

ANNUAL REPORT 2016



**BUILDING THE FABRIC OF OUR NATION**

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# HABITAT FOR HUMANITY SOUTH AFRICA

## WHO ARE WE?

Driven by the vision that everyone needs a decent place to live, Habitat for Humanity International began in 1976 as a grassroots initiative on a community farm in southern Georgia, USA. The Christian housing organisation has since grown to become a leading global not-for-profit working in nearly 70 countries. Habitat for Humanity South Africa was founded in 1996 and we will celebrate our 21st anniversary in 2017.

In South Africa, we partner with the community, individuals, families, companies and all spheres of government. Through our people-centred approach, we help communities identify, address, improve and self-manage their development to be more sustainable. We are also respected advocates for community-centred development policy, working with a wide array of stakeholders, from communities on the ground to provincial and national policy-makers.

Habitat for Humanity works in nearly 70 countries, and will celebrate its **21st anniversary** in South Africa in 2017

Effective interventions can break the cycle of poverty for our country's most resource-deprived people. Partnering with us, through donations and/or volunteering skills, helps bring us closer to creating the South Africa we all want to live in: a country where communities have equitable access to opportunities, and where they are safer, healthier, happier and more resilient. We are seeking to put God's love into action, in a partnership founded on common ground.



# MESSAGE FROM THE OUTGOING NATIONAL DIRECTOR

Given the significant change that is happening both locally and globally, Habitat South Africa has accordingly evolved its approach as it seeks to help address the many challenges related to urbanisation. Over the past four years we have shifted from a construction charity approach and are now evolving to a community development one that focuses on shelter-related issues. Our programme is asset-based, centering on people's abilities to identify their priorities and capabilities. A Community Action Plan is co-created and planned. Where there are resource gaps, Habitat helps build up competency to enable leaders to drive these developmental processes.

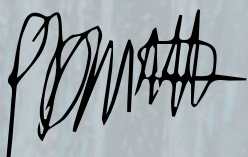
Advocacy, a growing area of strength and impact for us is critical. Through partnerships, we have begun this past year to influence the development and implementation of efficient, effective low cost housing-related policies and systems.

Our change in strategy during the four-year 2013-2016 financial period has not been without its challenges. In particular, we have learnt some important lessons on how to ensure our own sustainability through diversified income streams. We have also invested in our own people to maximise their personal and professional growth, to ready our organisation for the many opportunities awaiting us.

The organisation is poised to play an even stronger role in implementing, with partners, an array of community development and empowerment strategies, advocacy initiatives and volunteer mobilisation approaches. Investment in research allows us to explore best practice models and to innovate with communities in testing new holistic, participatory housing typologies. We are promoting a People-Public-Private Partnership (P4) approach to sustainable and inclusive development.

We invite you to partner with us, as we commit to reduce poverty and foster more sustainable cities as part of a new urban agenda to 2020 and well beyond.

God bless and go well.



**Paul Durrant**  
National Director



**‘Over 1.5 billion people worldwide lack proper housing or are financially stretched by housing costs’**





**‘...by 2050 70% of  
the global population  
is projected to live  
in urban areas’**



# MESSAGE FROM THE BOARD CHAIRPERSON

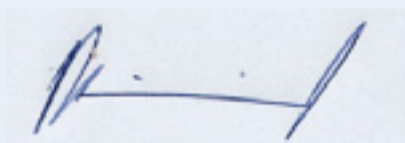
During the past four years, Habitat South Africa has taken the time to step back and critically analyse how it can be more effective, impactful and relevant in a changing national and global context. Taking a long, hard look at its resources and roles, and implementing robust changes in strategy, has been a case study in change management.

I can affirm that, by grappling with change even more so this past year, Habitat South Africa is now better positioned than ever to work closely with an array of stakeholders and partners. It is aligned with overall global priorities and nationally, with the desired destination of the National Development Plan 2030 and emerging Human Settlements policy directives. Provincially, as policy evolves from full housing subsidies to the probability of serviced stands, it can partner in developing innovative shelter solutions; and on a municipal level, it can help to bring together community leaders and municipal officials to maximise individual and collective resources.

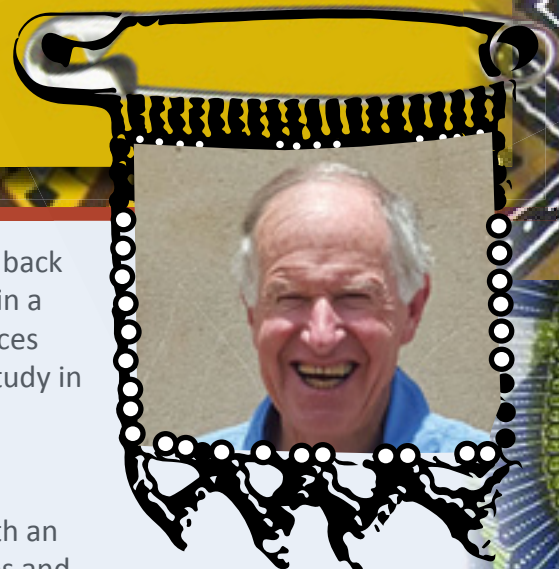
Driven by the vision of a world where everyone has a decent place to live, we thank the many communities, sector partners, funders, government departments, companies, faith groups, volunteers and individual donors who have made our work possible and partnered with us on our journey.

I particularly wish to thank those organisations and volunteers who have assisted us in building houses in various communities this past year. We recognise the importance of enabling many active citizens to serve the less resourced members of our country in such a meaningful way.

Habitat brings people together to help families achieve the strength, stability and self reliance they need to build better lives for themselves. 'Through shelter, we empower.' We look forward to working together at a critical turning point in global urbanisation. Donors, companies and involved citizens now have even greater opportunities to make a difference by collaborating with us.



**Brian Hilliard**  
Board Chairperson





## HABITAT SOUTH AFRICA'S EVOLVING STRATEGY

Habitat South Africa began making a difference in the country 20 years ago, by helping to provide housing for under-resourced communities. More recently, over the past four years, we have worked hard to implement a new strategic direction. The impetus has been to ensure that interventions are informed by changing scenarios and needs, and that our organisation is relevant, impactful and sustainable.

During this transition we examined numerous aspects of our own organisation, the context in which we operate, and the value propositions we offer to our array of stakeholders. We asked ourselves: How efficient and effective are we? How can we ensure sustainable funding? Do we have the right skills in place to make a difference? There were many issues to address in honest debate and robust engagement.

**‘ Our expertise in grassroots work over many years, now supported by evidence-based research, means we can advocate at a more influential policy level’**

### PARTNER COMMUNITIES

We set some lofty targets for this transitional phase from 2013 to 2016 and have made considerable progress. We now partner to improve, on multiple levels, the shelter and quality of life of our partner communities. We influence the development and implementation of efficient and effective government policies and systems in the low-income housing sector. Our collaboration with communities enables them to create more self-reliant and sustainable futures. As our expertise spans grassroots work over many years, and is now supported by evidence-based research, we can advocate at a more influential policy level.

Within our organisation, we have put systems in place for better integration and cooperation between our internal departments. We have invested heavily in our people and made new appointments to ensure we have the appropriate skills in place to deliver change. Leadership development, mentoring and coaching have been key. One example of our intentional management training (growing our senior management team, and developing future leaders by identifying talent) was a sponsored opportunity to take part in the annual Pioneer Programme leadership development course in mid-2016.

This was possible through a partnership between Habitat International and ENGIE, a global energy company.

We have invested heavily in **our people** and made new appointments

Leadership development, mentoring and coaching have been key

# MEETING OUR TARGETS

While there is still work to do, this is how we fared against the four goals we set ourselves for 2013-2016

## GOAL 1: BUILD A SUSTAINABLE ORGANISATION

Increase capacity to mobilise financial and human resources, and steward them faithfully.

We have evolved the organisational structure to align with our new strategy. There has been significant investment in our people to ensure their personal and professional growth. All our organisational policies have been reviewed, aligned with global Habitat for Humanity guidelines, and communicated to all staff. We have put proactive employment practices in place, and attracted passionate people who are fulfilled by working in our team. They know they can grow their talents in an enabling environment, while making a difference. Auditing our progress, we met 91% of industry standards and 87% of best practices, according to Habitat International's Standards of Excellence.

1

## GOAL 3: BUILD SECTOR IMPACT

Set up a Habitat for Humanity International-aligned advocacy programme and begin meaningful work.

With support and input from the Habitat EMEA Area Office, and drawing on the learnings of other Habitat country programmes, we set up a relevant and effective advocacy function in a relatively short time. Habitat leveraged numerous opportunities to lobby and present its insights, backed by case studies and practical grassroots experience. In collaboration with leading civil society stakeholders, we built on existing and new partnerships with municipal, provincial and not-for-profit organisation representatives. We contributed to a number of educational and training courses.

Ford Foundation-funded projects in both Langrug in Franschhoek, and Sweet Home Farm in Philippi, enabled Habitat to work directly with local government to change attitudes to settlement upgrading (making it more participatory). We also influenced the system by impacting how the implementation of upgrading initiatives takes place. This is an example of how Habitat's approach to advocacy goes beyond policy; it also aims to guide and inform systems changes and attitudes at a practical implementation level.

