

2016

MOSAIC
ANNUAL
REVIEW

Who we are and what we do



VISION

We envision a South Africa where every orphan and vulnerable child is loved and cared for within a family setup, with enough resources and opportunities to thrive.



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LETTER FROM THE FOUNDERS

Beautiful things out of the dust...

Isaiah 43:19

“See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland”

At the start of 2017 we look back on 2016 with amazement. We are thankful, we are in awe, we are excited. It was a year of beautiful things. For the Conradie-team 2016 was a year where we really experienced that the vision that God gave us nine years ago, is no longer just a vision shared by two, naïve, young people who want to make a difference. Mosaic is now a vision shared by a management team of eight seriously passionate and capable individuals. Mosaic is a vision shared by almost forty committed staff members and full-time volunteers. Mosaic is a vision shared by eight extremely passionate board members and a great number of volunteers from America, Germany and Sweden! And Mosaic is a vision that is busy making a REAL difference in the lives of orphans and vulnerable children in three provinces in South Africa. Eight years ago, Ikageng (outside of Potchefstroom) was a place of dust, a place of hopelessness. Now eight years later, beautiful stories, beautiful people and HOPE is rising in Ikageng and we are SO blessed to be witnesses to this miracle.

During 2016 the Mosaic team built forth on operations in Potchefstroom and Paarl Valley and our strategy for rolling out Mosaic in Port Elizabeth was formulated. At our two sites in Potchefstroom and Paarl Valley we invested some serious time and effort into developing new programs, as well as fine-tuning our existing programs. 2016 saw the start of our formal life-skills workshops for parents,

temperament workshops for teenagers, more formal after-school program activities and better structured and planned bible studies. We also formalised a structure for our Education Program. 2016 was a year where we came not one, but three steps closer to realising our dream of being a self-sustainable orphan care organisation, not only empowering families to be self-sustainable but also organisational self-sustainability through our Mosaic owned businesses.

On a personal note, we welcomed baby David, our strong, sweet baby who was born in April. As a family of five, life is busy. We have a family value of discipling our children and raising them well. We also have a shared dream and vision for our country. By God's grace, together, we are chasing all our dreams and literally living our dream life, doing our dream job.

Thank you to everyone invested in the Mosaic-vision, in whatever way. Whether you are on our management-team, our staff-team, a volunteer, a board member, a donor or a prayer warrior... let's continue to work hard to create a new, strong, resilient South Africa!

At the end of a year where we saw many lives being pieced back together, and the beginning of a new year where the possibilities are endless, we give ALL glory to God. He is the One who called us. He is the One who equips and enables us. He is the One who sends people who share our vision and dream. It is only in Him, that lives are truly placed back together.

Meyer & Louise Conradie

Psalm 121:1-8

“I lift up my eyes to the mountains – where does my help come from? My help comes from the Lord, the Maker of heaven and earth. He will not let your foot slip – He who watches over you will not slumber; indeed, He who watches over Israel will neither slumber nor sleep. The Lord watches over you – the Lord is your shade at your right hand, the sun will not harm you by day, nor the moon by night. The Lord will keep you from all harm – He will watch over your life. The Lord will watch over your coming and going, both now and forever more.”



THE MOSAIC MODEL

WHY we do what we do

It is estimated that 5.2 million children - one third of all children in South Africa - have lost one or both their parents, rendering them orphaned & extremely vulnerable. According to research, 90% of these orphaned & vulnerable children (OVC) live with extended family. This burden on the extended families of OVC in combination with a severe lack of resources has pushed this care network to a point of collapse, leaving South Africa with one of the biggest social challenges it has ever faced.

Mosaic's self-sustainable OVC care model focus on supporting this extended family network of caretakers of OVC with resources so that they can take proper care of the children who now live with them. We do this by providing caretakers/parents with extensive life skills training, job skills training, social support services, spiritual care and subsidised housing. With this big focus on caretakers/parents of OVC, Mosaic enables this extended family network to take proper care of the OVC entrusted to them without any continued physical or financial support. Beyond the focus on developing caretakers/parents, we pay special attention to creating opportunities for the OVC forming part of our program through an after-school program, talent development programs, bible studies, recreational activities and access to proper education through the Mosaic Education Fund.

Once the parents and children of a family are fully engaged in all Mosaic activities, they are well on their way to becoming truly self-sustainable! One story of such a family is the story of the Lekgetho family...

