

2022



ANNUAL REPORT

Tereeo School

A School for Street children and children at risk since
1999.



Introduction

This report covers the period 1 January 2022 to 31 December 2022. Our Chairperson's report gives an overview of our challenges, celebrations and our key learnings, whilst the Treasurer's reports on funding and finances, the CEO Report covers performance and impact, the changes we have made, our growth and our future plans.

Endorsement of our business and governance practices are provided through compliance with The Non-Profit Directorate, The Western Cape Department of Education and The South African Revenue Service. The Board has reviewed this report and is satisfied with the accuracy thereof.

About Tereo

Tereo School has one goal – to break the cycle of poverty caused by little or no education. Thus building resilient young people who realize their own potential and who work productively and fruitfully to contribute to their families and communities.

Poverty touches every aspect of a child's life. These children are exposed to the horrors of the poorest communities where, drugs and alcohol abuse are the norm with violence and physical abuse a daily occurrence. There are children who have physical or mental challenges as a result of their mothers taking drugs or excessive alcohol whilst pregnant. The child born into poverty almost always remains trapped there unless significant interventions occur. Left unaided, impoverished children face a lifetime of physical and psychological trauma—illiteracy, malnutrition, disease, low self-esteem and lack of opportunity.

Tereo School's holistic programme is designed to transform the lives of impoverished children while embedding strong character development ethics which are complemented by professional health care, nutritious meals, psychosocial counselling, family assistance and support and community outreach initiatives.

Supported by the three pillars of innovative education, overcoming adverse conditions, and life skills development. Our teachers are committed to support and encourage all learners and ensure that even those from extremely challenged backgrounds have a chance.

Tereo School is run and managed by a dedicated team of staff and teachers. Classes are small so that personal tuition and learning support can be provided to maximum effect and resources readily accessed by all children.

Tereo is an on-going project, with the provision of education through competent and qualified teachers being key to the success of Tereo School.



Chairman Message

I would like to begin my first chairman's report by saying how delighted, proud and honoured I am to have been given the opportunity of assuming this role at a time when an increasing range of public and essential services are now being delivered through charities, rather than local government. I firmly believe that Tereo is a shining example of a charity which is finding clever and brave solutions to overcome the challenges faced in what we can only describe as a life sustaining role as a school and centre for healing.

My involvement with Tereo goes back well over 10 years and I have been so impressed to have seen the school develop into a centre of excellence, where education, physical wellbeing, counselling, individual growth and love and care are all provided to each and every pupil by our formidable CEO, Ann Coetzee, and her team of dedicated and highly motivated teachers and support staff.

After year of highs and lows - covered in more detail by Ann, I would like to focus on the key areas that I believe must be core to our strategic objectives for 2023 and the years beyond, namely:

- Sustainability, growth and longevity of the school, with the establishment of a reserve fund, development of partnerships with overseas based schools, charitable organisations and foundations and the acquisition of a freehold building for the school;
- security and physical and mental well-being of the staff, including progressive alignment of salaries with industry norms; ready access to counselling and courses for the staff;
- expansion of the Board of Trustees to include members from the business community and medical profession;
- formation of a 'Friends of Tereo' association, in which donors will be asked to make a minimum 3 year financial commitment;

Tereo is unique and The Board and I are committed to ensuring that the school moves out of the current unsafe and unhealthy location and into a larger premises, with enough land for a sports field and more classrooms to accommodate the extra grades and ever increasing waiting list. To this end we are relying on and thankful to the incredible generosity of our sponsors...



Francesca Garrard

the Rupert Education Foundation, the Imibala Trust, Wings of Support, Virtual Resources and the many private donors as well as the UK base of donors who have made so much of what Tereo does possible.

In conclusion, I would like to thank Ann and her entire team for their selfless, dedicated and tireless effort during 2022. The excellent reputation that Tereo now enjoys both in SA and overseas is a credit to them all.

CEO Message

Daunting, I think is the word that best described January 2022. After nearly two years of lockdown or partial lockdown we now faced a year that seemed to indicate the pandemic was on the decline but the world in which we functioned had changed forever. Suddenly we were faced with questions, decisions and how the past two years had impacted our learners and what the way the forward needs to look like in order for our school, learners and the sponsors we rely on to perform.

