



ANNUAL INTEGRATED REPORT

MARCH 2025 TO FEBRUARY 2026



Ezrah Community Training and Development NPC

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Directors: LA Huysamen, MP Meyer, M. Jacobs

TABLE OF CONTENTS

ANNUAL INTEGRATED REPORT

About Us	2
Focus Areas	3
Directors' Report	4-5
Key Projects: Our Story of Impact	6
a) First 1000 Days	7-8
b) BuildSmart Play Challenge	9-10
c) Child Protection	11-12
d) I Can Choose	13-14
e) Empathy in Action	15-16
f) Lead Mentorship and Wellbeing	17-18
Governance and Ethics	19-22
Financial Summary	23-25
Acknowledgements	26-27
Contact Information	28



ABOUT US

WE ARE EZRAH

Ezrah is a Hebrew word that means "help, support, assistance or aid; either human or divine. It is often used in the sense of a helper or assistant, one who assists and serves another with what is needed."

VISION

To promote ethical service delivery and quality education where children and animals matter.

MISSION

We empower the next generation as leaders of change.

OBJECTIVES

Main: Providing assistance to, and strengthening of community-based organisations in capacity building, leadership development and training through effective programmes with the goal of promoting ethical service delivery and quality education.

Secondary: Working in collaboration with other organisations and networks that mainly focus on capacity building and delivering effective programmes.

VALUES

In Christ, through integrity, competence, stewardship, transparency and accountability, we take thought beforehand and aim to be honest and absolutely above suspicion not only in the sight of the Lord but also in the sight of men. Based on 2 Corinthians 8:21 (Amplified)

FOCUS AREAS

Investment in People

We value and care for people with a strong focus on children's best interest.

Strategic clarity

We implement purpose with clarity and endurance.

Ethical Commitment

We promote value-based education and disciplined, ethical service delivery.

Collaborative Solutions

We achieve social cohesion with a solution-focused attitude.

DIRECTORS' REPORT

Vision and mission statement

Promoting ethical service delivery and quality education where children and animals matter by empowering the next generation as leaders of change.

The Board is pleased to present this Annual Integrated Report, reflecting on the 2026 financial year marked by purposeful leadership, sound governance, ethical stewardship and meaningful impact in the communities we serve. Throughout the reporting period, our organisation remained steadfast in its commitment to improving the wellbeing, safety and development of children, young people, families and communities through evidence-informed programmes and strong collaborations.

Strong governance continues to be the cornerstone of our sustainability and effectiveness. The Board fulfilled its oversight responsibilities with diligence, ensuring compliance with all applicable legislative and regulatory requirements, while maintaining robust systems of financial management, risk oversight, internal controls and organisational accountability.

Our governance approach is guided by transparency, integrity and responsible decision-making, enabling the organisation to remain resilient in an evolving operating environment. Ethical leadership remains embedded in every aspect of our work, fostering a culture where accountability, respect and service excellence are upheld by the board, staff and collaborators alike.



During the reporting period, we successfully delivered six projects through a combination of in-person workshops and online courses, equipping communities and organisations with practical, impactful skills and tools related to child development, child protection and humane education.

a) **First 1000 Days:** Supports caregivers and young children in the early years, building nurturing care and a foundation for lifelong wellbeing.

b) **BuildSmart Play Challenge:** Strengthens parenting confidence and family engagement through positive play and meaningful parent-child connection.

c) **Child Protection:** Strengthens awareness, prevention and response protocols to safeguard vulnerable children.

d) **I Can Choose:** Equips children and young people with life skills, informed decision-making and resilience to resist substance abuse and other high-risk behaviours.

e) **Empathy in Action:** Cultivates empathy, compassion, responsible citizenship and respect for people, animals and the environment through humane education.

f) **Lead Mentorship and Wellbeing:** Supports parents, young people and children to develop leadership capacity, emotional wellbeing, confidence and resilience as leaders of change.

We praise God for His faithfulness and are deeply grateful to our donors, supporters, collaborators and clients for their unwavering support. Your support gives momentum to every project we undertake and every life we touch. Together, we are empowering the next generation as leaders of change and building a more resilient South Africa.



LESLEY HUYSAMEN

Chairperson

11 August 2026

SIX KEY PROJECTS: OUR STORY OF IMPACT



PROJECT 1

FIRST 1000 DAYS

A FOUNDATION FOR LIFE

This project supports caregivers and young children during the critical early years of development, strengthens parenting practices and promotes nurturing care that lays the foundation for lifelong wellbeing.



