

NDLOVU CARE GROUP

ANNUAL REPORT

2021-2022



NDLOVU
CARE GROUP



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INTRODUCTION

The year 2021 saw the easing back into “normal” for most parts of the world following strict restrictions at the height of the Covid-19 pandemic. The pandemic had an adverse impact on all sectors, including NPOs and we were not spared. We did, however, manage to manoeuvre and adapt our programmes to ensure that we continued to deliver much-needed services to our beneficiaries.

This Annual Report is a reflection of both our resilience and unwavering dedication to serving our communities and demonstrates the resoluteness of our team in realising our vision of creating healthy, responsible and empowered South Africans.

As demonstrated throughout this report, we continue to expand our reach and impact more lives. The year-on-year growth of our programmes by beneficiary intake, affirms the needs of our communities and that the triple crisis of

poverty, unemployment and inequality remains a perpetual reality for many South Africans.

As an impact-driven organisation, we are inspired by many of our beneficiaries who have gone on to acquire great achievements in academics, sports as well as arts and culture. For instance, in Sports, we have been privileged to witness some of the youth from the Ndlovu Sports Centre play at Provisional and National levels and some representing the country at international platforms and tournaments. It is such achievements which encourage us to keep going and to continue to plant seeds of hope. This is, truly, what genuine impact is about.

We remain grateful to our donors, partners and stakeholders who make our work possible and look forward to your continued support into the future.

“Never doubt that a small group of thoughtful committed citizens can change the world: indeed, it’s the only thing that ever has.” - Margaret Mead

Our Vision

“Creating healthy, responsible, and self-sustaining communities in rural South Africa”

Our Mission

“Ndlovu Care Group works with communities to design and implement innovative, evidence-based solutions and programmes through an integrated approach addressing; healthcare, child and youth needs, WASH, infrastructure support and research for improved cohesive community development.”

Who we are

Ndlovu Care Group (NCG) works with communities to design and implement innovative, evidence-based solutions and programmes through an integrated approach addressing: Healthcare, Child Care & Youth Development, WASH (Water Sanitation and Hygiene), Infrastructure Support and Research for improved cohesive community development.



16.9%
Overall HIV prevalence



65.46%
Matric pass rate

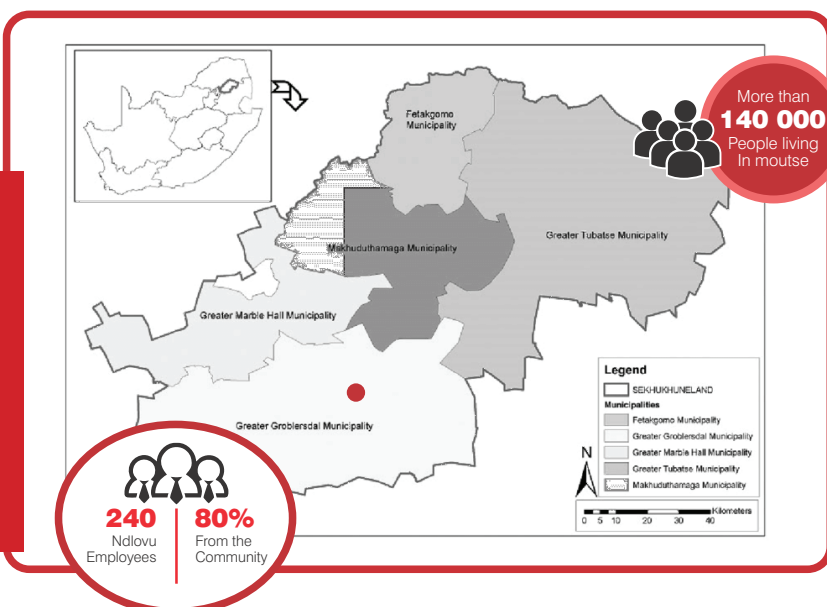


OVER **60%**
Unemployed youth
(15-34 YEARS)

ABOUT NDLOVU CARE GROUP

Our story

Ndlovu Care Group (NCG) was founded in 1994, and serves the communities of Moutse Valley, Sekhukhune, Limpopo, South Africa with approximately over **140 000** inhabitants. Currently **203** employees of which more than **80%** hails from the local community. Water scarcity remains a major concern in the district. Approximately **79%** of the Sekhukhune District Municipality population is poor/indigent – where the total income is below R1500 per month and qualify to receive free basic water, which has a significant impact on cost-recovery possibilities for the municipality. Sekhukhune District falls in socioeconomic Quintile 1, among the poorest districts in South Africa, with unemployment rates over **45%**. Youth unemployment rate (15-34 years) is around **60%**. Over **50%** of the households in this area are female headed. Among pregnant women the HIV prevalence rates varies from 19-27%, overall prevalence is **16.9%**. Approximately **48%** of the population is below the age of 18 years of age. The education systems are impoverished, the Limpopo province continues to be the worst performing province in the country, with an average 2021 Matric pass rate of **66.7%** down from **68%** in 2020, still below the national average of **76.2%**. Schools in Sekhukhune East district posted an average of **59 %** in 2021, a slight increase by **3%** from **56%** Matric pass rate in 2020. There is hardly any access to tertiary education and for those school leavers who pass Matric long term unemployment is waiting. It is therefore the aim of NCG to address these alarming statistics through the “Cradlehood to Adulthood” approach.



Meet the Ndlovu Care Group Executive Management Team



Hugo Tempelman
Chief Executive Officer



Lourens Duvenhage
Chief Financial Officer



Poppy Mashamaite
Chief Human Resources
Officer

MESSAGE FROM OUR CHAIRMAN

In the past year, the Ndlovu Care Group (NCG) has liberated itself from the limitations that were imposed by the Covid 19 pandemic. Although this pandemic provided fantastic opportunities for activities like testing, vaccination and research, it also hampered social interactions. Participation in sports and culture was difficult, school attendance dropped, and meetings - including board meetings – had to be conducted on virtual platforms such as Zoom. For an organization like NCG, whose core activities rely on social interaction, these were indeed difficult times.

This is not to say, that we were complacent and did nothing in response; as I mentioned, the pandemic also presented opportunities particularly in our healthcare activities but in addition to that, it was also during this time that we built our Vocational Training Centre and our nutritional programmes received huge incentives in this period. Now that things are returning to normal again, NCG is well prepared for further success.

In the past few years, the Ndlovu Care Group has grown considerably and has become more diverse in its activities. This has necessitated a reassessment of the way we manage our organization. The Board of Trustees has



committed itself to a reflection on this issue and is prepared to take action in order to optimally match what we do with the way we do it.

But whatever will come out of this, the main driver of NCG's success is the enthusiasm, dedication and competence of all who are involved, employee or volunteer, old or young, involved in research, social welfare or education. On behalf of the Board of Trustees of the Ndlovu Care Group, I once again want to thank everyone for their commitment.

Prof.dr.Geert H. Blijham

Chairman of the Board.

MESSAGE FROM OUR CEO

What a year it has been from the lockdown in the previous year and with things now returning back to normal!

But what is the new normal? For the Ndlovu Care Group (NCG), this new normal has meant restarting all programmes again in our Centre-based Structure – a relief for many.

