

DON BOSCO EDUCARE CENTRE

Mission Strategic Plan 2020

1. Overview of our mission

1.1. Brief history / Story of our mission

- **When established**
- **Key milestones in its development**

The Salesian Sisters started working in Delft from 1996, traveling from Kuils River, where they were staying. On the 24th May 1999 the Archbishop Lawrence Henry blessed the house in Belhar, as the Sisters moved there, closer to the mission.

The ministries the Sisters were involved in were the animation of the youth pastoral and catechesis. The Crèche, which opened in 1998, with a small number of children, operating from the back room of the church building. They became involved in the community through their work and interactions with the people. The Crèche developed well and in 2003 was registered with the Social Services Department, catering for 125 children from the age of 2 to 6 years old. This number has since changed as the Department has authorised us to work with 162 children. Then, achieved Grade R which allows us to enter mainstream education.

In 1998, the Sisters also started After School Care services for Primary School children of the area of Delft. This service was offered in afternoon.

In 2004, during the Assembly of the Salesian Sisters of the Southern Region, it was decided to take Delft on as a priority among the needs of the Region.

Delft Project consisted in: a) Construction of a proper building for the Crèche, b) Building and running a Skills Training Centre and c) Construction of a multipurpose hall.

A research of the needs of the community was carried out among the members of the community. The needs underlined were very clear, all concerning education: (a) the lack of money to send children to school, (b) unemployment and lack of employable skills, especially for the young people who had finished their high education and could not find proper jobs. As a consequence of the research it was decided that the skills which will be offered will be those related to the Tourism Industry in Cape Town (Catering, Hospitality, and Computer Literacy).

In 2009 the Deed of Transfer No. T31857/2009, in favour of the Salesian Sisters of ERF32088, was registered under the Register of Deeds Office of Western Cape Province, South Africa.

In 2011 a new preschool was built with the help of the Irish voluntary group “Street Wise”, which took on the responsibility of collecting funds for the building of the Crèche and came to carry out the construction. At the end of the year, the children and staff started enjoying being in a proper building with the required and needed facilities. A super big THANK YOU to all the volunteers of “Street Wise” for the great work done by them. May the good Lord keep on blessing you all!

In 2013 a “Needs and opportunities assessment” was carried out in the community which identified the most popular skills from the young people and which would be the most marketable for employment.

It was decided that Don Bosco Educational and Skills Training Centre will offer to the most disadvantaged and unemployed young people of Delft the following skills: Computer Literacy and Reception, Food Preparation and Catering, Housekeeping, Cleaning and Driving.

In 2017 after three years preparation (from 2013 to 2016) including funding, policies, alignment with Education and Training Standards, etc., the building of a new Skills Training Centre commenced with the help of Street Wise and Misean Cara (from Ireland) as well as with Don Bosco Mondo and Misereor (from Germany).

In October 2018 the building was completed and towards the end of November the Sister in charge left the container that had been her office for almost ten years, and moved to a proper office, in the Skills Centre.

On the 8th April 2019 the new Don Bosco Delft Skills Training Centre started operating, offering the three weeks of Life Skills training program for 12 young people. This was followed by the eight weeks Catering and Food preparation training program. The first graduation ceremony took place on the 28th June 2019 when 12 young people received their certificates.

1.2. Current profile and work of the mission

- **Institutions/and projects/services offered, including number of beneficiaries of each**

Our mission has two institutions:

- Don Bosco Educare Centre with 162 beneficiaries;
- Don Bosco Delft Skills Training Centre with a total of 13 beneficiaries for January intake, being the next April group of 30. We foresee a possible annual average of 100, by the end of 2020. This Centre has just opened in 2020. The After-Care group is enrolling 10 children at the moment.

- **Number of Sisters and their vocations and/or skills**

We are 4 Sisters involved in the following mission:

Don Bosco Educare Centre - Sister Elidah Nkhoma as Principal;

Don Bosco Delft Skills Training Centre - Sr. Florence as Principal, Sr. Ana Mercedes as Project Administrator;

After Care and crafts - Sr. Caroline Jaftha in charge. The craft project is still in process.

- **Active lay co-workers and volunteers**

Don Bosco Educare Centre has six teachers with one assistant teacher, one administrator, one cook and one assistant cook, one domestic cleaner and two students on practical training. We have five classes divided according to the age of the beneficiaries. There are two Grade R classes with two teachers per class; two Towards Grade R with two teachers as well; we have one class for the babies from the age 3-4 years old.

- **The Partner Organisations** of the Educare Centre are the Social Development Services helping with Social grants as a subsidy for the children and from the Education Department which pays the two Grade R teachers.

- **Key assets** (property, buildings, vehicles and equipment owned, rented or used for free)

Don Bosco Educare Centre operates in one building in a “u” shape, and has outside areas and playgrounds;

The community stays in Belhar, in a family-type house, six kilometres from Delft;

Two vehicles, both owned by the Salesian Sisters, being one allocated to the Educare Centre.

