

Annual Financial Statements for the year ended 31 December 2009

Statement of Comprehensive Income

Figures in Rand	Note(s)	Organisation		Black Sash	
		2009	2008	2009	2008
Income					
Grant income	6	13,620,319	12,427,925	10,469,806	10,250,830
Other income	7	554,667	1,368,423	554,667	1,264,431
Interest received	8	359,280	664,227	227,395	582,708
Swiss Agency for Development and Cooperation income		2,871,754	–	2,871,754	–
Total Income		<u>17,406,020</u>	<u>14,460,575</u>	<u>14,123,622</u>	<u>12,097,969</u>
Expenditure					
Staff costs		9,501,285	8,423,294	9,501,285	8,423,294
Operating costs	9	1,924,569	1,926,180	1,924,569	1,926,180
Staff support and development	10	91,668	103,099	91,668	103,099
Coordination and governance	11	730,323	497,729	730,323	497,729
Capital expenditure		108,665	121,086	108,665	121,086
Project costs	12	237,379	231,031	237,379	231,031
Programme cost	13	968,514	700,573	968,514	700,573
Relocation cost	14	346,223	–	346,223	–
Bad debt		–	62,259	–	62,259
NADCAO expenses	15	3,023,330	1,177,273	–	–
Total Expenditure		<u>16,931,956</u>	<u>13,242,524</u>	<u>13,908,626</u>	<u>12,065,251</u>
Surplus for the Year		<u>474,064</u>	<u>1,218,051</u>	<u>214,996</u>	<u>32,718</u>

Chapter 14: Our Trustees

The Board of Trustees of the Black Sash consists of women of enormous talent, great substance, integrity and an independence of mind. These women give freely of their time, their considerable insights and wisdom. They provide invaluable guidance, leadership and support.



Sibongile (Bongi) Mkhabela (Chairperson since 2006) has headed the Nelson Mandela Children's Fund since 1999, first as Programme Director and then as CEO in 2001. She sits on various boards and has immense experience in development issues, nationally and internationally, gained from working in senior positions at the United Nations Development Programme, the United Nations Education Programme in South Africa and in the Development Resources Centre. Bongi started her career as a paralegal worker under the South African Council of Churches. Before joining the Nelson Mandela Children's Fund she was Director for Special Programmes and Projects in the Office of the then President Thabo Mbeki.



Yasmin (Jessie) Turton (Deputy Chairperson since 2006) is currently a Director of Umhlaba Development Services. Her work is largely with NGOs, government departments and foreign donor agencies in areas such as organisation development, human resource development, strategic planning, capacity building, training and evaluation. She has been with the Sash for about six years.



Rosemary van Wyk Smith has been with the Black Sash since about 1967, working in the Advice Office and then holding various positions in the organisation, including as Vice President. At the dissolution of the membership organisation, she was employed as Director of the Grahamstown Black Sash Advice Office for five years. She is currently on a number of local boards and trusts, and is Chairperson of the Grahamstown Friends of the Library.



Dr Hilary Southall is a Director of the Joint Economic Aids and Poverty Programme (JEAPP). Her areas of interest and expertise are operational research, mathematical statistics theory, development statistics for policy and planning, and health services.



Maria (Mary) Macdiamid Burton has served as the Chairperson of Black Sash, and also as Deputy Chairperson of the Council of the University of Cape Town. She is co-founder of the Home for All campaign, which was a plea to all white South Africans to acknowledge the ways in which they benefited from the policies of apartheid in an attempt to help reconcile South African society. She has been involved in various capacities with the Black Sash since 1963.



Thembi Eunice (Nyami) Mbhele is presently employed by the Clermont Community Resource Centre as an Aids Desk Coordinator, dealing with counselling, HIV/Aids and rights education. In addition, she manages a support group. She has been associated with the Black Sash since 2000.



