisions	6,76%	5,23%	8,61%	7,09%
Fundraising Costs	2,16%	1,67%	0,73%	0,61%
Insurance & Bank charges	0,90%	0,69%	0,82%	0,67%
Maintenance & Equipment	3,96%	3,06%	3,67%	3,02%
Other Admin	1,54%	1,19%	1,54%	1,28%
Other Home Costs	8,56%	6,62%	9,24%	7,61%
Personnel - Admin & Fund-raising	11,82%	9,14%	11,12%	9,17%
Professional and Security	3,13%	2,42%	2,82%	2,32%
Charity Shop	4,28%	3,31%	3,25%	2,67%
Municipal Services	5,60%	4,33%	6,44%	5,30%
Total	100,00%	77,34%	100,00%	82,38%
Major Renovations Project Expenses		22,66%		17,62%
TOTAL		100,00%		100,00%

* Operating Expenses exclude the Major Renovations Project Expenses

>> FINANCIAL IMPACT

The overall total operating expenses increased by 4.10% compared to last year. This is attributable to general annual increases in supplies and human capital. The comparative percentages above are consistent in comparison to the prior year with marginal movements, with the exception of Food & Provisions, Fundraising Costs, Other Home Costs, Charity Shop and Municipal Services. Further explanations are stated below.

The Organisation remains highly labour-intensive due to the type and quality of care required for our residents, thus the labour bill for Care Services is the largest cost at 51.30% of total operational costs. Food and Provisions decreased in the current year due to a large donation in kind of lotions that were received in the previous year and not received in the current financial year.

Fundraising costs increased by approximately 200%, this was due to valuable *pro bono media* and television advertising that was received during the current reporting period which is accounted for as a donation in kind and the income and expense realised respectively in financial reporting. Other Home costs decreased in the current year. This category includes PPE, cleaning utilities and medications. In the current financial year, there has been some improvement in the availability of medicines from the Department of Health, therefore less private procurement.

Municipal Services decreased by 9.45% compared to the previous year. The organisation invested in solar panels at DDHH which seem to be yielding positive results as well as the reduction in load shedding. This is a significant step towards reducing fixed expenses, contributing to a positive environmental impact as well as sustainability.

The Charity Shop costs increased by 37.31% in the current period. The Organisation had the opportunity to open another Charity Shop at another location, Klopper Park which extended the reach to more new customers. Due to the expansion, the staff complement for the Shop increased resulting in increased operational expenses. The overall feasibility of this expansion project is being reviewed to derive the best results towards the self-sustainability of the Organisation.

In the 2020 financial year, the Organisation secured a grant ringfenced specifically for major renovations and buildings. The renovations are now in the last stretch of work and are anticipated to be completed in the ensuing financial year. The increment in the Major Renovations Project costs reflects the extent of work done at the end of the financial year and is inclusive of the Solar Panel system invested in and referred to in the Income Received in Advance for this specific purpose.

FUND DEVELOPMENT

A dynamic and uncertain funding environment dominated our fund development in this financial year. Operating in a context where our strategic intent is to put a smile on the faces of our precious *angels* with the severest form of disability remains our great pride and joy as we serve them with excellence, humility and *compassion*.

As our donors, you too have recognised that excelling in delivering quality care to our precious *angels* should never be compromised especially in this volatile funding environment. An environment that continues to place more and more people with profound intellectual disability at severe risk.

This year, 64,86% of our residents were previously abandoned, an indicator that this population of vulnerable people continue to be left behind. For these reasons, our work is more critical now than ever before. Even though LITTLE EDEN is not directly affected, the non-profit sector at large remains in crisis, attributed to the subsidy cuts from the various Government departments.

We commend all our stakeholders for supporting the diversification of our funding base and for cumulatively helping us resource this important work. Through your valuable support, we are grateful that our 2024 gross income shows growth of 14.05%.

We would like to acknowledge the *National Lotteries Commission* for their support in this financial year after a four-year silence. We recognise their efforts in professionalising their internal processes and in building trust and transparency. We look forward to a closer engagement in the future.

Within this evolving environment we have also been active in implementing the regulatory changes from the South African Revenue Service (SARS). Maintaining tax compliance is crucial not just to ourselves, but also for our donors who can claim tax deductions on their charitable contributions.

Our skilled staff remain hard at work to generate revenue from our assets. We have turned to a strategic review of our earned income potential by optimising the pecan nut farm that will yield sustainable growth in the medium term as well as opening a second Charity Shop. We are constantly monitoring both our micro and macro environments, reviewing and updating our fundraising strategy to speak to the needs of LITTLE EDEN. In December 2023, a Telethon fundraising activity in support of the Christmas Appeal was conducted by the Business Development Department and subsequently, this initiative was added as a necessary fundraising activity going into the future.

In a world of change, we are responding rapidly to capacity and digital maturity challenges to ensure we are ready to face the future. Ongoing training and capacity development lie at the heart of all that we do to remain relevant and skilled as we optimise our resource mobilisation efforts.

To our donors, we remain humbled by your support and *compassion*. In these tough times thank you for bringing stability to our finances. With every contribution, you help us keep the smile radiating on the faces of our *angels*. We acknowledge your role as a pivotal force in shaping a better future for them.

Financial and donations-in-kind of R100k and above (cumulative)

CORPORATES

Abeco Tanks (Pty) Ltd
Ackermans Pharmacy
Africa Global Logist South Africa
Air Products South Africa (Pty) Ltd
Ancor Distribution Management Pty) Ltd
Anonymous
Anonymous
Anonymous
Anonymous
Arena Africa
Country Mushrooms (Pty) Ltd
FoodForward SA
Haas Factory Outlet CNC Machine
Tools SA (Pty) Ltd
Impact Distributors (Pty) Ltd
Kargo Long Distance (Pty) Ltd
Kia Motors South Africa (Pty) Ltd
Mamba Strike Force
MEI Construction & Services cc
Mining Pressure System
Multotec (Pty) Ltd
Oxford Parks (Pty) Ltd
PricewaterhouseCooper
Supercare by Empact Group
Tana Africa Capital Managers (Pty) Ltd
Thinkst Applied Research (Pty) Ltd
Wabtec South Africa Technologies (Pty) Ltd

