



**Enabling disadvantaged communities
to manage *their own* upliftment**

Message from the Chairperson

It will take a long time for the progressive government that has carried the mandate of the majority of the people of South Africa since 1994 to address the damage caused by three centuries of oppression. Indeed, beyond government intervention and political entitlement, undoing this dehumanisation will require the participation of civil society organisations in a prolonged and concerted humanitarian drive.

In the past 15 years there has been a lot of political rhetoric in the areas of poverty alleviation, TB and HIV/Aids although not always accompanied by service delivery. The Equal Opportunity Foundation is a major contributor in addressing shortfalls in these areas by creating a spirit of self-confidence and engaging the poor in income generation and food security initiatives. Home-based care for people affected by HIV/Aids and the provision of support for child-headed families also feature in our portfolio of programmes, as does capacity-building for all our beneficiaries.

Through prudent investment of the funds received from the Coca-Cola Company, the Foundation has been able to fund more than 1300 projects, spread across all nine provinces of South Africa. Up to March 2009, we had disbursed approximately R48 million in grants and donations to disadvantaged communities. Strict financial controls have earned us unqualified audit reports in every year of our operation so far.

The Equal Opportunity Foundation enjoys special credibility and integrity among the poor and the social cluster state departments of the South African government. This enables us to make a meaningful contribution to a "better life for all" by levelling the playing field and giving the poor and disadvantaged an opportunity to participate effectively in their own upliftment.

Reverend Mcebisi Xundu

Chairperson of the Equal Opportunity Foundation

our vision

to enhance human dignity by providing development capacity and facilitating initiatives in poor rural and urban communities, in partnership with other non-profit organisations and stakeholders.

our mission

to be a credible, focused and participatory developmental organisation in South Africa.

Message





**Reverend Mcebisi Xundu
(Chairperson)**

Former Archdeacon of the Diocese of Port Elizabeth Reverend Xundu was also a member of the Reparations and Reconciliation committee in the Truth and Reconciliation Commission. He is currently President of the Eastern Cape Provincial Council of Churches. He is a Chairperson of the Mzingisi Development Trust, Algoa Bay Charitable Trust, Goba Empowerment Trust, Moral Regeneration Movement (Eastern Cape), and serves as Chairperson on the Board of Directors for All Pay Eastern Cape (Pty) Ltd. Reverend Xundu is also part of the Honorary Consul of the Republic of Iceland and President of the National Interface Leaders Council.



Professor Pali Mohanoe

A former science and maths teacher, Professor Mohanoe was a lecturer and professor in the Department of Didactics at the University of the North. Previous positions include Chief of Staff at the Free State Premier's office and inaugural head master at Phuting College. He is one of the founding members of the Equal Opportunity Foundation, and he has served as a trustee on a number of other boards including: the National Development Agency; Anglo American Educational Trust and the Donaldson Trust.



Mr Ebrahim Borhat

A former high school science and biology teacher, Mr Borhat is now an entrepreneur and director of several corporate bodies. He is currently Chairperson of the Melomed Group of Hospitals and Melomed Ambulance Services (Pty) Ltd. He has been extensively involved in property development throughout the Western Cape and was appointed to sit on the Western Cape Tax Appeal Court.



Dr Isabel Manaka-Mkhwanazi

Dr Manaka-Mkhwanazi has a Masters degree in clinical psychology and a PhD in social science from the University of KwaZulu-Natal. She has served as Principal of King Edward VIII Campus of the KwaZulu-Natal College of Nursing and as Chairperson of the KwaZulu-Natal Educators Association. She has co-authored three nursing textbooks and remains deeply involved in all aspects of healthcare, serving as a volunteer child and family counsellor.



**Professor Gertrude Mncube
(Vice Chairperson)**

Professor Mncube was the Head of Nursing Department at the then University of the North (presently University of Limpopo: Turfloop Branch). She has been involved in delivering quality education as, among other positions, Director of Quality Assurance in Education at the University of the North and an evaluator of quality assurance for the Council on Higher Education (CHE). Professor Mncube is currently serving as President of the World Federation of Methodist Women for South and East Africa.



Mr Bonny Mokhutle

Mr Mokhutle is a businessman involved in the construction industry. He previously worked as the private secretary to the Premier of Free State Provincial Government and before that was a Senior Corporate Business Analyst for The Free State Development Corporation. He was also Director of Business Performance Analysis and the Head of the Department of Public Enterprise and of Economic Affairs and Tourism in the Free State.