3

We met **91% of industry standards** and **87% of best practices**, according to Habitat International's **Standards of Excellence**

6



## GOAL 2: BUILD COMMUNITY IMPACT

We will help 5 000 people to improve their shelter and quality of life.

One target was to help **5 000** people over four years, but in practice our interventions improved the shelter and quality of life of well over **10 500** people

There has been good progress in working with municipal, provincial, government and like-minded partners to build community capacity to create sustainable human settlements. Many community residents we partner with have an increased sense of ownership and belonging in their communities. This is evident in the communities' active participation in Habitat's developmentally-focused, non-formal education programme. Reviews with community leaders are taking place to measure how local assets are being leveraged. We strive to impact the lives of families living in informal settlements in a positive way. Participatory community-based planning processes have been documented and case studies produced in two Western Cape informal settlements, Langrug in Franschhoek and Sweet Home Farm in Philippi. All told, we have moved from impacting a few hundred families annually before 2013 through our house construction programme, to thousands each year over the course of this strategic plan. We more than doubled our target of assisting 5 000 people over the four years, with our interventions touching well over 10 500 people in practice.

2

## GOAL 4: BUILD SOCIETAL IMPACT

Mobilise 22 000 people around the cause of affordable shelter

We established a range of on-site opportunities for volunteers, with team-participation programmes in Cape Town and Orange Farm in Johannesburg: We exceeded our target as 25 500 volunteers took part in construction and non-construction activities. We began capturing feedback in 2016, and surveys indicated that over 80% of volunteers felt they had made a difference in another's life. We have made good progress in adopting sector-leading volunteer management policies, approaches and systems.

By creating awareness of the critical need for sustainable community development and its ability to break the cycle of poverty, Habitat stands as a credible voice for change. We encourage active citizens and corporations to join us on our journey.

4

**Habitat Hearts** are passionate supporters who care about the Habitat cause and want to spread the message by being the voice for change. Habitat Hearts donate their time, money, knowledge and influence, contributing to the creation of sustainable communities.

**Habitat Hands** actively work on the ground by building homes, thereby improving safety, security and self-reliance. Matching individual needs with the skills to address them, Habitat Hands contribute in any way that they can by partnering with communities in realising their identified priorities.



**‘Habitat undoubtedly  
achieved its main goal  
of shifting from a  
construction company,  
to an emerging  
rights-based NGO’**





# RELEVANCE AND EXCELLENCE

Habitat South Africa scored itself at the start and end of the 2013-2016 strategic plan period. It chose the RISE Framework, a tool that helps stakeholders to assess not-for-profit organisations across a holistic range of areas grouped in four categories: relevance, impact, sustainability, and excellence in management and operations. The result? Habitat undoubtedly achieved its main goal of shifting from a purely construction charity, to an emerging rights-based developmental NGO. Key indicators of this were significant improvements in relevance, impact, excellence and sustainability.

## REFLECTIONS AND LEARNINGS

Our change in direction has had a positive result in several key areas. Impact and scale have increased through growing the capacity of partnered communities in both formal and informal settlements. We have built new partnerships, begun communicating this next phase of our commitment and assistance, and worked alongside and meaningfully connected with communities to help them measure, organise and better manage their resources.

But we have also faced challenges. Fundraising and financial sustainability have been a key learning area. Over the years, Habitat enjoyed considerable success from corporate fundraising. Companies often have both an employee engagement budget and a Corporate Social Investment (CSI) budget. They engaged with Habitat on house-building events and our offering grew into a long-term and profitable CSI relationship.

During 2013-2016, however, **our strategy evolved into transformational community development, advocacy, social facilitation and training.** Our main funding stream remained income raised by the house-building events, which were still grounded on building government-subsidised houses in partnership with corporates and construction firms. Volunteer opportunities and build events dwindled; as did government-community housing project opportunities in Cape Town and Gauteng.

We did not act quickly in diversifying our fundraising streams and, in particular, grant funding-led approaches. This has now been strengthened by the appointment of a new fundraising manager. Individual giving is increasing, as is income from grant-based funds. We are still faced, however, with the challenge of seeking more unrestricted funding in order to cover cost overheads. Issues around collecting subsidies for houses built in the past (in Gauteng and the Western Cape) have been tackled and outstanding funds in this respect have been collected. However, we still have some distance to go before completing this exercise.

### HABITAT SA STRATEGY DEVELOPMENT

Habitat South Africa's strategy has evolved within a changing national context:

1948

The apartheid era created a spatial divide resulting in fractured communities

1976

Habitat International founded in USA

1994

Government's Reconstruction and Development Programme (RDP) promised free housing for the poor

2004

Integrated Residential Development Programme (IRDP) introduced  
Government focused on larger-scale projects with area-wide development, larger housing, and communities with adequate social amenities and infrastructure

2015

Realisation that movement of people must be matched with support and empowerment. The number of catalytic integrated projects is increasing  
Re-evaluation of qualifying criteria for free housing

# HABITAT SA STRATEGY : 2013-2016

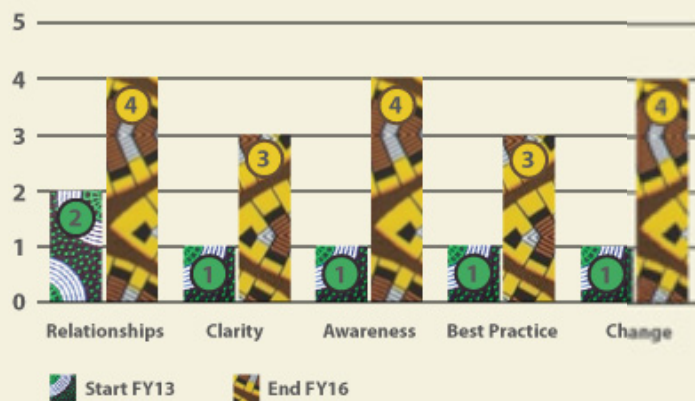
## HABITAT'S THREE HOUSES



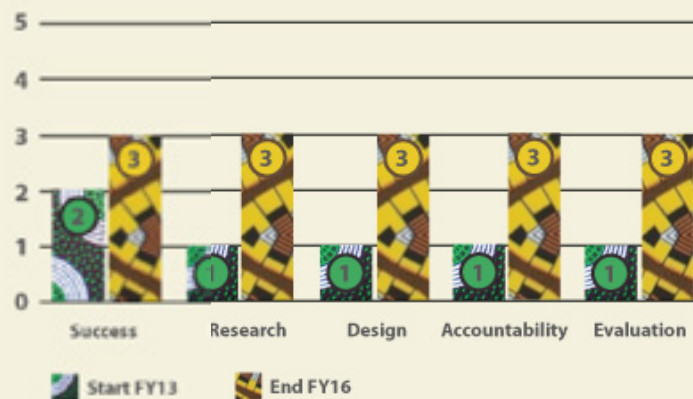


# HABITAT SA STRATEGY : 2013-2016

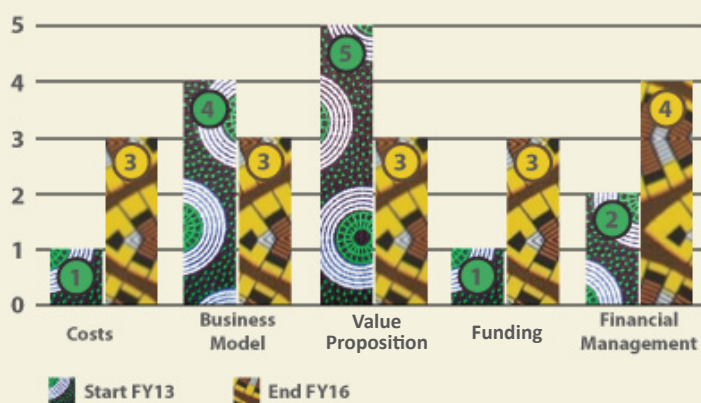
## RISE - RELEVANCE : FY13 vs FY16



## RISE - IMPACT : FY13 vs FY16



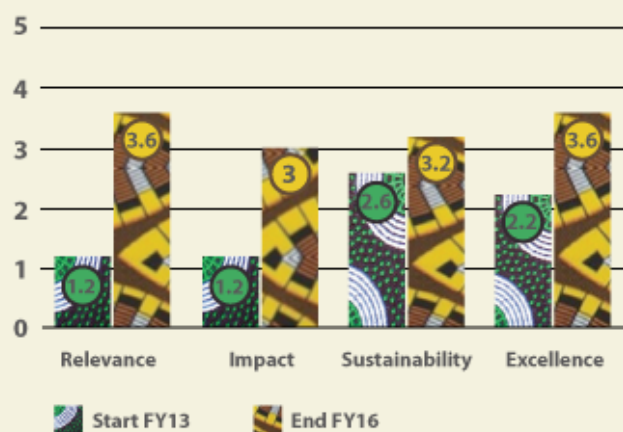
## RISE - SUSTAINABILITY : FY13 vs FY16



## RISE - EXCELLENCE : FY13 vs FY16



## RISE - SUMMARY AVERAGES : FY13 vs FY16



# LOOKING FORWARD

## SAFE AND SUSTAINABLE CITIES ACROSS THE GLOBE

As Habitat South Africa strategises how best to scale up the impact of its interventions to deliver long-term change, it is doing so in a broader global context. National, city and regional leaders, together with civil society, are being encouraged to reinvigorate their urbanisation policies and to adopt more integrated approaches for the next 20 years.

