

# FINANCIAL REPORT | FINANSIËLE VERSLAG

## NOTES TO THE ANNUAL FINANCIAL STATEMENTS - 31 MARCH 2009

### 1 ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the constitution of the Society on a basis consistent with the prior year except for the following:

#### 1.1 INCOME

Income is brought into account on the accrual basis.

#### 1.2 FIXED ASSETS

Depreciation is written off over the expected useful life of the assets, except buildings which are not depreciated

	2010 R	2009 R
<b>2 PROPERTY, PLANT AND EQUIPMENT</b>		
Land and buildings, plant & equipment	250,122,723	240,393,014
Motor vehicles	394,407	86,118
Furniture and fittings	1,056,549	539,004
Computer equipment	363,478	309,047
	<b>251,937,157</b>	<b>241,327,183</b>

### 3 RETAINED SURPLUS

Balance at beginning of year	22,186,375	16,210,624
Surplus for the year	1,875,989	2,516,507
<b>Balance at end of year</b>	<b>24,062,364</b>	<b>22,186,375</b>

### 4 OTHER FINANCIAL LIABILITIES

Life Right Creditors	29,742,446	26,186,375
This amount represents net payments received for Life-right title		
The Helderberg Trust	241,617	152,597
Liabilities under instalment sale agreements	38,728	87,336
Payable in monthly instalmentsover 4 years at prime interest rate		
Loan Bowden Park	385,900	418,996
The loan is repayable on demand at the time of the transfer of the right to occupy the units		
Loan - Act of Grace 33 (Association inc under Section 21)	1,228,173	494,180
The loan is unsecured, interest free and has no fixed terms of repayment		
	<b>31,636,864</b>	<b>27,531,555</b>

### 5 Taxation

The Society is exempt from Income Tax in terms of Section 10(1)(cN) of the Income Tax Act.

6 These financial statements have been extracted from the audited annual financial statements, a copy of which is available at the Society's offices at 121 Lourensford Road, Somerset West

## AANTEKENINGE BY DIE FINANSIËLE JAARSTATE - 31 MAART 2009

### 1 REKENKUNDIGE BELEID

Die finansiële jaarstate word volgens die Vereniging se grondwet aangebied en is in ooreenstemming met die vorige jaar behalwe vir die volgende:

#### 1.1 INKOMSTE

Inkomste word op die toevallingsgrondslag te boek gestel.

#### 1.2 VASTE BATES

Waardevermindering word afgeskryf oor die verwagte lewensduur van die bates, behalwe geboue waarvan geen waardevermindering afgeskryf word nie.

### 2 EIENDOM, AANLEG EN TOERUSTING

Grond en geboue  
Motorvoertuie  
Meubels en toerusting  
Rekenaartoerusting

### 3 OPGEHOOPTE FONDSE

Balans aan die begin van die jaar  
Inkomste (tekort) vir die jaar  
Balans aan die einde van die jaar

### 4 ANDER FINANSIËLE LASTE

Lewensreg Krediteure  
Hierdie bedrag bestaan uit betalings ontvang t.o.v Lewensregtitel  
Die Helderberg Trust  
Huurkoop Krediteure  
Betaalbaar in maandelikse paaiemente oor 4 jaar teen prima rentekoers  
Bowden Park Lening  
Die lening is terug betaalbaar op aanvraag met die oordrag van lewensreg van eenhede  
Lening - Act of Grace 33 (Geinkorporeer onder Artikel 21)  
Die lening is onverseker, vry van rente en het geen vaste terme van terugbetaling nie

### 5 Belasting

Die Vereniging is vrygestel van Inkomstebelasting onder artikel 10(1)(cN) van die Inkomstebelasting wet

6 Die finansiële state is n uitreksel van die geouditeurde jaarstate, n afskrif waarvan beskikbaar is by die Vereniging se kantore te Lourensford weg 121, Somerset-Wes.

## Vision

The Helderberg Society for the Aged will be recognized by the community and medical profession as leaders in providing professional and specialized long-term care for the elderly, enhancing their quality of life with dignity and security within a culture characterized by integrity, commitment, compassion and respect for the individual.

## Visie

Die Helderberg Vereniging vir Bejaardes sal deur die gemeenskap en mediese beroep erken word as leiers in die voorsiening van professionele en gespesialiseerde langtermyn versorging van bejaardes, die verbetering van hul lewenskwaliteit met waardigheid asook veiligheid, binne 'n stelsel gekenmerk deur integriteit, toewyding, menslikheid en respek vir die individu.

