

Noah

EXECUTIVE SUMMARY



Contents

Problem Statement 3

Noah as an Organisation..... 5

The Noah Model of Care 6

Bouquet of services offered at Arks 7

Vital statistics 9

Partner organisations..... 10

Governance 11

How to get involved..... 12

Particulars of the Organisation 14



Problem Statement

South Africa is facing a humanitarian challenge on a scale that no nation has faced before. It is thought that by 2050 the AIDS pandemic will have been the most significant factor to shape humanity in this century. Parents are pre-deceasing

their children when they are young, creating an abnormally high number of orphans: South Africa is, and to an increasing extent will be, a country with a high adult population of orphans. The Actuarial Society of South Africa (ASSA) and the Human Sciences Research Council (HSRC) suggest that South Africa is one of the most severely affected countries in the world, with approximately 5.21 million people living with HIV in 2009¹. In fact, UNICEF reports that there are more AIDS orphans in South Africa than anywhere else in the world.² Findings from the 2010 General Household Survey reveal that there are approximately 3.7 million orphans in South Africa, including children without a living biological mother, father or both parents.

This equates to over 20% of all children in South Africa

¹ South African Statistics. Mid-year population estimates, 2009. Available <http://www.statssa.gov.za/publications/P0302/P03022009.pdf>

² UNICEF. Annual Report South Africa. 2008.

Vision

To empower communities to care for their vulnerable children.

Mission

To empower communities with the knowledge, skills, strategies and self confidence to form and successfully run their own community based organisations supporting the well-being of vulnerable children.

Values

Noah has identified the following values as intrinsic to our success in achieving our mission:

- Empowerment
- Integrity
- Passion
- Resourcefulness
- Ubuntu

Objectives

1. Establish and build the capacity of Arks (i.e. local community networks/initiatives) to support and protect OVC and their families in their communities across Gauteng, Kwa-Zulu Natal and North-West Province.
2. Increase the capacity of Orphans and Vulnerable Children (OVC) carers (committee members, staff and/or volunteers) to provide primary direct support to OVC.
3. To help children orphaned or made vulnerable by AIDS in South Africa to mature into emotionally and psychologically stable adults capable of forming lasting and loving relationships, of being nurturing parents to their own children and responsible and participative citizens of their country.

Noah as an Organisation

Noah is an NGO which enjoys PBO status and is 18A registered, that exists with the sole purpose of empowering communities to care for their orphans and vulnerable children.

In response to potential 'lost generation' of orphans created by the AIDS pandemic in South Africa, Noah was conceptualised in 2000. Noah works on franchising community-based models of care where motivated individuals from communities are guided to form their own circle of support which is referred to as an Ark. Rather than being limited to a physical structure, an Ark is a network of accountable and synergistic people armed with the skills and confidence to care for its OVC.

Growth: Year End February	Arks	Committee Members	Volunteers	Employees	No. of Children	Donations Received
2003	1	10	20	2	250	601,266
2004	30	366	626	6	6735	5,423,763
2005	65	716	1389	102	13538	10,525,803
2006	80	772	1052	352	26822	13,685,735
2007	112	826	1010	520	33541	26,995,152
2008	110	826	1017	524	33870	35,402,956
2009	107	742	881	647	30318	43,311,359
2010*	101	750	481	457	21532	33,544,880

Table 1: Growth of Noah
*Figures as at February 2011

Noah’s model is one that starts with an approach by a community to Noah to assist them to care for their OVC. Noah assists in the formation of a committee of community leaders to focus on the children. They are trained in the needs of children and in turn recruit a volunteer group who are trained and then register OVC in their community. Volunteers continually monitor the circumstances of the children and refer them to the appropriate agency as needed. The final pillar of an Ark is a dedicated resource centre from which programmes and services are rolled out.

This functioning web of community support is an Ark

At Noah, OVC programme interventions involve activities aimed at improving the lives of children and families infected and/or affected by HIV. The emphasis is on strengthening communities to meet the needs of OVC, supporting community-based responses, helping children and adolescents meet their own needs, and creating a supportive social environment for these children. The communities are our greatest supporters and believers in our model.

