Annual Report
2014

The Novalis Ubuntu Institute Holistic Adult Education – A hive of activity serving the community.

The Novalis Ubuntu Institute

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2014 marked the 20th Anniversary of South Africa’s new democracy, the 18th Anniversary of its new Constitution and the 30th Anniversary of The Novalis Ubuntu Institute. ‘Novalis’ is all about bringing in and celebrating what is true of the New! Two years after the passing of its founding father, Prof Ralph Shepherd, the organization took on the work of consolidating the desired level of function of its management team and leadership culture, working strongly with various partners, particularly the Sofia Association in Sweden and the USA based ‘Light Centre’, both of whom have stood by Novalis for many years. These consolidation and partnership elements made 2014 memorable to build greater resilience. We saw the beginning of ‘A Bright Future’, setting the stage for ‘A Chance for Every Child’, the key project to follow on its heels in the year to come. 2014 also paved the way for another important new advocacy project, iThemba (Hope), - to be formally launched in 2016. Novalis has continued to uphold the foundational principles of Ubuntu which undergirds everything Novalis stands for in its vision, mission, goals and projects. 

In his book, ‘No Future Without Forgiveness’, Archbishop Desmond Tutu describes a person with ubuntu as "open and available to others, affirming of others ... has a proper self-assurance." The ubuntu that lives within this person comes from being part of a greater whole. “The truth of Ubuntu has been the driving force within the Institute since inception including the year under review. We continue to inspire and motivate every staff member, full or part-time, our partners and volunteers, supporting ethical and creative contributions to address societal challenges. Core Ubuntu values pervade all our programmes and the nature of our relationships through our networks and activities. This report serves to convey the impact and delivery of our various contributions in 2014 at a time when many voiced their disappointment at the slow and sometimes halting progress towards effective transformation and a greater experience of social cohesion - twenty years after the birth of our new democratic dream! Nelson Mandela described our constitution as a bridge, a fitting image, because it brings us from the past, that which we have lived, to our current lives” - (Trevor Manuel, 19 September 2013 Second Healing of Memories Annual Lecture).

Social/Spiritual cohesion has been a theme that has been part of Novalis’ Adult Education programme over the many years. ‘Putting the Heart into Education’, necessitates a healing component. In 2014 the scope of the Adult Education Programme was expanded to include four projects: The Bright Future, Intergenerational Dialogues, Youth Arts Education and Advocacy and Sustainable Livelihood. The impact of the Adult Education programme was held high through its overarching vision: Education for Resilience.
Chairperson’s Report

We have witnessed as early as 700 BC our forerunners encouraging Ubuntu through strict prohibitions against economic oppression – owners were required to donate a portion of their harvest to the poor and usury was outlawed. In South Africa intergenerational work resulted in the establishment of the Freedom Charter in 1955 as a means of clearly seeking to destroy the very foundation of social status hierarchies outlining the urgency of establishing a society based on the principles of Ubuntu. Speaking of society we talk of generations who over time and most difficult conditions have evolved dynamic multifaceted continuously developing complex processes involving struggles undertaken by human beings in addressing the need for establishing intergenerational human happiness on earth linked to the values of Ubuntu using our South African cultural expression. In this context, Ubuntu is a way of life that seeks to balance the depths of what makes us humans and firmly embracing the ever evolving realities of our existence – that each Being is one with us in being unique, mortal and deserving to prosper at all times. That is, living expression of and identification with commonness of intergenerational struggles and experiences of each and every community. And Ubuntu is not to sympathize, to feel sorry, to take pity; but to actualize the deconstructing and leveling down of all status hierarchies that have created social inequalities, claiming authority over others, established boundaries of exclusion which came about with the rise of the twins; wealth and poverty. I greet all present here today [and] I also believe we will all enjoy the gifts we bring to each other and that this day will remain part of a memorable legacy left by us for generations to come.

Extract from speech by Sandi Sijake: Novalis Intergeneration Conference (2015)
Highlights

International Education Conference

A major highlight for 2014 was the culmination of A Chance for Every Child Pilot project in which the findings, impact and way forward was articulated during the International Education Conference in November 2014, entitled A Bright Future. A full report is available stating the outcomes of the Conference, including the way forward. The impact of the conference has given Novalis Ubuntu Institute access to 40 Inclusive Education schools that will be piloting the Inclusive model in 2015. It has also identified a strategy to drive our Advocacy Campaign in 2016 -2019. The conference, as an event, strengthened the networking capacity of Novalis and expanded its stakeholder base to include representation from local and provincial government departments in social development and education.

Images from the Bright Future Conference
**Music Concerts**

Four concerts were held throughout the year. The Food of Love Concert in February with Chris Tokalon and Naren Sewpaul, Francois le Roux with Rayelle Goodman (cello & violin) in March; the mid–year July Winter Concert with Rayelle Goodman and Friends and the Bright Future Soiree in November in partnership with Soiree de Coeur from Kalk Bay.