Tereo's 3 Pillars of: Innovative Education, Overcoming Adversity and Life Skills Development remains core to our approach for our learners. So that we can “empower the children to rise above their circumstances and focus on high self-esteem, while giving them hope and education to break the cycle of poverty and illiteracy”.

We are ever mindful of the need for this work as we continue to be devastated by the impact of violence, abuse, grinding poverty and neglect that so many of our learners face.

Education remains our core focus, with a large amount of time being spent on assisting learners to build their academic confidence. This has meant focusing on reading with comprehension and sentence construction and writing for complete expression, as well as emphasizing all the basic numeracy skills needed.

2022 was a year of consolidation and expansion for us to continue to develop strong programmes and approaches that will meet the ever increasing need for learning and emotional well being of our learners and teachers.

It has been a privilege to be part of such an incredible team who have made Tereo's work not only possible but make each day a joy.



Ann Coetzee

I am also grateful to our donors and partners who have given so generously to support our plans and goals. We express our deepest thanks to each one of them. It has been a pleasure and blessing to see so much of our vision being brought to life through the commitment of so many.



Tereo' Goals & Achievements

Strategic Objectives for 2022

- Philosophy - Changing the Future one child @ a time
- Customised teaching approach ensuring Tereo Core Objectives underpin all actions
- Strengthen strategic Partnerships

• Customised Education

Education is our key focus. Until this year Tereo has been a primary school offering Grade 1 - 5 with learners then being progressed onto main stream school to complete Grade 6 & 7.

Expanding Our School

Our experience has shown though that learners completing their primary school education within one primary school before being placed in High School have a far greater success rate and more likely to have a zero drop out rate. This is largely due to the challenging environment that our learners come from that does not always provide academic or emotional support to learners. Tereo's small classes and nurturing approach become essential for these learners to make a success. The longer they are able to stay in this supportive environment the better they are able to cope once being placed in large schools.

- Tereo made application and has been granted permission by the Western Cape Education Department to increase the grades offered to include Grade 6 (2023) and Grade 7 (2024).
- In addition, Tereo has successfully been "Accredited by Umalusi, Council for Quality Assurance in General and Further Education and Training – accreditation number 22 SCH01 00972." This was an arduous process completed over two years, but one that attests to the capacity of Tereo school to offer a qualification on the General and Further Education and Training Qualifications Sub-Framework at the required standard.

Literacy & Numeracy Focus

The foundation of all education is the ability to read with understanding. Our literacy programme focuses largely on reading for meaning by reading with learners at their level, either individually or in small groups. We have also partnered with the Somerset West library and Imibala Library to ensure that not only is there sufficient reading material but the necessary support to ensure reading with understanding and effective sentence construction.



Tereo' Goals & Achievements

• Customised Education continued

Numeracy and Number concepts have been identified as challenges both in class and through the systemic test carried out by the Western Cape Education Department. To this end we have successfully implemented the Greenshoots Computer Maths program for Grade 3 - 5 and will continue in Grade 6 in 2023.

The Numbersense programme will also commence in 2023 for Grade 1 and continue progressively into the higher grades. Research has shown that the earlier maths learning starts the easier maths understanding becomes and the better the Grade 3 and 6 learners perform in the annual systemic tests as well as overall academic performance.

Individual Learner Support Expanded

As many of our children have little exposure to education prior to joining Tereo and often have little or no support at home to assist with homework. This programme has proved to be extremely successful.

Children's individual learning challenges are identified by the grade teacher and then worked through with the Learner Support Teacher.

Each child requiring assistance has a minimum of a 45-minute slot per child/week to address that child's specific needs.

Computer Learning Centre Expanded

Tereo is committed to ensure that our learners are computer literate and will feel comfortable within the computer environment. The main benefits of having computer knowledge include:

- Enhanced interaction and student engagement.
- New learning techniques as classroom tools are constantly evolving
- Lifelong learning opportunity and greater self-sufficiency which ultimately leads to improved employment prospects.

Learner time in the Computer Lab has been increased to a min of 2 hours per week per learner.