Mom Gadio tells her story: *"I have three children: Julia (18) is my late sister's daughter who I raise, and my two youngest children are Tsiriletso (12) and Gomotsegang (4). Up until our paths crossed with the Mosaic Family in 2016, life was tough, sometimes unbearable. Before Mosaic, I never lived in a proper house. We used to share a house with all my siblings and their families, but there was constant fighting over everything. I then decided to move into a small shack with the children. There was no electricity or water. I never had a job, so many nights we went to bed only with a drink of water and no food. Because I couldn't afford to pay rent for the shack, I was constantly threatened with eviction and had no hope for our future.*

I then heard about Mosaic and that they help orphans and vulnerable children. Julia was an orphan and Tsiriletso and Gomotsegang most certainly vulnerable. I went to the offices where I was warmly received and informed about all the programs. First, I attended a three-week Life Skills program presented at Mosaic. Here they helped me to love, accept and appreciate life. I learned so much. My children started attending the after-school program. I could immediately see a big change in them. They were happier and cleverer!! I also started training in the Made by Mosaic bakery. I learnt how to bake rusks and cookies, and package them. They are delicious and beautiful products that we are all very proud of! For the first time, our family had a steady income. Never since have we gone to bed without eating. Then, in November 2016, after an already miraculous year, the big day arrived! We moved into our three-bedroom, beautiful house with green grass outside. We celebrated Julia's wonderful grade 12 results in our new house. Now, in 2017, Julia is starting her financial accounting studies at college through Mosaic's education fund. I am certain of this: the old, difficult life is over. We are happy, we are hopeful and we are thankful."

The Lekgetho family in front of their old house



A new home for the Lekgethos



The Mosaic Model

1.



Identifying a family:

We identify a family with 2 or more orphaned & vulnerable children in their care.

2.



Growing Parents:

We make sure that parents taking care of orphaned & vulnerable children are adequately equipped to do so by investing extensively in their growth & development.

3.



Creating Jobs:

We create jobs for parents taking care of orphaned & vulnerable children so that there is enough money to put food and other necessities on the table...

4.



Growing children:

We create better futures for orphaned and vulnerable children through providing access to good quality schools, after-school programs, talent development programs, emotional & spiritual care programs and a college education.

5.



Building a house:

We build a proper 3-bedroom brick house for our families.

6.



Continued Support of family:

We continue to support our families by facilitating access to government services, facilitating parent support groups, conducting individual counselling sessions, conducting bible study groups and organising community church meetings.



MOSAIC
piecing lives together

We envision a South Africa where every orphan and vulnerable child is loved and cared for within a family setup, with enough resources and opportunities to thrive.

www.mosaicsa.org



GROWING PARENTS

LIFE SKILLS TRAINING



Parents attend a three-week-long life skills workshop when first joining our program. Topics include: My purpose, My identity, Family, Communication, Finances, Nutrition, Hygiene, Conflict, Abuse, HIV/AIDS & Community.



During 2016 Mosaic's social staff were trained in two excellent life skills programs. We combined the best of both these programs to now present a very valuable and life-changing curriculum to parents when they join Mosaic.

Testimonials of Mosaic parents who attended the Life Skills training in 2016:



"The Life Skills program helped me a lot. I learnt how to have confidence and feel good about myself. It also taught me so much about how to set my priorities right by putting first things first. How to set up a budget and the importance of time. I used to live moment by moment but now I know the importance of setting goals and planning my day. Life is now becoming easier day by day.".... Foster dad, Wilson

"It was interesting and inspiring. I learnt a lot about living a healthy life, about respecting myself and others and loving everyone the same. Now I look at myself differently after the lessons I had. I see that I'm a woman created by GOD and that everything that I have the power to chase my dreams." Foster mom, Martha

"The life skills program taught me how to overcome my weak points by turning them into strong points; everything that I always thought I couldn't do, I can now do. I am also grateful that I now know how to budget, and more about personal hygiene and eating healthily." Foster mom, Granny Maria



Parent bible studies



A WEEKLY GATHERING FOR PARENTS. WITH A FOCUS ON SPIRITUAL SUPPORT AND GUIDANCE.



Once a week all Mosaic parents have the opportunity to get together with other parents to worship, pray and learn together. Parents study God's Word, pray for their children, pray for each other and receive encouragement. Testimonies of two parents who attended Parent's bible studies in 2016 follow:



"I feel happy and have peace since I have been attending bible study every Tuesday. Bible study has changed my life a lot. I can read the bible and pray. The bible study keeps me going and made me realise that God is always with us and He sees and hears our prayers. I feel I have a relationship with God, and I also work with peace because I know how to respond and react to some of the things happening at work."... Foster mom, Dorah

"Since I started attending Bible studies, I have learned to forgive, love, read the Word and pray, not only for me and my family, but also for others. My life has changed a lot and I am glad to say God loves us indeed." Foster mom, Lerato





JOB CREATION AT MOSAIC

At Mosaic we believe that creating jobs for our parents is an integral part of achieving self-sustainability within our orphan & vulnerable child-care model. We have therefore worked hard at establishing a number of businesses over the past six years. In 2015 we took a decision to separate our commercial activities from our non-profit activities by registering the Mosaic B-BBEE Trust. This trust now holds 100% shares in all Mosaic business ventures. The purpose of all Mosaic businesses is to either create jobs, or contribute towards Mosaic's sustainability through profits yielded.