**Café Conversations**

Weekly Café Conversations brought interesting topics, potential clients and new and emerging thought leaders to Novalis. All of them now form strategic collaborative contacts in the expanding Novalis network.
New relationships

Fiona Almeleh brought inspiration and value to NUI as our Hartist in Residence. The Zakheni Arts Therapy Foundation (ZATF) joined Novalis under the same roof together with Mafukuzela Fisheries. The Ubuntu Academy (UA) entered into an administrative agreement with NUI. Both ZATF and UA are positioned to enter into formal partnerships with NUI in 2015.

Heartist in Residence – Fiona Almeleh

Organization Development

A three year Organization Development strategy was developed with the following outcomes:

1. Communicate need and context for organizational change at Novalis (2014)

The impact of the Organization Development process in 2014 was

1. Full buy-in from staff members previously not included in the process
2. Organizational Strategy to be aligned with marketing and communications strategy
3. Increased capacity within the organization to implement human scale appraisal
4. Increased capacity for the organization to become a learning organization
Intergenerational Dialogues

The Y-Elders were able to meet once a month and enjoyed contributing to the Annual Intergenerational Dialogue Day event in June. The concept ‘intergenerational dialogues’ was developed into a fully-fledged project on the Novalis Adult Education programme. Capacity was developed within Novalis to apply the conference planning model of A Chance for Every Child for other projects.

Rezoning

With the Novalis Board resolution to purchase the land, and the City Council having given their consent to effect the sale thereof, meetings to finalize the Rezoning process continued through the year and will be completed during 2015.

The Novalis Ubuntu Co-operative

The Novalis Ubuntu Cooperative was registered and is to be developed as a platform to effect sustainable economic empowerment for Novalis together with the Talent Exchange and International Shopping network, Lyoness, to also make its contribution in this sector. The impact of the NUI Co-operative is yet to be defined but the strategy for impact indicates (1) the opportunity for membership recruitment and (2) expansion of the scope of the Novalis Sustainable Development Project.
Novalis 30th Anniversary

It felt very good to celebrate 30th Anniversary of Novalis on the 24th September 2014 with many friends, colleagues, partners and associates who generously affirmed the *raison d'être* legacy for the existence of the Institute on the day, and gave a solid pronouncement of blessing the organization going forward into its next 30 years. The impact of the event brought persons of influence into the Novalis network. This adds to the pool of resources from which the organization will be able to source patrons, board members and strategic partners.

Managing Director Anne-Lise Bure addressing guests at the 30th Anniversary Celebration.

Novalis Garden

Sakhiwo Sityebi took up the task of growing organic vegetables for Café Geneve, and while we now have sufficient vegetables for the day to day needs of Novalis, the garden will soon produce sufficient harvest for selling to the public.

Sakhiwo Sityebi and his assistant mid-August. The Novalis Permaculture Garden mid-December.
Building Resilience in All aspects of the Institute.

It’s good to report the addition of greater resources in personnel:

The appointment of Naren Sewpaul early in 2014 brought Organizational Development expertise and natural access to a rich network of civil society activist connections and Naren’s numerous associates over many years. Later in the year Marianne Boulle was welcomed as our new marketing manager, also bringing vast experience in different fields, but with a special focus in social media and communications. A youthful woman leader in Phila Nkuso who recently joined the Board as a trainee board member – accomplishing one of our key intergenerational objectives - to develop youth leadership at board membership level who can assist with stewarding the future of the organization, in more relevant ways to serve the new generation of South Africans.

From left: Naren Sewpaul, Marianne Boulle and Phila Nkuzo

Venue Maintenance

A lot of energy in the form of work parties and voluntary service has made good progress in repairing and maintaining the building and grounds of the Institute.

From Left: Riedwaan Cassiem, Henry Keffers and Ed Hilton
Networking

Bea Juries’s visit to Sweden, and Mzwai Sangweni’s visit to Italy and Sweden as well as Anne-Lise Bure’s visit to USA and Canada and her participation in SAWID (South African Women in Development) are the key networking events that helped raise the profile of the organization both locally and internationally.

Volunteer Strategy

A feature of 2014 has been a steady stream of volunteers, trainees and interns who have helped augment the work force. A volunteer strategy for recruitment and effective management was developed to continue to grow this need at Novalis. The strategy includes job descriptions, code of conduct and a reporting and evaluation process.

From Left: Francois le Roux at Belthorn Primary School. Elias Haglund, Kajsa Yllequist, Carla Henkel, Bea Juries and Arthur Benjamin at St Francis Children’s Home.

From left: Dawn Ferreira & Elias Haglund at Novalis. Anneen Abels, Elias Haglund, Thomas Fogelqvist & Bea Juries at Belthorn Primary School.
Financial Stability

With greater focus and support, the financial picture of Novalis has improved with the confidence that this trend will continue, especially with the new wave of support for civil society organizations once again coming into view after some years of marginalization.

Adult Education Programme

A greater impact strategy is now in place by ensuring that Resilience is the benchmark focus for all Novalis projects and programmes.

Appreciation for partners, donors, and friends of the Institute

The Novalis Ubuntu Institute appreciates strengthened relationships with its partners, donors and friends in 2014. We express our deep and sincere gratitude to the Sofia Association, Emissaries of Divine Light and The Light Centre for support and endorsement of the vision and work of the Novalis Ubuntu Institute.

The Novalis Ubuntu Institute: Board of Directors

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<thead>
<tr>
<th>NAME</th>
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