Covid brought a lot of new activities for us but it also changed the implementation of many of our activities.

It is wonderful to see the Disability Programme being back to normal. Although the home-based care was well implemented, the youth in this particular programme missed the social interaction and did not understand lockdown measures which were put in place.

The same counts for the Nutritional Units, the ECDs, Sports, ASP and the rest of our programmes.

The Ndlovu Youth Choir had many problems as all their had to be cancelled – this included scheduled tours to both the Netherlands and Germany. Despite not being able to perform due to the lockdown restrictions, they remained motivated and cemented their relevance through social media activities. With life returning to normal, they are delighted to finally be back on stage!

During this period, the Ndlovu management team spent a lot of time in introspecting and focusing on improving the quality and impact of our programmes by through building the capacity of our Monitoring & Evaluation (M&E) systems and processes. We are also invested in teambuilding and HR has been working to ensure that employees maintain a healthy work-life balance.



Ndlovu Care Group has remained strong, functional and innovative.

We have a year behind us which was not easy and a year ahead of us which also will see many changes. This is what Ndlovu is about: innovation and continuous improvement. Not even a Lockdown could bring this Elephant down!

Through this Annual Report, we also celebrate all our donors - without your continued support we would not have achieved all the success that we achieved during this tough period.

I would like to close off with a quote from one of our donors who gave the best compliment ever:

“To Ndlovu Care Group you do not donate, you invest in community and individual upliftment”

I could not have said it better!

Hugo A Tempelman PhD (h.c), MD, MCM

CEO Ndlovu Care Group



CHILD CARE & YOUTH DEVELOPMENT PROGRAMME

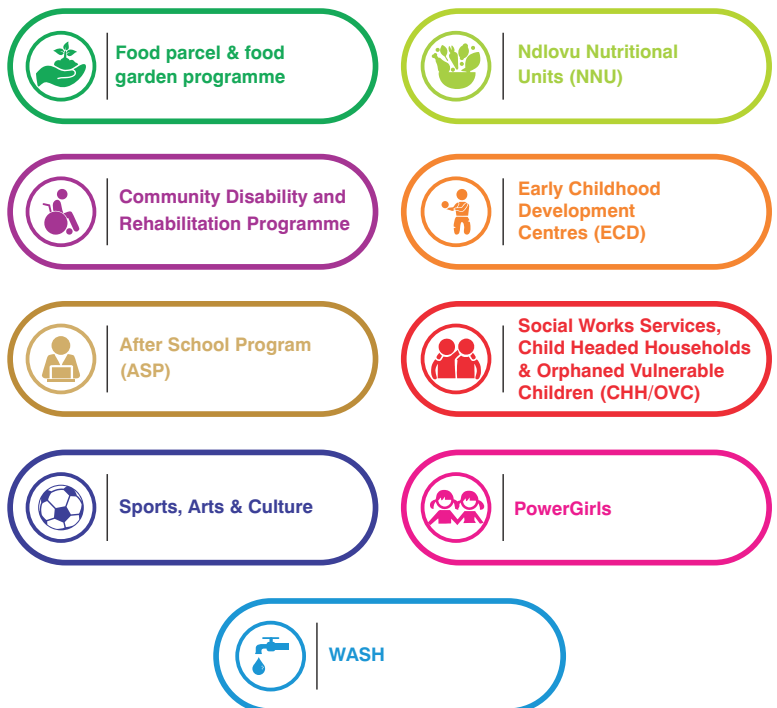


Overview

Our Childcare and Youth Development Program comprises nine (9) projects all of which are aimed at supporting Orphaned & Vulnerable Children in rural Moutse. Needy children and youth are identified and enrolled into programs which address their specific needs following an assessment and in most instances, home visits to assess their home situation.

In line with our "Cradle to Adulthood" and holistic development, this program considers not only the physical health and well-being of our beneficiaries but also focuses on their socio-economic needs with the ultimate goal being self-actualisation, self-sustenance and

The nine (9) Projects under this programme are:





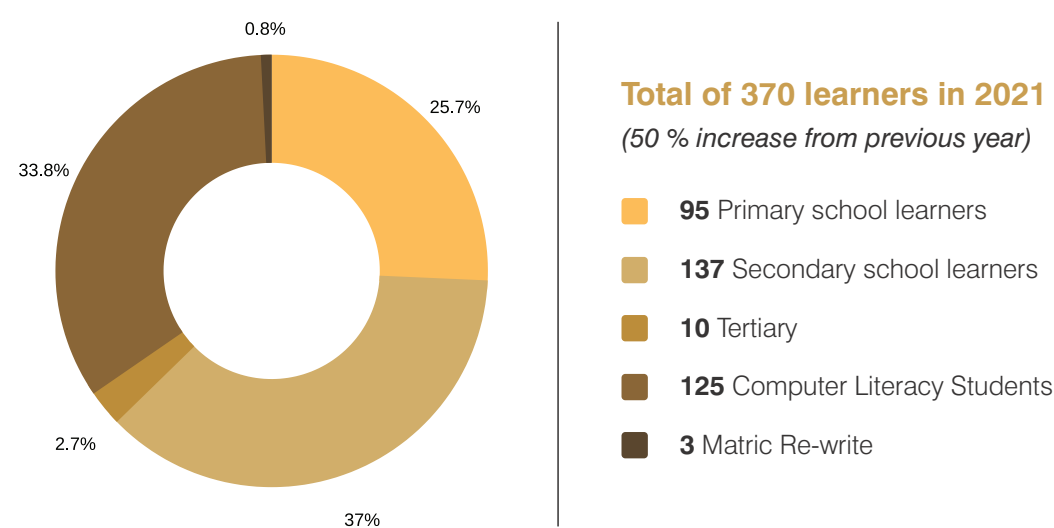
AFTER-SCHOOL PROGRAMME (ASP)

Goal:

To improve the learning outcomes of children and youths through the provision of a conducive after-school learning environment through the provision of learning and literacy support, tutoring services and other relevant resources.

Our (ASP) has served as a bridge for students who have already fallen behind in grade-specific basic concept understanding and students who have lost school time and has become an essential component of learning for our students outside of formal schooling.