MADE BY MOSAIC

Although Made by Mosaic is registered as a for-profit entity, its bottom line is job creation and not necessarily profit making. 2016 was a very successful year for us at Made by Mosaic in this regard, as we were able to almost double our sales revenue from 2015, which in turn enabled us to employ 3 new Mosaic foster mothers.

This major increase in sales in 2016 can mainly be contributed to 3 factors:

In January 2016 Terry Niemack started managing Made by Mosaic on a full-time basis. Pouring her heart and soul into the staff, product design and sales, paid off, as we were able to secure contracts with two new boutiques that are selling our leather products. We have added another grocery store outlet to our bakery's client list and we were invited/sponsored to sell our products at the annual Johannesburg Decorex trade show.

Thanks to a generous donation from a church partner in the USA, we were able to renovate our bakery to better align it with industry standards. This renovation included a new oven, all stainless steel working surfaces as well as steel storage cabinets for raw materials and finished products. This renovation has increased productivity and cost-effectiveness of our bakery, resulting in higher profitability. Our newly renovated bakery has also positioned us very well for the growth that we plan for 2017.

We also introduced some beautiful new products at our leather workshop. These new designs, in combination with new boutique outlets in Potchefstroom and Parys, have contributed significantly to our increase in sales.

**TOTAL
SALES
REVENUE
OVER 3
YEARS**



INCOME ACCORDING TO DIVISION IN 2016







GROWING CHILDREN

***[OVC = Orphans & Vulnerable Children]**



At Mosaic, everything we do, we do for the benefit and protection of our children. Mosaic children are either biological or foster children of their parents. Some of our children are orphaned, but all of them come from extremely vulnerable circumstances. We have a host of programs aiming to educate and empower our children to break free from the cycle of poverty.

Education Program

"Education is the most powerful weapon which you can use to change the world" - Nelson Mandela

At Mosaic, we started an education fund to ensure that our children receive an excellent education. We believe that education will be fundamental in the realisation of the dream for our children to be a successful generation, free from poverty and all the social issues connected to poverty.

We have four focus areas:

Preschool Education (0yrs – 6yrs)
Primary School Education (Grade 1 – Grade 7)
Secondary School Education (Grade 8 – Grade 12)
Tertiary Education (College/University/Vocational training)

All children that are part of Mosaic qualify to benefit from Mosaic's education fund. We identify excellent schools and tertiary institutions to partner with, and through our other programs, we support our children's journey to a good education from preschool age, until they are ready for the professional world after receiving tertiary qualifications.

After-school Program

Mosaic's after-school program has two big focus areas. First of all, we aim to keep our children productively busy and off the dangerous streets during the afternoons while their parents are still at work. Secondly we aim to create a happy and safe - but structured and disciplined - environment, where children are encouraged to do their homework, assignments and preparation for exams. Children receive a healthy lunch on arrival everyday after school, and are then assisted with their homework by staff and volunteers. We also have a strong focus on the development of our children's second language, English, and all children are part of our English reading program, Reading A-Z. With our culture of respect and discipline, we aim to prepare our children for the 'real world'. We are not JUST about academics at our after-school program, and children are also introduced to the world outside of the township through various fun field trips. During every school holiday the kids partake in a well-structured and planned holiday program, which includes fun and educational activities, and field trips.



to live a better life, and be better people in life - and they taught me respect. Every day at the centre we start with prayer. I never liked praying, but now I pray every day. I love the people who work at Mosaic." ... Mosaic Child, Michael



"The after-school program changed my life a lot. I have improved in my school work. The presentations we do help me to be able to stand in front of a crowd. I am no longer shy. I like it when we go on outreaches and see that I can help others. I also enjoyed the time we went to the army; we learned a lot. Visiting the local radio station made me realise there are many career opportunities. Now, since joining the after-school program, I have time for my homework and assignments. I love the gym and also the music room. I can't wait to learn to play something!"... Mosaic child, Kagiso



"Since I started A-Z reading I have learned a lot and changed how I pronounce words. My understanding has improved a lot now. The other day at school when I read, my teacher said I have improved, and that made me feel proud and grateful for Mosaic and our after-school program teachers"... Mosaic child, Ginah



"A-Z reading has helped me a lot with pronunciation, understanding and also speaking English. Now when I read my school books, I read with understanding and confidence. I am glad that I can be part of MOSAIC and part of the after-school program." ... Mosaic child, Thato