## BOARD OF MANAGEMENT



Alna van der Merwe  
Chairman



Harold Herman  
Vice-Chairman



Albert Brink



Barbara Braime



Peter Blaine



Elma Kortenbout



Gisela Jespersen



Paul du Plessis



Alan Blues



# CHAIRMAN'S MESSAGE

As the leaves are starting to fall, we can be sure it is the time of the year that we must get the Annual Report together.

For the last couple of years we have had the advantage of our General Manager compiling the Annual Report, thereby saving the Society quite a substantial amount of money. To Barbara Segalla, our sincere thank you for doing this outstanding job so well.

Ek het altyd gedink dat die gesegde, hoe ouer mens word hoe vinniger gaan die tyd verby, net 'n verbeeldingsvlug is. Ek kan julle egter verseker dit is wel die geval. Hoewel die jaar verby snel, kan ons darem met groot dankbaarheid terug kyk na 'n suksesvolle jaar. Hoewel ons bedbesetting nie altyd na wense was nie, het ons danksy Bowden Park verkope ons finansieële posisie aansienlik verbeter. Dit word volledig in die finansieële state weer gegee.

To all our staff, a sincere thank you for what you have been doing and achieving for the Society. It is not always an easy job, but mostly a job well done. Thank you for looking after our residents and trying to make their lives worth living and taking some of the loneliness away. Your comforting words are the only words that many of our residents hear some days. A special thank you goes to our Financial Manager, Danie Digue. His budgeting is always spot-on and with him and Paul du Plessis controlling the finances, we can be sure it is in safe hands. Thank

you to both of you for your hard work.

Without the support of our volunteers and generous donors we can just as well close our doors. To each and everyone, thank you very much. You make us proud to be associated with you and help us to bring some joy to the lives of our residents. We would like to thank the Cape Community Chest, Rotary, Round Table, Lions Club, members of the Prestige Club, Service Organisations, NPO's, all the church leaders, Radio Helderberg, District Mail, Bolander and HelderPos for their continued support. We desperately need more people to join the Prestige Club. We have a fun-filled evening, every quarter, when members get together, have a drink and a snack and then the fun begins! We would like to encourage people to become members, the main prizes (and booby-prizes) are quite rewarding and mostly exciting!

'n Besondere woord van dank aan die gemeente van die NG Kerk Hottentots Holland. Ds Hennie Fouche, in die besonder, is vir ons 'n ware steunpilaar. Hy word al as 'n "nie-betaalde personeel lid" gesien. Baie dankie ook aan die Vroue Diens, julle ondersteuning is vir ons goud werd.

In conclusion I would like to thank all the Board Members for their continued effort in rendering their very best to the Society. It is a pleasure working with all of you. Thank you for your support – it is much appreciated.



# FINANCIAL REPORT | FINANSIËLE VERSLAG

## Income Statement

FOR THE YEAR ENDED 31 MARCH 2010

	2010 R	2009 R
<b>INCOME</b>		
Rent, meals and service centre fees	29,422,787	27,464,978
Subsidies	1,789,983	1,790,695
Interest on investments	1,758,507	2,037,774
Fair value adjustments	894,940	-
Augmentation	883,620	1,037,688
Grants from the National Lotteries Trust Fund	1,016,200	-
Grants from Community Chest	136,800	136,800
Other grants and donations	417,173	466,997
Other income	297,748	190,774

**36,617,758**    **33,125,706**

## EXPENSES

Staff costs	19,733,535	17,341,265
Fundraising, public relations and advertising	81,264	50,884
Household expenses	6,759,442	6,278,997
Lease and hire of equipment	454,908	418,378
Printing and stationery	204,133	212,426
Professional services	80,355	83,466
Property expenses	5,830,445	4,310,206
Depreciation	382,426	245,914
Other running expenses	1,016,282	1,071,452
Finance charges	198,979	183,810
Fair value adjustments	-	412,400