Programme Overview:

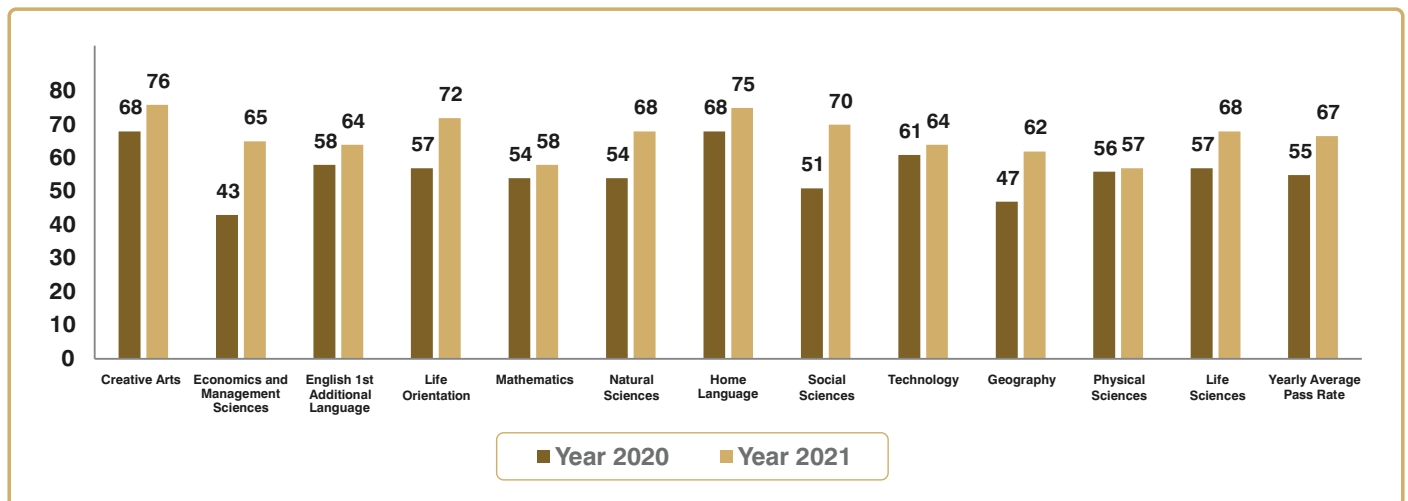


Achievements

- Pass rates - 67 % (12% increase from previous year)

The chart below compares the learners' academic performance in 2020 and 2021.

Comparison of Learner Performance by Subject: 2020-2021



2022 Career Expo



The Career Expo attended both, virtually and physically provided more than **2000** learners from nearby schools with useful insights for career choices and development. The expo offered the best opportunity to scale up student engagement, create learner awareness and understanding of a range of prospective disciplines from diverse universities, including the University of South Africa, the

University of Mpumalanga and other TVET Colleges. More than **400** learners joined through the virtual alternative from their schools, which gave them active presence at the expo. The mix of a physical and virtual booth in the venue with learners, university representatives and other training institutions was a stroke of genius.

COMMUNITY DISABILITY AND REHABILITATION PROGRAMME

Goal:

To improve the quality of life, social and economic inclusion of children and youth living with disabilities (CYLwD).

A healthy community that is inclusive of Children and Youth Living with Disabilities (CYLwD) is a fundamental driver for achieving health and wellbeing for all. NCG's disability programme systematically includes Children and Youth Living with Disabilities (CYLwD) who were at risk of being left even further behind during this reporting period. The new developmental model includes the "Out Patients" beneficiary group; those beneficiaries that we occasionally provide with disability services particularly from the home environment. The programme also includes Transitional

Services which is comprised of supported employment/entrepreneurial placement and individualised home-based services for CYLwD. Of the Intellectually Impaired (II) group, High Functioning children will be placed into work/business opportunities, while the Low Functioning and Cerebral Palsy group will be placed under home-based care and support services. CYLwD will be placed under transition services only if individual therapy goals have been achieved and a conducive home living environment is sustained.

Programme Overview:

68

Children & Youth Living with Disabilities (CYLwD) currently in the programme

-  15 beneficiaries in the Cerebral Palsy (CP) group
-  47 beneficiaries in the II group
-  6 beneficiaries in the Out Patients group.

3

Therapeutic excursions conducted

6

Community awareness events conducted

14

Beneficiaries have achieved therapy goals and are being prepared for the transitional phase

-  3 beneficiaries in the CP group will be placed under home-based care and support services.
-  11 beneficiaries in the II group; High Functioning children will be placed into work/business opportunities.

5

Beneficiaries were advocated to enrol at normal schools

-  3 at primary schools
-  2 at Early Childhood Development (ECD)

Vocational Skills Training

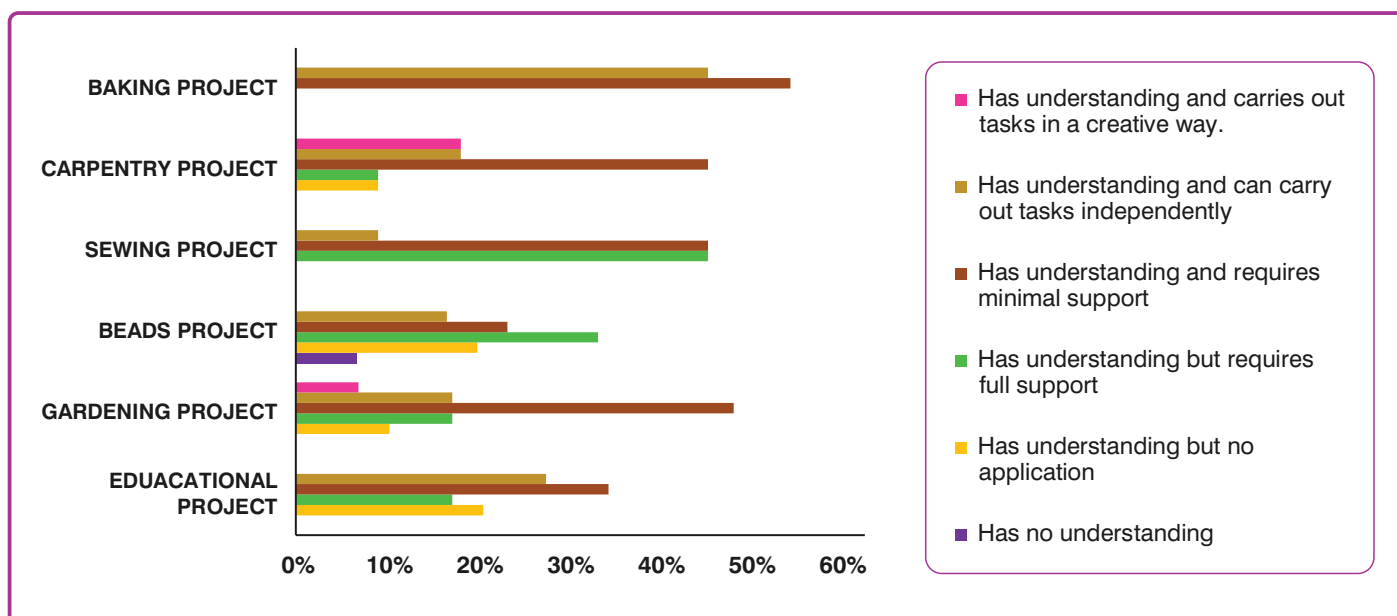


We offer a range vocational skills to CYLwD who are still able to perform certain physical tasks. The aim of this is to give them skills that can potentially provide opportunities for self-sufficiency and enable them to realise their full potential. The range of training programmes we offer include: the education programme, baking project, beadwork project, gardening project, sewing project and carpentry project. The chat below presents the performance of beneficiaries across the areas of training.

Achievements

The chat below shows that the majority of beneficiaries across the six projects have an understanding and require minimal support. It is noteworthy that a significant proportion of those doing carpentry (18%) and gardening project (7%) have understanding and carry out tasks in creative ways. Based on these therapy achievements, 11 of the beneficiaries are being prepared for the Transitional Phase.

