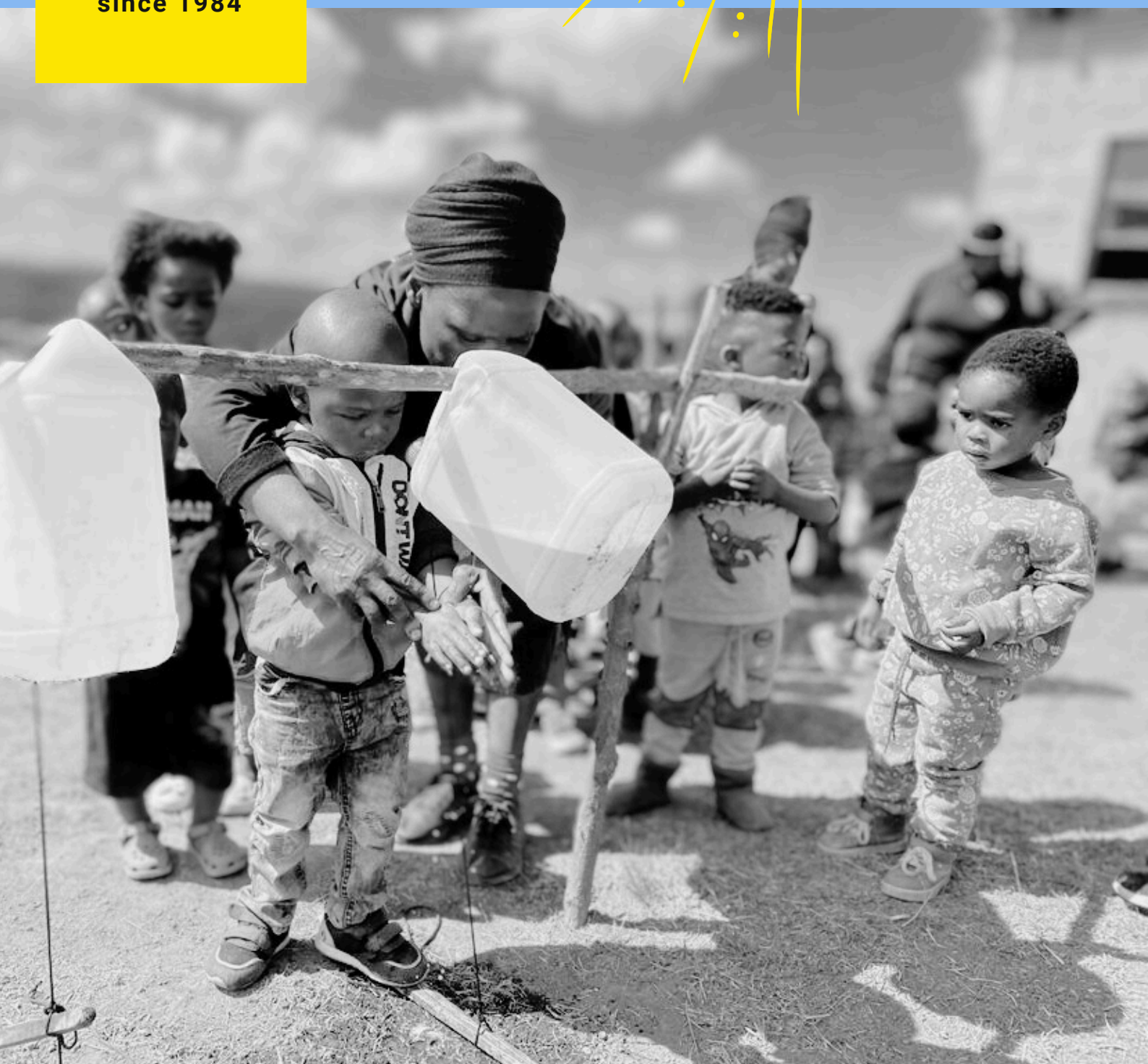




enabling ECD,
unlocking the
FUTURE
since 1984

ANNUAL IMPACT REPORT 2022



TRAINING AND RESOURCES IN EARLY EDUCATION

THE HISTORY OF US

TREE established in September 1984, has been a strong influence in the transformation of the South African, Early Childhood Development Sector. Through our imperative ECD trainings and services, we aim to empower the lives of our most vulnerable women and children, found within deep rural, South Africa.