All the buildings (Religious Community and Mission) and the land where they are implemented, belong to the Salesian Sisters.

1.3 Our operating environment

MISSION: DELFT COMMUNITY

INTRODUCTION

Don Bosco Educare Centre is located at 71 Caledon Street, Leiden, Delft, Western Cape.

Delft stretches for an area of about 11 square Km and is administratively partitioned in six Subdivisions: Delft South, Leiden, Eindhoven, Roosendal, The Hague and Voorbrug.

The Don Bosco Educare is located in Leiden but its catchment area covers all the six subdivisions of Delft. The Residents are 64% “Black” and 33% “Coloured” and 3% “Others”.

- **THE KEY FEATURES**

- ❖ A newly and constructed area that has a lot of potential
- ❖ Delft is very diversified
- ❖ Delft has a young population, good ground for Don Bosco’s Mission
- ❖ One of the most culturally mixed areas that has managed to integrate different races into one area.
- ❖ The dominant First languages are Afrikaans and Isixhosa
- ❖ English is widely spoken as the second language
- ❖ The vast majority of residents have not finished their matric (High School Certificate)
- ❖ One of the highest rates of unemployment in Cape Town at 44.7%
- ❖ One of the marginalised areas
- ❖ The community ranges from brick shelters to shacks housing occupants that face various challenges.
- ❖ Delft happens to be famous for its **high crime rate, Gangsterism, Substance abuse, Sexual abuse, Teenager pregnancies, Single parenting, Substandard Schools.**
- ❖ The government – built formal dwellings popularly known as RDP houses

- **LOCAL PROVIDERS OR RELATED SERVICES**

- Delft Day Hospital, Symphony Clinic
- Police Station
- Civic Centre
- Library
- Taxi- Services
- Religions: Christians, Muslims and others
- Schools, Creches

- Recreation facilities
- Delft Shopping Mall

1.4 – Our Strategic Planning Process

First, we met as a community to share our ideas regarding mission, vision, objectives, etc. Each ministry was given the mandate of contacting our lay collaborators to get their input. We had to do it online because we were already in lockdown, due to the covid-19 pandemic. During our second meeting, we came with the feedback from them and after sharing, we put together the different elements.

2. MISSION SWOT Analysis

*Strengths (including key assets, human and other) and Weaknesses of our mission (Internal/Organisational)
Opportunities and needs, and Threats and limitations or constraints in our environment (external / in our operating context)*

Don Bosco Educare Centre – Mission SWOT Analysis

1. Strengths / Assets and Resources (physical, social, human and spiritual)

- We try our utmost to make sure that our children lives are filled with love, care, compassion and so much more. We also try to make each child know that there is a whole world outside of our surrounding areas. It is good to see and feel the love of God in the beauty that is around us. The strength is that our mission enhances our teaching and enriches the lives of many children in the area by interacting with them in order to create positive and healthy relationships among them and family.
- The mission of having the crèche in Delft means that it came to bring life, love and caring to the needy. That is the strength within our community/environment in delft.
- The fact that the mission is open and among the people, it has already the strength of bringing good signs and life in the area. The school is an attraction to everybody such that most of the parents from the community and outside the area would love to bring their children to this mission. Meaning there is life-giving in the environment.
- The crèche, as a mission, not only provides academic aspect to the community but it also offers a spiritual and holistic aspect because it was meant to bring human and spiritual dignity to the children and community at large through the formation and education that it offers. Children/parents, co-workers, stakeholders, etc....
- Most our children leave our environment with confidence in themselves and they carry with them the charism of our mission - the preventive system - because they and their families, as much as possible, strive to understand that a repressive system in education is not a solution to bad behaviour. This becomes real because parents come back to give us feed-back on how they are doing and behaving in their further schools, which is very nice and encouraging.
- Other strength is thinking of our mission as a source of joy to the community and to the children. Our mission accommodates rich or poor, treating everyone the same, simply because each child deserves the best, has the same rights, and is capable of assuming responsibilities.

- The mission brought many blessings and development to the families and community of Delft. It also created employment for its staff members.

2. Weaknesses / Assets for improvement

- ❖ The weaknesses we are facing relate to financial difficulties in many areas of our environment. The mission operates on school fees, which many parents do not manage to update; it also relies on government sponsorship, which is never assured.
- ❖ At security level, there is surely weakness: security not to protect the internal and external assets but also our well-being on a daily basis.
- ❖ Changing of mind-set in creating local networking projects within our area, so that the mission does not have to depend so much on outside funding's (big ones), but becomes more self-sustainable. We would need to start educating and informing ourselves on how to fundraise using our local institutions and organisations in our environment.
- ❖ To sensitise our community to share part of the little that they have to contribute and support the needs of the mission, on behalf of the children, the great community asset in the region and its future. This means to make them own the project of their own future.