Teachers have adjusted their teaching methods to include more computer-based teaching to accommodate this desire. We have also obtained additional computers now totaling 20, thus available for all learners. We are currently seeking a sponsor for tablets so that learners can be exposed to tablet learning.

Exam Results

During the mid year exams we identified key areas requiring attention and these were focused on during the second half of the year:

- **Foundation Phase:** Learners were struggling with their number concept as they cannot fully grasp how to represent a number correctly or how to understand the different place values of digits in numbers. This has been a focus for the 3rd and 4th term and the benefits have been seen in the test results.

Learners not exposed to ECD (early Childhood Development) are definitely compromised and has resulted in nine Gr 1 learners not progressing so that these key ECD elements can be addressed and brought up to the level required to progress to Gr 2.

- **Intermediate Phase:** Reading for understanding and writing well structure sentences were identified as areas of weakness while mathematical concepts like measurement and conversion which is key to grade 4 and 5 learners was practiced and the results were seen in the final exams with a distinct improvement in these key areas.



Tereo' Goals & Achievements

• Tereo Impact Results

Academic Impact Results (81 learners Enrolled Jan 2022)

Grade 1

- Due to no Early Childhood development learning i.e. Pre-School, learners arrive at Tereo unable recognise colours, shapes or able to hold a pen and scissors. Often with very poor or underdeveloped fine motor skills. In addition to poor support structures at home or exposure to extreme violence or neglect results in the emotional state of the learner being impaired.
- This environment necessitates learners often having to repeat Grade 1 to catch up with their counterparts who have been exposed to ECD learning or a supportive home environment.

Grade 1 : 18 Learners

- 9 ready to progress
- 8 to repeat Grade 1
- 1 Learner placed in Special Needs School for 2023

Grade 2: 16 Learners

- 14 progress to Grade 3
- 1 child placed into a place of safety due to neglect
- 1 child not ready to progress

Grade 3: 18 Learners

- 14 learners ready to progress
- 2 Learners to repeat Grade 3
- 1 learner to transfer to Axios Skills School
- 1 learner placed in a Rusthof LSEN Special Needs School for 2023

Grade 4: 15 Learners

- 11 Learners to progress to Grade 5
- 1 Learner to transfer to Axios Skills School
- 3 learners awaiting placement in Rusthof LSEN Special Needs School

Grade 5: 9 Learners

- All 9 learners progress to Grade 6

Academic Impact Results

Psychological & Scholastic Support

- 1 child removed from parents due to neglect
- 1 child expelled due to drug use and placed in a drug rehab centre
- 12 Learners in play therapy
- 2 learners undergoing counselling with PATCH for rape/sexual abuse
- 1 child put under a protection order with the court
- 2 Learners on accelerated scholastic programme
- 4 learners assessed by Educational Psychologist for placement in LSEN special need school
- 2 Learners successfully placed in Axios Skills School
- 2 Learners placed in Rusthof LSEN School
- 3 learners awaiting placement in LSEN school
- 4 additional learners identified for assessment

Tereo' Goals & Achievements

• Tereo Impact Results continued...

Extra Mural Programme 2022

All learners take part in Extra Mural Activities:

- 81 Learners: Stimuzone Computer Laboratory
- All Gr 3, 4 & 5 learners Greenshoots Computer maths programme
- 16 Hip Hop Dance
- 16 Drama Class
- 12 Art Class
- 24 Lego Play
- 8 Music
- 8 Pottery
- 4 Needlework
- 35 Learners in cross country running. (Due to limited space, cross country is the only sport we can offer our learners).
- 1 learner obtained Western Province Colours for Cross Country
- All learners attend outings each term (theatre, Museums, places of interest, etc)

Family & Medical Support

- All families are visited at home at least twice per year by our Child Welfare Officer
- Each learner has a one-on-one session with the Child Welfare Officer per term
- Those requiring more attention are scheduled more frequently
- 17 Learners received glasses
- 1 learner received a hearing aid
- 1 learner who was involved in a motor vehicle accident that resulted in severe ankle damage in 2020 is now being seen by a specialist at Groote Schuur Orthopedic Clinic where surgery will take place (at no cost) to ensure that the child can regain full use of his ankle and be able to walk normally again

Sponsors for Medical support:

To Erinvale Estate Hotel & Spa who sponsored the hearing tests and hearing instruments for a Grade 2 learner who has severe hearing difficulties. Your donation has made the world of difference to a learner who struggled to hear low range sounds. This made speaking, spelling and learning in general extremely difficult as he could not clearly hear what the teacher or other children were saying.