The background is that, during our 2013-16 strategic plan period, the world's population passed the half-way mark from a rural to an urban majority. Two-thirds of the global population is anticipated to be urban by 2050. Sustainable development challenges will be increasingly concentrated in cities, particularly in lower-middle-income countries where the pace of urbanisation is fastest.

As the United Nations celebrated its 70th anniversary in 2015, it announced 17 Sustainable Development Goals (SDGs) with 169 integrated targets. Under this framework, countries have collectively aligned themselves for win-win cooperation that can bring huge gains for all parts of the world. The new goals and targets came into effect in January 2016, and will stimulate action over the next 15 years. Ending poverty in all its forms is the first goal. Of the 17 goals, two are particularly relevant to Habitat South Africa:



### GOAL 11:

**Make cities and human settlements inclusive, safe, resilient and sustainable**

This includes ensuring access for everyone to adequate, safe and affordable housing and basic services, and upgrading slums. It also aims to enhance inclusive and sustainable urbanisation and build capacity for participatory, integrated and sustainable human settlement planning and management.



### GOAL 17:

**Strengthen the means of implementation and revitalise the global partnership for sustainable development**

Key aspects are **mobilising financial resources** for developing countries from multiple sources, and effective and targeted capacity-building. This approach recognises that sustainable urban development and management are crucial to quality of life. It is vital to work with local authorities and communities to renew and plan cities and human settlements which foster community cohesion and personal security, and stimulate innovation and employment.





# THE NEW URBAN AGENDA

A second global strategy that builds on the 17 goals, and provides a path to achieve many of them in urban areas, was finalised at a major global summit that has just taken place in Quito, Ecuador. The United Nations called this Habitat III summit (the third in a series that began in 1976) for 193 world leaders to meet and renew their commitment to sustainable urban development.

The product of that reinvigoration, with pledges and fresh obligations, is referred to as the **New Urban Agenda**. It will build on the 17 global goals and serve as a guide in developing policies and approaches around urbanisation for the next two decades.

The New Urban Agenda shows that urbanisation has the potential for new forms of social inclusion: more equality, access to services and opportunities. **Two strategic levers are key for such inclusive cities – political will and facilitating inclusion. This strategic thinking resonates with South Africa's constitutional and legislative provisions, and the National Development Plan 2030 in which inclusive urban development is embraced and prioritised.**

Current government interventions, however, often do not reflect these approaches in their implementation. Our towns and cities are hampered by a legacy of racial segregation, poverty and exclusion from social and economic opportunities. This is compounded by a steady increase in the housing backlog and proliferating informal settlements. While their communities demonstrate remarkable inventiveness and resilience, municipal solutions are often inadequate.

## PEOPLE-PUBLIC-PRIVATE PARTNERSHIPS

PEOPLE

PUBLIC

PRIVATE

PARTNERSHIP

In the face of urban poverty and rising inequality, **Habitat's work for just and equitable urbanisation, that offers real and desirable shelter choices for low-income families, will continue to be achieved through collaboration and partnership.** This will be done on a far broader scale as stakeholders work more closely and cohesively to address the enormous challenge of inadequate living conditions. National government acknowledges that it cannot address inclusive urban development without mobilising the collective resources, capacity, knowledge and skills of an array of partners. To this end, Habitat South Africa promotes a people-centred People-Public-Private Partnership (P4) approach. The exchange of expertise, competencies, resources, good practices and practical experiences fosters sustainable and inclusive development.

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



It is vital to work with local authorities and communities to renew and plan cities and human settlements which foster community cohesion and personal security, and stimulate innovation and employment

# THE PAST YEAR IN REVIEW

## PROJECTS ON OUR HOME TURF

An overview of a selection of our key projects showcases how Habitat, with its partners, has made change possible. Clearly there are fresh opportunities for funders to invest in communities in a sustainable and holistic way. **Donors can be real partners in community projects that are well-researched and implemented with a capacitated community; funding becomes a long-term investment that can be monitored and reported.**







## ORANGE FARM - EXTENSION 6

### Community-based Leadership

Orange Farm Extension 6 is located 45 kilometres south-west of Johannesburg, and Habitat South Africa has been involved with the community since 2008. Our initial four-year engagement focused on building housing with volunteers, as a way to alleviate poverty. **Since 2015 the strategy has evolved to include growing strong, community-based leadership.**

This has borne fruit with the election of a democratic leadership committee, which has adopted a constitution, leased an office from Isibonisio Combined School, and developed a community action plan, among other milestones.

# ORANGE FARM - EXTENSION 6

The programme also included an **asset mapping and social scoping** process with 300 households, so that the residents are better informed about their environment and resources.

During the past year, Habitat **facilitated several workshops** to further empower committee members. Topics ranged from conflict resolution and organisational structure, to individual development and action learning. Habitat also funded the attendance of three committee members at the Willow Creek Global Leadership 2015 summit.

With Tsa Africa, the committee prepared a presentation to the local ward councillor proposing a community skills centre. If this goes ahead, the community will be able to provide more artisan training. This will ensure better-maintained housing, while skilled people have the potential to generate incomes.

## ISIBONISO SCHOOL CAN NOW HOUSE MORE CHILDREN

A prime example of using a participatory planning approach to secure buy-in from communities, and partnerships to mobilise and increase access to resources, was the **renovation of the Isiboniso Primary School in November 2015.**

Samsung funded the reconstruction of the ablution facilities as the children did not have functional toilets before this event. **Schneider Electric donated two fully-kitted, solar-powered early childhood development classrooms.** Corporate volunteers helped with tasks such as painting walls and brick-laying, while 50 skilled and unskilled community members were employed.

The school can now accommodate more children, boosting total attendance to 170. An effective school management committee is also in place. The school is viewed as a community hub where meetings are held and interventions planned, in turn filtering back and uplifting the community.





FACILITATED WORKSHOPS



PUPILS FROM ISIBONISO SCHOOL





# ORANGE FARM - EXTENSION 6



FACILITATED WORKSHOPS & NOVEMBER TEAM BUILD EVENT





# FUNDERS & PARTNERS

Habitat could not have achieved its success without committed funders and partners. These include the Orange Farm @6 Leadership Committee, Federated Employer's Mutual Assurance Company (FEM), Dow Chemicals, City of Johannesburg, Schneider Electric, Samsung and Spaza Hardware.

## HOW YOU CAN GET INVOLVED

The broad aim is to increase the ability of the Orange Farm community to adapt and respond creatively to change, ensuring they understand the issues and are part of the solution. This includes planning to increase the number of families with their own homes.

**Habitat will work with the community leadership to identify areas of greatest need and then mobilise and channel funds to address these.** Key opportunities will be the DIY home maintenance workshop on Nelson Mandela Day on 18 July and our World Habitat Day Team Event. We also envisage household and school food gardens; DIY and other skills development training in a dedicated centre; and sport and recreation facilities.

The successes of a powerful leadership committee with inclusive partnerships will be replicated and rolled out in other extension areas of the greater Orange Farm community. Education will be a key component in this transfer of knowledge and skills, as everyone is personally invested in the next generation.



# PROJECTS ON OUR HOME TURF





## COLLECTIVE STRENGTH

Pelican Park was initiated in January 2013 in partnership with the City of Cape Town, Power Construction and the Western Cape Department of Human Settlements. It is a flagship Integrated Residential Development Programme (IRDP) project, but residents still face many challenges. Their houses are often further away from work, schools, jobs and shops than in their previous living situations. Their homes have limited facilities, and money to improve them is scarce. Many can't afford to travel to transport and market hubs in Grassy Park and Wynberg.

This community is however proof that, with investment and resources, residents can discover and grow their individual and collective strengths and set up and lead development projects. It reinforces how a participative approach goes far beyond a 'nice to have', and is in fact the best option.

Habitat's main strategic goal has been to help grow a sustainable community that has increased capacity and citizenship, and is socially integrated and cohesive. Also, to build networks so that the residents can access resources for socio-economic development.

At the core is a unified leadership committee, which works collaboratively to develop and uplift the community. Habitat has worked closely with the Pelican Park Owners Association (PPOA) to further develop their Community Action Plan (CAP), and to connect the PPOA and other community members to events and learning opportunities that are crucial to growing their capabilities.



## SKILLS AND INSIGHTS

A series of workshops has greatly empowered the participants and given them valuable skills and insights to share with others. For example, after four PPOA members learnt about raising money for an organisation (Networking HIV/AIDS Community of South Africa), they planned and hosted a fundraising event that raised R2 000 to cover office operating costs. Strategic planning, financial management and meeting procedure workshops facilitated by Habitat have boosted skills in drafting budgets, financial planning, procurement, identifying and prioritising community needs. Agendas and minutes are now part of PPOA meetings.

The City of Cape Town, in partnership with the PPOA and Habitat, hosted three Housing Consumer Education workshops attended by 172 homeowners. These clarified homeowner roles and responsibilities and what services are available from the municipality.

## NELSON MANDELA EVENT



Habitat and Food & Trees for Africa, partnering with the PPOA and the Pelican Park community, hosted their first transformational volunteer event in July 2015 – the Nelson Mandela Event. The Cape Gateway International Church had already given the PPOA job-shadowing opportunities, and the results, underpinned by leadership development training, were showcased.