Mr Motale Nkgoang

Currently employed by University of South Africa (Unisa) as Regional Office Coordinator, Mr Nkgoang holds a Masters degree in Business Administration (MBA) from Unisa (SBL). He has served in the Senate and Institutional Forum governance structures of Unisa and has a range of experience in the HR field. He is actively involved in church and community structures, including serving as a spiritual worker at Pollsmoor Prison.



Mr George Gibbs

Mr Gibbs has a lifetime's worth of experience at grassroots level as a community and social welfare worker in organisations such as Build a Better Society (BABS) and ELC on the Cape Flats. In recent years he focussed his passion on engaging corporate partners to fund and support the NGO sector, through positions at Mobil and the Absa Foundation. He is now retired, but continues to be actively involved in community organisations.

An introduction to the Equal Opportunity Foundation Board



An introduction to the Equal Opportunity Foundation

The Equal Opportunity Foundation (EOF) was established in 1986 when prominent anti-apartheid leaders were approached by the Coca-Cola Company, prior to its disinvesting from South Africa, with the offer of a R22 million endowment for social projects. These prominent community leaders included Archbishop Desmond Tutu, Professors Jakes Gerwel and Pali Mohanoe, Advocate Arthur Chaskalson, Dr Allan Boesak, Mr Ernest Mchunu and Mr Yusuf Surtee, and were later joined by Mrs Sheila Sisulu, Mr Shams Pather, Reverend Colin Jones, Reverend Matt Esau and the Trustees presently serving on the Board.

A Board of Trustees drawn from various sectors governs the Foundation, which is based in Cape Town. The Foundation's Cape Town office, assisted by its Field Officers, is responsible for the implementation, monitoring and evaluation of all the Foundation's programmes.

From the beginning, the Foundation has adopted a clearly articulated, people-centred developmental approach. The Foundation works with small grassroots structures and community-based organisations, assisting those most marginalised and in need of upliftment by helping them engage the skills and services of larger NGOs. This approach has helped the Foundation establish a reputation as a uniquely effective development funding agency for neglected rural communities.

Staff



Staff members

From the left: Rildah Moodley, Tsepo Senoamali, Nomonde Limba, Eugene Machimana, Michelle Lovett (Manager)

The unique characteristics of the EOF approach

The Equal Opportunity Foundation believes that capacity building is vital for long-term project sustainability. The granting of Foundation funds ensures that community-based organisations raise their standards of governance and accountability. The Foundation contracts service providers for training and ongoing support, whilst staff invest time and energy in developing the leadership and capacity of the organisation as a whole.

Projects that are funded are encouraged to establish partnerships with other key stakeholders. The partnerships offer support that complements and reinforces the EOF funding. Regular meetings with potential and funded organisations also help strengthen the Equal Opportunity Foundation's participatory approach.

The role of the Foundation's Project Officers

Part of the Foundation's funding process involves the assignment of a Project Officer, who spends as much time as possible with the applicant in the field, supporting, encouraging and guiding them in order to generate a full development partnership thereby creating more sustainable projects.

In essence, the Project Officer becomes a conduit for a variety of information, leading to an improvement in the applicant's knowledge base and the capacity of the sponsored organisation to develop over time. The Project Officer also monitors the development of the project and feeds back on their experience to the Foundation and to the organisation itself.



Overview of funding priorities

The Equal Opportunity Foundation has since its inception had a clearly articulated development strategy, which is to fund projects that empower impoverished and disadvantaged communities, uplifting their standards of living and equipping them to enter the mainstream economy.

The Foundation recognises that communities are best placed to determine their own development needs and priorities, and therefore does not prescribe to projects, but provides the guidance necessary to achieve the community's own goals.

The main criteria are that the projects should be community-based and should be administered by organisations in possession of a Non-profit Organisation certificate.

The projects currently supported by the Foundation fall into three broad categories:

- **Early childhood development,**
- **Income generation,** and
- **HIV/Aids initiatives.**

We wish to thank the Equal Opportunity Foundation for answering our plea. The donation of much-needed furniture makes all of our duties much easier.

We thank you very much for the work and effort that you give to our organisation allowing it to grow.

Yours truly,
Mrs E.J. Nkosi, Abasizikazi Home Based Care and Day Care Centre

Equal Opportunity Foundation flagship projects

To celebrate its 21st birthday in 2007, the Foundation identified two initiatives as flagship projects: The Masibambane Baking, Sewing and Vegetable Project and the De Paarl Community Farming Project.