SUPPORTS CAREGIVERS

Empowering caregivers with knowledge, resources, and skills.



PROMOTES NURTURING CARE

Ensuring children receive the love, nutrition and stimulation they need to thrive.



STRENGTHENS PARENTING PRACTICES

Building positive relationships and confident, capable caregivers.



BUILDS A STRONG FOUNDATION

Laying the groundwork for healthy growth, learning and lifelong wellbeing.



**STRONG STARTS | BRIGHTER FUTURES |
LASTING IMPACT**

PROJECT 1

PROJECT IMPACT

FIRST 1000 DAYS

Through dedicated collaborations and evidence-based practices, this project is creating stronger families and healthier communities.



“Moms' health is important and loving care towards a baby in the first 1000 days plays a huge role in a person's life as adult. I am going to implement it in my own life and make people aware of how important the first 1000 days are.”

Irma Hanekom
Haasbekkies Kleuterskool



162

FACILITATORS TRAINED

Empowered with First 1000 days knowledge, skills and tools to encourage healthy pregnancies and to support babies' development.

PROJECT 2

BUILDSMART PLAY CHALLENGE

BUILDING FAMILY CONNECTIONS AND BRAIN ARCHITECTURE

This project recognises the vital role of parents and caregivers in early childhood development by strengthening parenting confidence, promoting positive interactions through play and enhancing family engagement to support children's holistic development.



ENHANCING FAMILY ENGAGEMENT

Inspiring active involvement and collaboration to create supportive, loving environments for children to thrive.



STRENGTHENING PARENTING CONFIDENCE

Equipping parents with practical skills and knowledge to nurture and support their children.



PROMOTING POSITIVE INTERACTIONS THROUGH PLAY

Encouraging fun, meaningful play that builds healthy parent-child connections and strong brain architecture.



**STRONGER PARENTS | HAPPIER CHILDREN |
MORE RESILIENT FAMILIES**

PROJECT 2

PROJECT IMPACT

BUILDSMART PLAY CHALLENGE

Through play-based learning parents and caregivers are equipped to connect meaningfully with their children and build brain architecture for a brighter future.



“ I applied the Buildsmart Play Challenge with the parents of the children we do counselling with. A child was brought to me for displaying rage. I did a few of the exercises with the mother and the son. It helped them understand one another better and have fun together. This is a simple and useful tool. ”

Venessa Padayachee
United in Crisis



138

FACILITATORS TRAINED

Empowered with parenting knowledge, skills and BuildSmart games to mentor on caring parenting.

PROJECT 3

CHILD PROTECTION

KEEPING CHILDREN SAFE

This project strengthens awareness, prevention and response mechanisms to safeguard vulnerable children.



AWARENESS

We strengthen awareness on children's rights and protection in communities.



RESPONSE

We strengthen systems to ensure timely support and effective response.



PREVENTION

We promote safe child-friendly environments and address risk factors early.



COLLABORATION

We collaborate with communities and NPOs for lasting impact.



PROJECT 3

PROJECT IMPACT

CHILD PROTECTION

Through in-person workshops and online courses, community leaders are equipped to implement child protection policies and to report child abuse effectively.



“Excellent - we needed this information. I learnt how and what I can do to improve the conditions of our ECD. I will teach and get feedback from other practitioners on how we can contribute to make child protection a number one priority.”

Patricia Zukiswa Pambaniso
Rainbow Educare Centre



354

FACILITATORS TRAINED

Empowered with child protection knowledge, skills, games and protocols to create safer communities.

I CAN CHOOSE

PREVENTING SUBSTANCE ABUSE

This project equips children and young people with practical life skills, informed decision-making abilities and resilience to resist substance abuse and other high-risk behaviours, reinforcing healthy lifestyle choices.



PROJECT 4

PROJECT IMPACT

I CAN CHOOSE

Through the I can choose adventure game, facilitators are equipped to mentor children and young people to make healthier life choices and to prevent substance abuse.



“

I've learned more about substance abuse and how drugs have an effect on your brain. I learned resilience - to be committed to what you are doing, to avoid drugs, to save money and to build a better/healthy lifestyle. I have improved my professional development to help those children.

Peter Jr. Galant
SCORE Franschhoek

”



125

FACILITATORS TRAINED

Empowered with knowledge, skills and the I can choose adventure games to break cycles of substance abuse.

PROJECT 5

EMPATHY IN ACTION

COMPASSIONATE ACTION THROUGH HUMANE EDUCATION

This project cultivates empathy, compassion, responsible citizenship and respect for people, animals and the environment through humane education; empowering children to become positive agents of change within their communities.