Twenty-one new homes were built in partnership with companies and 120 portable vegetable gardens assembled by residents and volunteers. Seedlings have since been planted out and shared among residents. Two women who had completed business and entrepreneurial training could showcase their talents and build up their customer databases.



Young people are a key focus. A club to promote youth community civic engagement invited Harambee (a youth employment accelerator) and other partners to host a Youth Day event that inspired 143 people through entertainment. Nine PPOA members, including youth club members, attended a sponsored John C. Maxwell leadership course in June 2016. When Habitat facilitated the first phase of the social scoping process for Pelican Park, the PPOA helped recruit nine local youth.

Together with 13 Mercer on Mission University students from the USA, they were trained in household surveys. A total of 300 households was surveyed, while both groups also learnt about each other's cultures and backgrounds.

## SOCIAL CHALLENGES

Addressing the need for greater awareness of TB, HIV, substance abuse, child neglect and domestic violence, Habitat (in partnership with the PPOA, Sonke Gender Justice and Mosaic) organised a health and safety workshop in May 2016 for 66 residents. Habitat also organised a partnership between a Midrand Graduate Institute psychology student and the PPOA to address social challenges.



# PELICAN PARK

“Sometimes, it comes to my mind that I have to do something and I remember, I learned about this. Like the fact that I can paint now. So I know sometimes issues come our way, but now we can do something about it.”



FACILITATED WORKSHOPS







DIY WORKSHOP



“They [Habitat] made us a part of everything, all of us. It was like we were all family, like a reunion.”



## TREVOR HARRY BOTHA A Proud Pelican Park Homeowner

Trevor, aged 52, moved to Pelican Park two years ago. He previously stayed in Lavender Hill with family, but the living space was limited. This had a negative impact on Trevor, who likes to work with his hands cutting clothing patterns, doing upholstery, drawing pictures and undertaking electrical work to generate an income. In Lavender Hill he also had to deal with gangs and thieves, which made it a hard environment for him to live in and express himself.

When Trevor moved to Pelican Park, he started taking part in Habitat South Africa's programmes. These opened his mind to new things, helped him to gain fresh insights, and enabled him to grow his talents.

**"When your talents come forth, then nothing can keep you back. Habitat's programmes help you to think how you can bring that talent forth."**

Trevor shared that he experiences a sense of freedom and belonging in Pelican Park, which he didn't have in Lavender Hill. Habitat also gave Trevor the opportunity to express his artistic talents by asking him to draw a thank you letter after a build event. He realised that there is something bigger in him and that he doesn't need to be boxed in. He felt 'seen'. **"Habitat expanded my horizons. It gave more meaning to my life. You feel like you are worth something. It doesn't feel like you will end up nowhere anymore. The hopelessness has gone away."**

Trevor shared how, through attending workshops, Habitat helped create a family bond in the community. **"People quickly started to become a family. You know you can lend a hand to your neighbour if need be, which is important for a newly-established community, seeing that people don't know each other."**

**"Habitat took people out of boxes and gave them a platform to showcase their talents. Habitat played a very good role in developing the community and they need to continue to build communities like this and to bring in other programmes. Habitat is doing a good thing and it enriches the community members' lives."**

\*Interview initially in Afrikaans\*

**"You feel like you are worth something. It doesn't feel like you will end up nowhere anymore. The hopelessness has gone away"**





## FUNDERS AND PARTNERS

The power of collaboration has made this Pelican Park success story possible. We acknowledge the Pelican Park Owners' Association, City of Cape Town, Power Construction, Western Cape Department of Human Settlements, the Maria Marina Foundation, FEM, Poverty Stoplight Office, Cape Gateway International Church, and our corporate sponsors.

## HOW CAN YOU GET INVOLVED?

Having worked closely with the Pelican Park leadership committee for a long period, Habitat can advise on how best to channel funds. One opportunity is helping to cover the cost of household surveys.

The Poverty Stoplight programme appoints coaching facilitators to train community members to undertake thorough household surveys. Then, through coaching and mentoring sessions, the most pressing issues are addressed. A year later, a follow-up survey checks if and how key indicators have changed – from red for danger, through yellow to the success of green. Some 100 surveys have already been completed, and a further 100 more are planned for July 2017. Being able to measure and report on interventions underpins our advocacy role and the ability to scale up successful interventions to help more people.

If you are interested in helping to make a difference, contact us and we'll schedule a meeting with the project coordinator. There are plenty of ways to help, so if you have a particular interest or talent, we'll gladly introduce you to the right people.

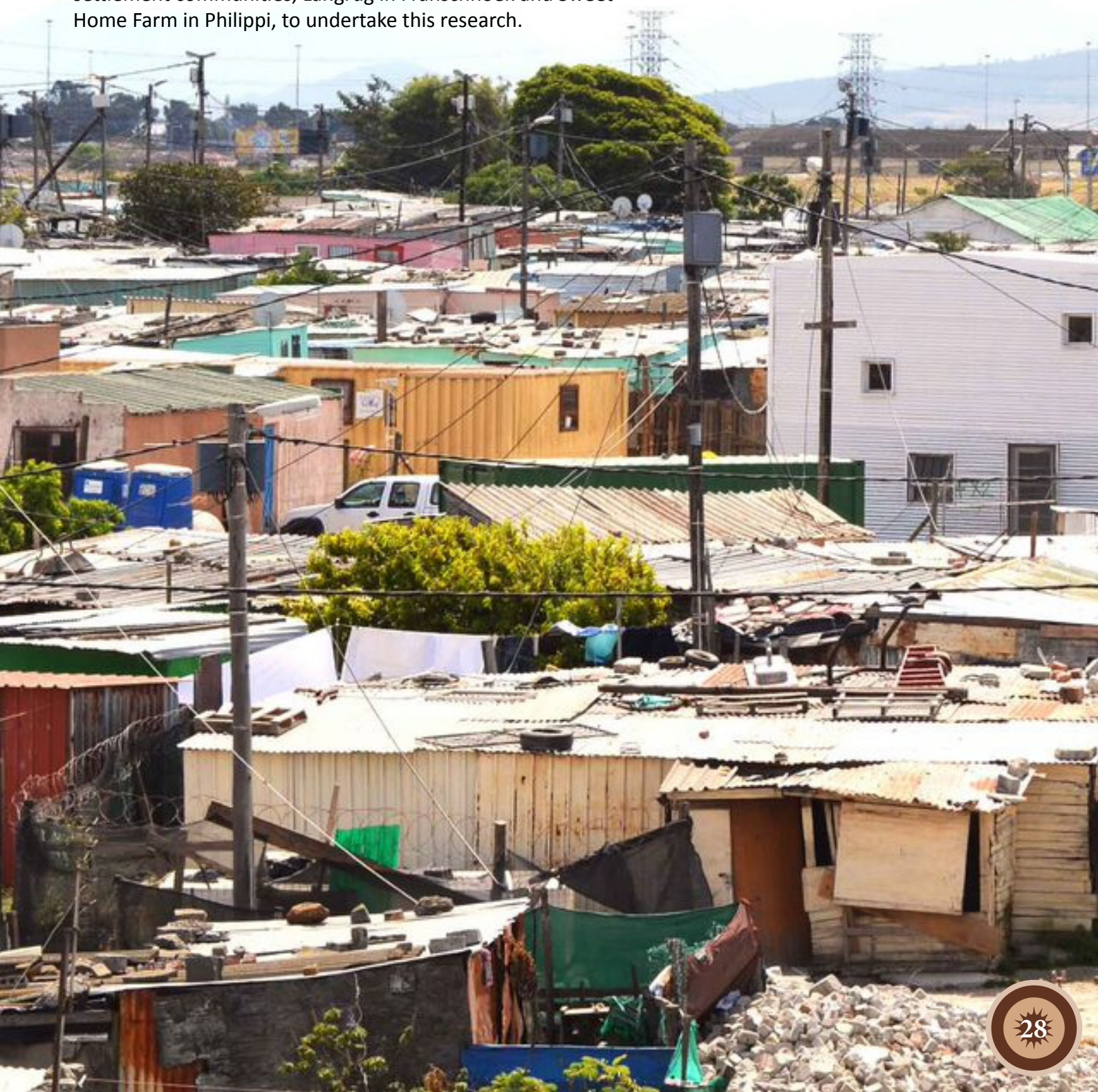
**R3 450**

= cost of  
ONE household  
Poverty Stoplight  
survey



## BEST PRACTICE MODELS

Investment in research allows us to explore best practice models and to innovate with communities and test new housing options. We made notable progress when, from July 2014 to December 2015, the Ford Foundation funded research to investigate how informal settlements could be better upgraded if the community was closely involved. Habitat partnered with two informal settlement communities, Langrug in Franschhoek and Sweet Home Farm in Philippi, to undertake this research.





## DESIGNING A BETTER FUTURE

Sweet Home Farm is a settlement in Philippi on the Cape Flats which originated about 25 years ago due to the lack of housing in the metropolitan area.

There was massive growth, with an estimated 4 000 shacks and 17 000 inhabitants by 2012 alone.

In Sweet Home Farm, Habitat partnered with Ubuhle Bakha Ubuhle (UBU, meaning 'Beauty Builds Beauty'), which has been involved with the community for the past seven years. Here, UBU has created a potential housing solution using social facilitation, participatory planning processes and self-build technologies that were tried and tested in the community.