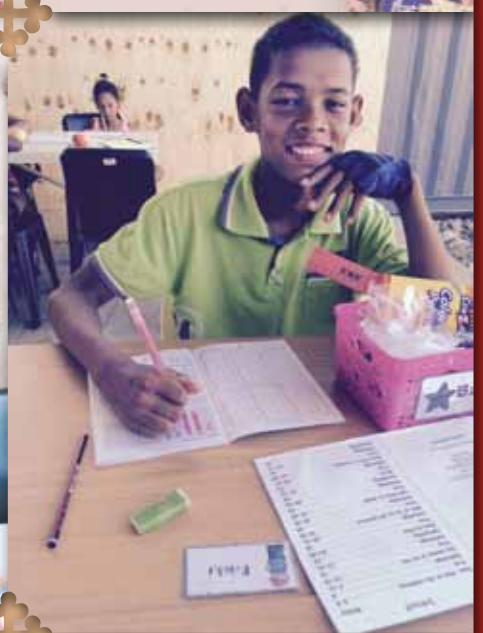
Mosaic Potchefstroom had up to 74 children attending the after-school program five days a week. Mosaic Wellington had up to 47 children attending the after-school program five days a week. Testimonies from children who attended the after-school program in 2016 follow:



"I enjoy the after-school program because we learn many things and I have improved in many subjects at school because of this program. I can do my homework in peace, and people at the after-school program teach us how



After-school program



Talent Development Program



In the township, where most parents worry about where the next meal for their family will come from, investing in activities to develop their children's talents is very low on their priority list. This doesn't make their children any less talented than children in more privileged circumstances. At Mosaic we love seeing our children discover their gifts and talents. Since 2016, we present the following activities to our children:

Music lessons (Acoustic guitar, electric guitar, piano and drums)

Gym (Mosaic Potchefstroom has a fully equipped gym where children can exercise on a daily basis)

Art lessons (aimed at encouraging creativity and improving drawing and painting skills)

Sports (Soccer, Netball)



Spiritual Support Program

We have many plans and programs at Mosaic aimed at improving the well-being of OVC's and their families. Of all these programs, our spiritual support program is most important to us. We believe that salvation through Christ and a relationship with Him is the only true way to a fulfilled life.

2016

At Mosaic Potchefstroom, up to 55 children attended weekly bible studies. At Mosaic Wellington, up to 47 children attended weekly bible studies. Testimonies of children who attended bible studies in 2016:



"I didn't know about God and what He has done for us as His children. I started attending bible studies at Mosaic every Tuesday, and it has changed my life a lot. Now I know how to pray on my own and who to talk to in times of problems. I can also read the Word on my own and I am able to explain it to my mom and my friends at school. Miss Eva teaches us to apply God's Word in our lives and how to share with others. Most importantly we learn to love everyone, no matter who they are and where they come from, because GOD loves us all." ... Mosaic child, Portia



"At Bible studies, we learn about how to read the bible and how to memorize the verses. I used to say bible studies is boring before, but now I can see the light. I can read the Word on my own, and pray - and now I can say I know God, and who He is in my life." ... Mosaic child, Junior

Mosaic teenagers attend weekly church services at Every Nation church. In 2016 an average of 16 teenagers attended church every week. Testimonies of children who attended the weekly services in 2016:



"At church on Wednesdays I learned how to recognize my sins, and it transformed my life. I was taught how to react towards challenges of life, and it made me realize that God is in control of my life - and it taught me that God is number one in everything... and how to love and appreciate my family and love people in the world." ... Mosaic teenager, General



"Every Nation church is the place where I belong, because I like to hear more about the Bible. I always used to doubt myself in everything, and I was very shy. But, since I am at church now, I can see that nothing is impossible with GOD and it made me realize that I am the son of GOD." ... Mosaic teenager, Abel

2016

For the first time since the start of Mosaic, the Mosaic kids had the opportunity to attend camps in 2016, and for everyone who

attended, the camps were the highlight of their year! The following three camps were attended:

CAMP SIZANANI, a life skills camp.



"Camp Sizanani was such a great camp experience where we met different people from different places and backgrounds. I really appreciated the life skills and activities that were presented at Camp Sizanani, with its super



supervisors that were kind, caring and loving to all the campers. At the camp I learned many things, like not to judge others, and to accept myself so that I can accept others for who they are. I am a better person now and I am happy that I went, and feel blessed. Camp Sizanani made us realize that we all have talents that need to be exposed to the world. I loved everything there: the theatre, physical exercises, swimming, sports and adventure, art and crafts, life skills and nutrition classes." ... Mosaic Foster Child, Julia

Every Nation's ENGAGE camp for teenagers



"At camp I learned about the importance of the Word of God. It was an awesome experience! I learned about the Bible. I was changed when I came home after camp."... Mosaic child, Junior

BOYS TO MEN: A camp focused on raising God-fearing, intelligent, well-mannered, ambitious young men.



"It was unlike anything I have ever done, and the best experience of my life. I learned how to protect myself in nature, and how to take care of my surroundings and animals. I learned how to get along with other boys. I learned how to deal with my feelings and how to be a man that God is proud of." ... Mosaic child, Abel.



BUILDING A HOUSE



We believe that by providing our families with proper 3-bedroom brick houses, we create a space where they are not just surviving or living, but where they are thriving. For many of our families, living in a Mosaic home is the first time in their lives that they have running water inside their house, electricity and lights in every room, separate rooms for boys and girls, and a bed for every member of the family.