Figure 3: Performance of II Group Beneficiaries on Vocational Skills Training





EARLY CHILDHOOD DEVELOPMENT PROGRAMME

Goal:

To improve the access of children to quality Early Childhood Development in Moutse East, Sekhukhune District, Limpopo Province.

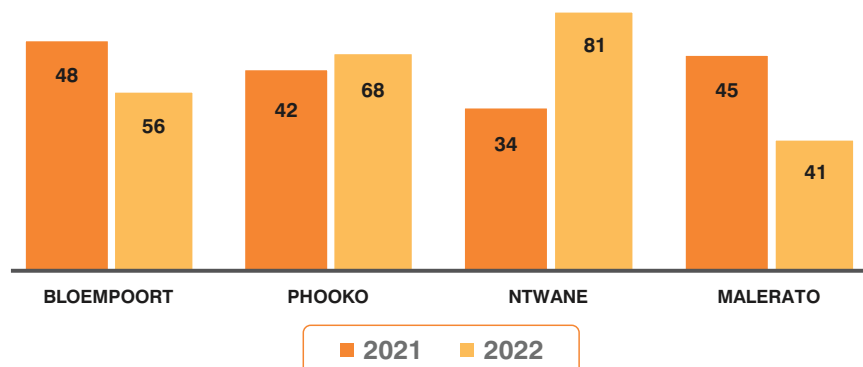
NCG has been working towards increasing the proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well-being. In 2021, **169** children were enrolled into the programme, a decrease of **41%** from 2020 enrolment of **286** children. In an attempt to promote social distancing, and observing other Covid-19 induced restrictions, children between the ages of 3-4 years were not enrolled, except for children between the

ages of 5-6 years. With the crisis threatening, we continued to focus on integrating stimulation and responsive care with learning, nutrition and psychosocial support services to ensure that the learners' home environment is supportive and friendly for holistic child development. With the easing of the pandemic, in 2022 we are looking forward to a stupendous increase in enrolment as we incorporate all the age groups.

Programme Overview:

169 Children enrolled in 2021

(41% decrease from 2020, due to the Covid-19 induced restrictions).



Achievements

80% learner average pass in 2021 (**12%** increase from 2020 learner average pass)

128 children graduated from our ECD Centres in 2021 to start primary school in 2022

FOOD GARDENS AND FOOD PARCEL PROGRAMME

Goal:

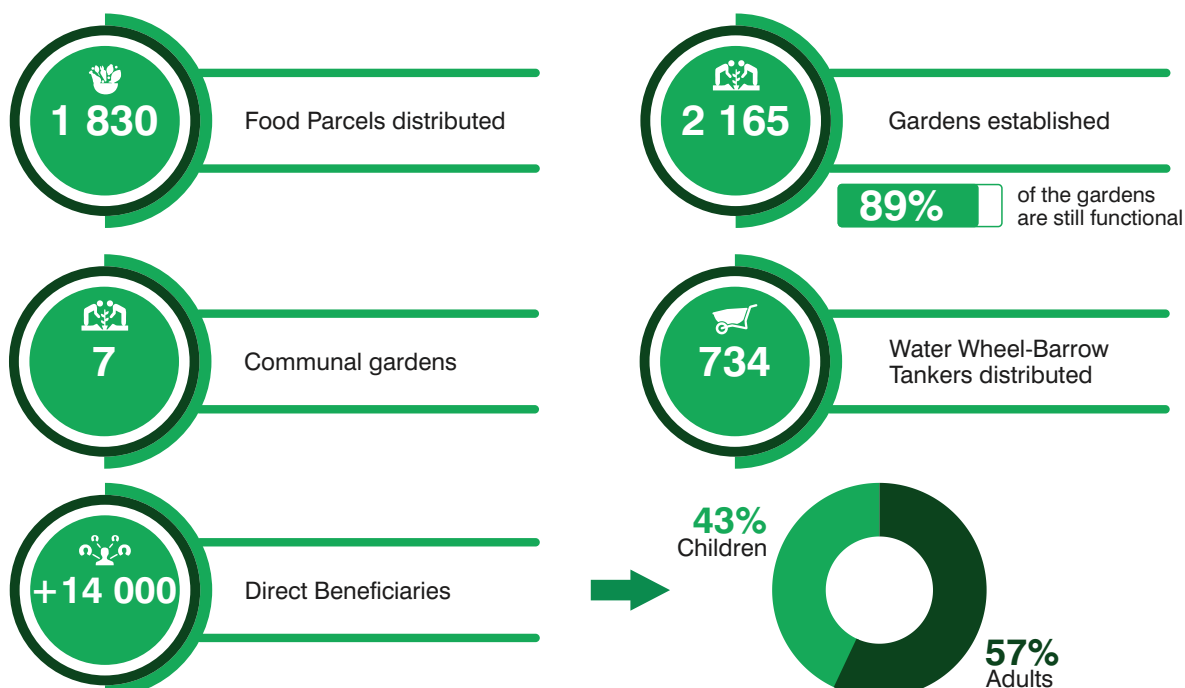
To eradicate food poverty and improve livelihoods in the communities of Moutse, Sekhukhune District, Limpopo Province through food gardens.



Since the implementation of the seedling factories in 2020, we have facilitated the establishment of **2165** food gardens and expansion of seven communal gardens. We have also continuously assessed the performance of most of the gardens that enabled us to determine the proportion of outstanding gardens and those that are not performing well. As a form of incentive and ease of water scarcity and distance related challenges, we have had a massive water wheel barrow distribution initiative for outstanding gardens since the beginning of April 2021. In addition, we managed to introduce more incentives in the form of garden tools and nets.

More than **1000** households have benefited from our food parcel program, which distributes food supplies and everyday groceries just before the holidays. This was initially a response to the Covid-19 pandemic, which was aimed at alleviating hunger during the difficult period. NCG has now formally conducts food parcel distributions towards the end of each year to ensure families have access to food during the festive season.

Programme Overview:





NDLOVU NUTRITIONAL UNITS

Goal:

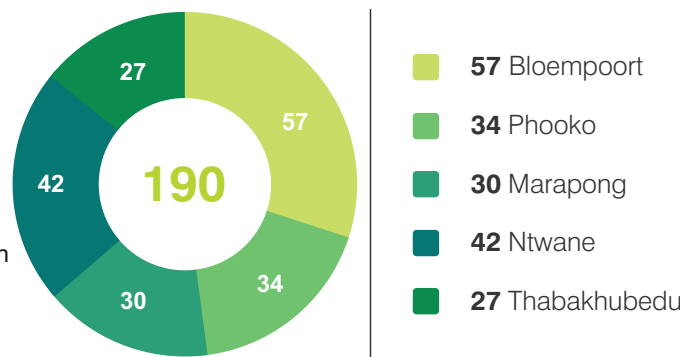
To reduce the prevalence of malnutrition through establishing a strong community based preventative and curative service for malnourished children.

In a year when many children were under the threat of the pandemic, we enrolled **190** beneficiaries into the programme, indicating a **13%** increase from 168 beneficiaries enrolled in year 2020. Noteworthy, there were no cases of relapse recorded across the NNU centres during this year. The number of beneficiaries discharged from the

programme also significantly increased by **44%** from **63** in 2020 to **91** in 2021, combined these notable achievements indicate the positive impact of this programme. Overall, the NNU programme attained the following outstanding achievements in year 2021.