Empowering the ECD Workforce is our key focus, as we confidently believe a quality ECD practitioner produces a quality child, as the shaping and moulding of the first 1000 days of a child's life, are the most influential years, setting the tone for their formative years.

Our Footprints; TREE planted its first seed, in Briardene, Durban KZN, then shooting out to the Eastern Cape Province, thereafter branching out to Limpopo. Further sprouting, we have now expanded our operation into the Gauteng, Northern Cape, Mpumalanga and the North West Provinces.

OUR CORE COMMITMENTS

OUR VISION

TREE's vision is to become a globally recognized institution and a thought leader in the advancement of universal and quality and quality early childhood education throughout Africa and the world.

OUR MISSION

to facilitate and enable universal early childhood development, through; capacity building, partnerships, advocacy work, resource mobilisation and knowledge management on a national scale and beyond.

OUR VALUES

- Respect for beneficiaries, colleagues and stakeholders at all times.
- Respect for diversity and culture.
- Upholding integrity through professional commitment, conduct and accountability.
- Commitment to the well-being and development of staff.



FROM THE DESK OF THE DIRECTOR

The year 2021/22 was particularly challenging and, at times a roller coaster experience for the entire TREE family. As I look back on 2022, I cannot help but be proud of my staff, who have proven to be strong and resilient. Despite many setbacks, I am pleased to report that we have expanded our reach into new geographies viz Northern Cape and Gauteng, with our footprint now in six provinces across South Africa.

Having survived the severe and harsh effects on COVID, looting and the recent floods, I needed to steer my team towards the journey of self-recovery and self-care. To help realign their thinking, that self-care is not selfishness...you cannot pour from an empty vessel.

It all starts with self, as agents of change we have an opportunity to influence, share and empower the ECD sector in our programmes as far and wide as we can reach. The ECD workforce play an integral role in developing young children and promoting their confidence and resilience in different forms of program delivery. It is therefore key that our trainers embrace the concept of self-care, to allow them to understand their why and be able to teach with purpose.

With this in mind, we set the 2022 theme for our organisation, 'Growing Together, Complementing Each Other'. We put this into practice at TREE, by implementing an Employee Mental Wellness Initiative. On the last Friday of each month, it's tools down at the TREE offices. Where our staff have an opportunity to leave their desks, unwind, reconnect and recharge through reflection, team building and planning ahead.

With our strategic objectives more streamlined, the team has remained focused as a collective, resulting in us achieving our set targets, expanding our reach, implementing new projects and growing new partnerships. We continue to nurture our collaborations and partnerships, that allow us to continue our work...

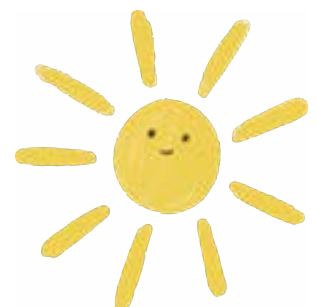
Enabling ECD...Unlocking the Future.

A year like this does not just happen... It takes a team of skilled, dedicated and committed staff, supported by our dedicated Board of Trustees, Our generous funders, donors and trusted partners committed to the cause. The year ahead is an exciting one and we invite you to celebrate our journey as we **Proudly Navigating Towards 40 years of dedication to serving our community** - "Roots of Hope: 40 years of TREE's impact on South Africa's early education" stands as a testament to the remarkable achievements of TREE that has dedicated itself to empowering our communities to be the best they can be. Through its unwavering commitment to equity, inclusivity, and excellence in early education,

As TREE we planted and continue to plant the seeds of hope and created a legacy that will continue to bear fruit for generations to come.

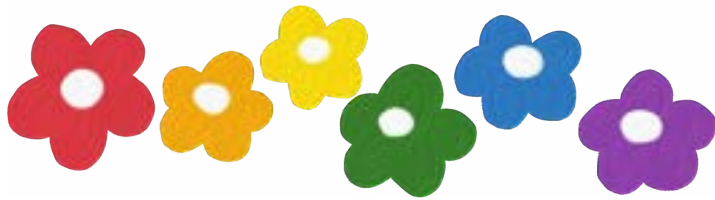
Thank you to all our partners, funders. our board of trustees and the TREE team.

**Love to All
MAM'Ruby**





A siblings love captured, as a sister feeds her brother at our Tshikhudini ECD Centre in Limpopo, South Africa.