During 2016, we were able to purchase 2 pieces of land in Paarl Valley where we can build approximately 24 foster homes. We have already built the first 4 of these houses. The first two Paarl Valley foster homes were sponsored and built by a group of volunteers from Christliche gemeinschaft, a church in

Elmendingen in Germany, and the 3rd and 4th foster homes were sponsored and built by a group of volunteers from Hopewell United Methodist Church in Pennsylvania in the United States.

In Potchefstroom we were able to buy more land and rezone some of our existing land, which created the opportunity to build another 6 foster homes in Potchefstroom. The first of these homes - foster home number 23 - was sponsored and built by Every Nation Faith City in Potchefstroom. Added to this, during December 2016, our American friends put in a gladious effort and raised enough money to sponsor another 2 homes in Potchefstroom. Once these 2 homes are built in early 2017, we will have a total of 25 foster homes in Potchefstroom.







CONTINUED SUPPORT OF FAMILIES

COUNSELLING

? Coming from difficult circumstances, living as non-biological families and living in broken communities, our families face many emotional and relational challenges. At Mosaic we provide in-house counselling to all our parents and children, and we work with a strong network of professional helpers to whom we refer complicated issues.

2016 An average of 16 Mosaic beneficiaries attended in-house counselling sessions every week. In 2016, we strengthened our network of service providers, and sent an average of six Mosaic beneficiaries for professional help every week. Therapy provided included individual counselling, marriage counselling and family counselling.

HOME VISITS

? A happy and healthy family environment is the foundation of a happy and thriving child. Weekly home visits to every Mosaic family is a priority. These home visits give us the opportunity to observe the well-being of the family, enabling us to be part of the everyday lives of the families and to support the families in their different realities.

2016 In 2016 both the Potchefstroom and Paarl valley communities welcomed new Social Program staff-members to the teams who are local community members, speaking the mother-tongue of our families, with a heart to support the parents and children. Every family was visited at least once per week, but mostly two times per week. Testimony of one of our foster mothers follows:

? *"I like the home visits that Eva does every week. It make us feel like we belong and we are loved. We talk about things like our feelings, what's*

happening at home and work and what problems we have. I love it when Tlotliso or Eva prays for me every time before they leave my house. I know that God hears us every time. The other day I had a problem with my oldest foster child, and since Eva and Tlotliso have sat down to talk with me and her, there has been a very big improvement!"... Mosaic parent, Granny Matshidiso

COMMUNITY OUTREACH PROGRAM

At Mosaic we don't believe in living and serving in isolation. As an organisation we care for the broader communities in which our families live.

OUTREACHES

An important value to teach our Mosaic children is the joy of GIVING. So, once a month, the Mosaic children reach out to their communities. Activities in 2016 included sharing food/toys with community members who are not part of Mosaic, taking care packages to the patients in the children's ward of the government hospital, cleaning up the community around the centre, serving at a centre for disabled children, and serving at the local animal shelters.

SWOP SHOP

At our Swop Shops in Potchefstroom and Paarl Valley, the children from the community get the opportunity to bring in recyclable materials (thus cleaning up their environment) to receive coupons with which they can purchase items in our swop shop. These items include non-perishable foods, stationery, toiletries, clothing and educational toys. 2016 saw fully operational swop shops in Paarl Valley and Potchefstroom, every second week, reaching 500 children of the communities surrounding Mosaic's two community centres.





COMMUNITY CHURCH SERVICES

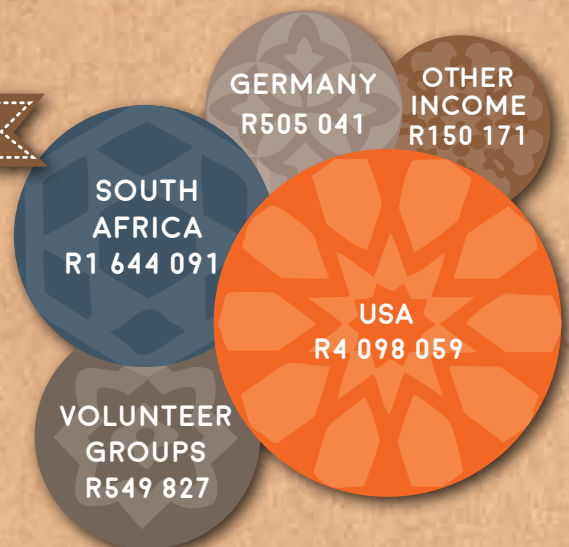
Once a month, the Mosaic centre hosts a church service that is open for the whole community. Here community members receive teaching, they worship together and pray for their community.