To Somerset West Rotary: ADD and ADHD is a challenge that many of our learners face due to the drug and alcohol use their mother did while pregnant. This means that concentration and sitting still is often difficult for these learners. Sitting on wobble cushion which promotes Active Learning and improves learner productivity has a significant positive impact for ADD sufferers, but they come at a cost. A cheaper alternative is to sit on a partially filled water bottle that provides similar results. Somerset West Rotary donated over 30 hot water bottles to use as wobble cushion in our gr 1 & 2 classes!

Imibala Trust for sponsoring the Play Therapy that is key for learners who have experienced trauma such as physical abuse, violence, neglect and rape.

The doctors at Vergelegen Medi Clinic and Groote Schuur (who do not wish to be named) who have been instrumental in sponsorship and medical care for our learners.

Tereo' Goals & Achievements

• Stakeholder Engagement

The emphasis on improving communication with our many stake holders has proved to be successful with an increase in parent and foster involvement through regular contact and will continue to improve with implementation of the D4 system from 2023.

Our sponsor and donor base has also increased with the improved communication and social media presence. Figures will be reflected in the financial results later in the report.

Daily:

- WhatsApp messages to parents regarding transport, extra mural activities and food parcels

Monthly

- Facebook on events and outings
- Feedback to parents
- Learners meet with Child Protection Officer

Weekly

- WhatsApp messages to parents
- Facebook update of school activities

Quarterly:

- Newsletters to entire database
- Sponsors and donors
- Parents meeting with teachers
- Parents and Care givers meet with CEO privately
- Performance awards
- Family counselling and home visits

Bi-annual

- Newspaper articles
- Mid-Year Report

Annual

- Prize giving
- Awards
- AGM

Ad hoc:

- Calls & Meetings with parents for follow up on lessons
- Meeting with parents or care givers on psychosocial interventions where needed

Social Media:

- Active Facebook, Instagram, Twitter
- Updated Website
- Marketing Film available on social media and for potential donors and interested parties.
- All have results in improved visibility and stakeholder involvement.



Tereo' Goals & Achievements

• Staff Development & Training

We have placed significant emphasis this year on upskilling our teachers with additional skills so that they can be even more effective in their educational role. We have provided upskilling in the areas of understanding and managing trauma in children for all staff who work with the learners.

Child Welfare Officer is completing her Auxiliary Social Worker qualification

On-going computer training for our Computer Teacher/s in coding.

Additional Teacher training in the following areas:

1. Attention & Concentration – Aug 2022
2. Shaping Behaviour – Sep 2022
3. Socio-emotional Development – Feb 2023
4. Development of Fine Motor Control - April 2023
5. Perceptual Development of the Visual and Auditory Systems - Date TBC

Other Training for Support staff:

First Aid level 2 for 2 staff

First Aid Level 1 for Foundation Phase

Occupational Health and Safety Officer Training - Sep 2022



Governance

The Tereo Project Executive Board is tasked with oversight of the organisation's operations and to provide an advisory and guidance role. The Board meets once a quarter and minutes are taken at each meeting. The Treasurer and CEO meet on a monthly basis where minutes are taken.

The management team consists of the CEO, Child Welfare Officer and Head of Academics who are responsible for the day-to-day operations, fundraising, communications and financial management. Management maintains a transparent and accessible relationship with its employees to ensure a harmonious working environment.

The Board approves the annual budget and provides the necessary authority for expenditure. Expenditure outside of the budget must be approved by the Board.