A MESSAGE FROM OUR DIRECTOR OF PROGRAMMES

"For me it's important to build partnerships rather than score centuries. Once you have those partnerships, you will also get centuries " MS DHONI

2022 programs theme was on "Positively Impacting Communities". We are therefore grateful to the Almighty God for preserving and protecting the organization, its work force and the destitute communities.

From the reeling state as a result of Covid-19 pandemic and deadly disease, looting and floods that left hundreds of people homeless, we are still thriving, resilient and going robustly.

We experienced rockets and gravities, however we managed to keep our heads above the water.

Looking at 2022 with a magnifying lens, one will proudly say we had the most successful, fruitful year. Our forte is to train and develop the capacity of the Early Childhood Development Workforce. As such our mantra is enabling ECD and unlocking the future.

From programmatic affairs telescopic lens, we have cooperatively pulled together as a team. One can proudly say we have a well-grounded, nurtured and highly professional calibre of a workforce. As a programmes unit we believe in:

1. Team work and team spirit
- 2 Acknowledging our diversity and strengths to complement each other
3. Respect and positivity as one of our core values
4. Big heart to lend services with intention to transform lives for sustainable livelihoods and unlock the future.
5. Practicing equity and inclusion.

It is therefore a privilege to share that having endorsed the theme as alluded in the introduction, within the unit of programmatic affairs we had different team members acknowledged for their long service, best performance and great evidence-based initiatives that advance good practices within the ECD sector deliverables.

We were privileged to have access to the funding that enhanced our work as we saw ourselves initiating a new program that is following and supporting the child from cradle to first career.

This initiative was followed by the launch of the Computer Literacy Laboratory which is intended to introduce the ECD Workforce to digital technology to advance their skills for competencies in the 4th industrial revolution.

We were further privileged to be in partnership with other huge entities in a "Build a World of Play" initiative that intended to advance playful learning that will develop executive functioning skills for the children.

All our early intervention programs are assessed and evaluated. To mention one of the tools we embark on, to ensure that our team remains focused and committed, is holding a quarterly reflection meeting and workshops. This platform involves all other units within the organization to develop a measuring yardstick on how we are progressing in line with the set targets and measures of success. We sometimes use the platform called "Programmes Indaba". We all as teams from different departments put our heads together and come up with action points. This is usually a three-day session.

The ELOM tool is also handy towards advancing our interventions. ELOM tool is a South African population-based child assessment tool that determines whether children are developmentally on track for their age and whether an Early Childhood Development (ECD) programme is effective in preparing children for entry into school, and identifies areas for programmatic improvement.

We cannot finish our accomplishments without mentioning our generous donors and funders. The new and long-standing partners are determined to transform lives and positively impact the vulnerable communities.

Moreover, we as an organization, pride ourselves as we are instrumental in supporting the South Africa government to implement its beautiful policies aligned to its National Development Plan 2030. From this Plan, it is emphasized that no child should be left behind. It is compulsory for every child that, before reaching reception grade, they should have gone through early childhood development early learning programs that are intended at creating enabling environment for stimulation from birth to four years.

Hence, the organization took the giant steps to be part of a scalable National Social Franchise Network that advocates for Early Childhood Development where there is no access nor quality services for ECD. By being part of this network, we are determined to establish viable solutions to improve early learning programs in most deprived rural communities. We are doing this intervention being guided by the policies that address the inequalities of the past in early education intervention. The redress is multifaceted as it focuses on centre-based and non-centre based ECD learning programs. Among the list, TREE is establishing non-centre-based programs that stimulate children holistically and include structured play groups that target the children from birth to 5 years.

The following are all programs that are created to prepare children's readiness and to harness a seamless transition to big schools;

- Home visit program targeting children from birth to two years
- Day mothers' program
- Toy libraries
- ECD mobile program



The highlights as outlined in the following paragraphs depict what is alluded in the introductory statement. To the reader, we kindly say indulge in reading our stories of change and we will greatly appreciate the invaluable, unwavering support. We are still striving to maintain, nourish and establish new partnerships with the intention of positively impacting the communities.