**34,741,769**    **30,609,198**

**NET INCOME for the year**

**1,875,989**    **2,516,508**

## Inkomstestaat

VIR DIE JAAR GEËINDIG 31 MAART 2010

## INKOMSTE

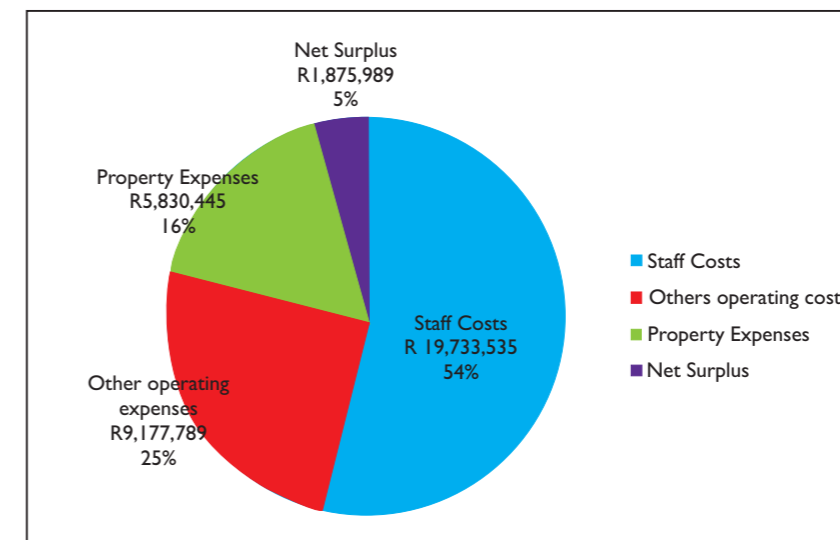
Huur, maaltye en dienssentrum fooie.
Subsidies
Rente op beleggings
Markwaarde aanpassings
Bybetalings
Toekennings van die Nasionale Lotery
Trust Fonds
Toekennings vanaf die Gemeenskap Kas
Ander toekennings en donasies
Diverse inkomste

## UITGAWES

Personeel koste
Fondsinsameling, openbare skakeling en reklame
Huishoudelike uitgawes
Huur van toerusting
Drukwerk en skryfbehoeftes
Professionele dienste
Eiendomsuitgawes
Waardevermindering
Ander lopende uitgawes
Finansierings koste
Markwaarde aanpassings

**NETTO INKOMSTE vir die jaar**

## Apportionment of Income - 31 March 2010



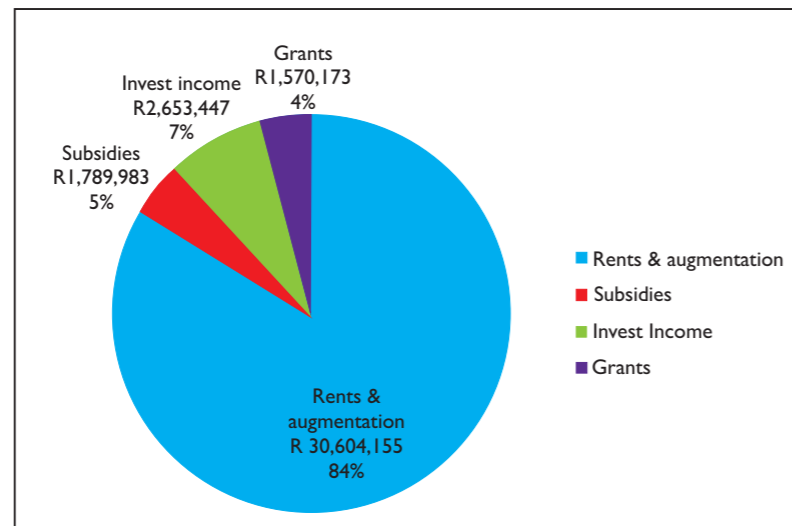
**Balance Sheet**  
AT 31 MARCH 2009

	NOTES/ NOTAS	2010 R	2010 R
<b>ASSETS</b>			
<b>Non-current assets</b>		251,937,157	241,327,183
Property, plant and equipment	2	251,937,157	241,327,183
<b>Current assets</b>		31,518,149	26,570,459
Trade and other receivables		898,909	1,013,790
Cash and cash equivalents		30,649,240	25,556,669
<b>Total assets</b>		<b>283,455,306</b>	<b>267,897,642</b>
<b>EQUITY AND LIABILITIES</b>			
<b>Capital and reserves</b>		<b>244,269,674</b>	<b>233,159,717</b>
Retained surplus	3	24,062,364	22,186,375
Reserves		220,207,310	210,973,342
<b>Non-current liabilities</b>		31,626,667	27,492,827
Other financial liabilities	4	31,626,667	27,492,827
<b>Current liabilities</b>		7,558,965	7,245,098
Other financial liabilities		10,197	38,728
Trade and other payables		7,548,768	7,164,334
Bank overdraft		-	42,036
<b>Total equity and liabilities</b>		<b>283,455,306</b>	<b>267,897,642</b>