COMBINED CATEGORIES

ASSOCIATIONS

Fidesco

DIPLOMATIC

Embassy of Japan in SA

FOUNDATION

Anonymous
Dis-Chem Foundation
The Linda Nagel Foundation

MEDIA

919 FM
Mix FM

RELIGIOUS

Sisters of the Holy See

SERVICE CLUBS

Edenvale Christmas Charity Drive
(Mamba - Red Brigade)

TRUSTS

Anonymous
Benjamin Raymond Oppenheimer
Trust and Oppenheimer Generations
Research and Conservation
The Hope Convalescent Trust
The Robert Niven Trust

INDIVIDUALS

Anonymous
Anonymous
Anonymous
Anonymous
Mr Mike De Blanche
Mr & Mrs Otto & Alexandra van den Bosch



supercare
by empact group



>> CORPORATE GOVERNANCE

CHAIRMAN'S REPORT

I am pleased to present the Chairman's Report of LITTLE EDEN Society for the year ending March 2024. But before proceeding, I take this opportunity to acknowledge the tremendous contributions that my predecessor, Rev Deacon Doug Boake has made to LITTLE EDEN Society. Doug has been involved with the Society since 1972 in various advisory and Board capacities. The countless hours that he has devoted to the Society are a tremendous inspiration to us all and the visible concretization of Jesus' instruction: "Love one another as I have loved you". Doug, we salute you and may our good Lord bless you abundantly and keep you lovingly in His hands.

As I reflect on this past year, I am filled with a profound sense of gratitude and pride. LITTLE EDEN, our sanctuary of *compassion* and care, continues to flourish and grow, guided by our unwavering commitment to serving the most marginalised, the needy, the abandoned and the destitute. Our commitment to our mission has enabled us to weather the storms and emerge even stronger, reaffirming our belief in the transformative power of *compassion, Love & Care*.

The year 2024 is the 57th year of LITTLE EDEN's existence. At first glance, this may appear to be a truly remarkable achievement for an independent NPO noting that very few for-profit companies and even fewer NPOs have nowhere near such a lifetime. But we need to stop and ask ourselves if this is truly remarkable. After all, the Servant of God Domitilla, the co-founder of LITTLE EDEN Society always insisted that this was not her work but that of Jesus and his mother, the Virgin Mary. To quote Domitilla: "We are merely His hands" to do His work. Without a doubt, there have been many difficult times and dark valleys in LITTLE EDEN's past but these were always successfully navigated with Domitilla's solution: Prayer and trust in Divine Providence – the very cornerstones of LITTLE EDEN's existence. It is for this very reason that Domitilla insisted on, and procured the funds for, the two Chapels at DDHH Edenvale and ERV Bapsfontein and paved the way for the permanent presence of the Indian Sisters of the Imitation of Christ. In this regard, LITTLE EDEN stands apart from similar NPOs by providing not only the necessary physical care but also the necessary spiritual care for its residents. Long may this ethos of prayer and giving glory to the Almighty pervade aspects of LITTLE EDEN.

But overarching this physical and spiritual care is *Compassion* – the theme of this year's Integrated Annual Report. *Compassion* goes beyond empathy and may be defined as the sympathetic consciousness of others' distress along with a genuine desire to alleviate it. Compassion is a powerful force

that drives us to care for others and make the world a better place. St Mother Teresa states: "The fruit of love is service, which is compassion in action." Christian compassion to a heroic degree is what drove Domitilla to initiate LITTLE EDEN and what sustained her daily motherly instincts to Love & Care for her '*angels*', the most vulnerable of God's creations.

Thus, the defining character of LITTLE EDEN and what sets it apart is that it is not a cold sterile place such as a hospital, clinic or institution but a home where dignity, love, care and *compassion* are the guiding vectors of every action. After all, for the vast majority of its children and adults, LITTLE EDEN is the only home they will ever experience. They are not clients; they are not patients in their own LITTLE EDEN home but reside there as God's children. Here special mention must be made of the in-house and outsourced staff and management, volunteers and helpers who work day-in and day-out with the *compassion*, commitment and love as in one's own home. This is not easy work and I thank you all with a sincere heart.

This past year has seen several notable achievements for the Society. Notably amongst these has been the finalisation of the facilities upgrades project which was enabled by a very generous donation from an overseas funder. This donation enabled the upgrading of all the DDHH residential wings, kitchen and laundry as well as the construction of a new residential wing at ERV and the upgrading of other ERV residential sections. Together with this grant, funding was also received via the Embassy of *Japan in South Africa* for some upgrades at ERV. In addition, a significant grant was also received from *Thinks applied Research* which enabled LITTLE EDEN to construct a sorely needed Medical centre at DDHH and to commission a large solar PV installation which over time, will significantly reduce its monthly municipal electrical bill. Together with this solar installation, a similar PV solution is now in the planning phase at ERV. The built environment has therefore been largely modernised for the next few decades and is now well-suited for both young children and adults.

Turning to matters of governance and finance, I am pleased to report that the Board of Governors is well-constituted in terms of representation and skills. This year its skills and experience base has been expanded by the addition of an IT specialist – and here I welcome Mr Stefan Kruger who is well acquainted with the Society and who in the past has also provided much *pro-bono* service to the Society. I am also highly indebted to the well-functioning five sub-committees of Audit & Risk, Finance, Business Development, Social

& Ethics and Remuneration, and their Chairs for their invaluable work and assistance to the Board. Regarding matters financial, the detailed numbers can be found in the Society's Financial Statement. Suffice it to say that the year under review financial situation reflected an overall healthy surplus situation of R3.46 million. However this was an exceptional year in terms of donations and grants and with the uncertain external environment both internationally and locally we must continue with dedication, prayer and diligence that the doors of LITTLE EDEN are never shut.

I acknowledge and sincerely thank the donors of LITTLE EDEN, both local and international. The work of the *Associazione Domitilla Rota Hyams Onlus* based in Italy, continues to expand. I also express special thanks to all the parents and family members of our residents, local businesses, local newspapers, the community at large and individuals who support LITTLE EDEN activities and fund-raising events. The professional people who give generously of their time and expertise, the corporates who sponsor, and donate funds, products and equipment, the many caring individuals, service organisations, clubs and associations who support us through regular debit orders, donations, gifts in kind and fundraising, those who remember us with bequests in their wills, the volunteers and students who help fill our residents' endless days with love and activities and our dedicated staff and management whose love and caring are at the heart of what LITTLE EDEN is all about.