EMPATHY

Nurturing understanding and kindness in every interaction.



COMPASSION

Encouraging care and concern for all living beings.



RESPONSIBLE CITIZENSHIP

Inspiring children to act with compassion and responsible pet care.



RESPECT

Promoting respect for people, animals and the environment.



**BUILDING EMPATHY | GROWING IN COMPASSIONATE CARE |
BREAKING CYCLES OF VIOLENCE**

PROJECT 5

PROJECT IMPACT

— EMPATHY IN ACTION —

Through Animal Hero games and humane education resources, facilitators mentor children to have empathy and to take compassionate action in order to create a kinder society.



“ The workshop was very informative. I have learnt more about empathy and how it affects children and animals. Where abuse of children occurs, there is a chance that animals abuse also occurs. We will work together with other organisations to teach people about humane education. ”

Menziwa Sonwabile
Mdzananda Animal Clinic and Shelter



203

FACILITATORS TRAINED

Empowered with humane education knowledge, skills and Animal Hero to break cycles of violence.

PROJECT 6

LEAD MENTORSHIP AND WELLBEING

EMPOWERING THE NEXT GENERATION AS LEADERS OF CHANGE

Young people are supported to develop leadership capacity, emotional wellbeing, confidence and resilience.



LEADERSHIP

Young people grow as leaders and positive role models



CONFIDENCE

Increased willingness to take on new challenges through value-based action



EMOTIONAL WELLBEING

Improved self-awareness, mental health and emotional regulation



RESILIENCE

Stronger coping skills and determination to overcome challenges



PROJECT 6

PROJECT IMPACT

— LEAD MENTORSHIP AND WELLBEING —

Through LEAD tools, facilitators can mentor colleagues, caregivers and children on value-based leadership and wellbeing for greater resilience.



“ Every organisation has leaders. This training trains leaders to build a generation of leaders and has broadened my view on interacting with others. The tools are mind-blowing. I loved everything about it. ”

Esté Schoeman
Strong Schools



162

FACILITATORS TRAINED

Empowered with knowledge, skills and LEAD tools for leadership, mentoring and wellbeing.

GOVERNANCE AND ETHICS



GOVERNANCE AND ETHICS

As an impactful non-profit company, we pride ourselves in aiming for excellent governance to lead ethically and effectively in line with the recommended King V principles for non-profit organisations. The King V principles strengthen our governance with integrated thinking in line with our code of ethics and value system. Through continuous feedback from our stakeholders, we ensure that our service delivery reflects our values of integrity, competence, stewardship, transparency and accountability.

Principle 2: The governing body governs the ethics of the organisation in a way that enables ethical culture and responsible corporate citizenship..

BOARD OF DIRECTORS AND STAFF

All Ezrah directors were officially appointed for another year in office at our previous annual general meeting (AGM) on 22 August 2025 and are implementing the organisation's objectives in line with our strategic plan.

The Ezrah board takes ethical leadership very seriously and therefore we subscribe to Unashamedly Ethical and The Independent Code of Governance for Non-Profit Organisations in South Africa. Ezrah was also deemed compliant by Community Chest after an independent due diligence process that vets non-profit organisations (NPOs) for legal compliance, good governance and financial accountability

At board meetings, we not only take the time to do comprehensive strategic planning, but also discuss how we can continually govern the ethics of the organisation in a way that supports the establishment of an ethical culture and responsible citizenship.

Principle 11: The governing body ensures that the organisation remunerates fairly, responsibly and transparently to promote sustainable value creation by the organisation within its economic, social and environmental context.

Great care is taken by the board to ensure that the staff team is remunerated fairly, well supported and equipped for their respective roles in Ezrah as we serve with competence, excellence, integrity and compassion.

GOVERNANCE AND ETHICS

STAKEHOLDER ENGAGEMENT AND M&E

Principle 3: The governing body ensures that the organisation's purpose, strategy and business model support performance that creates sustainable value within the organisation's economic, social and environmental context.

As part of our stakeholder strategy, we are especially proud of our online courses, supported by our website resource pages, where people can download important information and protocols related to child protection, child development and humane education.

We nurture our relationships with stakeholders such as donors, collaborators and clients through consistent and effective collaboration and share regular updates through our electronic newsletters and social media platforms. Feedback from our stakeholders forms the core of our monitoring and evaluation strategy and is incorporated consistently in our project planning, design and implementation.