Research showed that **participation** speeds up settlement upgrading projects. There is also **stronger community ownership** of projects, and approval processes are faster



## POTENTIAL HOUSING SOLUTION



UBU and the Sweet Home Farm community co-designed a double-storey type of housing, using sandbags on a raft slab foundation. The idea is to scale this up for wider use – tying in with the national **Upgrading Informal Settlements Programme (UISP)**. The UISP strongly emphasises community participation and empowerment, incrementalism, collaboration and partnerships. These have very specific implications for communities, government and intermediary organisations.

Using this example of a **participatory planning process**, coupled with a housing typology modelling exercise, **Habitat was able to document best practice methodologies for participatory informal settlement upgrading**. Amongst other findings, the research showed that people-centred settlement upgrading projects are not delayed by the participatory processes. In fact, if the community members are properly involved and make decisions about their own future, the process can be speeded up significantly. There is also stronger community ownership of projects, and approval processes are faster.

Habitat also hosted an intern working on her Masters in Social Development at the University of Cape Town. During her 10-week internship programme, Rayleen Titus worked with UBU and Sweet Home Farm leadership. **She undertook action-based research and documented the development process (premised on participatory development, community-based planning, and self-building)**. She also documented and made recommendations to revitalise a community saving scheme, initiated some years ago but which had lost momentum.





CO-CREATED HOUSE TYPOLOGY





# PROJECTS ON OUR HOME TURF

Langrug highlights the importance of approaches with the potential to benefit a **larger area and greater number** of communities







## LANGRUG

### STRONGER STRUCTURE FOR SUSTAINABILITY

Langrug is an informal settlement in the Franschhoek valley close to Cape Town, formed by migrant workers seeking work at nearby farms and wine estates. The Langrug community has faced many barriers to development, including insufficient infrastructure, services and public facilities.

Local affiliates of Shack/Slum Dwellers International (SDI), a global Habitat partner, have worked with the Langrug community for some time. Habitat South Africa has collaborated with them – including the Community Organisation Resource Centre (CORC) and the Informal Settlements Network (ISN) since 2014.

Stellenbosch Local Municipality was selected to receive participatory-based planning support for informal settlement upgrading through the National Upgrading Support Programme (NUSP); and Habitat SA formed a sub-consultancy agreement with CORC and the ISN to collaborate on three inter-related deliverables. These were a detailed upgrading plan for the Langrug informal settlement, a sustainable livelihoods framework and a capacity-building programme.





## ASSET MAPPING

## COMMUNITY LEAD PARTICIPATORY PLANNING PROCESS

In developing the sustainable livelihoods programme, an extensive process of asset mapping (identifying physical, natural, financial, social and human capital) was followed. This culminated in a Community Action Plan (CAP) which links community-identified priorities to livelihood-enhancing initiatives.

**One of the prioritised community interventions was the development of a multi-purpose centre. Habitat SA was subsequently able to secure funding from the Staley Foundation to make this community need a reality.**

Based on the realisation of community capacity constraints (and the surfacing of various challenges and unintended consequences), **Habitat SA, in partnership with the community leaders, then shifted focus from planning for the new multi-purpose centre to ensuring the optimal use and sustainability of an existing community facility in the settlement.**

Habitat advised that the available funds be retained in order to allow for a truly developmental process to be followed, where the community is sufficiently capacitated to channel the funding into an intervention that is sustainable and can have the greatest impact on the largest number of community members.

**Strengthening the leadership structure and developing the community action plan have been key to establishing resilient skills to manage community assets. Leadership now has a stronger voice in determining the future, while the rights and obligations of all stakeholders are better understood. When the investment is made, the probability of sustainability will be far greater.**



In conclusion, Habitat's role in Langrug has added value **by enhancing the capacity of the leadership structure**, filling gaps in the housing value chain and strengthening the leadership capacity. Social facilitation processes complement the technical and construction elements and add long-term value. The partnership with the Stellenbosch Local Municipality has strengthened and there are regular meetings. Habitat, in partnership with CORC, continues its role as a support organisation to Langrug.

Langrug is a timely example of how Habitat has evolved its focus from house building to facilitating community development and empowering a community to take charge of its own development process around housing processes. Habitat SA also consciously promotes replicability and scalability. The case of Langrug highlights the importance of focusing efforts on promoting approaches which have the potential to benefit a larger area/greater number of communities, versus achieving micro-scale successes through isolated interventions.

## GLOBAL VILLAGE COMMUNITY BUILDING INITIATIVE





# LANGRUG AND SWEET HOME FARM

## FUNDERS & PARTNERS

We thank our partners: the Langrug community, CORC, ISN, the Genius of Space partners, Stellenbosch Local Municipality, National Upgrading Support Programme, Asande, Ford Foundation and FEM.

For Sweet Home Farm, we again acknowledge the Ford Foundation, as well as UBU and the community of the Sweet Home Farm informal settlement

Funding enables us to explore and share the **success stories** of the communities we work with



## LOOKING TO THE FUTURE

At a grassroots level, with greater community clarity on its assets and needs, Habitat will commit to working in partnership with funders, government and communities such as Langrug to facilitate processes that meet identified needs.

At a policy level, success in a practical test environment supports Habitat's advocacy agenda for a People-Public-Private Partnership (P4) approach to all human settlement interventions. It can show how Enhanced People's Housing Process (ePHP) principles, applied in communities such as Sweet Home Farm, can be scaled up in informal settlement upgrading projects.

Research is vital if we are to influence policy, and funding enables us to explore and share the success stories of the communities we work with. Rather than being reactive, we can, with your help, innovate with communities and explore best practice models.



## SCALING UP BEST PRACTICE

Habitat South Africa's approach expanded in FY2013 to include the role of advocacy. The focus is on implementing proven, practical and replicable best practice models. Informed by evidence-based research, we advocate for changes in systems, policies and attitudes that relate to people's access to shelter and sustainable livelihoods. This allows us to vastly increase the scale of our impact in South Africa, in line with Habitat's ambitions around the world.

### POLICY AND PARTICIPATION

Our advocacy has two elements: **pushing for changes in systems and policies that influence people's access to housing; and more community participation and power in the delivery of housing and upgrading of informal settlements.**

One aspect has been successfully completing the Ford Foundation-funded research. **This identified successful community-driven upgrading models in Langrug and Sweet Home Farm. Habitat South Africa used these documented projects to illustrate lessons learnt and best practice when lobbying for participatory settlement upgrading.**

This is linked to the Habitat International advocacy campaign known as Solid Ground. It addresses the problem that too many people lack the most basic physical, economic and psychological security of adequate shelter. The objectives are to document and distribute information on people-centred best practices in upgrading informal settlements. Research helps share our evidence-gathering and lessons learnt, with policy-makers, government and the broader public. This will help create a fertile space to inform civil society about the role they can play, and the need for inclusive cities.

1

**Pushing for changes in systems and policies that influence people's access to housing**

2

**More community participation and power in the delivery of housing and upgrading of informal settlements**

### POWERFUL PARTNERSHIPS

This past year, Habitat facilitated sessions among peers and shared its findings and ideas on numerous occasions.

Growing our network and strengthening partnerships included meeting with the People's Housing Process Directorate of the National Department of Human Settlements. And in partnership with the Affordable Housing Institute (USA), Habitat met with the Western Cape Department of Human Settlements in November to strategise on the middle income (so-called 'gap') housing segment.

Presenting and lobbying opportunities included the second annual Affordable Housing Africa conference in July. Habitat gave its views on 'Deconstructing what we mean by design' and chaired the session on innovative designs, materials and technologies. We also presented at the Isandla Institute's National Community of Practice Engagement in August on the importance of recognising and supporting community capability.



## TRAINING AND RESEARCH

Habitat's insights and experience in advisory and research matters were apparent when we were invited to develop and present the module on Informal Settlement Upgrading at the Western Cape Department of Human Settlements (WC DoHS)-accredited training programme at the University of Cape Town. Habitat produced five research papers for the Western Cape Human Settlement Framework, to be issued next year. One paper dealt with how the WC DoHS can build effective partnerships with housing agencies in the private and not-for-profit sectors in order to expand, deepen and accelerate housing delivery.

## PLANNING FOR INFORMALITY

As part of an accredited training course on capacitating municipal officials involved in human settlements, Habitat discussed Planning for Informality (with an emphasis on participatory approaches). Forty municipal officials representing 15 municipalities attended the course.

Such examples (there are many more) reveal Habitat's credibility and growing influence as it promotes a people-centred, People-Public-Private Partnership (P4) approach to urbanisation. Development cannot take place if there is exclusion of those most affected. The goal is to ensure that the rapid urbanisation taking place in South Africa can be harnessed as a force for good – ultimately breaking the cycle of poverty. Working at an advocacy level leverages political will and facilitates inclusion.

Research helps share our **evidence-gathering and lessons learnt**, with policy-makers, government and the broader public

Working at an advocacy level leverages **political will and facilitates inclusion**





## SCALING UP BEST PRACTICE

### EUROPE, MIDDLE EAST AND AFRICA (EMEA) PEER LEARNING EXCHANGE

Habitat South Africa was the first global Habitat office to formally host an EMEA peer learning exchange. Taking place from 30 November to 4 December 2015, it brought together Habitat South Africa, Hungary, Lesotho and Uganda.