The Noah Model of Care

Noah has developed a model for development that is owned and driven by the communities in which we operate and intrinsic to the model is the creation of sustainable orphan care. Noah has a staged intervention process that takes Arks from infancy to crawling, to walking, to running, to winning. This process sets specific goals and milestones for each stage of development. Arks develop annual implementation plans that set these milestones in line with their level of progression and they receive targeted training in order to help them achieve these milestones.

Once an Ark is ready for independence, they are able to source funding directly, manage their accounts and audit requirements and deliver on donor needs. They remain, however, an integral part of the Noah network, mentoring younger arks and being an example of achievement. They also remain close to Noah as an organisation so that should the community committee deem it necessary, there is an available network and existing relationship for further mentorship, training, support and development.

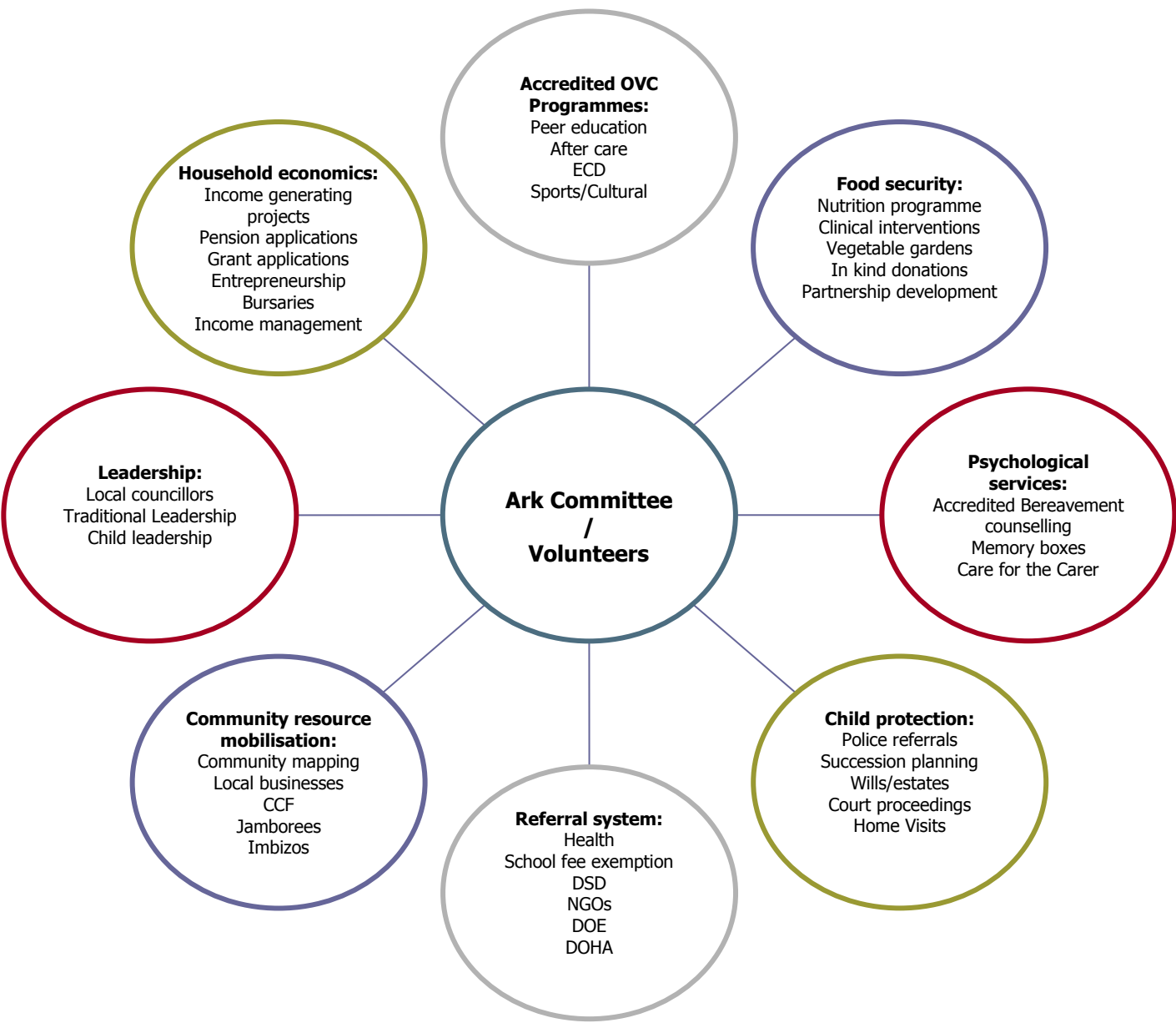


Success is achieved through the comprehensive monitoring and evaluation system that is in place. The services offered by the Arks are measured and the children impacted on are counted, evaluated and recorded monthly on a central database. In all Arks the data is captured by the Ark personnel themselves.

Each Ark manager is accountable to provide the central Monitoring & Evaluation Department with all collected information, as well as financial and budgetary updates. This is so that the support given to the children through a range of services is effective and appropriate, as well as ensuring the appropriate handling of finances: that there is no over-spending, under-spending or mismanagement of funds.

Bouquet of services offered at Arks

The services available depend largely on the resources available within the community. The strength of Noah lies in the referral system where service providers become partners: this allows resources to be available to families of orphans and vulnerable children.



Community Involvement

Noah is at its heart a community based organisation and our beneficiaries are intricately involved in planning, roll-out and development of all projects.

The community remains involved throughout the project life cycle in the following ways:

- The Ark Development Officers (regional co-ordinators) are representatives of Noah in the community. They work with the management team and committee members of the Ark to develop strategic plans and operations plans.
- The Arks work with their Ark Development Officers to determine their annual budgets and adhere to them through internal monitoring and financial controls.
- Community Committee members work closely with the Ark Development Officers to develop implementation plans for each Ark that structure its plans for the year. Additionally, committee members meet monthly to monitor and assess progress, identify weakness and develop action plans for success. They work in partnership with Noah to improve service delivery to children.