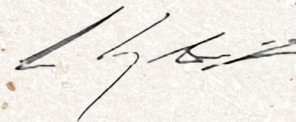
The support from *Fidesco*, an International NGO, in sending volunteers on mission to LITTLE EDEN, continues to be of immense value and we thank them and acknowledge their sacrifice and the challenges they face in a situation of selfless service. We also acknowledge all the Sisters of the Imitation of Christ of Bethany Generalate (SIC) from India, who provide selfless service and care to our residents. We trust that these relationships will continue and add value to all parties.

Special thanks and my deepest gratitude are also due to the staff, care and support workers, volunteers and management so ably led by CEO Xelda Rohrbeck who through their dedication and commitment to the humblest of tasks ensure, on a daily basis, the Vision and Mission of the Society in line with its Values and Ethos. A special note of appreciation is also due to my fellow Board members for your time and enthusiasm. Know that your involvement and sage advice in guiding the Society is invaluable and greatly appreciated. Your generosity and *compassion* are the lifeblood of our Society, and it is

thanks to you that we are able to continue making a meaningful impact in the lives of others.

You all are what makes LITTLE EDEN a truly special place - a place as envisaged by Domitilla when she wrote in 1967 about LITTLE EDEN: *Little garden, where to You will be entrusted these most beautiful children, these angels Little garden, where will be replanted these delicate flowers and at the warmth and heart of love they will open their petals and find life and energy in the warmth of the beautiful sun! Their smiles will tell us we are loved. Their days will pass full of enchantment! And You my Jesus will dwell in their innocent hearts! Little Eden, where on 15 May You will open the doors to the first children. Little Eden that one day will flower like the Spring and the most beautiful buds will be these children with spotless souls Our angels! O Jesus, who dwell in these innocents, bless us and be with us!*

Finally, I would like to once again express my heartfelt gratitude to each and every member of the LITTLE EDEN community. Your unwavering support and dedication are truly the heart and soul of our Society, and it is thanks to you that we are able to continue our vital work. As we look ahead to the future, let us do so with hope in our hearts and a renewed commitment to making a difference in the lives of others. Together, we can build a world where *compassion* knows no bounds, and where every individual is valued and respected. Thank you and may Our Almighty God bless you all.



Mr Luigi Slaviero PrEng,
MBL, BSc (Eng) - Chairman



>> CORPORATE GOVERNANCE

CEO REPORT

The year 2024 is the 6th year since the baton was handed over to me as the CEO of this special Organisation. As I reflect, I am filled with a mix of emotions—gratitude for the opportunity to lead this exceptional Organisation, pride in our achievements, and humility in the face of the challenges we have encountered along the way. It has been an incredible journey, one marked by growth, learning, and dedication to our mission of *compassionate* care for individuals living with intellectual disability.

My first day as CEO remains etched in my memory—a whirlwind of excitement and trepidation as I stepped into the role previously held by Cav. Lucy Hyams Slaviero. I was acutely aware of the immense responsibility entrusted to me and the legacy of excellence established by my predecessor. Yet, I was also energised by the prospect of contributing to the continued success and evolution of LITTLE EDEN Society.

As I took over the reins, I was keenly aware of the need to build upon this foundation while also charting a course for future growth and innovation. One of the heart-warming highlights in the past five years took place when LITTLE EDEN Society was truly blessed with a generous donation from a *compassionate* anonymous overseas donor to upgrade our facilities. This afforded LITTLE EDEN an opportunity to upgrade our facilities to suit the changing and unique needs of our residents and create a comfortable working space for our dedicated personnel. I take this opportunity to express sincere gratitude to the funder of the building renovations project and to the various corporates that made valuable contributions as co-funders of the project. Their contributions have been a source of encouragement to us, and we will continue to strive towards enhancing the quality of life for our residents.

Since inception, it has been keenly evident that LITTLE EDEN does not and can never operate in isolation. The various collaborations and partnerships harnessed over the years are so valuable to the growth and sustainability of this precious Organisation. In line with strengthening partnerships, during this reporting year, I had the privilege of visiting our partners in Europe. I travelled to Italy, the birth country of our Founder Domitilla Hyams where I reconnected with the ONLUS office bearers. I took the opportunity to visit the main office of *Fidesco* the international Non-Governmental Organisation (NGO) that recruits and trains volunteers who too have been a part of the

LITTLE EDEN family for many years.

In the same spirit of connectivity, partnerships and shared values, we were blessed to be graced by the visit of two Mother Provincials from the order of the Sisters of the Imitation of Christ. Cementing such partnerships is a lifeline to keeping the legacy of our Founders alive.

Speaking of our treasured Founders, I feel honoured to be on the journey to the possible canonisation of our Founders and Servants of God, Danny and Domitilla Hyams. Their lives were a testament to the transformative power of *compassion*, kindness, and faith. With hearts filled with gratitude and anticipation, we await the outcome of this sacred process, hopeful that their exemplary lives of service will be recognised and celebrated by illuminating a path of *compassion* and mercy for generations to come.

In my report last year, I expressed the need to look into ways to minimise the negative impact of load shedding on our Organisation and it is with gratitude that through our valued donors, we have been able to initiate the first phase and install a solar system at the Domitilla and Danny Hyams Home (DDHH) in Edenvale. Planning is well underway for the installation of a solar system at Elvira Rota Village (ERV) in Basfontien. These are important milestones towards the overall sustainability of LITTLE EDEN and contributing towards renewable energy and the resultant environmental impact.

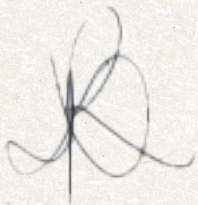
As we refer to the needs of the Organisation, it is important to acknowledge the financial challenges faced by LITTLE EDEN Society as a non-profit organisation. Operating in the disability sector presents unique financial hurdles which could become stumbling blocks in our quest to provide quality care to our people. However, through streamlining our expenses maximising available resources and continuously seeking innovative fundraising initiatives, we can continue striving to ensure that we never compromise on the quality of care our residents. The financial year closed with a surplus of R3.4 million, a favourable and unexpected position due to a once-off large donation and a bequest. The collective support from all our donors and supporters is truly humbling, contributing towards LITTLE EDEN moving towards building a financial reserve for future financial sustainability.

As we navigate these financial challenges, we are reminded of the critical importance of *compassion* and solidarity within our community. Together, we must continue to advocate for increased support and resources to aid our work and remain steadfast in our commitment to overcoming our challenges to provide the highest quality care for our *angels* which they so deserve!