Teressa Ngobese



TREE Board Members

Chairperson

Eric Apelgren

Vice Chairperson

Jayshree Moodley

Treasurer

James Martens

EXCO Member

Jabulisile Mtheku

TREE Senior Management

DIRECTOR

RUBY MOTAUNG

DIRECTOR PROGRAMMES

TERESSA NGOBESSE

TRAINING MANAGER

FREDA QANYA

FINANCE & AUDIT MANAGER

SHIRLEY KASSIE

EEE PROJECT MANAGER

SINQOBILE KHUBONI

OPERATIONS MANAGER

YOGESHNI PILLAY

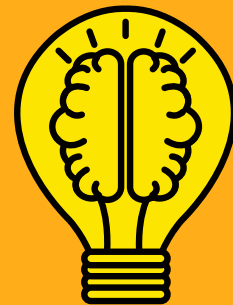
HUMAN RESOURCE MANAGER

CHRISTINA REDDY



147

ECD practitioners,
graduated with their
FETC: ECD NQF
Level 4, Higher
Certificate



688

ECD practitioners
registered for
accredited & various
short enrichment
programmes.

45



NQF Level 4, ECD
practitioners, trained in
Basic Computer Literacy.

2022



102

families trained and
supported in Home Food
Gardens, promoting food
sustainability and income
generation.

17200

young children indirectly
reached through our
quality ECD trained
practitioners.





5600

families supported through 2022, with food & hygiene relief. Over **2000** families were supported during the severe KZN Floods in April.

618



young children supported daily through our nutritious, wholesome meal a day programme.

our impact by the numbers...

24 748



young children reached through our Community Toy Libraries and Aftercare Programmes. Reaching an additional **13274** children indirectly.



2418

young children supported monthly through our (ECD interventions), home visiting and structured playgroups.



30

young girls, annually mentored through our PowerGirls programme, aiming to guide young girls from adverse backgrounds into a brighter future.



One of many
ECD Centres ,
across South
Africa,
desperately in
need of
adequate
infrastructure
and resources.



Seen here is an ECD centre in
Mpumalanga, South Africa operating
with the bare minimum, under a tin
shelter, with tarps covering the bare
ground.

LOOKING BACK AT 2022 IN A SNAPSHOT



A 1000 young children, started the year of on a good foot, with brand new school shoes. Sponsored by Old Mutual and Kinderfonds MAMAS.



TREE taking on new territories, in the community of Dryden, Mpumalanga, South Africa. Training and supporting a total of 34 ECD practitioners, funded by new partners, OMNIA.



The Pavilion Shopping Centre, proudly partnered with TREE, to sponsor 2 ECD centres, in KZN, with much needed indoor and outdoor resources, on Mandela Day.



A new revolution, as TREE opens its first ever Computer Lab. Changing how underserved communities embrace technology.



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LOOKING BACK AT 2022 IN A SNAPSHOT



Empowering our unemployed youth, through a great partnership with the Industrial Development Corporation, TREE was able to mentor and support 5 unemployed youth, through our manufacturing department, training them with wood working skills to pursue their own business, also increasing their employment opportunities.



Shaking up PLAY in Mzansi, through a collaboration with the wonderful Siyadladla Siyafunda organisation. This initiative focused on getting the whole of South Africa excited to PLAY, as we believe in PLAY being the best method of learning for young ones.



TREE hosted its first ever Market Day, which showcased the talent and craftsmanship, of our IDC students & staff.

LOOKING BACK AT 2022 IN A SNAPSHOT



TREE together with 4 powerhouse organisations (IRD, Gift of the Givers, JPAL, GOGOGOSA), were the winners of the LEGO #Build a World of Play. TREE together with its partners will be co-creating a eco system of ECD excellence across SA, aiming to reach 240 000 children.



In 2022, TREE introduced Family Fun Day. Family Fun Day aims to strengthen organizational values, increase morale, express staff appreciation, strengthen relationships, reflect and connect, all while taking time to destress and have fun.



Firmly planting TREE ECD roots in the Northern Cape province, as 15 ECD practitioners proudly funded by the PEACE Humansrus Trust, kick off their ECD careers. TREE now has its operating footprint in 5 provinces across South Africa.



In April, KZN experienced devastating rainfall, losing nearly 500 lives and countless other damages, this coming just not so long after the KZN looting which had already brought so many to the brink of desperation.

through wonderful partners, TREE was able to support over 2000 families, with blankets, food & hygiene to last up to 4 months.



LOOKING BACK AT 2022 IN A SNAPSHOT



The LEGO Foundation assisted a 136 ECD Centres that were severely affected by the floods, with learning resources, blankets, mattresses and outdoor equipment.

Another successful graduation ceremony held. Empowering the ECD workforce with a 147 holistically qualified practitioners. A big thank you to Nedbank and The Helwel Trust for generously funding and supporting the development of ECD in South Africa.