The intention? To critically examine country programmes and share knowledge and best practices. Representatives discussed resources, strategies, approaches, successes and challenges in programme design, implementation and advocacy. (Habitat South Africa and Hungary are pioneers in advocacy, a vital component of community development). Visitors were also eager to understand how Habitat South Africa manages its work around community development and empowerment, an uncharted area for some.

The intensive five day programme began with an introduction to Habitat South Africa's strategy development. It explained how apartheid created a spatial divide which resulted in fractured communities, and then discussed more recent, notable changes to government housing policies. Habitat South Africa's People-Public-Private Partnership (P4) model is grounded on building a nation of active citizens who work collaboratively with poor and marginalised communities in both formal and informal settlements.

The programme included site visits to Langrug and Pelican Park, where members of the leadership committee and community members welcomed the country representatives.

#### SITE VISIT TO LANGRUG







We thank the Ford Foundation

We will continue to document lessons learnt and showcase these. Demonstration projects will illustrate best practice as we interact with, and lobby amongst, an ever-expanding network of influential partners. We will grow our advocacy work in areas such as legislation affecting human settlements, promoting collaborative approaches and participatory processes with more empowered communities.





# LEARNING & ORGANISATIONAL DEVELOPMENT

## PROACTIVE AND PASSIONATE PEOPLE

For Habitat to empower the communities it partners with, it has had to grow its own resources, management and project teams. It has focused on identifying talent and growing the capabilities of its staff and managers, who are passionate about Habitat and making a contribution. We encourage a culture of continuous learning, innovation and creativity. Part of this process involves tapping into the attributes of the tech-savvy and civic-minded 'millennial' generation. Their compassion and pragmatic idealism has the potential to build a powerful layer of future leaders.

During the past year we reviewed all our HR policies, and communicated them across the organisation. We unearthed hidden talent among staff: this went beyond CV qualifications, we wanted to get to the essence of a person and excavate, harness and grow their talents and resources. This in turn supports our succession planning. Notwithstanding the challenges around salaries in the not-for-profit sector, we have attracted and retained excellent people as they want to work in an organisation they respect and where they know they make a difference.

## GOD AT THE CENTRE

Every Wednesday the staff lead weekly devotions, reading from the Bible and sharing their stories and insights. We are driven by the desire to give tangible expression to the love of God through our work. Habitat provides an opportunity for people to put their faith and love into action. Through collaborative internal review and reflection processes we have seen individuals learn and grow. Hidden talent has emerged as staff have been exposed to both opportunities and challenges. We will build on this with an audit to identify competency gaps and ensure we have a clear training plan to meet the strategic goals set for 2020.

## LEADERSHIP AND LEARNING

Habitat South Africa's goals of growing its senior management team, and developing future leaders by identifying talent, got a huge boost when there was a sponsored opportunity for the management team to take part in the annual Pioneer Programme leadership development course in mid-2016. This was made possible through a partnership between Habitat International and ENGIE, a global energy company.

Five members of our senior leadership team, plus two managers, attended the course in the 18th century old town of Bratislava, the capital of Slovakia. Their insights were later communicated to the entire staff, based on the understanding that learning is all about implementation and application.

Continuing the emphasis on learning:

- Community Projects Manager, Mdu Luthuli, received his BA (Human and Social Studies in Community Development) through UNISA. Formerly based in Durban, Mdu now works in our Gauteng office.
- Office manager Genevieve Benn completed a Human Resources management course at the University of Cape Town.
- All staff took part in the Global Leadership Summit and engaged with Insights Discovery – an indispensable tool that ultimately recognises an individual's behaviour to help improve communication, decision-making and performance.
- In April and May, Habitat staff took part in two workshops hosted by Durban staff member Helga de Villiers. The focus was on discovering your spiritual gifts, to glorify God and support others in love.





COMMUNITY PROJECTS MANAGER,  
MDU LUTHULI ON GRADUATION DAY





## FUND THE MISSION

**The LORD will open the heavens, the storehouse of his bounty, to send rain on your land in season and to bless all the work of your hands. You will lend to many nations but will borrow from none.**

**- Deuteronomy 28:12**

It was with audacious faith that a new strategic plan was implemented from the beginning of July 2013. This plan has brought about a steady but significant shift in the nature of the business over the past few years. From a narrow focus only on direct house building, the organisation has broadened its work to target poverty alleviation in a holistic manner using shelter as the focal point.

An enhanced strategic plan is being finalised, in partnership with Habitat for Humanity International and will be implemented for the next 3 financial years. By working in partnership with communities, civil society, and the public and private sectors, Habitat SA is increasingly able to influence government policies and systems to enable improved shelter and livelihood strategies for low income families in South Africa.

2016 has shown the budding fruits of seeds that have been planted over the past few years as our income increased and our deficits significantly decreased year on year. A different strategy called for new donors and investment opportunities that have taken some time to unlock, as we have embarked on a new journey to build sustainable communities since 2013.

As we enter a new financial year and put our hands to the plough to bring to fruition our enhanced 2017 to 2020 vision, we believe that a new season of blessing is coming to Habitat SA to enable a wider community reach and deepen sustainable impact on the families we serve.

**Follow your mission; don't follow the money. If you follow the mission, money will come. If you follow the money, the mission can get lost somewhere behind you.**



### EXPENSES FOR YEAR ENDED 30 JUNE 2016

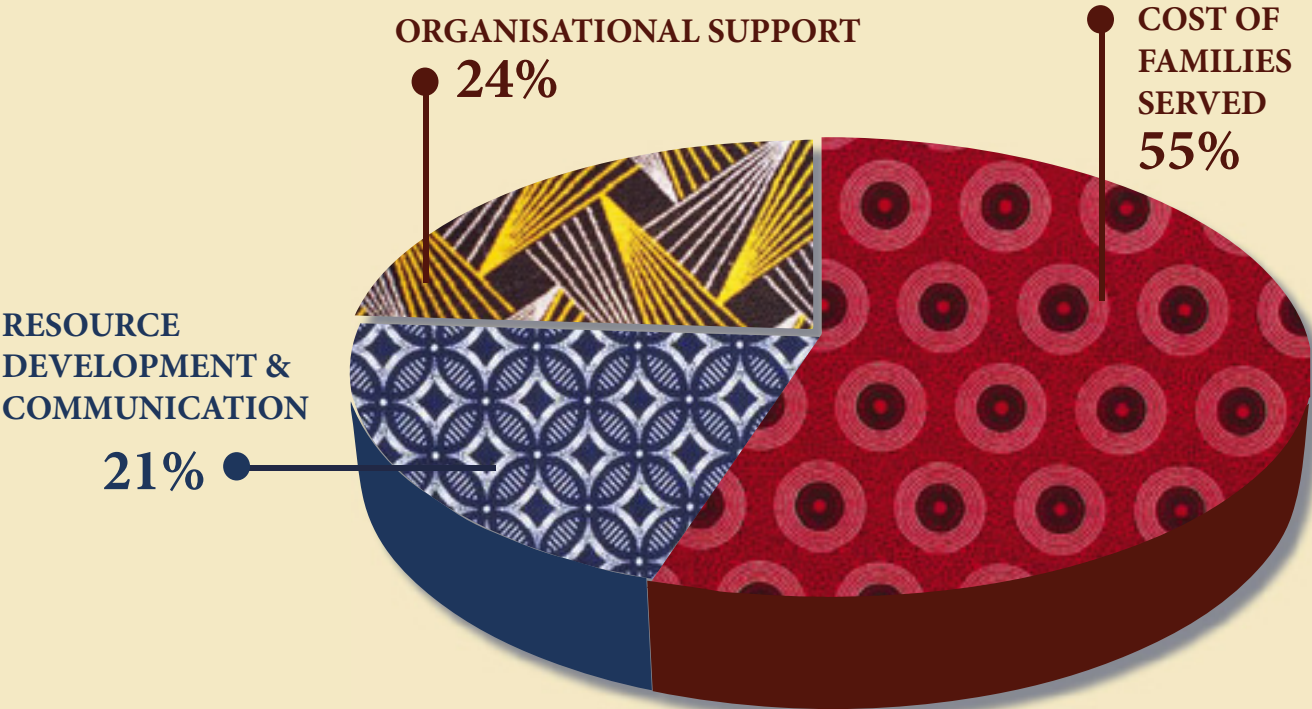
Resource Development & Communication	R 3 212 396
Organisational Support	R 3 751 894
Cost of Families Served	R 8 477 762
	<b>R 15 442 052</b>