As a collective, we celebrate these achievements acknowledging the commitment of a *compassionate* workforce. Thank you to a dedicated management team, skilled staff, the Sisters of the Imitation of Christ and all our volunteers, for making LITTLE EDEN a benchmark organisation within the disability sector.

I express my gratitude and appreciation to the Board of Governors for their continued support and guidance and for undertaking this role with immense *compassion* and dedication.

We are truly blessed to be a part of the LITTLE EDEN team!



Mrs Xelda Rohrbeck
Chief Executive Officer



>> CORPORATE GOVERNANCE

BOARD OF GOVERNORS/MANAGEMENT/SUBCOMMITTEES

The roles of the Board of Governors, Management, and Subcommittees are crucial for effective governance, oversight, and operational management within the Organisational structure. Working collectively, these entities help to ensure that we are able to fulfil our mission, continuously work towards being financially sustainable and maximising our impact on the special people that we serve. Effective communication, transparency, and alignment between the Board, Management, and Subcommittees are essential for achieving organisational strategic goals. LITTLE EDEN is grateful to and acknowledges the commitment of the Board of Governors, Management, staff and service providers.

LITTLE EDEN has taken proactive steps to not only comply with statutory requirements but also to embrace non-applicable but relevant legislation in the interests of good corporate citizenship. Thus, for example, LITTLE EDEN subscribes to the Employment Equity Act and has taken active steps for a Broad-Based Black Economic Empowerment Beneficiary Analysis rating reflecting 76% for ERV and 72% for DDHH. Since 2013, LITTLE EDEN Society has adopted the Independent Code of Governance for Non-profit Organisations in South Africa. The Society publicly commits itself to certain core values and principles, including fidelity to purpose, democracy, transparency and accountability. The Code also guides the Board of Governors on issues such as conflicts of interest and self-dealing as well as the responsibilities to ensure that resources are spent appropriately and in the public interest. Visit www.governance.org.za for more information and a copy of the Code.

LITTLE EDEN does not make unsubstantiated claims in marketing materials. In the year under review, there were no recorded complaints about possible breaches of codes and laws related to marketing, advertising, promotion and sponsorship. No incidences regarding breaches of customer, resident and staff privacy – to which LITTLE EDEN respects their right – were recorded in the past year, nor were there any known losses of data held by the Society (with reference to this grouping).

Management

The Management team meets every two weeks to ensure that operational matters are addressed timeously and adequately, risks are assessed annually and the operational strategic goals are met with regular communication with the Board providing updates on the performance of the Society or any significant developments.

LITTLE EDEN management consists of a diverse team with complementary skills and leadership styles to ensure the future sustainability of LITTLE EDEN and that the operational requirements and expectations are met. The management team is made up of the Chief Executive Officer, Business Development Manager, Financial Manager, Nursing Manager and Site & Facilities Manager.

Position	Female	Male	African	White	Indian	(Disabled)
Management	4	1	2	2	1	0

Board of Governors

The Board of Governors is the governing body that is responsible for setting the strategic direction of LITTLE EDEN Society and providing effective oversight of its operations according to its constitutional guidelines. The Board meets every two months to evaluate the preceding period of operation and to recommend and advise on future direction.

Since the last report, Rev Doug Boake stepped down as Chairman and handed over the baton to Mr Luigi Slaviero. Turn to page 66 to read his first report as Chairman. Mr Maurizio Galimberti stepped down as Vice Chairperson entrusting Mrs Thato Nkosi to take over the reins. In addition, the Board also welcomed a new member, Mr Stefan Kruger who brings great expertise within the Information Technology field.

Mr Luigi Slaviero PrEng, MBL, BSc (Eng)	Chairperson
Mrs Thato Nkosi B.Eng (Chem), B.Eng (Hons), MDP, MBL	Vice Chairperson
Mrs Sedzani Mudau CA (SA), RA, MBA	Treasurer
Mr Stefan Kruger B.Tech IT	Member
Rev Doug Boake CA (SA) – retired	Member
Mrs Maleshini Naidoo B. Com (Honors)	Member
Mr Maurizio Galimberti BSc	Member
Dr Matthew Street FCS (Orth) SA, MBBCh, BSc	Member
Mrs Rosetta Xaba CA (SA)	Member

Members of the Board are mandated to commit time and effort to carry out their duties and responsibilities effectively; further, they are expected to subscribe to the Ethos and Values as embodied in Our Mission.

The Board Subcommittees continue to offer valuable support, expertise and guidance to the Organisation. The Subcommittee meetings provide a forum for in-depth discussions and analysis, helping the Society to address complex issues while capitalising on opportunities. These committees are advisory in nature and not executive and as such do not perform any management functions nor assume any management responsibilities. The roles of these committees are independent with accountability to the Board of Governors. Each Board member participates in at least one subcommittee.

The **Audit and Risk Subcommittee** assists the Board of Governors of LITTLE EDEN Society in carrying out its functions relating to the safeguarding of assets; corporate governance, the operation of adequate risk management and control processes in compliance with all applicable legislation and regulations as well as oversight of the external and internal audit functions. The subcommittee is chaired by Mrs Ntambose Rosetta Xaba.

The **Finance Subcommittee** assists with financial matters pertaining to LITTLE EDEN Society and fulfils the Board's oversight responsibility relating to the Organisation's financial statements, financial reporting practices, systems of internal accounting and financial and disclosure controls. The subcommittee is chaired by Ms Sedzani Mudau.

The **Business Development Subcommittee** fulfils a support role in monitoring and measuring the performance of the Business Development Department against the Business Development Strategy focusing on fundraising, communication, internal controls and reporting. The subcommittee is chaired by Mrs Thato Nkosi.

>> CORPORATE GOVERNANCE



Fidesco volunteers play an important role in the stimulation programme

The **Remuneration Subcommittee** provides guidance and recommendations for the remuneration strategy of the Society and fulfils the oversight mechanism to ensure that remuneration levels are consistent, fair and in accordance with similar NGO-related market levels. The subcommittee recommends an overall annual quantum (either percentage or value or both) and also sets the remuneration of the CEO. The subcommittee is chaired by Mr Maurizio Galimberti.