Diana (Di) June Oliver was a member of Black Sash from 1978 till the membership closed in 1995, and has been a trustee of the Black Sash Trust from 1995. She is a board member of several NGOs and an active parishioner of St George's Cathedral, where she is a lay minister and the Coordinator of Caritas (the Cathedrals' caring ministries). She served as Chairperson of the Black Sash Trust from 2005 to 2006.



Mary Kleinenberg has retired from formal employment and is currently helping to buy and organise craft for the Tatham Art Gallery. She joined the Black Sash in 1980, first working in the Advice Office on Saturday mornings, and soon after becoming more involved in the organisation.



Margaret (Dolly) Jennifer Khumalo is the Manager of Museum Services in the Office of the Premier, KwaZulu-Natal. She has been with the Black Sash since 2005.



Yasmin Sooka practised as a human rights lawyer until 1995 and has been Executive Director of the Foundation for Human Rights in South Africa since January 2001. Prior to joining the Foundation, Ms Sooka was a member of the Truth and Reconciliation Commission in South Africa, serving first for three years as Deputy Chair of the Human Rights Violations Committee and then as the chair of the committee. During 2002 and 2004 she was appointed by the UN as an international commissioner for the Truth and Reconciliation Commission of Sierra Leone. She has consulted and assisted the governments of Ghana, Nepal, Afghanistan, Burundi and Liberia in setting up truth commissions. She also serves on the Board of Trustees for Black Sash Trust, International Coalition of Historic Site Museums of Conscience, executive member for Niwano Peace Foundation, as well as advisory member for the Leuven Centre for Global Governance Studies and Institute for International Law.



Jennifer (Jenny) de Tolly practises architecture part-time and is involved in her family's business. She joined the Black Sash in 1982 and has been a trustee since 1988. She served as Chairperson of the Black Sash Trust in 1963, and also from 2002 to 2004.

Chapter 15: Our Staff

National Administration Team



Tania Paulse
Senior Administrator



Thandeka Mayisela
Administrative Assistant



Tembakazi Gxanase
Receptionist



Yongama Ntanga
General Worker



Lindsay Bunsee
Administrator



Nokhaya Lapi
Cleaner

Western Cape

Cape Town



Leonie Caroline
Regional Director



Gadija Oslodien
Administrative Assistant



Ndileka Madyosi
Paralegal



Nomahlubi Nabe
Paralegal



Nosilence Mbotyi
Cleaner



Ntombeka Tebekana
Administrative Assistant



Xolela May
Paralegal



David Ngxale
Paralegal



Lisa Baduza
Cleaner

Knysna

Eastern Cape

Grahamstown



Jonathan Walton
Regional Director



Wandisa Tinise
Administrative Assistant



Vuyo Resha
Paralegal



Celiwe Cewu
Paralegal



Frances Mrverwe
Cleaner

Port Elizabeth



Alexa Lane
Regional Director



Busiswe Santi
Administrative Assistant



John Neer
Paralegal



Temba Mawisa
Paralegal



Noluthando Nyati
Cleaner

KwaZulu-Natal

Durban



Evashnee Naidu
Regional Director



Thuli Mchunu
Administrative Assistant



Nelisiwe Xaba
Paralegal



Njabulo Khumalo
Paralegal



Prudence Kortjaas
Cleaner



Diana Donnelly
Administrative Assistant



Neliswe Hlophe
Paralegal



Emmanuel Vusi Mabunda
Paralegal



Bongiwane Hlongwane
Cleaner

Pietermaritzburg

- *Jerome Bele*
Paralegal (no photo available at time of print)

Gauteng



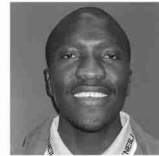
Thandiwe Zulu
Regional Director



Nongoza Makapela
Administrative Assistant



Wellington Ntamo
Paralegal



Thifulufheli Sintumule
Paralegal



Lwazi Mtshiyi
Paralegal



Nombulelo Ndlovu
Cleaner

Advocacy – Media – Monitoring Team



Ratula Beukman
(APM)



Elroy Paulus
(APM)



Nkosikhulule Nyembezi
(APM)