**Balansstaat**  
OP 31 MAART 2009

	2010 R	2010 R
<b>Nie-bedryfsbates</b>		
Eiendom, aanleg en toerusting	251,937,157	241,327,183
<b>Bedryfsbates</b>		
Handels- en ander debiteure	898,909	1,013,790
Kontant en kontant ekwivalente	30,649,240	25,556,669
<b>Totale bates</b>	<b>283,455,306</b>	<b>267,897,642</b>
<b>EKWITEIT EN AANSPREKLIKHEDE</b>		
<b>Kapitaal en reserwes</b>	<b>244,269,674</b>	<b>233,159,717</b>
Opgehoopte fondse	24,062,364	22,186,375
Reserwes	220,207,310	210,973,342
<b>Nie-bedryfslaste</b>	31,626,667	27,492,827
Ander finansiële laste	31,626,667	27,492,827
<b>Bedryfslaste</b>	7,558,965	7,245,098
Ander finansiële laste	10,197	38,728
Handels- en ander krediteure	7,548,768	7,164,334
Oortrokke bank	-	42,036
<b>Totale ekwiteit en laste</b>	<b>283,455,306</b>	<b>267,897,642</b>

Source of Income - 31 March 2010



GENERAL MANAGER'S REPORT

General

The Society has, again, experienced a good year, despite the after effects of the world-wide financial meltdown but we are not complacent and continually strive to improve our services to our residents and the community at large.

I should like to thank the members of the board, as well as all the staff for the hard work that has gone in maintaining the reputation of the Society in these trying times and for always going that extra mile.

I wish, also, to thank the many volunteers who so generously give of their time and expertise to the many facets of the Society. Know always that you are appreciated, both by the residents to whom you render services as well as by the staff whose burden of tasks is, very often, lightened by your help.

My thanks go also to the service clubs of the Helderberg and the many donors whose contributions have assisted in the capital projects undertaken during the year as well as the ongoing support received for the Helderberg Trust for the Aged and for the funding of services to the indigent aged in all the areas served by the Society.

We have, again, had a management change during the past year in that Barbara Theophanous, who had joined us as Residential Care Manager, gave birth to her second set of twin girls at the end of January 2010 and resigned in order to give her full attention to her young family.

We wish her the best of luck!



Barbara Segalla  
General Manager

FRAIL CARE AND ASSISTED LIVING

Silver Oaks Lodge & Primrose

In the Last year, we have been abuzz with activities and functions. Our staff and volunteers have not only done the everyday activities but also participated in the Fairy Tale luncheon, Hobo Lunch and the Annual Mrs Magill Concert. To raise funds for the refurbishment of our lounge, we held a very successful music evening, presented by some of our local artists. The SAPS trauma centres of Somerset West and Sir Lowry's Pass continue to be supported by the Knitting Circle, whose members knit teddy bears for their traumatized children. A huge THANK YOU goes to all our volunteers and supporters. Your contribution to Silver Oaks touches so many lives both within the home and the community.

Congratulations to all the staff members who were married, had children or became a grandparent. Well done to those who studied further and have

brought their skills back to us. Thank you to you all for making a positive contribution to the lives of our residents.

We were the fortunate beneficiaries of the estate of the late Mrs J E Payne, whose legacy enabled us to completely refurbish the main dining-room and kitchen. We retiled walls and floors, rerouted gas lines, water and electricity circuits, refurbished the freezers, replaced all old and outdated equipment and, generally, gave that part of the old building a makeover which will last for years to come. At the same time we also repainted all the passages and bathrooms and retiled the entrance hall which also received a new sliding door. The outside of the entire building was painted and all leaking roofs waterproofed.



Sharon Ridler  
Silver Oaks Lodge

Robari Lodge

The most important event at Robari Lodge during the past year was surely the 100<sup>th</sup> Birthday we were privileged and honoured to celebrate with Mrs. Lillian Madge. Although we had been informed that she did not want a fuss, she came down to the

main lounge where many residents and staff had gathered to congratulate her personally. She responded with a little speech and then everyone could enjoy a piece of the beautiful outsized birthday cake that befits such an occasion.