COMMUNICATION STRATEGY AND DATE PROTECTION

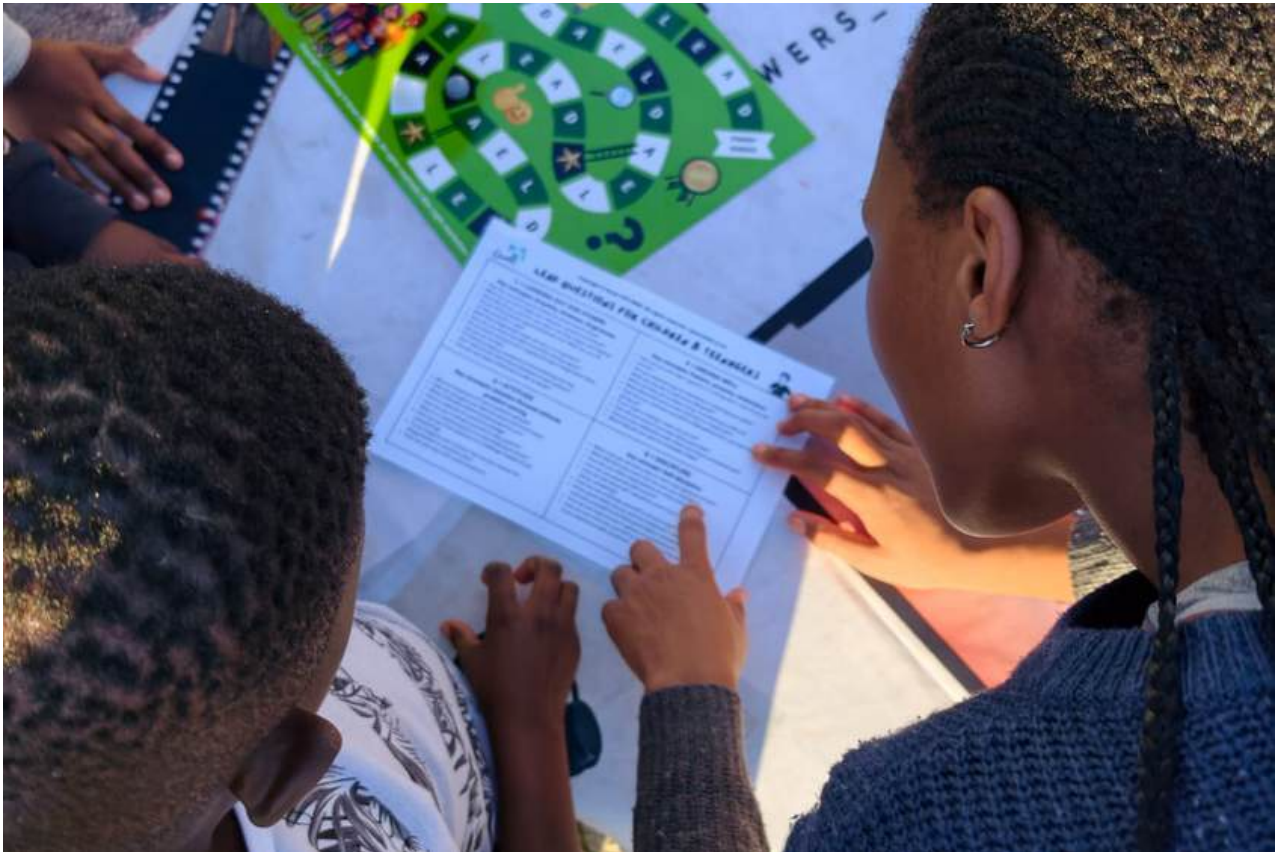
Principle 10: The governing body governs data, information and technology in a way that enables the organisation to sustain and optimise its strategy and objectives.

The Ezrah board endeavours to ensure effective communication and data protection and therefore governs technology and information in a way that supports the achievement of our strategic objectives in line with Principle 10 of the King V report and the Protection of Personal Information (POPI) Act.

The managing director of Ezrah fulfills the information officer role and works closely with the board to develop and implement data protection obligations, including the annual submission of our PAIA report to the Information Regulator.

Principle 7: The governing body ensures that the appointment of and delegation to management promote operational effectiveness and that the respective roles and decision-making powers of the governing body and management are clearly defined.

Principle 9: The governing body governs compliance with applicable laws and adopted policies, non-binding rules, codes and standards in a way that promotes ethics and responsible corporate citizenship.