Phelisa Nkomo
(APM)



Sarah Nicklin
Media Officer



Gouwah Samuels
CMAP Coordinator

Information Management Team



Gadija Salie
Database Administrator



Samier Nagia
IT Technician



Carina Pillay
Archivist

Acronyms

ACCESS	Alliance for Children's Entitlement to Social Security
ANC	African National Congress
ART	Anti Retroviral Treatment
BIG	Basic Income Grant
CMAP	Community Monitoring and Advocacy Project
COID	Compensation for Occupational Injuries and Diseases
COIDA	Compensation for Occupational Injuries and Diseases Act
CORMSA	Consortium for Refugees and Migrants South Africa
CSG	Child Support Grant
DSD	Department of Social Development
FPD	Foundation for Professional Development
HAT	Harmonised Assessment Tool
HRC	Human Rights Commission
HSRC	Human Sciences Research Council
ICESCR	International Covenant on Economic, Social and Cultural Rights
IDP	Integrated Development Plan
KZN	KwaZulu-Natal
NCR	National Credit Regulator
NEDLAC	National Economic Development and Labour Council
NGO	Non-governmental Organisation
NUMSA	National Union of Metalworkers of South Africa
OAP/OPG	Older Persons' Grant

PE	Port Elizabeth
PFA	Pension Fund Adjudicator
SADTU	South African Democratic Teachers' Union
SAHRC	South African Human Research Council
SANGOCO	South African National NGO Coalition
SASSA	South African Social Security Agency
SCAT	Social Change Assistance Trust
UCT	University of Cape Town
UI	Unemployment Insurance
UIF	Unemployment Insurance Fund
UN	United Nations

The Bill of Rights

From Chapter 2 of the Constitution of the Republic of South Africa 1996

As adopted on 8 May 1996 and amended on 11 October 1996 by the Constitutional Act 108 of 1996

- **Equality:** You cannot be discriminated against. But affirmative action and fair discrimination are allowed.
- **Human dignity:** Your dignity must be respected and protected.
- **Life:** You have the right to life, and you should respect that of others.
- **Freedom and security of the person:** You cannot be detained without trial, tortured or punished cruelly. Domestic violence is not allowed.
- **Slavery, servitude and forced labour:** Slavery and forced labour are not allowed.
- **Privacy:** You cannot be searched or have your home or possessions searched.
- **Freedom of religion, belief and opinion:** You can believe and think whatever you want and can follow the religion of your choice.
- **Freedom of expression:** All people (including the press) can say whatever they want, but are not allowed to harm the integrity or character of others.
- **Assembly, demonstration, picket and petition:** You can hold a demonstration, picket and present a petition. But you must do this peacefully.
- **Freedom of association:** You can associate with whomever you want.
- **Political rights:** You can support the political party of your choice. If you are a citizen, and at least 18 years old, you can vote.
- **Citizenship:** Your citizenship cannot be taken away from you.
- **Freedom of movement and residence:** You can live anywhere in South Africa.
- **Freedom of trade, occupation and profession:** You can do whatever work you choose.
- **Labour relations:** You may join trade unions and go on strike.
- **Environment:** You have the right to a healthy environment.
- **Property:** Your property can only be taken away from you if the proper rules are followed.
- **Housing:** The government must make sure people have access to proper housing.
- **Health care, food, water and social security:** The government must make sure you have access to food and water, health care and social security.
- **Children:** Children under the age of 18 have special rights, like the right not to be abused.
- **Education:** You have the right to basic education, including adult basic education, in your own language (if this is possible).
- **Language and culture:** You can use the language you want to and follow the culture that you choose.
- **Cultural, religious and linguistic communities:** Communities can enjoy their own culture, practise their own religion, and use their own language.
- **Access to information:** You have the right to any information that the government has.
- **Just administrative action:** Actions by the government must be fair.
- **Access to courts:** You can have a legal problem decided by a court, or a similar structure.
- **Arrested, detained and accused persons:** This right protects people who have been arrested, imprisoned or accused.