

DEPENDABLE STRENGTHS FOUNDATION

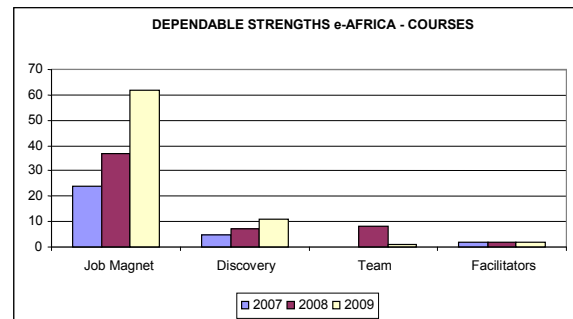
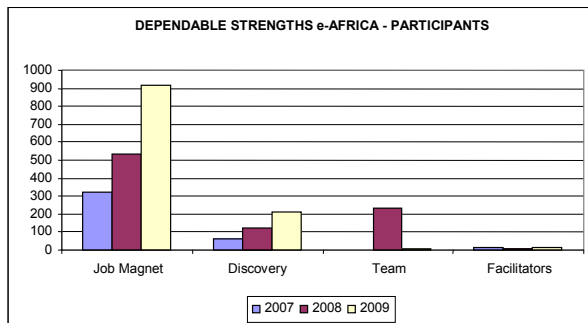
REPORT ON THE PROGRESS AND ACTIVITIES OF 2009

We have had a busy and exciting year. An increase in funding has enabled an increase in the numbers trained.

The Dependable Strengths Articulation Process continues to identify peoples' unique patterns of strengths and affirm that each person is entitled to meaningful work.

Through knowing their pattern of strengths more people are empowered to seek such work—work that they are good at, that excites and fulfils them.

Our courses continue to contribute to the country's need for job creation, worker motivation, the enhancement of skills and quality of life.



The process works!

It continues to be inspiring for the organisers, the facilitators and the participants. It is a joy to watch people going through the process and changing as they realise their strengths and self worth.

We are inspired by:

- Khotso Biya who started a business in Marketing and Advertising in Katlehong
- The lady from Rietvallei who determined to 'go back to school and finish her degree'
- Participants from Evaton (Youth in Conflict with the Law) some of them got employment, and many of those that did not are volunteers at the Youth Desk of their local Police Station

It is exciting to know that whatever money is donated fulfils a need and will be used as quickly as it comes in. It is enlightening to read the comments from the evaluations. Nearly all our courses this year have been oversubscribed. We ran courses until the end of November, having used all the sponsor money!

Friends and sponsors of Dependable Strengths:

Channel Life

The Channel Life CSI programme, Nomvula, generously sponsored 9 courses at Emthonjeni. In all 130 participants took part in the Job Magnet Process. 37 are now employed, and others are furthering their studies.

We ran 6 Discovery courses this year for Channel Ubuntu: in Grobblersdal, Mafikeng, Mokopane, Standerton, Potchefstroom, and Daggaskraal. Facilitators enjoyed the challenge of travelling to the rural areas. Channel Insurance Sales were reported to be up where there were established sales teams. New sales people joined and others were motivated. All benefited personally from the process.

Channel Life has amalgamated with Sanlam. We are hoping that they will continue with the CSI projects at Emthonjeni, and that their sales teams will continue to benefit from DS.

The New Settlers Foundation

R50 000 enabled us to run 5 courses and take 107 participants through the process. Three of these courses were in outlying areas: Rietvallei, Katlehong and Tembisa. We have a strong interest created in these areas and hope that this will be developed in 2010.

Rosebank Rotary Club

Rosebank Rotary Club continued to generously sponsor courses at the Alexandra campus of the Johannesburg Central College. From money granted in 2008, we ran two courses at the beginning of the year. Of the 32 participants most were continuing their studies. In 2009 we were granted a further R25 000.

We have taken 20 participants through the DS process. We will run two more courses in 2010. Rosebank Rotary further honoured the work done by DS by presenting Jennifer with a vocational award for "Service above Self". It is the process that inspires!

Anglo American Chairman's Fund

The funds left over from 2008 enabled 66 more participants to enjoy the process. Of those contacted later, 22 were employed! A further twelve were involved in further studies, community work and three had started businesses.

Anglo awarded a further R50 000. The balance of this money will be spent in 2010.

