



Newsletter Edition 3 Winter 2005

Elim Home is situated in the rural village of Elim, 200kms from the city of Cape Town. The Home was founded in 1963 and today cares for only the most severely intellectually and physically disabled children and young adults from disadvantaged communities.

In this edition...

- *A new therapy centre for our residents.....Page 2*
- *So, now we have facilities, what about Therapists?.....Page 2*
- *Elim Home has new wheels!.....Page 3*
- *Our staff development programme.....Page 3*
- *Revamping our residential facilities.....Page 4*
- *Our vegetable garden project.....Page 4*
- *Bead Aid 2004 in support of Elim Home.....Page 5*
- *How you can helpPage 6*

A note from our Director...

Firstly, I would like to say thank you to everyone who has made a contribution to Elim Home over the years; not least of all our dedicated staff, our overseas volunteers, the Elim community, our board members and our very generous donors. Without your hard work and support we would most certainly not have come this far.

As most of you already know, Elim Home was a residential care facility for disabled black and coloured children established during the Apartheid era and for many years received very little from the government for the maintenance of its facilities and the development of its therapeutic resources. Our buildings were in a terrible state of disrepair, rooms were sparsely furnished, and therapies were carried out with limited equipment and in a room no bigger than a store room. The vehicle in which our residents have had to travel to their hospital appointments twice per week 200kms away in Cape Town, was old and dilapidated, and no longer safe.

Our annual subsidies have only amounted to a third of the actual cost of taking care of the residents, and parent fee payments have been few and far between, making it very difficult to sustain Elim Home financially. Few people beyond the Moravian Congregation and a few private trusts had ever even heard of the village of Elim, let alone of Elim Home.

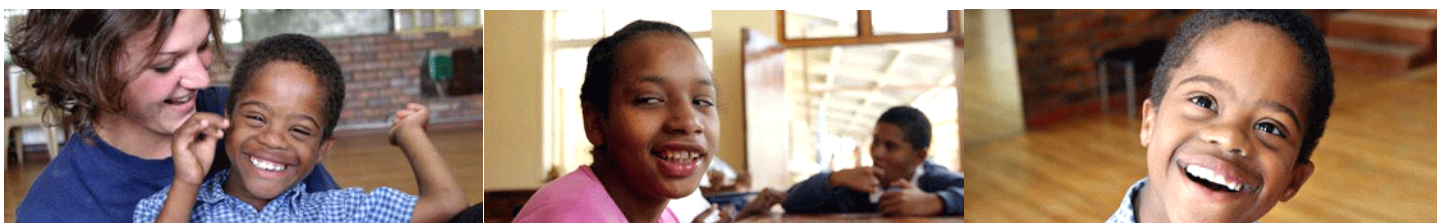
In the year 2000, I took up the position as Director of Elim Home and, together with my dedicated team and the Elim Home Board, developed a strategy and prioritised the Home's many needs. In early 2001 we embarked on a fundraising campaign to source the resources we needed to implement what we now call, the "upgrade programme".

We are very pleased with the progress of the upgrade programme over the last four years and take great pleasure in sharing the highlights of these developments with you in this, our third official newsletter. We do hope that you enjoy it and are as proud of your contribution to our successes as we are of ours!



***Sister Cecilia Engel – Director of
Elim Home***

- Sister Cecilia Engel, Director



A new therapy centre for our residents

Given the essential role that therapy plays in maximising the development of severely intellectually and physically disabled persons, revamping and equipping the therapy department was emphasized. The Home needed to raise the necessary funds required to purchase new therapy equipment and undertake the conversion of a partial garage structure to provide adequate therapy facilities.

The response to the appeal for assistance was fantastic and thanks to funding received from the Anglo American Chairman's Fund, the Deutsche Bank Africa Foundation, the Anglo Gold Fund, the Transnet Foundation, Stella & Paul Loewenstein Trust and the De Beers Fund, the building was completed in the end of 2003.



Elim Home now has a fantastic new therapy facility for its children; complete with an external covered over area, a sensory room, a kitchenette, disabled-appropriate bathroom facilities, two large therapy rooms (with store rooms and office space for therapists) and brand new therapy equipment.

Construction was undertaken by a local contractor and the entire project was expertly managed by Mr Pieter Hans, Elim Home's Project Manager. Thank you so very much to everyone who contributed to this very successful project.



So now we have facilities, what about Therapists?

Due to the remoteness of the Home's location and inability to offer commercial salaries, we have experienced great difficulty in retaining the services of qualified therapists for longer than a 2-year period and with long gaps in between.

consulting qualified Therapists. This will ensure that our disabled residents have access to the quality therapy they need on a daily basis and will also provide nursing staff with an opportunity to develop their own skills.