### INCOME FOR YEAR ENDED 30 JUNE 2016

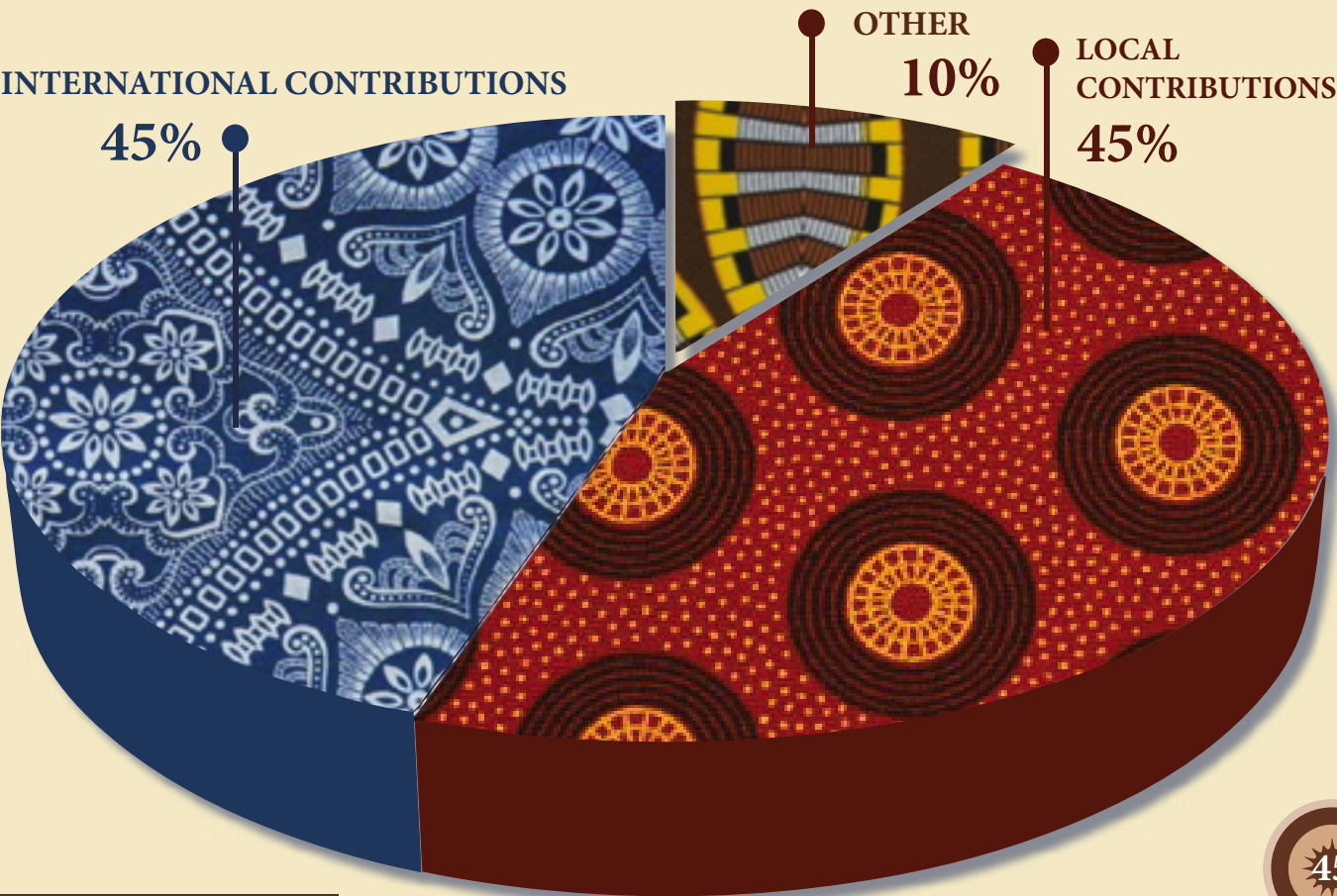
International Contributions	R 5 352 379
Local Contributions	R 5 366 158
Other	R 1 219 735
	<b>R 11 938 272</b>



EXPENSES FOR THE YEAR ENDED 30 JUNE 2016



INCOME FOR THE YEAR ENDED 30 JUNE 2016





# DONATIONS

R 1 MILLION +	
The Federated Employer’s Mutual Assurance Company (RF) Proprietary Limited	R 2 497 600
FOI Funding	R 1 933 618
Stayley Foundation	R 1 464 149
R 500 000 +	
George W McCarthy and Ford Foundation	R 978 639
Maria Marina Foundation	R 660 273
Old Mutual Foundation	R 620 000
R 100 000 +	
Habitat for Humanity - Berkeley County	R 440 729
Solid Ground Foundation	R 274 956
Habitat for Humanity - Greater Los Angeles	R 214 500
Valspar (SA) Corporation (Pty) Ltd	R 186 000
Pierre De Villiers	R 180 000
Samsung South Africa	R 164 069
CSG International	R 135 000
Habitat for Humanity - Greater Volusia County	R 109 456
R 50 000 +	
Linda Howard	R 90 000
ACI Worldwide	R 70 210
Biovac Institute of Southern Africa	R 70 000
Mix Telematics International	R 70 000
Bloomberg Global Data	R 65 000
Pam Golding Properties (Pty) Ltd	R 65 000
Upton Properties (Pty) Ltd	R 65 000
Northern Ireland Global Village	R 66 198

State Street Southern Africa	R 62 000
Teleperformance South Africa	R 62 000
HHO Africa Infrastructure Engineers	R 56 780
Coronation Fund Managers	R 55 000
Habitat for Humanity - Omaha	R 52 500
R 10 000 +	
Mark McCalman	R 39 000
Springfield Convent School	R 39 000
Allan Gray Proprietary Limited	R 36 750
B.R.I.C	R 30 788
JS Overett	R 30 000
Margaret Hulme	R 30 000
Cape Union Mart International (Pty) Ltd	R 28 120
Landis+Gyr (Pty) Ltd	R 19 800
Dr Mark Nortje	R 15 000
R&L Architects South Africa	R 15 000
Vunani Fund Managers (Pty) Ltd	R 14 000
Webber Wentzel	R 14 000
Leaf Capital (Pty) Ltd	R 13 000
Rotary Club of Claremont	R 13 000
PR Meyers	R 12 000
DF Malan High School	R 11 000
Brian Hilliard 70th Birthday Donations	R 10 080
R 50 +	
GivenGain - Individual Giving	R 9 190
Debra Blunier	R 8 625
Habitat for Humanity - Coastal Empire	R 7 500
Claremont Methodist Church	R 7 430



GK Turner	R 6 500
Carole Tanner	R 6 000
Nicola Palmer	R 5 000
Charities Aid Foundation Southern Africa	R 4 973
My School	R 4 760
Matthew Waltons & Associates	R 3 668
Johanna E Talbot	R 2 250
Set Trust Mimoney Trust	R 1 819
Ken Baron	R 1 500
Stephen Osada	R 1 500
Jennifer Smith	R 1 500
William Ronke	R 1 200
Hout Bay International School	R 1 200
Silicone Valley	R 1 129
Patrice Nash	R 1 125
Stephen Beale	R 1 000
Karen Meza	R 750
Anne Porter Properties t/a Knight Frank South Africa	R 670
DJ von Zeuner	R 500
TC Bothma	R 500
Emily Blumenthal	R 375
Hanneke Beukes	R 100
TZ Mofokeng	R 40

## GIFTS IN KIND

AECOM SA (Pty) Ltd	R 464 550
Schneider Electric	R 279 154
Downings Marquee Hiring CC	R 66 870
Red Security	R 57 120
Deloitte	R 55 260
Cape Cookies	R 40 200
Container Rental & Sales	R 18 221
City of Cape Town - Human Settlements	R 12 000
SBS Softel (Pty) Ltd	R 6 630
CSG International	R 3 300
ER24	R 3 960
Rosebank Lodge Guest House	R 3 176
Coronation Fund Managers	R 1 795
Ronald Makona	R 200

## FUNDING FOR THE FUTURE

Habitat has closely evaluated the costs of doing business, to offer current and potential funders a strong value proposition.

Previous deficits were largely due to fundraising shortfalls and an over-reliance on corporate donors for income, with shortfalls funded by reserves.

There is now a greater focus on expanding income streams. Regular individual giving and grant-based funding sources are maturing and we are stewarding our resources wisely.



# CALL TO ACTION

## THE VALUE OF CAPACITY

The new 2020 Habitat strategic plan has a vision for Habitat South Africa to be a financially stable organisation with diverse revenue streams (grant-based funding, bequests, individual giving, event income, and consulting/selling services, bolstered with reserves). We will have a well-communicated brand synonymous with purpose, supported by effective internal systems and processes. As a key player, we can make an impact at scale through strategic partnerships. As a best practice leader in community transformation, with strong social facilitation skills, our input has the potential to have a transformative impact in all nine provinces.

## FROM BUILDING HOUSES TO BUILDING COMMUNITIES

Habitat for Humanity South Africa has extended its core function from building individual houses to building and involving entire communities. We use shelter as an entry point to develop the capacity of communities to address, improve and self-manage overall living conditions and the economic wellbeing of all residents, through collaborative advocacy and partnership with the government on policy development and implementation.

We support communities in co-creating holistic solutions for their location-specific issues. This includes engaging in continuous dialogue, up-skilling and building leadership, as well as working side by side with volunteers from the community itself, corporate partners and the broader public to deliver safe, decent, affordable shelter and sustainable positive change.

## NOW YOU CAN MAKE AN EVEN BIGGER DIFFERENCE

This new approach offers you as a **donor** or **volunteer** much more scope to have a real, lasting impact on society. If you love getting your hands dirty and getting involved, we continue to facilitate volunteer building opportunities. Your valuable expertise can also help to build communities wherever your interests lie, whether they be developing local aspirant entrepreneurs, teaching practical financial management, planting a food garden, creating inspiring learning environments for children or building life skills.

Habitat's shift from 'Housing as a Product' to 'Housing as a Process' reduces vulnerability to the cycle of poverty and extends our impact to the broader South African housing sector to build the flourishing country we all dream of.