Annagret Gruner  
Robari Lodge



Music, balm to the soul, often fills the halls and lounges of Robari Lodge. For the socially minded residents some really atmosphere-filled "Happy Hour" suppers have been held. At these functions we relax in the candle-lit lounge, the chairs and sofas arranged in cosy groups, listening to music, usually live, while sipping a glass of wine and enjoying tastefully prepared snacks. For the romantic, when entering Robari Lodge at suppertime on a Thursday, you could imagine that you are in Paris, as gentle piano music drifts from the dining room. Tony Smith, a good friend, happily entertains us with well loved beautiful tunes.

party is held every Wednesday, at which Nicolene Ackermann entertains us with her special talent. On occasion Hennie de Villiers accompanies her on his guitar, as her fingers nimbly move up and down the keyboard. At times we sing, clap our hands, tap our feet and some cannot help but dance to the music.

Our Occupational Therapist, Susan, was able to persuade a resident at Robari to play the piano on Friday afternoons. Soon after he started to play the "golden oldies" in his very musical style, residents would migrate from their rooms to the lounge and listen. To all the musicians who give so much, a BIG thank you!



Karin van der Watt  
Helderberg Lodge

Traditionally, now for many years, a tea

**Helderberg Lodge & Batavia Place**

The past year has been very busy, with a number of building alterations having been done. The central laundry was completely retiled and a new industrial washing machine, tumble dryer and extractor installed. All the showers and bathrooms in the building were retiling and modernised.

The father of one of our volunteers, Mr Elmar Breuning, donated the services of a landscape gardener who revitalised our front garden with pathways, a water feature, large pots and new plants. The residents celebrated the opening of their new garden with a braai and were entertained by Tommy Dell.

**Mountview**



Annie Vries  
Mountview

Activities are promoted and implemented as we see fit after liaising with the occupational therapist or relevant volunteer from time to time. Our activities are Name Games, Tea Parties, Entertainment, Bingo, 30 Seconds, Rummy-Cub, Walks, Exercise, Skittles, Strawberries & Cream and Happy Hour. Visits by school children where they bring flowers, cards and treats for the residents also take place.

Mountview's first mini fete was held February 2010, with great success. The sum raised was a tidy R1800.00.

A memorable day was 3 November 2009 when Mrs Maria van Selm celebrated her 100<sup>th</sup> birthday. Her advice to the "youngsters" is that the first 100 years is the most difficult, so hang in there! Mrs Iris Kotze had a surprise visit from her granddaughter and great-granddaughter who came from Ireland to celebrate her 90<sup>th</sup> birthday with her.

Susan Mudge, the occupational therapist, with the help of the less frail/more mobile residents planted beautiful pansies and petunias in the courtyard, as well as opposite the parking area at Mountview. Mrs J Hill, a resident at Mountview, sometimes plays the piano and residents would sing-a-long.

Three staff members gave birth to baby boys and our receptionist, Shamein, was married in February 2010. We wish them all well.



A big thank you goes to Elmarie Scholtz for all her preparation, typing, and translation to make this an excellent performance package. The Working Group consists of Senior Nursing Educators and principals from various private Nursing Educational Institutions (NEI's) who met on a regular basis to work on the common broad educational goals dictated by the SANCO, Department of Education and Umalusi. This is the first of its kind in the Western Cape. Our monthly news bulletin (O2=Oxygen) continues to be used as a medium for continuing education and training. Due to the administrative load this was placed on ice for the last quarter of the year. **MANY THANKS** to those who contribute. The Training Centre and learners performed an annual street collection and the funds were used for Training

Centre necessities and assist in the growth of the H-ISTC's own bursary fund. Challenges for the new year include the completion of the renewed caregiver study material in Afrikaans and English in order to publish our own study material. A further challenge entails revitalizing and encouraging the attendance of Free-to-Grow (FTG) and Diversity courses by the Society personnel. Our ongoing challenge remains the obtaining of outside support, in terms of bursaries and sponsorships, for deserving learners.

"OUR core business is educational and development for the health care industry. We pride ourselves in the knowledge that the Training Centre imparts the SKILLS, of NURSING, CARING and DISCIPLINE in a scientific yet human manner"  
"We DARE you to CARE".