The **Social and Ethics Subcommittee** assists the Board with creating value in a sustainable manner taking into consideration the triple context of the economy, society and natural environment within which the Organisation operates. The social aspect remains a focal area for the Committee concentrating on the 'Residents' Care regime'. The subcommittee is chaired by Dr Matthew Street.

MONITORING AND EVALUATION

- LITTLE EDEN is conscious of the importance of Monitoring & Evaluation as part of its strategic objections as it helps to demonstrate accountability, improve effectiveness, foster learning, make evidence-based decisions, and promote transparency. By systematically monitoring and evaluating programmes and processes, we are able to maximise impact and achieve our mission more effectively.
- Regular team meetings combined with on-site walkabouts are an excellent strategy for ensuring the residents' needs are fully met. These meetings provide an opportunity for staff members to discuss any concerns, share updates, and coordinate care plans effectively. The on-site walkabouts allow for first-hand observation of the environment, enabling staff to assess the level of care, hygiene standards, and maintenance needs. This proactive approach helps maintain a high standard of care and ensures that any issues are addressed promptly, ultimately enhancing the overall quality of life for residents.

- The Board of Governors and its subcommittees meet once every two months, the Board can thoroughly evaluate the Society's operations and provide informed recommendations for future direction, ensuring alignment with the constitutional guidelines and overarching goals.
- The establishment of subcommittees meeting either quarterly or every two months allows for more focused discussions on specific areas of concern or opportunity. This approach enables deeper dives into key aspects of the Society's functioning, such as finances, programming, or community outreach, facilitated through analysis and targeted decision-making.
- The above framework promotes transparency, accountability and informed decision-making at both the strategic and operational levels, which are crucial for the successful management and growth of the Society.
- Regular meetings of the management team are essential for ensuring that operational matters are handled promptly and effectively. These meetings provide a forum for discussing day-to-day issues, coordinating tasks, and making decisions to keep the organisation running smoothly.
- By meeting regularly, the management team can stay informed about ongoing projects, address any emerging challenges, and adjust strategies as needed to achieve the organisation's goals. Additionally, these meetings foster collaboration among team members, promote communication across departments and ensure that everyone is working towards common objectives.
- The overall practice of regular management meetings is a proactive approach to managing operations, enhancing efficiency and maintaining a responsive and adaptive organisational culture.
- Maintaining a positive working relationship with the Department of Health Gauteng Provincial Government is crucial for LITTLE EDEN's ongoing success and its commitment to excellence in care. Ensuring full compliance with all statutory requirements is not only a legal obligation but also a reflection of the Organisation's dedication to providing high-quality services and upholding the trust of residents and their families.
- Regular communication and collaboration with the Department of Health can further strengthen the relationship, providing opportunities for feedback, sharing best practices, and addressing any concerns or challenges proactively. Ultimately, by prioritising compliance and maintaining a positive rapport with regulatory agencies, LITTLE EDEN can uphold its reputation as a trusted provider of care and support for individuals with intellectual disabilities.

>> CORPORATE GOVERNANCE

- To ensure adherence to prudent financial policies, all finances undergo rigorous monitoring, comparing performance against the budget, with updates submitted every two months to both the Finance Subcommittee and the Board of Governors. Additionally, an internal audit of the Finance Department was conducted in 2020, with a follow-up audit in 2023. These measures underscore a commitment to financial transparency, accountability, and continuous improvement within the Organisation.
- Aligned with the ongoing review of the Business Development Strategy, LITTLE EDEN engages in aggressive fundraising efforts to secure operational funds, addressing monthly shortfalls in subsidies from the Department of Health Gauteng Provincial Government, SASSA, regarding disability pensions, thus expanding service provision. Concurrently, a dedicated Business Development Subcommittee oversees the strategy's implementation, providing ongoing guidance and evaluation of progress.
- Ensuring comprehensive resident care by maintaining and developing necessary infrastructure and facilities.
- To source and retain skilled, qualified and competent staff for organisational excellence.
- To offer continuous staff training and strategic placement based on expertise.
- To uphold the Values and Ethos in caring for residents, staff, and the environment.
- Ensure continuous and streamlined communication channels with diverse stakeholders, fostering transparency and responsiveness to maintain effectiveness and efficiency in operations and collaborations.
- LITTLE EDEN monitors programmes and activities using statistical data and submits monthly progress reports to the Management team, while reports are provided every two months to the Board of Governors.
- To enhance communication among shift staff and ensure prompt access to resident information, care profile boards are utilised. These boards feature comprehensive details on residents including gender, age, name, and medical requirements, aiding in the delivery of tailored therapy, stimulation and care.
- The reports assess progress against care project objectives, complemented by regular site visits from specialised managers focusing on their respective areas, such as health and safety or medical aspects. Programme relevance and efficiency are monitored in alignment with beneficiary needs. Ongoing discussions with stakeholders and an open-door policy allow for programme reviews as needed.
- While LITTLE EDEN staff undergo performance appraisals, there is a concerted effort made to formalise the structure and frequency. The focus will be on enhancing the quality and frequency of staff appraisals to provide managers with valuable insights for career development and performance improvement while offering employees opportunities to address pertinent issues.
- The implementation of a donation policy aligned with new SARS regulations, including Section 18A, fosters transparent practices regarding staff receiving donations by ensuring clarity on donor information provided.
- LITTLE EDEN prioritises organisational management, ensuring compliance with legal requirements, such as prioritising safety and health in annual performance reviews. Regular departmental meetings facilitate

monitoring and evaluation of ongoing and planned projects, allowing for early identification of opportunities and challenges, thereby enhancing efficiency. Progress reports are submitted to funders and sponsors as required.

- Through an open-door policy and effective communication channels, feedback from stakeholders is welcomed, including both compliments and suggestions for improvement.

SAFETY, HEALTH AND ENVIRONMENT (SHE) COMMITTEE

- *Scott-Safe Occupational Health and Safety Specialists* provide pro bono audit services to LITTLE EDEN in respect of the operation of both Homes in terms of which four audits take place in a twelve-month period.
- A SHE Audit took place on 28 November 2023 at DDHH and on 29 November 2023 at ERV. The Edenvale Charity Shop was also audited on 28 November 2023. Legal Compliance Certificates were issued for both Homes. A further SHE Audit took place at DDHH on 26 February 2024 and a Legal Compliance Certificate was issued by Scott Safe Occupational Health and Safety Specialists with a 98% score average. The corresponding audit took place at ERV on 8 March 2024 and a Legal Compliance Certificate was issued with a record 100% score.
- SHE Representative Committee meetings continue with pro-active engagement between the participants consisting of LITTLE EDEN and Supercare SHE representatives chaired by the HR and SHE Co-Ordinator,

followed by a SHE Management Meeting providing high level feedback to the management team. All statutory appointments supported by regular and relevant training is maintained at all times.