The Charlotte and Douglas Roberts Trust

We ran three courses with their R10 000 donation, topped up by the Christmas choirs of Roedean and St Katherines. We are deeply appreciative of these contributions that make for a richer South Africa.

MTN

Their generous donation enabled development of new areas in Rietvallei, Katlehong and Diepsloot.

Facilitators were encouraged. The reputation of the DS Job Magnet has spread and nearly all our courses were oversubscribed. It was therefore a pleasure to know that there was funding so that we could start 'waiting lists'.

Work with 'Youth in Conflict with the Law' was particularly rewarding. The police involved were so impressed that members of the Community Police Forum insisted on attending a course. One of the participants who worked with the volunteers told us proudly that the work that they did at the police station freed the police 'to go out and catch the criminals'.

Outreach:

Rhodes University ran one course for staff. We are sad that our enthusiastic contact, Joanne Naidoo, is leaving. She has promised to visit us in Johannesburg. We wait to hear who is replacing her.

Good news is that Heloise Dixie is moving to Grahamstown and we will have another DS champion there.

Thozì Theko travelled to Lesheba Wilderness and ran a Partnership of Excellence to prepare the participants for an environmental project. The course was commissioned by Paul Heinemann who paid for it from funding by Lotto.

St Francis Church, Parkview sponsored a Job Magnet course for unemployed in the area. They are in contact with the social worker. St Thomas, Linden took part in a successful Job Magnet Course.

Phumani Paper benefited from a Partnership of Excellence in Viljoenskraal. They recognised the value of a strengths based approach to establishing a viable co-operative.

Another Partnership of Excellence revitalised the Artists Proof Team from Newtown.

The Clarens Independent Operating Group got sponsorship from The Methodist Millennium Fund. They ran Job Magnet Courses in June/July. Revd. Philip Dixie worked with 23 Grade 11s in their Life Skills Programme. Participants were enriched by finding out their strengths. The vision of the team in Clarens is to run this course for all Grade 11s, which would require one course every term. After writing Grade 12 they will be offered a Job Magnet course. Three new facilitators organised and ran a course in Bethlehem for 26 participants. Revd Dixie was there to monitor and appraise. The course went well and generated much interest in the Methodist Church. This team is determined to find the means to run more courses.

The Independent Operating Group run by Jenni Lewis in Germiston goes from strength to strength. They partner with Siyafundisa and do much work with children in the area incorporated around Suikerbosrand. They have made DS part of the programme they run to expose these children to an alternative life style. Dependable Strengths is enriched by the enthusiasm of Jenni who continually promotes our aims and work.

Organisation:

The Executive Committee comprises J Tallack, J Lewis, P McLeod, S Nhlapo, T Theko, G Trumble, J Warren and S Zikalala. 8 meetings were held. The main matters of business were courses, funding and ways to further the aims of Dependable Strengths.

A facilitators Meeting was held May, attended by 15 facilitators. Connie Nkosi gave an inspired presentation.

The Board members are Mark Franklin (chair person), Marian Laserson, Chris Mamabolo, Charles May, Connie Nkosi, Jennifer Tallack (ex officio). The Board continues to support the activities of the DS and to concern itself with funding.

Proposals for funding have been sent to The Department of Social Development, local government and to Lotto.

The Annual General Meeting was held on 20th June 2009. The meeting agreed that the name of The Dependable Strengths Foundation should change to Dependable Strengths e-Afrika. Motivation for this move was to stop requests for funding, since the word ‘foundation’ implied that we had money to distribute. The change is being processed.

Funding:

We are grateful for donations from:	MTN	R 100 000
	Anglo American Chairman’s Fund	R 50 000
	The New Settlers Foundation	R 50 000
	Rosebank Rotary	R 25 000
	Charlotte&DouglasRoberts Trust	R 10 000

Channel Life subsidised courses for Nomvula and Channel Ubuntu	R 104 740
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Dr Jean Haldane, Seattle, donated \$8 000	R 59 080
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Seattle:

We keep regular contact with the Dependable Strengths team in Seattle. They are generous in sharing with us any developments, and material generated. Dr Jean Haldane is very frail, and can no longer manage her affairs. She is well cared for, but unable to recognise friends who visit.

Jennifer Tallack, Executive Director

Soweto Facilitators



Thank you Dependable Strengths!