LEGAL COMPLIANCE AND REPORTING

In terms of legal compliance and reporting, we submitted the necessary reports to the Companies and Intellectual Property Commission (CIPC) as well as the Department of Social Development. To ensure financial compliance, we submitted our annual income tax return, our payroll declarations as well as IT3d declarations to the South African Revenue Service (SARS).

Our annual report along with our audited financial statements are available to all our stakeholders. In terms of service delivery, we make quarterly progress reports available to all our donors and other stakeholders.

Principle 12: The governing body ensures that assurance functions and services promote an effective internal control environment and safeguard the integrity of external reports issued by the organisation.

FINANCIAL SUMMARY



FINANCIAL PLANNING & ACCOUNTABILITY

VALUE CREATION

Principle 13: The governing body adopts a stakeholder-inclusive approach in the execution of its duties in the long-term best interests of the organisation within its economic, social and environmental context.

The Ezrah board recognises value-based stakeholder relationships as a crucial element of our income generation strategy. We take time to clarify with our stakeholders how we can meet their expectations and needs within our resource capacity with the best interest of all in mind. This strengthens a stakeholder-inclusive approach in line with Principle 13 of King V.

STRATEGIC PLANNING AND RISK MANAGEMENT

As part of our financial sustainability plan, the board does continuous strategic planning and risk management as well as diversify income sources through donations from a variety of donors and training fees. Ezrah has also established a reserve fund to ensure a stable cash flow.

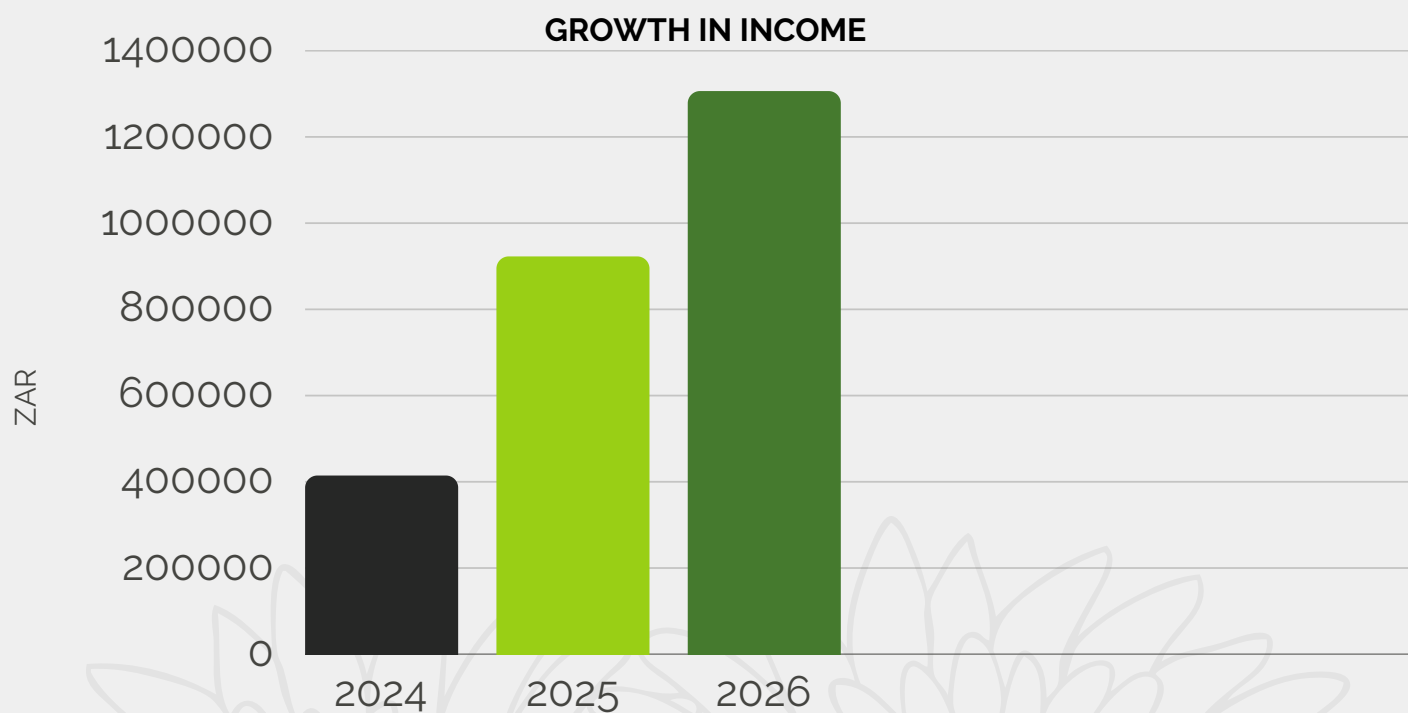
Principle 8: The governing body governs risk in a way that enables the organisation to sustain and optimise its strategy and objectives.