- Major projects such as the facilities renovations and solar installation are audited to ensure compliance and a safe working environment. The review of Safe Operating Procedures continues throughout various departments at LITTLE EDEN.

EMPLOYMENT EQUITY COMMITTEE

- In keeping with best practice initiatives, LITTLE EDEN staff are represented on the Employment Equity Committee that meets regularly. One of the critical matters addressed by the Committee is the development and acceptance of the LITTLE EDEN Employment Equity Plan for the period 1 August 2023 to 31 July 2026.
- LITTLE EDEN remains compliant with the annual EE and Skills Development statutory submissions.
- Another critical aspect of the Committee is to ensure that LITTLE EDEN provides equal employment opportunity to all employees and applicants without regard to race, colour, religion, national origin, gender, age, disability, sexual orientation or any other protected status in recruitment, hiring, compensation, promotion, training, assignment of work, performance evaluation and all other aspects of employment. This Committee serves to monitor compliance and to question decisions taken for which purpose, we have a neutral external HR Practitioner facilitate these meetings, which we find has worked to the advantage of LITTLE EDEN in terms of good governance. The Committee also has oversight of new policies and procedures that are developed.

ENTITY	LITTLE EDEN Foundation - a legal entity by nature of a signed Constitution by its members. Established in RSA	LITTLE EDEN Society for the Care of Persons with Mental Handicap – a legal entity by nature of a signed Constitution by its members. Established in RSA	Associazione Domitilla Rota Hyams Onlus - a legal entity by nature of a signed Constitution by its members. Established in EU (Italy)														
COMPRISES	Board of Management (1) Administrative services are offered through LITTLE EDEN Society	Board of Governors (1) CEO Management Team Supercare Outsourced Services of certain personnel LITTLE EDEN employees	Foundation Board (1) Executive Committee														
FUNCTION	To safeguard, manage and maintain the immovable and investment assets previously of LITTLE EDEN Society	To carry out 24-hour residential care and stimulation for the 300 residents	To promote the interests of LITTLE EDEN Society by raising public awareness, promoting volunteer programmes and fundraising														
COMMON OBJECTIVE	With differing responsibilities, to ensure the appropriate care of the residents of LITTLE EDEN Society																
REGISTERED STATUS	<table> <tr> <td>NPO</td><td>Yes (100-006NPO)</td><td>Yes (001-827 NPO)</td><td rowspan="3">P.IVA – C.F. 03805930165</td></tr> <tr> <td>PBO</td><td>Yes (930 034 635)</td><td>Yes (930/0000/03)</td></tr> <tr> <td>Section 18A status</td><td>Yes</td><td>Yes</td></tr> <tr> <td>Part funded by Government</td><td>No</td><td>Yes</td><td>No</td></tr> </table>			NPO	Yes (100-006NPO)	Yes (001-827 NPO)	P.IVA – C.F. 03805930165	PBO	Yes (930 034 635)	Yes (930/0000/03)	Section 18A status	Yes	Yes	Part funded by Government	No	Yes	No
NPO	Yes (100-006NPO)	Yes (001-827 NPO)	P.IVA – C.F. 03805930165														
PBO	Yes (930 034 635)	Yes (930/0000/03)															
Section 18A status	Yes	Yes															
Part funded by Government	No	Yes	No														
	Remunerated position(s)	Non - remunerated position(s)															

Notes: (1) Boards are independent of each other

RELATIONSHIP OF LITTLE EDEN ENTITIES

ASSOCIAZIONE DOMITILLA ROTA HYAMS ONLUS (ADRHO) is a non-governmental legal entity registered in Italy in 2012 and managed by volunteers. One of its functions is to be a central European contact office for European financial donations which grants tax benefits to the donor. Its donations go towards the sustainability of LITTLE EDEN Society. Further benefits include the facilitation of volunteers, the exchange of knowledge related to the care of persons with intellectual disabilities and the transfer of ethos and value systems. Visit <http://www.domitillarotahyams.com/en/1/home.html> for further details.

The trip undertaken in 2023 by Mrs X Rohrbeck and Mr PL Slaviero to Italy was successful and valuable in reconnecting with the Onlus members, previous volunteers, Italian community and donors. On 22 October 2023 there was a celebration in Albenza at the house where Domitilla was born (Casa Grumello). A plaque was unveiled and blessed at a ceremony acknowledging Domitilla’s birth place. The Onlus is building the team following the loss of three of its members and they have suggested the Annual Danny and Domitilla Memorial Lecture be postponed until 2025.

LITTLE EDEN FOUNDATION (LEF) was established in 2010 with the purpose of safeguarding, growing and ensuring the provision of funds, assets, services and other resources to LITTLE EDEN Society. It is a registered Non-profit Organisation (100-006 NPO), an approved Public Benefit Organisation (PBO 930 034 635) in terms of section 30 of the Income Tax Act (the Act) and has been granted section 18A status, which means that donations to the Foundation are tax-deductible, within certain limitations, in terms of section 18A of the Act. Visit <https://littleeden.org.za/about/#foundation> for further detail. The Foundation has its own non-executive Chairman and independent Board members comprising of seven nominated members one. Membership is by invitation only for the duration of three years, renewable for two further periods of three years. No members of this Foundation serve in any other LITTLE EDEN-related capacity. The LEF meets three times per annum. The Chairman, office bearers and members of the LEF are not remunerated for their services.