CONNECTING FAMILIES WITH GOVERNMENT SERVICES

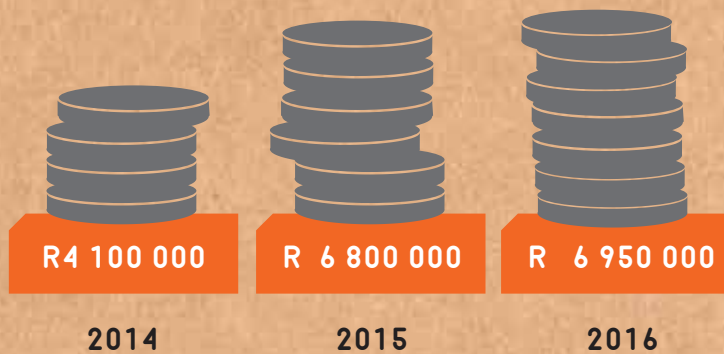
Mosaic serves as an advocate and link for all our families to ensure that they receive services from government that they are entitled to. This includes liaising with our local Department of Social Development to ensure that our families receive Foster Care Grants and liaising with the Department of Home Affairs to ensure that all families have documentation such as ID-documents and birth certificates.

FINANCIAL REVIEW

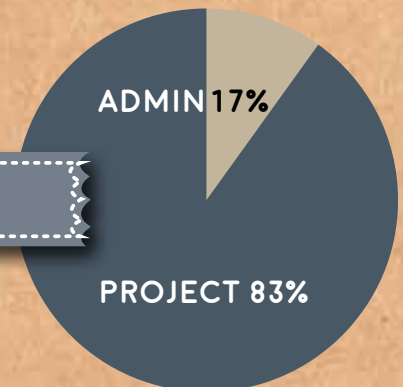
INCOME ACCORDING TO COUNTRY / CATEGORY



INCOME COMPARED TO PREVIOUS YEARS (ROUNDED FIGURES)