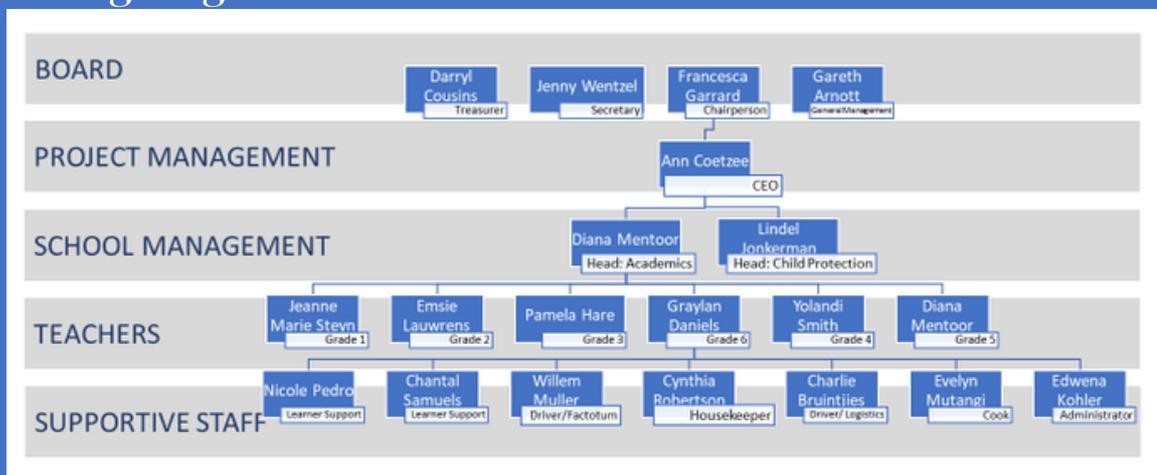
Tereo as a registered NPO and Independent school with the Western Cape Education Department and Umalusi, has a mature and well-entrenched range of effective policies and procedures, all of which are introduced to new employees during their induction. The Board holds the CEO to account and ensures that management complies with all legislation, regulations and policies.

Final Board Meeting for 2022 held on 8 November 2022:

Christine Strydom stepped down as Treasurer and Darryl Cousins was voted in and officially takes on the role as of 1 December 2022.

He comes with a wealth of financial experience holding positions Financial Management and we are fortunate to have someone of his caliber on the management team.

Tereo Organogram 2023



Tereo Management Team



Ann Coetzee - CEO



Diane Mentoor -
Academic Principal



Lindel Jonkerman -
Child Welfare Officer

Tereo Financial Report

It is with a sigh of relief that we all welcomed the lifting of the State of Disaster in March 2022 after which most things in our lives could return to normal after two extremely challenging years caused by the covid-19 pandemic. Many economic and social consequences stemmed from these lockdown and Covid years and spilled over into the current year. However, Tereo, by the grace of God, has weathered the storm and standing at the end of this year, it is with a grateful heart and great hope and expectancy for the future that I present a concise financial report for 2022.

1. Treasurer

I was appointed as new treasurer in November 2020 to replace the outgoing treasurer. After little more than two years in the saddle, my season with Tereo has now come to an end and I am grateful to have served in this capacity for this period. Darryl Cousins has been appointed as the new treasurer and I am sure the experience and wealth of knowledge he brings with him is going to be extremely beneficial to Tereo. I wish Darryl and the team all the best for the road ahead.

2. Annual Financial Statements

Tereo's financial year runs from January to December. An official audit is conducted annually in order to be fiscally responsible. The 2021 audit was finalised in April 2022 and a copy of the 2021 financial statements are available on request. The 2022 audit is planned to commence early in 2023.

3. 2022 Financials

I summarise a few brief points below:

- With the lifting of the State of Disaster for most of the year the school could function normally again and almost no school days were lost like in 2021 and 2020;
- This resulted in increased activity and corresponding costs, including the appointment of some new staff members and the planned expansion of grade groups;
- Currently, monthly expenses run at roughly R230K/month and are carefully monitored – cost cutting (but not at the expense of staff welfare and quality education) remains priority and is constantly considered in managing the finances of Tereo;
- Ann Coetzee, our outstanding CEO, is still doing a sterling job of procuring and raising funds both locally and overseas which ensures that Tereo remains in a strong and steady financial position. She has a sterling team behind her which assists with networking and promoting the school as a very worthy cause to support.
- We do not reflect in the financial accounts the many items and services such as clothing, supplies, classroom assistance and requirements that Tereo may need, as well as volunteers who give selflessly without reward. We thank the various organisations and individuals who give so generously without any remuneration. Without this unpublicized support Tereo would not be able to function – for all of you: God bless you for your support.