LITTLE EDEN FOUNDATION MEMBERS	
Mr Steven Munro CA (SA)	Chairman
Mr Mark Tindall B. Bus. Sci (Finance) UCT; BA (PPE) Oxon; CA(SA); CFA	Vice Chairman
Mr Michael Rohrbeck CA (SA)	Treasurer
Mr Alfredo Crabbia	Member
Mr Vincent Ghisleni B.Com (Hons)	Member
The Rt Rev. Bishop T Graham Rose DD	Member
Mr Rajeev Thomas B.Eng Proj.Mgt, Cert CPMM	Member

*Office bearers as nominated at the 2024 LITTLE EDEN Foundation Annual General Meeting

>> ASSURANCE STATEMENT

Independent Practitioner's limited Assurance Report on the Selected Sustainability Information in LITTLE EDEN Society for the Care of Persons with Mental Handicap Integrated Annual Report

To the Governors of LITTLE EDEN Society for the Care of Persons with Mental Handicap

We have undertaken a limited assurance engagement in respect of the selected sustainability information, as described below, and presented in the 2024 Integrated Annual Report of LITTLE EDEN Society for the Care of Persons with Mental Handicap (the 'Organisation', "LITTLE EDEN" or "you") for the year ended 31 March 2024 (the Report). This engagement was conducted by a multidisciplinary team including health, safety, social, environmental and assurance specialists with relevant experience in sustainability reporting.

Subject Matter

We have been engaged to provide a limited assurance conclusion in our report on the following selected sustainability information, marked with a 'LA' on the relevant pages in the Report. The selected sustainability information described below have been prepared in accordance with the Organisation's reporting criteria that accompanies the sustainability information on the relevant pages of the Report (the accompanying reporting criteria).

Selected sustainability information	Unit of measurement	Boundary	Page
Compliance with AA1000 Accountability Principles 2018	Principle alignment	LITTLE EDEN Society for the care of Persons with Mental Handicap	7
Resident Statistics: • Admissions; • Discharges (left LITTLE EDEN); • Deaths; and • Abandoned/indigent residents Statistics by demographics: • Gender; and • Race	Number	Domitilla and Danny Hyams Home (DDHH); and Elvira Rota Village (ERV)	20 and 21
Medical statistics: • Chronic medication; • Wheelchairs; • Assistive mobility devices • Dual diagnosis (intellectual disability with mental illness); • Hospital days; • GP consultations; and • Psychiatrist consultations and other specialist consultations.	Number	DDHH and ERV	21
Income (including donation in kind)	ZAR	DDHH and ERV	63

We refer to this information as the "selected sustainability information".

Your responsibilities

The Governors are responsible for the selection, preparation and presentation of the selected sustainability information in accordance with the accompanying reporting criteria as set out on page 82 of the Report (the "Reporting Criteria").

This responsibility includes:

- the identification of stakeholders and stakeholder requirements, material issues, commitments with respect to sustainability performance, and
- the design, implementation and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error.

The Governors are also responsible for determining the appropriateness of the measurement and reporting criteria in view of the intended users of the selected sustainability information and for ensuring that those criteria are publicly available to the Report users.

Inherent limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining, calculating, sampling and estimating such information. The absence of a significant body of established practices on which to draw allows for the selection of different but acceptable measurement techniques which can result in materially different measurements and can impact comparability. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgements. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Professional Conduct for Registered Auditors, issued by the Independent Regulatory Board for Auditors' (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards).

The firm applies the International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibility

Our responsibility is to express a limited assurance conclusion on the selected sustainability information based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000 (Revised)), issued by the International Auditing and Assurance Standards Board. That Standard requires that we plan and perform our engagement to obtain limited assurance about whether the selected sustainability information are free from material misstatement.

>> ASSURANCE STATEMENT

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of the Organisation's use of its reporting criteria as the basis of preparation for the selected KPIs, assessing the risks of material misstatement of the selected sustainability information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected sustainability information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures we performed were based on our professional judgement and included inquiries, observation of processes followed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- Interviewed management and senior executives to obtain an understanding of the internal control environment, risk assessment process and information systems relevant to the sustainability reporting process;
- Inspected documentation to corroborate the statements of management and senior executives in our interviews;
- Tested the processes and systems to generate, collate, aggregate, monitor and report the selected sustainability information;

- Performed a controls walkthrough of identified key controls;
- Inspected supporting documentation on a sample basis and performed analytical procedures to evaluate the data generation and reporting processes against the reporting criteria;
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the governors in the preparation of the selected sustainability information; and
- Evaluated whether the selected sustainability information presented in the Report are consistent with our overall knowledge and experience of sustainability management and performance at the Organisation.

The procedures performed in a limited assurance engagement vary in nature and timing, and are less in extent than for a reasonable assurance engagement. As a result the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Organisation's selected sustainability information have been prepared, in all material respects, in accordance with the accompanying the Organisation's reporting criteria.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, and subject to the inherent limitations outlined elsewhere in this report, nothing has come to our attention that causes us to believe that the selected sustainability information as set out in the Subject Matter paragraph above for the year ended 31 March 2024 are not prepared, in all material respects, in accordance with the reporting criteria.

Other Matter

The maintenance and integrity of LITTLE EDEN's website is the responsibility of LITTLE EDEN's governors. Our procedures did not involve consideration of these matters and, accordingly we accept no responsibility for any changes to either the information in the Report or our independent assurance report that may have occurred since the initial date of presentation on LITTLE EDEN's website.

Restriction of liability

Our work has been undertaken to enable us to express a limited assurance conclusion on the selected sustainability information to the governors of the Organisation in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume liability to any party other than the Organisation, for our work, for this report, or for the conclusion we have reached.

PricewaterhouseCoopers Inc.