A rebirth a new beginning...after the devastating affects of the 2021 looting, it took TREE time to re build, reboot and re synergize to come out better than ever, thanks to our amazing funders, who stood by us, we were able to celebrate our victory of resilience, by reopening our TREE Head Office in April 2022.



INCOME AND EXPENDITURE 2022



INCOME

2022

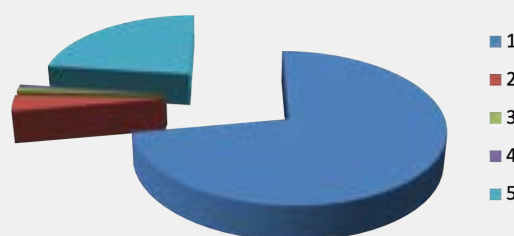
2021

Donations	1	46,307,861	87%	14,788,160	72%
Fees	2	1,347,840	3%	724,760	4%
Interest received on investment	3	511,257	1%	164,633	1%
Shop	4	484,852	1%	85,670	0%
Sundry Income/Insurance	5	4,578,116	9%	4,702,728	23%
		53,229,926	100%	20,465,951	100%

INCOME 2022



INCOME 2021



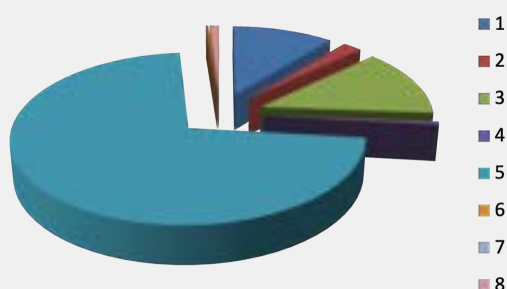
EXPENDITURE

2,022

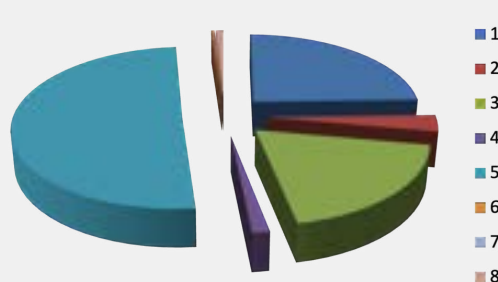
2,021

Employees costs	1	4,566,286	11%	5,069,504	25%
Motor vehicle expenses	2	871,342	2%	674,138	3%
Administration costs/Unrest	3	5,559,485	13%	3,945,698	19%
Fundraising costs	4	248,118	1%	295,611	1%
Project expenses	5	30,277,042	72%	10,409,819	50%
Staff development	6	92,398	0%	60,813	0%
Capex	7	545	0%	10,503	0%
Training costs	8	425,257	1%	172,618	1%
		42,040,473	100%	20,638,704	100%

EXPENDITURE 2022



EXPENDITURE 2021



Income comparison - 2022 to 2021

Donations increased from 2021 to 2022 by 31.5 million

This increase was as direct result of flooding and infrastructure damage.

Funders approached TREE to assist with Food parcels, hygiene, blankets, and infrastructure.

This contributed to the increase by 31.5 million.

Increase in shop sales - Full year of operation in 2022 since the looting.

Expense comparison - 2022 to 2021

Expenses have increased from 2021 to 2022 in line with the increase in Income.

Project expenses have increased by 19.8million







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Funders with a HEART OF TREE



- AC Exports/PB Sabre
- Assupol
- Avon
- BASF
- Bowmans Legal
- CSI KZN Slots
- DBSA
- Delta Sigma
- Department of Social Development
- DGMT
- Do More Foundation
- Domino Foundation
- ETDP SETA/AEE
- Fulton Trust
- Green Acres
- Grindrod Centenary Family Trust
- HCRF
- Industrial Development Corporation
- Jim Joel
- Kinderfonds Mamas
- LEGO Foundation
- Meragon Foundation
- NECDA
- OMNIA Fertilizer
- Oppenheimer Memorial Trust
- PHT
- Progression
- Rotary Club
- SAIDE
- Sappi
- Scorpion Legal
- Steel King
- Stillwaters
- The ELMA Foundation
- The Helwel Trust
- The Pavilion
- Victor Daitz
- Wiphold Investments

NOTES

A blue background with horizontal white lines, resembling a notebook page. The lines are evenly spaced and extend across the width of the image.



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*An enormous, THANK YOU, to all our generous funders,
partners, stakeholders, beneficiaries, board members,
management, and staff for your amazing support during 2022.*

We would not be who we are today, without YOU!

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