Programme Overview:

- 304** Children screened for malnutrition
- 190** Beneficiaries enrolled into the programme
- 63** Beneficiary households with food gardens
- 35 980** Nutritional meals provided to malnourished children



Achievements

- 91** Children discharged from the programme

POWERGIRLS PROGRAMME

Goal:

To transform vulnerable South African girls to become outspoken and powerful young women, capable of becoming change agents within their communities.



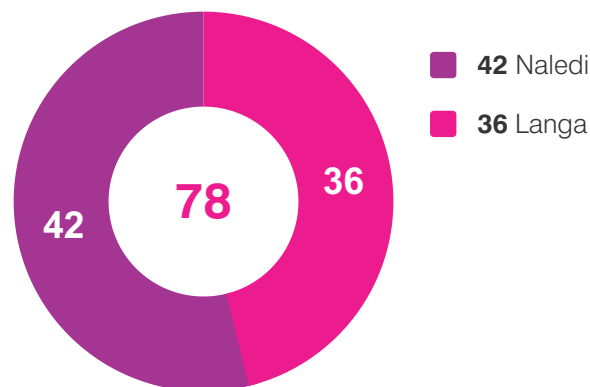
Ndlovu Care Group in partnership with Mamas Alliance has been implementing the PowerGirls program for three years now. The programme has been successful and we have witnessed exponential enrolment increase over the years, from **39** girls in 2019 to **83** girls in 2021. The PowerGirls programme has reached **104** direct beneficiaries; girls

aged 9-16 that participate in weekly sessions at the two Ndlovu sites. The success of this programme has led to the realization of the empowerment imbalance caused by neglecting the boy child. NCG is working towards piloting a PowerBoys programme that intends to increase community responsiveness to issues affecting boys

Programme Overview:

104 Direct beneficiaries reached since 2019

78 PowerGirls currently enrolled into the programme



Achievements

A total of **14** girls graduated from the programme

SOCIAL WORK SERVICES

Goal:

To ensure the provision of basic needs such as clean water, food, shelter, health care, social and safety for Orphaned & Vulnerable Children.

Even though Covid-19 left many families with trauma and tragedies such as ill health, GBV, loss of life and loss of income, our social work services remained in high demand. The addition of a Social Work Intern through Wits Health has managed to add much needed extra hands, enabling

us to extend our services to the Bloempoot community. Social work services continue to get most referrals from other programs within NCG especially those related to child support grants. Following are the achievements realised through social work interventions:

Programme Overview:

 **563** People reached with social work services.

 **28** Children assisted to get official ID documents.

 **234** Families offered psychosocial support services.

 **36** Children received school uniform and clothing.

 **25** Children were educated and prepared to stand as primary witness in a sexual offense court case
18 Cases have been finalised
7 Cases pending the court's decision

 **66** Children living with disabilities offered social work services

 **139** OVC received home visits.

- The individuals that were seen by the social worker in their home environment, some were beneficiaries referred from within NCG (research programme, medical centre, youth choir, etc.) and the others were referrals from the community.

 **35** Temporary crisis intervention.

- Child abandonment, removal and placement services
- Family disputes and re-unification.
- Foster care grants and identification documents.
- Referrals for primary health care services.
- Sexual abuse and teenage pregnancies
- Gender-Based violence
- Missing children.

SPORTS, ARTS AND CULTURE

Goal:

To foster physical health, social integrations and economic development of young people by unearthing and developing their talent, offering opportunities for play and healthy alternatives to harmful practices.



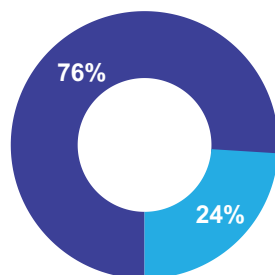
While we have taken strict, explicit and systematic consideration of minimizing exposure to risks of contracting Covid-19, our sporting activities have been vibrant within this reporting period. The recent appointment of a Sports Coordinator with a qualification in Sports Management has ensured that planning and decision-making processes is timely fed into operations, considering what is practical

and feasible in the current context. Across the five Sporting codes, (Soccer, Netball, Basketball, Volleyball and Tennis) participation in Ndlovu organized training sessions and leagues, district tournaments, national tournaments and tennis international tournaments has created opportunities for young people to develop, improve and showcase their talent as well as encouraging high quality performance

Programme Overview:

1363

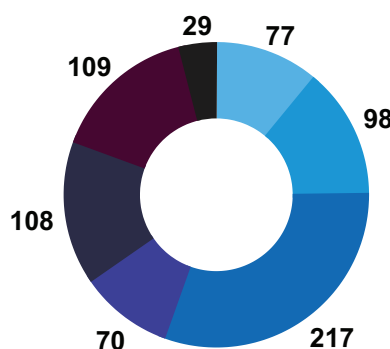
Children and youth used our sporting facilities regularly in 2021



■ 76% School children
■ 24% Community members

708

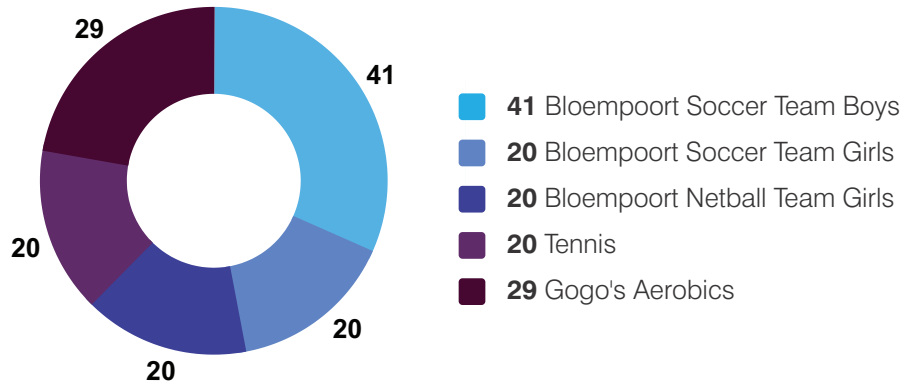
People used the Elandsdoorn Cruyff Courts regularly



■ 77 Tennis Court
■ 98 Basketball Court
■ 217 Soccer Court
■ 70 Volleyball Court
■ 108 Netball Court
■ 109 Indoor Games
■ 29 Special Olympics/Disability Sports

130

People used the Bloempoot Cruyff Courts regularly



130

Registered members used our Fitness Centre

- **51** Members used the fitness centre regularly

Achievements

- Registration and affiliation of Ndlovu tennis club under Sekhukhune District Federation.
- **4** of Ndlovu wheelchair tennis players qualified into the International Spring Open Tournament held in Johannesburg and one of them went through into the semi-finals.
- One of Ndlovu wheelchair tennis players representing Tennis South Africa at the Italy World Team Cup got position three.
- Ndlovu Sports hosted the Long Tennis federation tournament and Ndlovu Tennis Team won all titles.
- **6** of our wheelchair tennis players participated in the Annual National Spring Open Competitions held in Johannesburg, and one of our players got position two.
- Ndlovu Netball Team participated in the Telkom Championship for Under **19** players that took place from the 3rd to the 7th of October, in Pretoria, South Africa.
- Ndlovu Netball team participated in the Netball Championship and won three out six matches, making it to semi-finals.