In endeavour to solve this problem and as part of our long term organisational sustainability strategy, the Board has taken the decision to upskill two of Elim Home's existing staff members to become qualified Occupational and Physical Therapy Assistants who will be overseen by



We are currently networking with the Cape Peninsular Organisation for the Aged who have successfully implemented a similar strategy and have agreed to assist us with implementing our own.

Elim Home gets new wheels

It is essential that children in care at Elim Home maintain their regular visits to hospitals and clinics in Cape Town some 200kms away. Although Elim Home is relatively close to Bredasdorp Hospital (38km away), this hospital is not sufficiently equipped to provide these children with the evaluations and specialised treatment they require due to their multiple deformities.

All in all, we travel to and from hospitals in Cape Town at least once a week. This excludes travel requirements for grocery shopping, staff training, or any other outings for the residents. It is therefore understandable why we desperately needed a reliable vehicle.

Thanks to the generosity of DG Murray Trust who matched our contribution from the trade-in value of 2 old vehicles, we were able to purchase a brand new vehicle and send our drivers for advanced driving lessons. What a difference this vehicle has made to the lives of our

children and to our ongoing vehicle maintenance bill, which has decreased substantially!



Sister Engel gets the keys to the new vehicle

Our staff development programme

Of enormous concern to us has been the very low salaries (below minimum wage) paid to many of the staff members, some of whom have been working at Elim Home for up to 30 years.

Thanks to funds raised by the "Dead Cat Bounce" event and funding received from the National Lottery Distribution Trust Fund we managed to at least increase all staff salaries to above minimum wage in 2002.



The "Dead Cat Bounce" event raised an amazing R142,760 towards the maintenance programme at Elim Home and towards increasing staff salaries at the Home to above minimum wage.

We are so unbelievably grateful for this support and while it has assisted us enormously, the entire staffing situation at Elim Home still needs to be looked at with salaries to be adjusted to "NPO market-related rates" and appropriate job descriptions to be defined.

To this end, we recently did an assessment of the Home's staff complement with the expert assistance of Deloitte who generously agreed to donate their time to this process. Based on the results of this assessment we will now develop appropriate job descriptions, embark on a targeted training programme to upskill our staff members, and increase salaries over the next 5 years to ensure that they are up to scale.

In terms of staff training, through the intervention of the Ithemba Trust and thanks to Mike and Helen Downey, a

number of our staff members have already attended a training programme that provided them with training in very effective therapeutic methods that will assist each care worker in their endeavour to maximize the development potential of each individual in our care. We would definitely recommend this

training to any therapeutic centre and will use our newly gained knowledge in training primary caregivers in the community as part of our outreach programme.



Revamping our residential facilities



Elim Home was established in the Apartheid era as a residential care facility for black and coloured children and has therefore in the past received very little from the government for the maintenance of its facilities and any subsidised support received was utilised towards the essentials of actually running the Home. Over the past 41 years, this has resulted in enormous maintenance requirements.

In addition, when the Home was built in 1963, it was built to accommodate more-abled and mostly mobile children and the facilities are therefore not appropriate for the severity of the existing resident's disabilities. The kitchen is on the opposite end of the Home to the eating area, the staff facilities are far away from where the children are during the day, ablution facilities are less than adequate, low baths make it difficult to lift disabled children into them and there is no partitioning between toilets, and wheelchair movement is almost impossible in the narrow passages where there are occasional steps to contend with.

Our plan is therefore to undertake a maintenance programme and in fact revamp the existing building to suit the specific needs of the disabled children and young adults now in our care. Specifically this will include the expansion of the bedroom facility, rationalisation of the daytime rooms, gym toilets, chapel, balcony, administration facility, kitchen, and front entrance.



Thank you so very much to the Anglo American Chairman's Fund, DG Murray Trust, the Ithemba Trust and Zeist Zending Genoodschap for their very generous grants towards the construction and alterations to take place at Elim Home. We have commissioned an Architect and a Quantity Surveyor and with our plans recently approved, we have put out tenders for the construction job and hope to begin construction by this spring.

Thank you everyone, what a difference this is going to make to the lives of our disabled residents.

Our vegetable garden project

In order to reduce the running costs and generate additional income into the Home, the Elim Home Board came up with a plan to establish a vegetable production unit in both a controlled environment and in open field cultivation (partially organics) which will provide residents with a fresh healthy diet of vegetables throughout the year.

The cultivation of vegetables in this kind of controlled environment in hydroponic gardens will cut the costs of purchasing vegetables and could in fact lead to a number of income generating opportunities for Elim Home. The open field cultivation will produce vegetables that are not rated as "high value" but they are rich in nutrients and therefore very good for our residents.