These projects operated within the Foundation's key focus areas and embraced foundation goals. Both projects had the capacity to reduce unemployment and alleviate poverty, as well as the potential to grow and become self-sustainable.

By ascribing flagship status, the Foundation has been able to formalise and replicate the lessons learnt nurturing these projects and pass this knowledge on to other development NGOs.



We at Heidelberg want to express our **THANKFULNESS** that you granted our request for outdoor equipment. We are proud to say that the relationship between your organisation and ours continues to grow.

We really appreciate everything you have done for us.

Blessing on your work,
Heidelberg Pre-Primary School

Key focus areas

Early childhood development

The purpose of early childhood development (ECD) funding is to prepare children up to the age of six for formal schooling, and to provide a place of care for children, simultaneously enabling their parents to earn income.

In the early childhood development sector, funding is currently directed towards the training of pre-school teachers and management committees, the purchase of educational material and equipment, kitchen accessories and children's furniture.

The Foundation also funds the provision and renovations of buildings, as many of the facilities supported operate under difficult circumstances and in overcrowded conditions, with limited resources and sometimes without proper sanitation. Foundation support in this sector also assists facility management and staff in matters of governance, financial management and ECD teacher-training.

HIV/Aids

The HIV/Aids-related activities the Foundation supports include home-based care, income-generation projects and support for orphans and vulnerable children. In assessing and mentoring ongoing projects, the Foundation regularly consults with relevant government departments such as the Departments of Social Development and Health. The Foundation is also forming partnerships with government, other NGOs and faith-based organisations involved in the sector.



Income generation

The purpose of the Foundation's income-generation support is to assist disadvantaged communities build capacity by funding viable, sustainable community projects that contribute toward poverty alleviation and employment, while at the same time increasing the self-esteem and confidence of the participants and the community at large.

The Foundation has approved income-generation funding for a number of projects including baking, agricultural, sewing and art & crafts initiatives.

Funds are used for training in project management, technical skills development and the purchase of equipment and materials.

flagship project

The Masibambane Baking, Sewing and Vegetable Project

This project, based in Mpindweni village near Umtata in the Eastern Cape, was established in 1995 by a group of unemployed women. It was initially supported by the Department of Agriculture and the OR Tambo District Municipality, with the Foundation supporting the vegetable garden component.

In 2006, the project was approached by the Department of Education to provide bread for several local schools but at the time had only domestic ovens, which could not meet the demand. The Foundation decided to help take the project to the next level by providing industrial baking ovens and funding some alterations to their buildings. A total of R299 040 was invested. Thereafter, the Department of Social Development also made a substantial contribution to the project, including further extension of their buildings.

The Equal Opportunity Foundation *moving forward*

The Equal Opportunity Foundation is an organisation with a verifiable track record, professional staff and sound governance structure that has sustained its high performance levels for over twenty years. This statement is borne out by external evaluation and audit statements and the quantity and quality of the applications the Foundation receives.

The Equal Opportunity Foundation believes in the importance of partner initiatives in building up the social, moral and economic

resources of our communities and leaders. Disadvantaged communities can often envisage solutions to their problems, but lack financial and professional expertise. In partnership with communities and other stakeholders, the Equal Opportunity Foundation believes it can continue to make a substantial and sustainable difference in the lives of these communities.

In 23 years of operation, the EOF has partnered with over 1 300 projects and disbursed approximately R48 million in grants and donations, but still sees profound needs at grassroots level and ample scope for continuing to empower the many disadvantaged rural communities of South Africa. The EOF is still growing, both in terms of its capacity and reputation, and looks forward to supporting more initiatives and continuing to build productive partnerships with other stakeholders in the development field.

flagship project

The De Paarl Community Farming Project

This project, based in Makgwabe Village, near Marble Hall in Limpopo Province, was established in 2004 by a group of unemployed community members to improve food security and alleviate poverty. The Foundation's first grant to the project bought garden equipment, fencing materials, a borehole system, water pipes and seedlings and paid for basic business skills training. The Department of Agriculture offered technical support and ongoing mentoring.

The project expanded when the Masemola Tribal Authority allocated six hectares of land to the project, to which the Foundation made a contribution of R435 600 in 2006 to provide a shade net structure, a pump and irrigation system, seedlings, and a storeroom/office and ablution facility. Tompi Seleka Training College, the Small Enterprise Development Agency, the Department for Social Development and the district municipality also offered support.

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