3. Opportunities / Other needs we could meet (given our mission and capacities)

- There are some opportunities that we can raise or consider in regards to our mission statement and working environment. As the world is moving forward with sole assistance of technology, we need to consider and upgrade more knowledge and experience with technology. Children today mostly rely on technology to move around and improve certain aspects of their childhood. Technology therefore, has both good and bad ratios but in an evolving environment we need to consider its positive aspects.
- We could meet also the needs of evolving literacy classes for women especially so that we can facilitate or rather empower them on how to move on in life. This will help them to rediscover their persons as women with dignity in the society or the environment.
- Involvement of parents and community in different workshops that can help them to live their lives differently. E.g parental care workshops and others that concern the education and formation on how to take care of the children, despite being a single parent.
- To sensitise young people on things that matter in life and how to believe in themselves that they can become better persons in the community where they live, and also to make them aware that drugs and stealing is not the better way of solving poverty/problems.
- Opening more schools such as primary and high schools run by Catholics that will include religious education and awareness of a spiritual life, for a better rooted future.
- Attract young girls to become Sisters: variety of workshops/recruit young stars as young as grade 8 and up/ follow up on them where they are, and what they are doing eg. Progress etc.
- Include those who cannot read or write and educate them.
- Sisters to learn the language and culture of the community they are in.

- Support of education, needs of the poor, creating of projects, raising funds, assisting need of poor young in disadvantage, helping community overcome poverty and unemployment.
- Staying independent as catholic school, available to all.

4. Threats and limitations / constraints (in our environment)

- ✓ One of the threats surrounding our community is gangsterism. In our community it's one of the biggest concerns regarding our mission and community at large. Children that are growing up in this environment are sometimes hard to teach or stubborn to learn. However, it is a big threat in community and a great concern to us as a mission. Dealing with this situation would contribute a lot to our mission.
- ✓ Another threat is poverty. Poverty curbs many children of developing a sense of living and improving the situation of their environment, therefore, contributing to gangsterism and other situations threatening our mission.
- ✓ Drug abuse. Using drugs and alcohol for them is a good thing to do. Nevertheless, we have to be strong in many ways and to restructure the way of thinking about how we can reach our end goals so that our mission can be helped.
- ✓ Unemployment affects the mission and results in crime and robbery, insecurity and lack of aims in life, allowing 'easy paths' to be easily chosen, which lead to self-destruction.
- ✓ Constant deaths due to lack of education and formation. This leads to prostitution and early 'marriages', abortions...
- ✓ Single parents have become a fashion and normal. This contributes to weakness of how to bring up a child because a child needs father and mother figure in her/his life especially at a tender age.
- ✓ Most of the parents and young people in this environment are ex-prisoners and murderers so it becomes very difficult in instil good morals in the children and in the people we and they interact with, in the community.
- ✓ Violence and abuse of children and young women is one of the threats every day. Children and women are always the victims of all that the society considers negative, and rape cases, kidnapping and murder are very common.
- ✓ Life uplifting is so difficult in this area, as even gangsters themselves are not safe due to the fact that whenever one gets help and tries to get out of the situation, she or he becomes a victim of death/stabbed or just "disappear".
- ✓ Insecurity/gangsterism is becoming worse; even young ones cannot be trusted because they are also used by adults.
- ✓ Those who have to come from far to attend classes face gangsters, run the risk of being raped or attacked.
- ✓ Sisters are becoming less/few and growing in age. Younger Sisters are needed, to carry on with the mission.

3. Vision for our Mission

VISION STATEMENT

Don Bosco Educare committed to the integral Christian formation of its members (staff, children, parents) in the spirit and style of St. John Bosco and St. Mary Mazzarello in view of developing them through education, into good Christians and honest citizens.

MISSION STATEMENT

Our Mission is education and Evangelisation for the Holistic development of the human person. Our Target groups are children, especially the poor, the disadvantaged and those at “geographical and existential margins”.

We carry our Mission at the service of the Church in collaboration with the educating community; other members of the Salesian Family and all people of good will to bring about just and human society.

4. GOALS.

4.1 Continuous service quality improvement (for children and parents).

Objectives:

1. Quarterly parents meeting including formation input.
2. Quarterly assessment of children’s learning process and activities.

4.2 Staff (human resources) learning and development.

Objectives:

1. Yearly formation and training of staff
2. Upgrading of staff members through Government bursaries

4.3 To acquire sufficient funds for various needs at the Centre, and implement fundraising systems.

Objectives

- 4.3.1 Providing air-con units for each classroom by the end of 2020.
- 4.3.2 Roof the interior play area of the Educare Centre.
- 4.3.3 Build a wall around the Educare centre by the end of 2020.
- 4.3.4 Prepare budget for the needs identified – 2020.
- 4.3.5 Extend the Educare Centre.
- 4.3.6 Continue working with the Board Members and the fundraising committee already established.
- 4.3.7 Net-work with-Local Government, Donors, NGOs, Stakeholders- by 2021.