- Community committee members and Ark managers participate in bi-annual Imbizos where they share best practice and successes and challenges. These Imbizos further inform the Noah strategic plan.
- Each Ark holds an annual AGM that includes the caregivers of the children and stakeholders in the community where they are given an opportunity to contribute to the development plans for the Ark.

Anticipated outcomes

Our focus is on quality of service delivery, networking for success and developing a strategic approach.

Indicators of the impact Noah makes on the lives of the children include:

- Increased quality of life for OVC. In the long term: increased number of OVC who are emotionally and psychologically stable, good parents and good citizens.
- Increased knowledge and understanding of HIV/AIDS prevention, transmission and care.
- Increased /strengthened capacity of communities to address the needs of their OVC.
- Long term reduction on HIV transmission rate
- Improvement in school grade point average
- Improvement in nutritional status

Vital statistics

We pride ourselves on containing our overhead costs to a manageable and cost effective percentage so that the majority of funding goes to the intended recipients: the OVC. The funds we raised in 2009/10 amounted to approximately R42m and were expended as follows:

% allocated to project costs	84.70%
% allocated to cost of raising funds	5.29%
% allocated to overhead costs	10.01%

Services	KZN	Gauteng	North West	Total
Number of mobilised Arks	68	27	5	101
Number of registered OVC	14276	4884	337	19497
Number of committee members	565	177	15	757
Number of volunteers	360	106		466
Number of Staff (employed at Ark level)	261	144		405
Number of staff (employed at head office and regional coordinators)	32	17		49
Number of children receiving a daily meal	11003	3305		14308
Number of children attending day care facilities	255	1315		1570
Number of children attending after care facilities	9997	1766		11763
Number of children’s homes visited (average per month)	1560	1525		3085
Number of social welfare grants received in total	3029	4		3033
Number of psychosocial support/referrals per month	67	141		208
Number successfully fledged (independent) Arks		8		8

Figures from March 2011 reports

Noah is privileged to enjoy the support of governments, corporates and NGO’s alike. Noah receives funding from the United States of America through the Presidential Emergency Plan for AIDS Relief (PEPFAR). This USAID programme has been partnered with Noah for more than 5 years and Noah has consistently been used as an example of exemplary service among PEPFAR partners. In addition, Noah receives strong support form the South African Government through the Department of Social Development (DSD). Not only has DSD provided Noah with direct funding, we are developing a partnership whereby the Department will aim to directly fund the developed CBOs we launch.