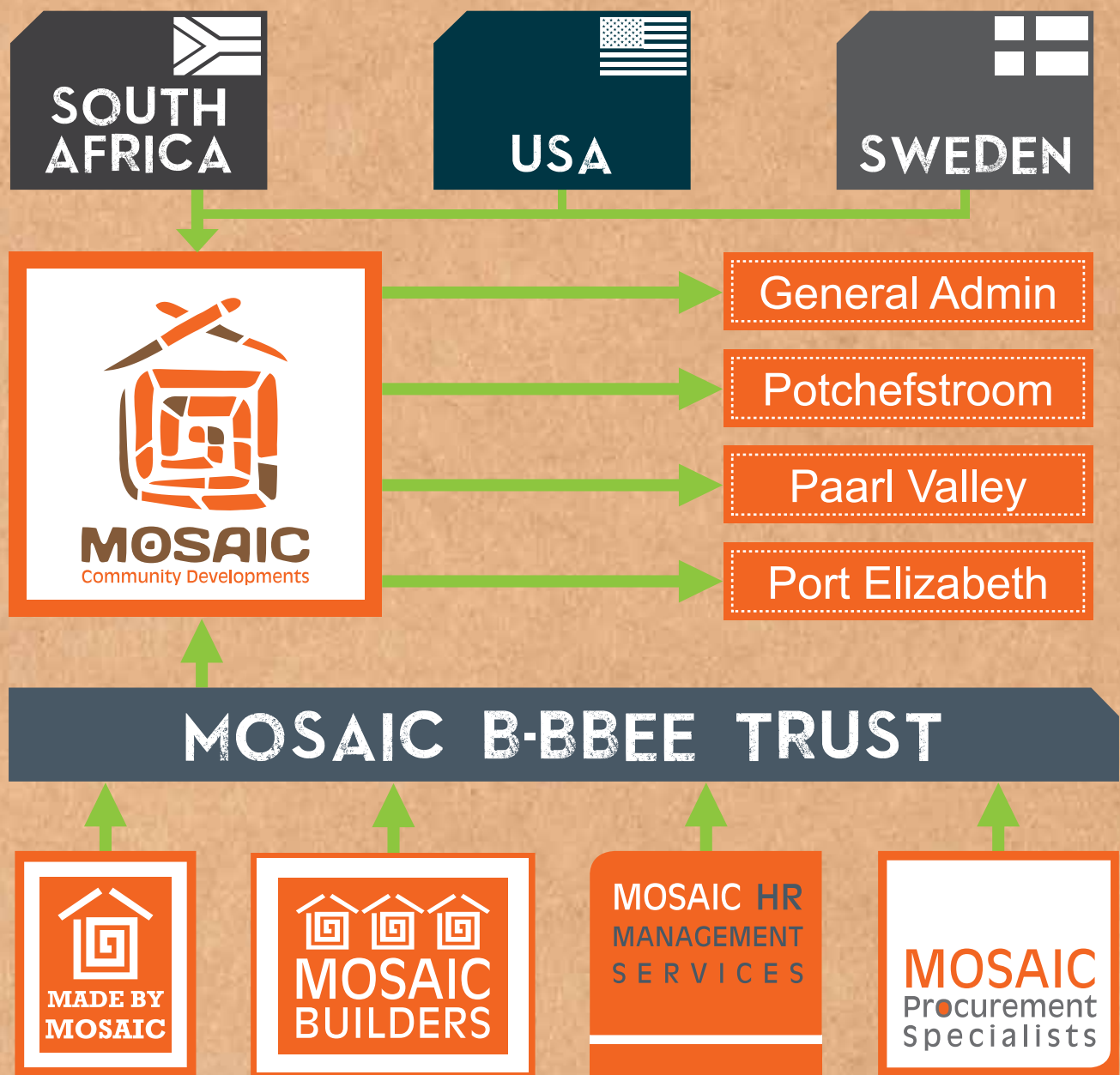
ADMIN & PROJECT COSTS AS %



MAJOR SPENDING AREAS IN 2016

CONSTRUCTION PROJECTS		
FOSTER HOMES - PAARL VALLEY	R1 366 398.90	
PAARL VALLEY CENTRE	R1 164 245.03	
NALEDI CHRISTIAN ACADEMY	R645 717.24	
FOSTER HOMES - POTCHEFSTROOM	R542 784.80	
EXISTING FOSTER HOME UPGRADES	R269 647.00	
OTHER PROJECTS		
AFTER-SCHOOL PROGRAM	R432 683.00	
PARENT GROWTH	R234 376.00	
FOSTER FAMILY SUPPORT	R224 247.00	
JOB CREATION INITIATIVES	R55 403.00	
EDUCATION FUND	R35 620.00	
SWOP SHOP	R34 986.00	

STRUCTURE & REGISTRATIONS



Mosaic is registered in three different countries and has a partner organisation in a fourth, where we raise funds and awareness for the work that we do in South Africa.



In **South Africa** we are registered as a Non-profit company with Public Benefit Organisation status. This means that any donation made by a company or individual in South Africa is tax deductible. For more information on donating in South Africa contact meyer@mosaicso.org



In the **United States** we are registered as a 501c3, so any donation made by a company or individual in the United States is tax deductible. For more information on donating in the United States contact karen@mosaicso.org



In **Sweden** we are registered as a Non-profit organisation. For more information on donating in Sweden contact niclas@mosaicso.org



In **Germany** we partner with a registered Non-profit organisation, DSJW, who manage all donations on our behalf. For more information on donating in Germany contact meyer@mosaicso.org

Board of directors South Africa: Mrs Beatrix Bouwman, Mr Dirk van Zyl, Mr Meyer Conradie, Dr Rudi van der Walt. **Board of directors United States:** Mrs Cammy Brantzeg, Mrs Karen Baker, Mr Mike Kholer, Mr Tony Brantzeg. **Board of directors Sweden:** Mrs Linda Bjalkenborn, Mr Niclas Bjalkenborn, Mrs Maria-Pia Bengtsson.

MOSAIC B-BBEE TRUST

What is B-BBEE?



At Mosaic we believe that Broad-Based Black Economic Empowerment (B-BBEE), as set out in governments Codes of Good Practice, is not all that bad. We do realise that many South Africans are concerned that B-BBEE has only benefitted a handful of individuals, and we therefore believe that community-based non-profits, such as Mosaic, can play an integral role in achieving the Broad-Based Empowerment goal of B-BBEE, as was the original strategy of government.

The Codes of Good Practice document identifies 5 elements. Companies should consider these elements in determining their impact on B-BBEE. The table below gives the list with the different weightings allocated to the various elements.

SCORE CARD ELEMENT	POINTS	BONUS PTS
1 OWNERSHIP	25	0
2 MANAGEMENT CONTROL	15	0
3 SKILLS DEVELOPMENT	20	5
4 ENTERPRISE, SUPPLIER DEVELOPMENT & PROCUREMENT	40	4
5 SOCIO-ECONOMIC DEVELOPMENT	5	5

These elements all have different assessment criteria and the combined assessment on these elements will provide a B-BBEE score that determines the level of a company, where level 1 is the highest and level 8 is the lowest.

How can Mosaic help you improve your B-BBEE score?

By partnering with Mosaic, a company can earn points on all 5 elements of the B-BBEE scorecard. This entire process, from planning to execution phase, is done in partnership with your B-BBEE consultant/verification agency, or if you do not have a B-BBEE consultant/verification agency, you can make use of ours.

Ways in which you can earn points:



Ownership: The code acknowledges that Non-Profit Organisations can hold shares in enterprises, and makes special provision for dealing with this kind of broad-based ownership. There are quite a few limitations with regards to this element, but basically because of the Mosaic beneficiary profile, Mosaic could be deemed a black shareholder of a company. To be able to engage this element as a long-term sustainability objective for Mosaic, we created a separate Trust that will hold shares on behalf of Mosaic (Mosaic B-BBEE Trust) to ensure the long-term sustainability of our organisation.



Management Control: Human resources and HR management is unique for every company. Mosaic has solutions, such as outsourcing some functions to a level 1 black owned entity, and various other solutions which can be tailor-made for your business. In addition to earning points on this element, you will also earn points for procuring management services from a B-BBEE Level 1 company (Mosaic HR services) on the Enterprise & Supplier Development element.