AUDITED FINANCIAL STATEMENTS

At our previous AGM in August 2025, Emma Pardoe was re-appointed to audit our annual financial statements for the 2026 financial year and to assist Ezrah with financial compliance. The 2026 audited financial statements were approved by the board of directors and are available to all stakeholders.

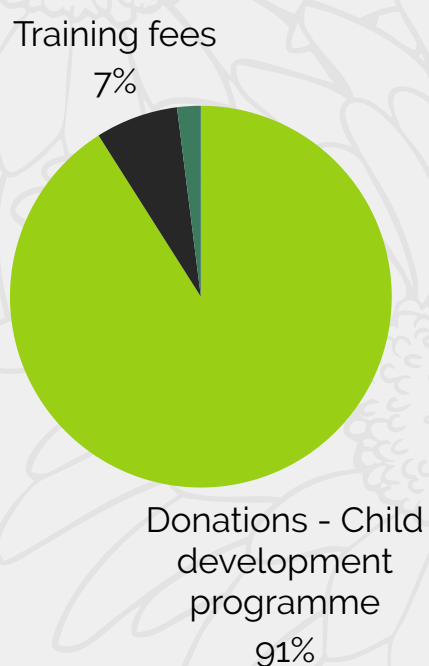
Principle 4: The governing body ensures that external reports issued by the organisation enable stakeholders to make informed assessments of how the organisation creates, preserves and erodes value within its economic, social and environmental context over the short, medium and long term.

FINANCIAL SUMMARY

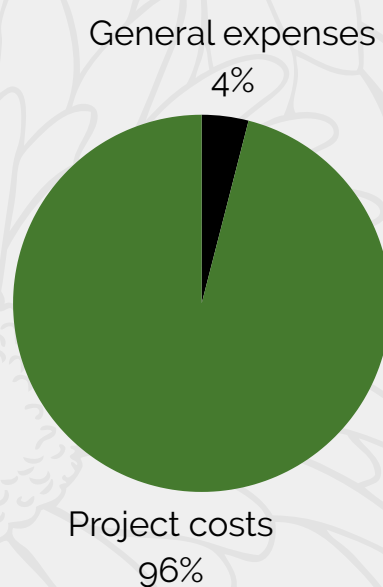


Figures are for the financial year March 2025-February 2026
Please see our full Audited Financial Statements for further details.

Income sources



Expenditure



ACKNOWLEDGEMENTS

We honour our committed directors that ensure that Ezrah functions in line with the highest ethical standards: Lesley Huysamen (chairperson), Maarten Meyer (treasurer/risk and ethics officer) and Mariëtte Jacobs (managing director/company secretary/information officer). It is an incredible privilege to have such a committed board that serves Ezrah with so much integrity and accountability.



We also want to thank our staff team for all their contributions during the 2026 financial year. Mariëtte Jacobs, our MD led the team, while Carien van Zyl (project coordinator/social worker) ensured excellence in service delivery across all six projects. Janique de Bruyn provided valuable creative input to our communication and marketing strategy as well as the audio recordings of our online courses.

We further acknowledge the generosity of the following businesses and individuals who contributed services pro bono to strengthen Ezrah's governance and service delivery:

- Maarten Meyer Prokureurs/Attorneys for legal input into our organisational policies and agreements.
- Shine the Way 366CC, t/a 1001 for continued website and email hosting.



Our financial supporters are key to our success. Therefore we want to honour the following donors for their generous support during the 2026 financial year:

- Individual donors who wish to remain anonymous
- The Jannie Mouton Family Foundation
- The Rolf-Stephan Nussbaum Foundation
- The Ackerman Family Foundation
- Community Chest

Lastly, we want to thank each and every collaborator, supporter and client who share this journey towards excellence and ethical leadership with us in line with our motto: "Grow Today. Lead Tomorrow."

Together, we empower the next generation of leaders to promote ethical service delivery and quality education where children and animals matter.

"Quality programmes will contribute to effective change. This was a joyful experience, fantastic atmosphere, very therapeutic. Very helpful, interactive and high quality standard!. I loved the tools. Thank you."

Camilla Moni from Touching Nations on the quality of Ezra's workshops

CONTACT



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Scan here to see
our project video