Partner organisations

Noah actively co-operates and partners, where possible, with existing community projects without duplicating resources and our practice is to work with other NGO's, NPO's and government in order to assist and supplement existing structures/facilities in specific communities to ensure the projects are successfully rolled out, accepted, and ultimately owned by the community.

Some major partners include:

Partners	What they do?
National Association of Child Care Workers (NACCW)	A partner organisation that trains Noah Care Givers to better understand and provide for the needs of children
Department of Social Development (KZN)	Provides funding to 6 Arks in KZN in addition works closely with Noah to ensure grants are received by families in need.
Department of Social Development (Gauteng)	Is partnered with Noah with the ultimate goal to fully fund Arks as they reach independence
Habitat for Humanity	Built houses in the Kwa Ximba community for families caring for orphan children. Noah's role was to mobilise and organise the community
Dlalanathi (previously Rob Smetherham Bereavement Service for Children (KZN)	Provide psychosocial support by training Noah volunteers in bereavement counselling (through play therapy) to allow children to cope with the trauma of losing their parents
MySchool/MyVillage	Individuals buy goods in shops such as Woolworths and part of the proceeds go to Noah
Ntataise (Gauteng)	Training provided to Ark personnel in Early Childhood Development to develop cognitive, emotional and motor skills
Soul Buddyz	A peer education programme that trains teens as mentors. Strong focus on community outreach and HIV/AIDS. Inspired by Soul City TV programme.
Clamber Club (Gauteng)	Physical activities for children from 2 to 6 years of age
Artist Proof Studio	Art literacy programme designed to encourage communication and use of Art for therapy.
Career Junction	Provides free recruitment assistance to Noah through branded advertisements when positions become vacant.
Striata	Distributes Noah newsletter to a database of over 17,000 recipients.

Governance

Noah places enormous emphasis on good governance. This starts at the Ark level where the Ark Manager is accountable for the monthly expenditure, and has to report in detail on all money spent to the Head Office finance department, and ends at the main Noah audit which is conducted ‘pro bono’ by Ernst and Young. The overall responsibility for Noah and how it operates and its pledge to provide a service that is ethical and stands up to scrutiny rests with the Noah board members who are listed below:

Director	Work affiliation
Mr Anthony Phillips (Chairman)	Former CEO, Barloworld now retired
Dr Gregory Ash (Vice Chairman)	Private practice, Plastic and reconstructive surgery
Dr Lillian Cingo	Former manager of the Phelophepa Train
Mr Justin Corbett	COO of Rand York Castings
Ms Jane Evans	Founder and Director of Ntataise – ECD NGO
Mrs Pulane Tshabalala- Kingston	Non-Executive Chairperson, Sphere Holdings
Mr Alan Knott-Craig	CEO, World of Avatar
Dr Dudu Kunene	Non-Executive Chairman, Glenrand MIB; Chairman, Kunene Brothers Holdings
Dr N Moyo-Ndwandwe	CEO Nkadlane Investments CC
Mr Geoff Rothschild	Director, Government & International Affairs, Johannesburg Stock Exchange

There are three sub-committees of the Board. These committees are designed to work closely with the Noah Management team providing oversight and strategic guidance. They further provide more structure within the Board of Directors, thereby allowing a more “hands on” approach by those Directors with specific skills that will add value in Noah’s evolution.

The *Audit & Risk Committee* assists the Board of Directors in fulfilling its oversight responsibilities for the financial reporting process, the risk management process, the operation of adequate systems and control processes, all audit processes, Noah’s process for monitoring compliance with laws and regulations and Noah’s code of conduct.

The *Remuneration Committee* to give guidance, counselling and monitoring of Noah’s remuneration planning and policy. To ensure best practice is applied in the appointment and management of Board members.

The *Communications sub-committee* to make decisions pertaining to the Noah brand.