www.tereo.org



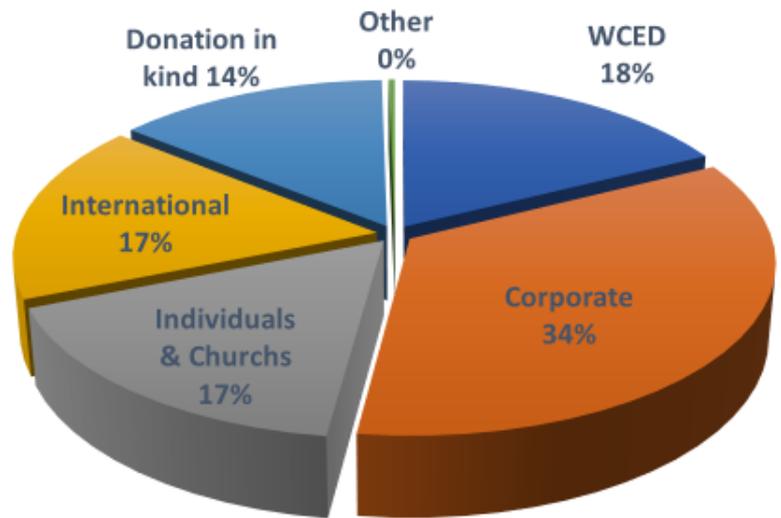
Christine Strydom – Outgoing Treasurer

Final Thoughts

As we look ahead into a new, unknown year and rely on God's providence and provision and we look back at how good He has been, it is fitting to thank the staff and volunteers who steward this work of His. Without your dedication and hard work, Tereo would not be able to continue. Have a restful Festive Season!

Finances - Income

Income



Strategic Goals for 2023

Sustainability

Sustainability, growth and longevity of the school, with the establishment of a reserve fund, development of partnerships with overseas based schools, charitable organisations and foundations and the acquisition of a freehold building for the school and the formation of a 'Friends of Tereo' .

Funding for New Premises

Tereo seeks to be a Centre for Excellence for Street Children and learners at risk, but not only have we outgrown our premises, vagrants have moved onto the land adjacent to the school (30m from the gate) which has resulted increased incidents of break-ins at the school and violence in the adjacent squatter camp e.g. rape, murder and drug related violence which is the very thing we are trying to save these children from.

What it takes for Tereo to teach and develop a child

Teachers & Learner Support staff

- Qualified & Experienced Teachers
- Learner Support teachers
- School Books & Stationery
- Classroom Equipment
- Computer Hardware & Software
- Teacher training & development

Health & Nutrition

- Food Donors
- Daily Meals
- Medical Support
- Eye tests & Glasses
- Hearing tests & Hearing Aids

Finances

- Individual & Corporates Donors
- Trusts
- Foundations

Marketing

- Public Speaking events
- Newsletters & Media Articles
- Fund raising events
- Social Media

Sustainability

- Investment
- Onsite Psychologist

Social Welfare

Overcoming Adversity & Psychosocial Interventions

- Play Therapy
- Counselling
- Trauma Support
- Home visits

Extra Mural

- Cultural Activities
- Sport Events

Support Services

- Facilities Management
- Cook
- Cleaning
- Maintenance

Transport

- Vehicles
- Fuel
- Maintenance



Expanded School Facilities

Ongoing innovative approaches to education, sport, arts and culture. Preparation for commencement of Grade 7 in 2024

Salary Alignment

Progressive alignment of salaries with industry norms; ready access to counselling and training and development for the staff



Thank You



Donations as little as R50, R100 or R250 can make all the difference or sponsor a teacher or donate funds toward our new school

EFT PAYMENTS:

Account name: Tereo Project
Bank: First National Bank
Account number: 62009313339
Branch name: Helderberg
Branch code: 271344
Swift code: FIRNZAJJ



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We are a Level 1 B-BBEE contributor and 100% B-BBEE SED recognition.

Photos of children used with permission and in accordance to Tereo Child Protection Policy.

All donations whether financial or in kind are fully tax deductible.

Thank you to our Donors Contributors, Partners & Supporters

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