WATER SANITATION AND HYGIENE (WASH) PROGRAMME

Goal:

To improve the health and socioeconomic wellbeing of communities through the provision of sustainable safe water, sanitation and hygiene practices in Moutse area.



Water scarcity is still a major issue in Moutse, and the benefits of improved sanitation and health can only be fully realised when there is access to improved drinking water sources. NCG is implementing a robust borehole-drilling programme, which has witnessed an additional of three **(3)** boreholes in 2021 summing up to fifty-five **(55)**. The three boreholes were drilled in Bloempoot, Magakadimeng and Malineng, and over **200** households are anticipated to benefit from the boreholes, as well as various communal and food gardens around these communities.

As a structural solution to improve the water situation in the Moutse Valley is not yet foreseen in the near future,

Ndlovu Care group would like to enlarge its successful water program through clearing the existing backlog and extending the program into the larger community in the next five-year period in line with its community development goals. About **20** more boreholes will be erected in 2022; so far, **12** have already been drilled. The strategic focus will also pivot on the maintenance of current boreholes and strengthening local management of the boreholes. Maintenance of current boreholes has remained an issue because there is no dedicated water programme personnel. As such, NCG recently employed a Monitor who will provide oversight to the programme.

Programme Overview:

 **55** Boreholes established.
+/- 20 New boreholes to the established in 2022, bringing the total number of boreholes to **75**

 **110** Community Water Storage tanks provided.

 **550** Taps for community usage have been established.

 **OVER 60 000** People of Moutse East benefit directly

 **+8000** Households served

 **35%-49%** Of these households established food gardens

VOCATIONAL SCHOOL

Goal:

To empower youths from disadvantaged backgrounds with industrial skills which enhance their employment and entrepreneurial opportunities.

The vocational school aims to provide young people with the chance to grow their skill sets through skill development. It is crucial to provide our youth with the skills they need to compete in the already competitive labour market in a country like South Africa, where youth unemployment is

on the rise. The vocational school has barely been open a year, but it has already grown in leaps and bounds as it has enrolled learners in the plumbing class. We expect more people enrolling in the various available occupational skill trainings over the upcoming reporting period.

Programme Overview:



Trainings provided

-  Plumbing
-  Bricklaying
-  Carpentry
-  Painting

Technical qualifications provided

- Skills training
- Apprenticeship
- Learnership
- Trade testing
- Recognition of prior learning





HEALTH CARE PROGRAMMES

NDLOVU MEDICAL CENTRE (NMC)

Goal:

To improve health and wellbeing of all people through the promotion of a healthy lifestyle, prevention of diseases and provision of quality primary healthcare services in Moutse area, Limpopo.

The Clinic has continued to provide quality healthcare services to the community through the various facilities run by our well-trained and professional medical experts.

These include the:

 Radiography Department

 Institutional Pharmacy

 Day-admission unit

 Audiology Department

 Diagnosis and Treatment

Some of the services are offered for free and some are delivered at a reasonable service fee. The Clinic also works hand-in-hand with local clinics of the Department of Health and refers patients where the clinic does not have capacity to assist.

 **5236** patients visited the clinic

 **131** pap smears conducted

 **502** x-rays done

 **8** male circumcisions conducted

AUDIOLOGY CLINIC

Goal:

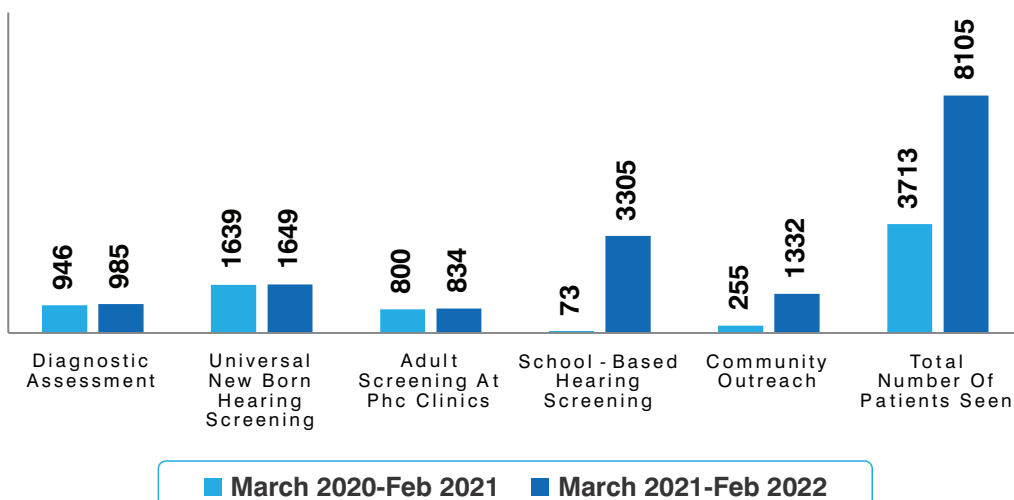
To improve the health and quality of the individuals in the rural community by providing comprehensive quality ear and hearing health services.



NMC in collaboration with Witwatersrand University runs the Audiology Clinic. The Clinic experienced a fulfilling year in the community having reached a total of **8 105**, which was

a **118%** increase from the previous year. This was due to the easing of Covid-19 restrictions.

Audiology Patients Seen per Service



Achievements

- The NWA team have completed their Person-Centered Care online training and are now certified as a Person-Centered Care Clinic
- Initiated the following new services/activities:
 - » Monthly outreach at Unjani Clinic
 - » Hearing screening for all school teachers
 - » Hearing screening at Ndlovu Vaccination site
- Awareness and promotion activities:

- » World hearing day (WHD) campaign
- » Educational ear care fun song activity with Ndlovu Pre-school children
- » Fun walk for WHD awareness - went live on Facebook
- » Parent/teacher awareness talks
- » Radio Moutse talk and hearing screening of radio staff
- Groblersdal main road market – Awareness talks and hearing screening
- September Deaf Awareness Month - Awareness video posted on NCG Facebook page.
- Home Affairs – Health awareness talk and screening
- DJ Noise induced hearing workshop and screening
- Presentation at the SASHLA Conference 2021 on Task-shifting in School-based hearing screening.





RESEARCH PROGRAMMES

LABORATORY

Goal:

To improve health and wellbeing of all people through the promotion of a healthy lifestyle, prevention of diseases and provision of quality primary healthcare services in Moutse area, Limpopo.

Our state-of-the-art Ndlovu Laboratory has continued to expand rapidly in capacity and in reach in all three arms of the laboratory: clinical diagnostics, clinical trial research, and academic research. A new and fully functional microbiology department has been added to the laboratory's clinical diagnostic section, which provides testing services to the

clinic including microscopy, culture and sensitivities among others. In addition, Ndlovu Laboratory now offers a variety of rapid testing including for pregnancy, trichomoniasis, drug testing, HIV, malaria, syphilis, h. pylori and fecal occult blood.