How to get involved

1. Funding Noah

Noah strives to ensure most of the donor funding goes to the children. However, in order for any organisation to run effectively it needs to have strong administrative skills and financial controls. Noah urges donors to contribute to Head Office overheads so that it can run an effective organisation that is accountable and transparent.

2. Adopting an Ark

This presupposes a greater involvement by the company, individual or foundation, such as:

1. A capital sum for acquiring furniture, equipment, computers, jungle gyms and purchasing structures such as containers, buildings and ablutions – estimated cost per ark ranges from R100 000 to R450 000 depending on its needs.
2. The running costs of the resource centre, which include (but are not limited to): food, salaries, transport costs, water, gas and electricity, medicine, staff and volunteer training and setting up food gardens. This is estimated to be between R350 000 and R450 000 per annum, depending on the number of children receiving services from the Ark.

Every Ark is different. An Ark can operate from a shack, a container, a community building, a church hall, a school, or a tent. It all depends on what is available in the community. By adopting an Ark or Arks, you will have a greater involvement with the Ark and we encourage companies to get more involved with the activities at the Ark and for their staff to help with the direct needs of the Ark and the children.

3. Product Donations

Any surplus items could be used by the Noah resource centres, as well as those items at a time when they are most needed (for example, stationery and school uniforms at the start of a school year, blankets and jerseys in winter, Easter eggs at Easter time). The needs vary from urns and stoves to toys and clothes and anything in between. Shelves, carpets, mats for the children to sleep on, and furniture - the list is endless. Contact Noah to arrange collection, alternatively donations can be delivered to our offices.

4. Income generating projects

Noah recognises that in order for our Arks to be sustainable they should become independent. In order to do so, a regular source of funding is required. Thus any assistance with a concept or a project that the Ark can adopt to generate income would be appreciated. Noah currently has pilot projects in fish/vegetable/chicken farming, bread and jewellery making and needlework.

4. Structures for Arks

Many of the Arks operate from basic structures such as shacks and containers. There is therefore an on-going need to find and employ volunteers who can paint, pave, repair, connect or build something at any one of the centres. The need to maintain the Ark so that there is a feeling of pride in the place where everyone gathers is important. Volunteers are encouraged to partner with individuals at the Ark, to share skills and to share experiences of team work. Skills transfer is also an important part of our thinking and we seek individuals who can teach others 'to do' in the community.

6. Ark Projects

Noah believes that the only way to reach out to the children is through selected partnerships with others who can provide reliable services that complement the way that the organisation works. In particular, there is a need for after school support for children. This can be in the form of homework support, drama/cultural activities, sport, or education in how to use computers, to name a few. All projects are aimed at helping the child to cope with the demands of everyday life and to understand how they can overcome the impact of a parent's death and possible family disintegration. With a growing number of child-headed households it is imperative to ensure that these children can cope with the traumas of everyday life and the challenges they face on a daily basis.

Particulars of the Organisation

Registered name of organisation	Noah (Nurturing Orphans of AIDS for Humanity)
Type of organisation	Association incorporated in terms of section 21 of the Companies Act, 1973. NPO 021/901
Registration number	2002/021668/08
VAT registration number	4860213513
Physical address of organisation	First Floor, 160 Jan Smuts Ave, Rosebank, 2196 Block 2, 100 on Armstrong, La Lucia Ridge, Umhlanga, 4320
Postal address of organisation	PO Box 4043 Rivonia, 2128 PO Box 1299 Umhlanga, 4320
Geographical spread	Noah operates 101 Arks across KwaZulu Natal, North West & Gauteng, in rural, peri-urban and urban environments.
Telephone number	(010) 003 3130 / (031) 566 5395
Fax number	(086) 560 5652 / (031) 566 5054
Contact	Katie Andrews – Manager: Resource Development Karen Krakowitzer – CEO
Email address	katie@noahorphans.org.za ceo@noahorphans.org.za
Website address	www.noahorphans.org.za

As Noah is 100% donor funded, any donations are always well received.

Should you wish to contribute to this worthy cause, please find herewith Noah's banking details.

Account name: Nurturing Orphans of Aids for Humanity
Bank: Standard Bank
Branch: Umhlanga Ridge
Branch Number: 057 829
Account Type: Savings
Account Number: 3844 643 51