Director: Jameel Essop

Registered Auditor

4 Lisbon Lane,

Waterfall City,

Jukskei View,

2090

19 July 2024

>> REPORTING CRITERIA

Nr	Selected Sustainability Information	Unit of measurement	Criteria	Boundary
1	Compliance with AA1000 Accountability Principles (2018)	Principle alignment	Management's assertion of compliance with required adherence criteria set out in AA1000 as promulgated by AccountAbility (specifically the four principles of inclusivity; materiality; responsiveness; and impact).	LITTLE EDEN Annual Report 2024
2	Resident Statistics: • Admissions; • Discharges (left LITTLE EDEN); • Deaths; and • Abandoned/indigent residents Statistics by demographics: • Gender; and • Race	Number	Residents are adults and children with "profound disability" as defined in the Mental Health Act statistics: • Admissions: residents who have been admitted to DDHH and ERV where LITTLE EDEN is the primary caregiver. • Discharges: residents which are no longer under the care of LITTLE EDEN. • Deaths: residents whom have passed away. • Abandoned: residents whom have been placed by a court order under the care of LITTLE EDEN and those with no family contact. • Indigent residents: residents whose families are not financially able to support them and/or are unable to make a contribution to the cost of the care of the residents. Statistics by demographics: • The number of persons of a particular gender. Gender as defined by the Department of Labour. • The number of persons of a particular race group. Race groups as defined by the Department of Labour.	Domitilla and Danny Hyams Home ("DDHH") and Elvira Rota Village ("ERV")
Nr	Selected Sustainability Information	Unit of measurement	Criteria	Boundary
3	Medical statistics: • Chronic medication; • Wheelchairs; • Assistive Mobility Devices • Dual diagnosis (intellectual disability with mental illness); • Hospital days; • GP consultations; and • Psychiatrist consultations and other specialist consultations.	Number	Medical statistics of the 296 residents (medication, doctor visits, wheelchairs, etc.) • Chronic medication: residents with medical prescriptions provided by a medical practitioner as defined in the Mental Health Act. These medical scripts expire every six months. • Wheelchairs: residents who rely on wheelchairs for their mobility and include standard wheelchairs, customised wheelchairs or chariots. • Assistive mobility devices: residents who rely on Assistive mobility devices for their mobility e.g. walkers • Dual diagnosis: residents with medical scripts for both intellectual disability and mental illness (as defined in the Mental Health Act) and who are accommodated in a separate space within the homes. • Hospital days: residents who have physically been to a hospital and have been logged on LITTLE EDEN's register indicating the purpose and the duration of the hospital visit. • Consultations by a general practitioner: individual on-site consultations of residents by a general practitioner. • Consultations by a psychiatrist: individual consultations (on a pro bono basis) by a psychiatrist. Consultations are prescribed by a medical prescription provided by a medical practitioner. • Consultations by other specialist include subsidiary specialists (such as dermatologists, dentist, etc.) prescribed on a medical practitioner.	DDHH and ERV
4	Income (including donation in kind)	ZAR	Income received (including donations in kind) from: • Government funding; • Corporates; • Individuals: • Foundations and trusts; • National Lotteries; • Charity Shop Operations; and Combined categories: • Association • Educational • Diplomatic • Religious • Deceased Estates • Other Donations in kind are equated to a Rand value through services rendered or goods received.	DDHH and ERV

FOR SERVICES PROVIDED PRO BONO FOR THIS REPORT, OUR GRATITUDE TO:

PricewaterhouseCoopers Inc ("PwC") for
providing the Assurance process on selected information

Mortimer Offset (Pty) Ltd for printing the Report

DesignArt Graphics for designing the Report

WITH YOUR HELP, THIS REPORT HAS BEEN MADE POSSIBLE

BANK DETAILS

Bank: First National Bank

Account no: 5468 0928 009

Account name: LITTLE EDEN Society

Account type: Cheque

Branch: Karaglen

Branch code:252-442

Internet code:250-655

+27 (0)11 609 7246

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Adopting An *Angel* is a wonderful way to be part of a resident's family by offering financial support for their day to day care.

Adopting one of our '*Angels*' not only makes a real difference in the life of a child/adult with profound intellectual disability – it also has a personal and meaningful impact on your own life and that of your corporate team.

When you sponsor a resident at LITTLE EDEN with a regular monthly contribution, you or your corporate team can enjoy further involvement by visiting your *angel* any time (but it is essential you phone first, please, to arrange a convenient time), or you can arrange a birthday party for him or her.

It's amazing how interacting with our *angels* – many of whom radiate joy despite having to spend their days in a wheelchair – can put day-to-day frustrations into perspective!

Above all, enjoy the satisfaction of helping to bring joy, security and dignity to a child who has to depend on the compassion and goodwill of others for life.



The cost of caring for a child at LITTLE EDEN is R14 868 per month and covers everything he or she needs ... from basic food and shelter to 24-hour care, medication, and intensive physiotherapy, occupational therapy, hydro- and music stimulation. We welcome monthly sponsorship of any amount – from the full R14 868 to gifts of R5000, R2500, R1000 and less – all help towards the cost of care. All financial donations to the Society can be tax deductible in terms of Section 18A of the Income Tax Act.

WORKDAY IN A WHEELCHAIR 2025

LITTLE EDEN Society challenges all CEO's, Business leaders and Executives to take a seat for disability by participating in the 8th LITTLE EDEN Society Annual CEO Wheelchair Campaign in 2025. LITTLE EDEN Society provides 24-hour care to children and adults living with Profound Intellectual Disability for the past 58 years and funds raised will go towards the resident's care. CEO's, Business leaders and Executives to take a seat for disability by spending one workday in a wheelchair during a day in March which is Intellectual Disability Awareness Month, to highlight the challenges faced by people who rely on the use of a wheelchair for mobility on a daily basis due to physical disability and to help raise the much needed R1.5 million towards the care of 300 children and adults living with Intellectual Disability at LITTLE EDEN Society – www.littleeden.org.za

CEOs and business leaders:

Add your voice and spend ONE WORKDAY IN A WHEELCHAIR in 2025!

HOW TO PARTICIPATE:

Contact Nadine Mason –
info@littleeden.org.za.

Donate R55 000 (R35 000 for smaller enterprises) to LITTLE EDEN Society.

Challenge another CEO or business leader to participate.

Share a write-up about your day in the wheelchair with pictures or videos to be published on LITTLE EDEN Society's social media pages and website.

Participating companies will gain valuable tax and B-BBEE benefits and additionally will make a lasting contribution to improving the lives of some of the most vulnerable members of society – children and adults with profound intellectual disability.



CEO of the NSF Group Nirishi Trikamjee takes a seat for disability



Currently, it costs R14 868 per month to care for one resident at the Home. 64,86% of LITTLE EDEN residents have been abandoned or come from an underprivileged background and are being completely financially taken care of by LITTLE EDEN Society.

Spending one workday in a wheelchair will give you a glimpse of the daily challenges that people who rely on wheelchairs for mobility face daily, and even more so, - the 59,45% of LITTLE EDEN residents who use wheelchairs.

Adrian Gore

CEO of Discovery Limited supports the Annual LITTLE EDEN Society CEO Wheelchair Campaign®



Contact us now and join other Business leaders in making a difference!

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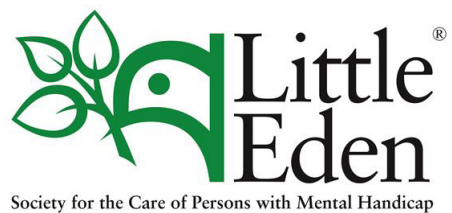
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