**Get involved today to make the dream of thriving integrated human settlements a reality.**

**Contact:** Moya Wolff  
**Head of Fundraising and Marketing**  
Habitat for Humanity South Africa  
**Tel:** +27 21 657 5640 Ext: 121  
**Mobile:** +27 82 339 1363  
**Email:** moyaw@habitat.org.za

Your donation will earn you a tax rebate (since we have been awarded SARS 18A status) as well as points for your company BBBEE scorecard. Habitat for Humanity SA is Empowerdex Level 1 verified.

PBO number: 9258107847



## DONATE NOW

**Account Name:**  
Habitat for Humanity South Africa  
**Bank:** First National Bank  
**Bank Account No:** 62024693211  
**Branch:** Vineyard Branch  
**Branch code:** 204 209  
**Account Type:** Call Account

**INTERNATIONAL DONORS**  
Please use the banking details above along with:  
**Swift Code:** FIRNZAJJ

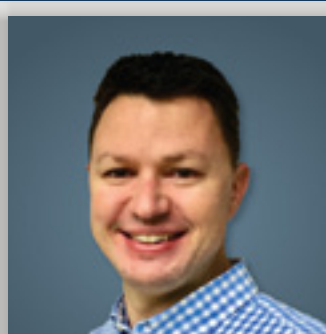




## HABITAT TEAM BUILD EVENT

## MEET OUR TEAM

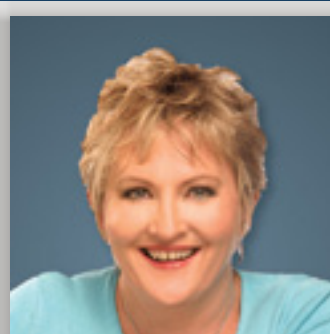
### BOARD MEMBERS



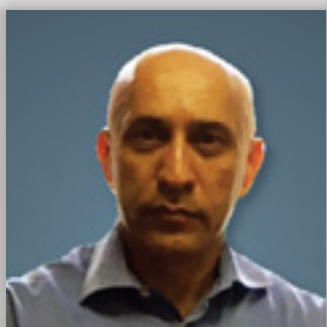
**PAUL DURRANT**  
National Director



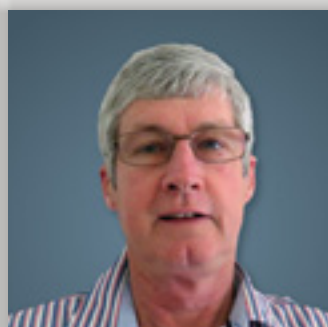
**BRIAN HILLIARD**  
Board Chairperson



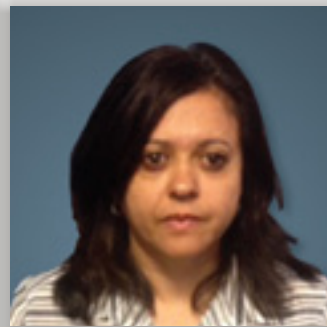
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Vice Board Chairperson



**ASHWIN DAYA**  
Board Director



**SEAN MCGIVERN**  
Board Director



**COLLEEN HUGHES**  
Board Director



**KGOTLA BANTSI**  
Board Director



## STAFF MEMBERS

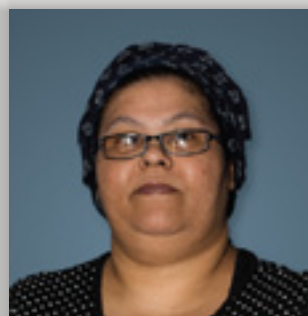
### FINANCE DEPARTMENT



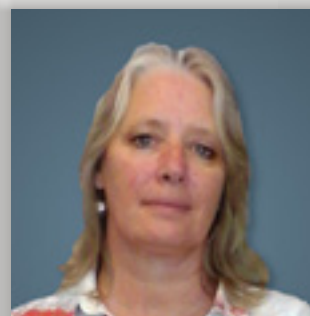
**CHERYL-LYNN  
ROZIERS**  
Head of Finance



**JEANETTA KLEYN**  
Housing Finance  
Manager

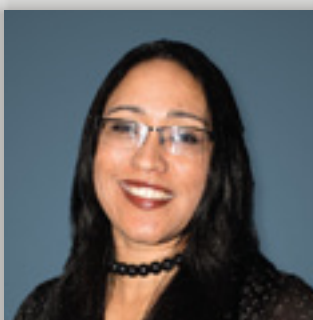


**SAADIQAH SAFFODIEN**  
Special Projects  
Accountant

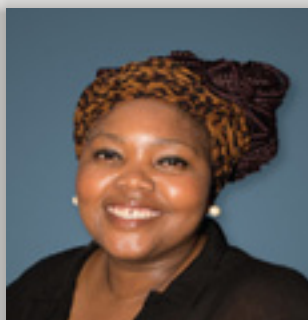


**HELGA DE VILLIERS**  
House Finance  
Administrator

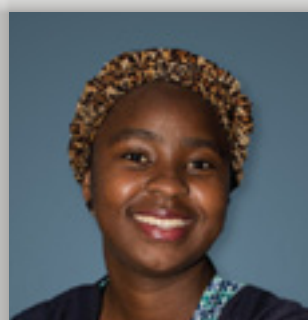
### OPERATIONS DEPARTMENT



**GENEVIEVE BENN**  
Office Manager



**NOMATHEMBA  
NDLELA**  
Office Administrator



**NOLUSINDISO  
RANYANA**  
General Assistant

### FUNDRAISING & MARKETING DEPARTMENT



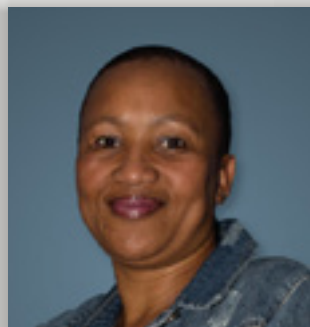
**MOYA WOLFF**  
Head of Fundraising &  
Marketing



**LEA SCHAFER**  
Fundraising &  
Volunteer Manager



**ADRIENNE BURKE**  
Marketing Manager



**FELICITY MBAMBANI**  
Fundraising & Marketing  
Administrator



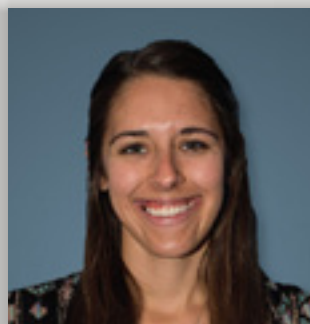
**MICHAEL MAMABOLO**  
Build Event  
Co-ordinator (JHB)



**ROBERT QOMOYI**  
Build Event  
Co-ordinator (CPT)



**LYNDALL McCARTHY**  
Fundraising & Marketing  
Special Projects



**BECCA GARMAN**  
Marketing &  
Digital/Social Media



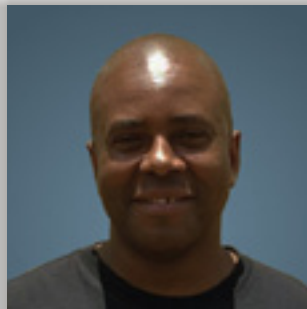
PROGRAM DEPARTMENT



**SALISHA LAUTON**  
Head of Program



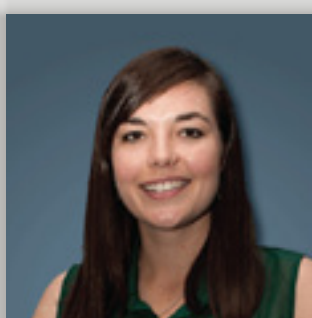
**ERICK MDUDUZI**  
Community  
Projects Manager



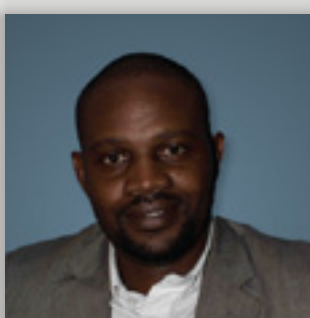
**ISHMAEL MDIMA**  
Community  
Dev Facilitator



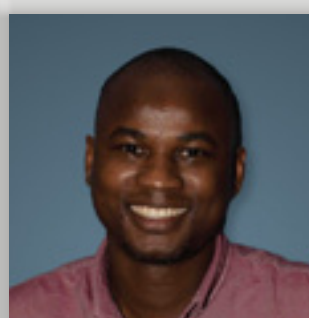
**TENDAI MUDZAMBA**  
Program Administrator



**LORRAINE DU TOIT**  
Community  
Dev Practitioner

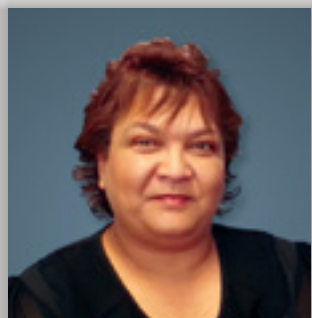


**PAUL ZULU**  
Community Dev  
Practitioner



**ADAM ANDANI**  
M & E Specialist

ADVOCACY DEPARTMENT



**CRYSTAL WEST**  
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**TOGETHER,**