Skills Development: The new Codes of Good Practice does not limit you to spend your skills development budget only on your own employees, but allows you to spend it on, for example, any of Mosaic's beneficiaries - and still earn the maximum allowed points on this element. As an added benefit, we can assist you to register learnerships with your SETA in order to claim back some of your skills-development levy spend.



Enterprise, Supplier Development & Procurement: By investing in any Mosaic B-BBEE Trust owned company, you can earn points on this element. This investment does not have to be a donation, but can also be an interest free loan or an in-kind donation. Additionally, you can earn points on this element by procuring any products or services from any Mosaic B-BBEE Trust-owned company.



Socio-Economic Development: If your company makes a contribution towards Mosaic to the value of 1% NPAT (net profit after tax), you will be able to earn 100% of the points available on this element.

If you value B-BBEE, you will have to make the effort to understand and plan your B-BBEE strategy. There are no short-cuts, and to do it right will take substantial commitment. We would therefore urge you to have a B-BBEE consultant or verification agency involved in planning your B-BBEE strategy.

If you are interested in partnering with Mosaic - or for more information - you are welcome to contact Meyer Conradie at (+27) 84 840 4074 or meyer@mosaiccsa.org

Testimonials:



"Our partnership with Mosaic enabled us to achieve a B-BBEE level 4 contribution status. It took a lot of management from our side, but Mosaic has really made it very easy for us through their unique structures, and by always supplying us with all the right documents in a timely manner. This has enabled us to continue to secure and maintain contracts that we would otherwise not have been able to sustain." – Leanri Cuniff, M-Tech Industrial (Pty) Ltd.

"Managing the skills development element of a B-BBEE scorecard is a lot of effort and takes up a lot of time, so outsourcing this function to Mosaic just made a lot of sense to us as a company. After making just one payment to Mosaic, they dealt with everything, ensuring that our budget was spent according to all the specifications as set out in the Codes of Good Practice... It is really nice to deal with someone who knows what they are doing." – Jacques du Preez, J.C. Van Der Linde & Venter Projects (Pty) Ltd.

OUR PLANS FOR 2017

GENERATIONS OF VIRTUE

Generations of virtue is a ministry committed to teaching sexual wholeness and integrity, building family relationships, and equipping families to transform culture. They source the very best materials (books and DVD's) on these topics. In 2016 Mosaic received funding from PEPFAR for a complete Generations of Virtue library for both Mosaic Potchefstroom and Mosaic Paarl Valley. These resources will be used during our bible studies to equip our children on topics that are rarely discussed in their community, homes, churches and schools.

FIRST STEPS PARENT TRAINING

There are many wonderful parent programs out there, but in the eight years that Mosaic has worked with parents, we haven't been able to find a program that is fit for the conditions in which our parents raise children. The First Steps Parent Program is a comprehensive program (built on the principles of the Evergreen Parenting program) teaching biblical parenting skills, developed specifically for illiterate parents in impoverished communities. During 2016, Mosaic's Social Program staff were trained in this program, and we look forward to start implementing the program in 2017.

NO APOLOGIES

Focus on the Family developed this excellent program empowering children to abstain from substance abuse and pre-marital sexual relationships. The program is fun, practical and very informative. The developers of the program trained Mosaic's social staff during 2016 to present this curriculum, and we will start implementing the program in January 2017.

OVCMEASURE APP

Over the past seven years as we developed Mosaic, we always believed that what we are doing is working, that it is good, and that it has impact on the lives of the families and children whom we work with. Although we have always thought so, we were never able to measure whether this was true.

In 2016, we received a donation from PEPFAR (an American government funding agency) to develop an online measuring and evaluation system. The first phase was completed in January 2017, and we plan to finish the full product by the end of this year. Data is put into the system through a mobile phone app by staff members and volunteers who work with our families and children. This data is available to program managers in real time who can use the data to track attendance, health indicators,

school reports, progress within after-school program activities and even the level of engagement of children attending a music lesson. This data will help us to stay informed of individual children's development but also help us to see where we can improve our programs.



MOSAIC IN PORT ELIZABETH

Since day one it has been our vision to care for orphan & vulnerable children all over South Africa. It has therefore been a major goal to duplicate Mosaic's operations in many more cities in South Africa. 2015 saw this goal starting to realize, when we duplicated Mosaic in Paarl Valley. Mosaic Paarl Valley is now fully operational with twelve families participating in our programs and the first four of them moving into Mosaic homes very soon.

In 2016, we took another step in faith by engaging in conversation with a married couple who were very keen to start a Mosaic in Port Elizabeth. Talks led to action, and Carl and Estelle Kirstein were officially welcomed as Mosaic Port Elizabeth site managers in January 2017.

In 2017, we plan to build a community center for Mosaic Port Elizabeth, and we hope to start working with potential families and children.





MOSAIC

piecing lives together

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DESIGN