Achievements

 **58 000**

PCR tests were conducted in the molecular diagnostic lab by Feb 2022.

 **3**

Completed studies:

- **Prolonged SARS-CoV-2 Shedding in Infected Individuals:** Case study investigating prolonged SARS-CoV-2 viral RNA shedding in a patient who suffered pneumothorax trauma.
- **HIV ARV Urine Testing:** Evaluation of a rapid and cost-effective urine testing strategy of detecting tenofovir antiretroviral in people living with HIV.
- **Influenza Outbreak Study:** Characterization of an Influenza A outbreak in a Limpopo setting.

 **2**

Peer-reviewed articles published in South African Medical Journal (SAMJ) and 2 additional manuscripts submitted and in review in high-impact international journals:

- Umunnakwe CN, Makatini ZN, Mdunyelwa A, Maphanga M, Nijhuis M, Wensing A, Tempelman HA. Prolonged SARS-CoV-2 RNA shedding in a young man recovering from traumatic pneumothorax. South African Medical Journal. 2022 Feb 1;112(2):81-5.
- Umunnakwe CN, Makatini ZN, Maphoto R, Tempelman HA. Sharp increase in influenza A infections in Limpopo: A call for increased influenza vaccinations. South African Medical Journal. 2022 Jan 1;112(1):3-4.

RESEARCH

Goal:

To provide an extensive clinical research platform available to support pilot and pivotal trials as required by a study sponsor.



The Research Centre also continues to grow tremendously with a total of **90** staff members, Currently, there are **8** ongoing clinical trials namely:

- **VAC31518COV3001**

A Randomized, Double-blind, Placebo-controlled Phase 3 Study to Assess the Efficacy and Safety of Ad26.CO2.S for the Prevention of SARS-CoV-2-mediated COVID-19 in Adults Aged 18 years and Older.

- **CoVPN 3008**

Multi-Center, Randomized, Efficacy Study of COVID-19 mRNA Vaccine in Regions with SARS-CoV-2 Variants of Concern.

- **STI_Zoli001**

A multi-center, randomized, open-label, non-inferiority trial to evaluate the efficacy and safety of a single, oral dose of Zoliflodacin compared to a combination of a single intramuscular dose of ceftriaxone and a single oral dose of azithromycin in the treatment of patients with uncomplicated gonorrhea.

- **VAC1518COV3003**

A Randomized, Double-blind, Phase 3 Study to Evaluate 6 Dose Levels of Ad26.CO2.S Administered As a Two-Dose Schedule in Healthy Adults.

- **HVTN705**

A multi-center, randomized, double-blind, placebo-controlled phase 2b efficacy study of a heterologous prime/boost vaccine regimen of Ad26.Mos4.HIV and aluminium phosphate-adjuvanted Clade C gp140 in preventing HIV-1 infection in women in sub-Saharan Africa.

- **CoVPN5001**

A prospective study of acute immune responses to SARS-CoV-2 infection.

- **VAC31518COV3012 and VAC31518COV30XX (same title) viz. Sisonke 1, Sisonke 2, Sisonke 4(SCHERPA)**

Open-label, single-arm phase 3B implementation study to monitor the effectiveness of the single-dose Ad26.CO2.S COVID-19 vaccine among health care workers in South Africa.

- **InterCoV001**

Phase III study in high risk COVID-19 outpatients (InterCoV).

- **Pfizer C4671026**

A Phase 2/3 Safety, Pharmacokinetics, and Efficacy Study of Nirmatrelvir/Ritonavir in Pediatric, Nonhospitalized Symptomatic Participants with COVID-19 Who Are at Risk of Progression to Severe Disease.



ADMINISTRATION AND SUPPORT SERVICES

Overview



A very capable administrative and support team at NCG ensures that the day-to-day work for the Child Care and Health Care Programs is completed. The team has put in a lot of effort and has operated smoothly to offer the technical and structural support needed in the various programs. It is important to note that we await the Servicenow system's launch for the NNU program. With the help of this new digital system, we will be able to move away from MS Excel and paper-based systems and onto cloud-based system, which will completely change the way we manage and analyse our data.

NCG ADMIN AND SUPPORT STRUCTURE

- IT Support
- Finance Department
- Human Resources Department
- Monitoring, Evaluation and Reporting Department



In order to ensure that NCG's employees are inspired and empowered to contribute to the organization's goal and mission, Human Resources Management (HRM) seeks to provide direction and support to the staff. The organization embodies the African adage "Umuntu ngumuntu ngabantu"; it was founded in Moutse community and gives priority to community members when hiring. Instead of seeing the Moutse community as our beneficiaries, we see them as close allies who have helped NCG to carry out its mission.

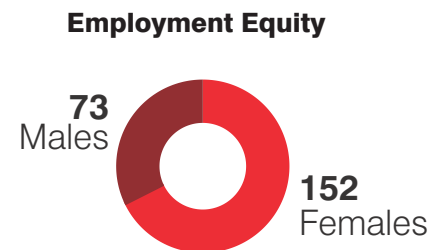
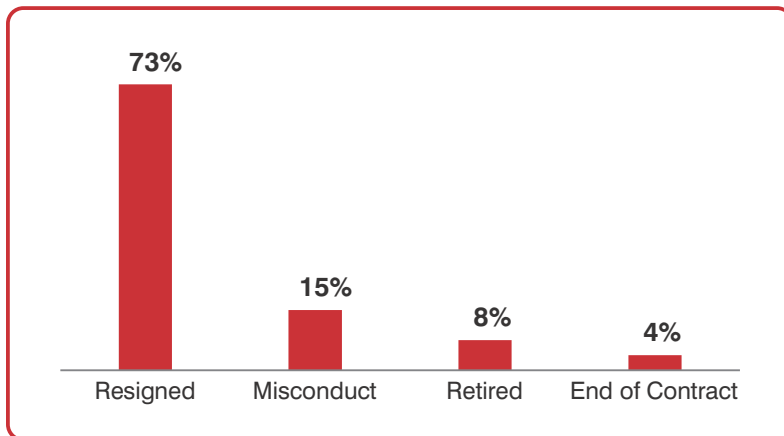
NCG HR focused on five overarching goals:

1. Value, Encourage, and Support a Diverse Workforce:

Although Covid-19 affected employment globally, the organisation still ensured in providing secure jobs for its employees. In the reporting year, NCG had a total of **196** permanent employees and **29** fixed term and locum employees, which is inclusive of **44** new employees. With growth comes changes, and although we have managed

to retain and recruit, the organisation also experienced withdrawals. A total of **26** employees parted ways with the organisation within the reporting year for various reasons. Majority of the withdrawals (**73%**) were voluntary resignations. Staff misconduct contributed only **15%** of the withdrawals.

Proportion of Withdrawals



2. Continue Improving Individual and Organisational Capacity and Effectiveness

Because we believe in a progressive career path, the organisation proudly promoted **8** staff who over the years

have shown continuous dedication and improvement in their respective fields.

3. Training

To encourage and support our staff, trainings are constantly provided to improve the organisation's efficiency and

knowledge. A total of **109** internal trainings and **139** external trainings were conducted within the reporting year.