With a grant received from the US Embassy Self Help Programme and Zzg Netherlands, the Hydroponic Garden project was initiated in February 2005. Our aim is to finish it by the end of July 2005.

Despite having lost all our carrots and 30% of our potatoes in heavy storms during April 2005, we are proud to report that we have already harvested potatoes, sweet potatoes, green beans, onions, beetroot, cucumbers, tomatoes, pumpkin and squash from our open field gardens which were established in December.



Bead Aid 2004 in support of Elim Home

Bead Aid 2004 was conceptualised as a fundraising and awareness raising mechanism in support of Elim Home, and in an endeavour to raise funds for the organisation's capital redevelopment project and the establishment of an endowment fund towards our sustainability.



Participants bought a mock bead and placed it onto a canvas, either at www.beadaid.org.za or at one of the shopping centres at Canal Walk, Cavendish Square, Kenilworth Centre, Gardens Centre, N1 City, V&A Waterfront and Long Beach Mall in Cape Town, and Cresta Shopping Centre in Gauteng.

Participants could choose any of the beads available and each bead purchased entered them for a lucky draw for a Grand Prize of a luxury cruise for two for seven days to the Bahamas on the Norwegian Dawn. Thank you so much to Norwegian Cruise Lines for this fantastic prize and also to all the shopping Centre's that participated in the campaign; your support is sincerely appreciated.



In November 2003 the Deutsche Bank Africa Foundation provided a grant towards the implementation of this innovative PR and fundraising campaign. Bead Aid commenced on 19th March 2004 and ran until 21st August 2004. The grand prize was drawn in November and the winner, Mrs **Rosanne Matthee** of Thornton in Cape Town was informed in January 2005.

The concept of the Bead Aid campaign was very well received by all that we approached for support by way of sponsorship. Thank you very much to Norwegian Cruise lines for donating the prize, Generator New Media for their discounted website development and free poster development. Also thanks to all the Shopping Centre's that accommodated the Bead Aid stand free of charge which enabled over 10,000 individual members of the public to "buy their bead" and support the campaign.

Thank you very much to the celebrities that donated their time and participated in the PR photo shoot promoting the "Buy A Bead" concept.



Elim Home received substantial national media coverage through the Bead Aid campaign. In this regard, we would like to thank eBucks, Woolworths "In The Bag", American Express Rewards programme, SABC 1, 2 & 3, Cape Talk Radio, Bush Radio, 702, CFM, KFM, P4 Radio and many others.

Through this exposure, we received generous grants from the Eskom Foundation, the ABSA Foundation, and the Ithemba Trust. The American Embassy also responded to the article in the Cape Times and generously donated 30 art kits to Elim Home for therapy purposes for the children. An individual in Gauteng also invited us to seek his support for the provision of wheelchairs.

In addition, we have received a number of calls and visits from people responding to articles published in Die Burger, the Cape Times, the Cape Argus and the Community Newspapers.



Bead Aid A People's Art Creation for Good



Thank you also goes to local band, Freshly Ground for playing a fantastic benefit gig at the Waterfront at the end of the Bead Aid Campaign and encouraging the public to support our work.



Freshly Ground gave their time to the campaign and encouraged visitors to the V& A Waterfront to support Elim Home. Thank you also to the V&A Waterfront for providing us with a fantastic venue to promote our campaign and for the band to play.

An extra special thanks to **Generator New Media** for all your hard work on the website and campaign materials and for donating so much of your time to us.

For those of you who were wondering what the beaded canvas revealed, it was a print version of a beautiful beadwork entitled "Blue Fire" done by Barbara Fairhead. We would like to thank her very much for her special contribution to our cause. Below is an image of the canvas revealed.



How you can help

We have made some headway with our development plan, but we still need your help to achieve all our goals. Most especially we would appreciate your support towards our staff development programmes, the last bit of funding we need for our renovation plan and towards our running costs over this next while – until our endowment fund is big enough to sustain us in the long term.

You can support us by making a direct deposit into the following bank account:

Account name: Elim Home
Bank: Standard Bank
Branch: Bredasdorp
Branch Code: 05001201
Account No: 083 374 116,
Swift Code: SBZAZAJJ

Alternatively, we are also registered on www.GreaterGoodSA.co.za where you can read more about our work and also make a credit card donation, donate loyalty points (including eBucks and American Express MR Points), identify volunteer opportunities or even make a donation in kind.



Elim Home staff in their new blouses donated by McDonalds through the GreaterGood South Africa Trust.

For more information on Elim Home, please contact Sister Cecilia Engel on (+27 28) 482-1988 or email elimhome@worldonline.co.za