4. Enhance Services through Technology and Systems

As the global economy is now shifting to a more digital and technological aspect, we also ensure our staff members are well equipped in utilising our cloud-based storage, i.e. MS Sharepoint. As we wait for the NNU program to be moved

to the ServiceNow system, preparations are being made to ensure that all program staff members are fully trained on how to use the system.

5. Promote Stewardship

NCG HR promises to continue providing a conducive working environment for its staff members. For the organisation to move forward and achieve its goals requires a motivated, healthy and well-rounded staff. It is therefore a goal for HR to incorporate mental wellness trainings for all employees in the future. Top management will remain committed to

the philosophy that people are the key to achieving the organization's objectives, as well as the strategic linkage of the organization's human resource management programs to its mission and objectives, and ownership at all levels within the NCG.

FINANCIAL REPORT

Ndlovu Care Group manages all finances related to its non-profit operations through Ndlovu Medical Trust. Ndlovu Medical Trust holds a majority shareholding in Ndlovu Laboratories (Pty) Ltd. The financial statements are consolidated to include the financial performance and position of the subsidiary.

The Group received an unqualified audit opinion from BDO, our independent auditors. We pride ourselves on our systems of internal control, which ensures responsible and accurate financial reporting. Our internal controls are essential for preparation of financial statements that are free from material misstatement and for maintaining adequate accounting records and an effective system of risk management.

Financial Performance

Ndlovu Care Group delivered another resilient performance with robust revenue growth largely driven by the expansion of the Covid-19 related clinical trials and the Covid-19 vaccination programme. We maintained the level of activity in all the program pillars, fortified by our continued focus on strict cost management. The Group's adherence to sound working capital management helped to maintain a healthy balance sheet and strong cash position.

Financial Position

Financial Position	Total Assets	Total Liabilities	Retained Surplus
Trust	75,002,692	33,703,749	41,298,943
Group	80,090,704	34,261,293	44,647,763

Risk Management

The board ensures that a thorough risk assessment, using a generally recognised methodology, is performed at least annually and used continually. Emerging risks are incorporated and assessed as soon as they are identified. The management is accountable to the board for designing, implementing and monitoring the process of risk management and integrating it into the day-to-day activities of the Group. The management is also accountable to the board for providing assurance that it has done so. The CEO and CFO are at the forefront of the adoption or upgrading of the risk management plan, but involving the management at all levels within the operations will enhance risk management. The risk management process does not reside in any one individual or function but requires an inclusive, team-based approach for effective application across the group. It is therefore critical that risk management functions should be established with appropriate reporting lines

Sustainability and going concern

The Trustees are confident that Ndlovu Medical Trust has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the Trust continues to adopt the going concern basis in preparing the annual report and accounts. In determining whether the Trust will be a going concern, the Trustees consider various factors. The most significant factor is the continued support of loyal donors with whom we have a long-standing relationship. Another factor is the ability of the Group to generate its own funds in order to finance operations aligned with its strategies and objectives.

Looking ahead

The economic environment will remain constrained by low growth and high inflation as the economies recover from the impact of the Covid -19 pandemic. This will put pressure on revenue growth and cost containment. The extraordinary growth achieved by the Group during the height of the pandemic period is unlikely to be carried over into the 2022/23 financial year, due to the slowdown in the Covid -19 infection rates and the vaccination roll out campaigns. However, management is confident in the Group's ability to maintain a sustainable level of activity in all the program pillars.

	GROUP			TRUST		
	2022	2021	% Change	2022	2021	% Change
Revenue	167,661,650	127,447,604	32%	129,111,257	99,718,459	29%
Cost of Sales	- 20,746,443	-15,411,100	35%			
Operating Costs	-131,806,610	-82,820,218	59%	-117,170,387	-75,699,152	55%
COS + OC	-152,553,053	-98,231,318	55%	-117,170,387	75,699,152	55%
Surplus	14,293,767	27,213,198	-47%	12,649,989	24,326,515	-48%
Non-Controlling Interest	315,643.00	866,005.00				

OUR IMPACT



The story of Portia Lelengwa

Portia is a 15 years old girl who was identified from the community following her mother's death in August 2020. Portia and her 2 siblings were by default left under the custody of their grandmother who struggled with raising them. Portia was enrolled in the PowerGirls program in January 2021 and she used to isolate herself, not associating with other girls. She would easily get agitated and whenever approached by anyone during sessions she would be defensive and react like she's being attacked. However, through activities that encourage team work and communication with others such as role plays and fashion parade she grew more confident. Now she is more open, she volunteers to pair with other girls and she actively participates during sessions. She even volunteers to read the story for the day and she has earned the entry badge that the girls receive when they attend the first four sessions and the attendance badge. She also received the etiquette, manners, and participation badges as acknowledgement of excellent participation in the program.

Aspiring netball professional – going places: The story of Nombuso Mogola

Nombuso Mogola, a very shy girl from Tambo, Elandsdood, who's 18 year old and doing grade 11 at O.R Tambo Secondary School. Just like many young children in Elandsdood, Nombuso has had a tough background. She has been living with her grandmother and grandfather along with other grandkids. Nombuso has one parent (mother) but does not stay with her and everything is taken care of by the grandmother to the best of her ability, using her grant money. She started netball at an early age and has used it as an escape from missing her parents. She came to our Ndlovu Sports Grounds at the age of 13 years old. She started gaining confidence as she found the Sports ground to be a safe place with friendly people.



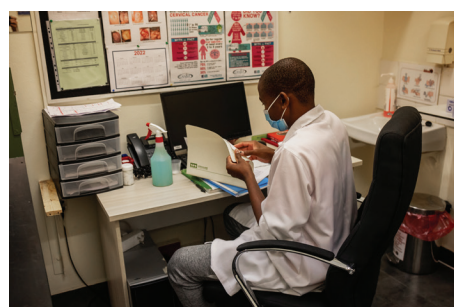
Since her journey started at the Ndlovu Sports Grounds, she has participated in both local and District games, where she was selected to go through to the National Telkom Championships in Pretoria. She was later chosen as a best player of the game. She has appeared on our TV screens and everyone was so proud of her. "The child who was always shy is being called a celebrity" as the other children put it. She has encouraged many more children to join netball and we now have two more teams from our nearby villages (Phooko village and Ntwane village). In total, we have +- 50 netball participants. All who are eager to be like Nombuso.

In 2019, Nombuso took a step back as she failed her grade 10 examinations. She had to repeat the grade

and almost went back inside her shell but after she got some encouragement from her netball coach, who also suggested that she takes extra lessons at our After School Program and use the resources for her school work. She then finally made it to grade 11. She has proven once again that she can do anything that she believes in and won't let anything stand in her way.

Nombuso is now back at netball and registered to participate in this year's District games. She is going to District trials and wishing her all the best as she will be player for the under 21 (U/21). If she is selected, she will be going to Cape Town for the Spar Championships, which will be a dream come true. Ndlovu Sports will continue to support her as she reaches for the sky.

OUR PHOTO GALLERY



To all our partners and stakeholders, we are grateful for the unwavering support you have continued to show ndlovu care group. In these uncertain and unique times, you have chosen to carry us through our highs and lows. Thank you, and we look forward to a greater and even more impactful year ahead.



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