**FINANCIAL REPORT | FINANSIËLE VERSLAG**

**Annual Financial Statements**  
31 MARCH 2010

**Finansiële Jaarstate**  
31 MAART 2010

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Danie Digue  
Financial Manager

The financial statements set out on pages 9 to 12 were approved by the Board on 21 July 2010 and are signed on its behalf by:  
Die finansiële jaarstate uiteengesit op bladsye 9 tot 12 is op 21 July 2010 deur die Raad goedgekeur en namens hulle onderteken deur:

**CHAIRMAN/VOORSITTER**  
20 July 2010

**CHIEF EXECUTIVE OFFICER/  
HOOF UITVOERENDE BEAMPTTE**  
20 July 2010

**REPORT OF THE INDEPENDENT AUDITORS FOR THE YEAR ENDED 31 MARCH 2009  
TO THE MEMBERS OF THE HELDERBERG SOCIETY FOR THE AGED**

We have audited the annual financial statements of the Helderberg Society of the Aged which comprise the balance sheet at 31 March 2010, and the income statement and the cash flow statements for the year then ended, and the notes to the financial statements, which include a summary of significant accounting policies and other explanatory notes, from which the accompanying summarised financial statements contained in the entity's summarised report were derived, in accordance with International Standards of Auditing. In our report dated 20 July 2010 we expressed an unmodified opinion on the annual financial statements from which the summarised financial statements were derived.

In our opinion, the financial statements give a true and fair view of (or "present fairly, in all material respects") the financial position of the Society as of 31 March 2010, and of its cash flows for the year then ended in accordance with the constitution.

For a better understanding of the entity's financial position and financial performance and cash flows for the year, and the scope of our audit, the summarised financial statements should be read in conjunction with the annual financial statements from which the summarised statements were derived, and our audit report thereon.

**GKN Audit**  
Registered Auditor  
Somerset West  
20 July 2010

## Training Centre

The Helderberg Society Training Centre has undergone the last stage in its metamorphosis over the past few years. Many hours were spent on the various phases of the accreditation process, involving numerous organisations. Our current status now is accreditation by the SA Nursing Council and provisional registration by the Department of Education. The preparation and re-engineering of the programmes has been placed on hold, due to the delay in the publication of the Nursing Act's new regulations. These will now have to be redesigned to mirror the awaited nursing regulations. The SANC approved two more health facilities (Huis Groenland in Grabouw and Huis Ysterplaat in Ysterplaat) for PNA clinical experiential placement. The Training Centre has a choice of 12 registered units and a further placement in three hospitals, where learners can gain experience.

**Personnel**  
Eleven motivated personnel members are employed, six of whom have more than five years' service and the remaining have served the Training Centre for between two to four years. Sr. Mallory Cassiem is a gift to the Training Centre. This highly educated and experienced clinical facilitator took over the realm from Sr. Tessia August, who left at the end of December to operate her own crèche.

**Courses and activities**  
In spite of our PNA selection being strict, we have an abundance of caregivers who wish to register for the PNA course at the Training Centre. The Helderberg Society Training Centre is known for service excellence and best practice, both in the theoretical and practical arenas. This is evident when the learners are performing their practical in the units and other extremely busy health services. Often they are the backbone of the service and can be relied on to perform the expected task.

**Training Centre**  
The correspondence caregiver course did not produce the desired outcome. This is possibly due to the fact that learners wish to complete their course on a full time basis (which is shorter than part-time or correspondence) and as adult education principles aspire to immediately applying the newly gained skills at their place of employment. The Training Centre will continue to encourage this method of education, (correspondence and part-time) for this has exceptional merit and follows the international trends in educational training and development.

The Training Centre assisted with basic First Aid sessions for the residents-in-charge (RIC) and many of the members of the service centres. We were fortunate to present these in three different languages.

**Learners**  
The period under review produced a total of 433 formal and informal learners, who are taken up by the Society, hospitals and clinics. Our objective remains

ultimately to alleviate the nurse/health care shortage in South Africa by training competent nurses and caregivers on the first level. This gives the Society and the health community a pool of potential employees. We are witnessing a steady increase of male learners, who truly are worth their weight in gold.

The marking system of the SANC changed in such a way that our failure rate has increased at an alarming rate. We are kept in the dark, for the examination text is never revealed or the specific errors. The only feedback received is a list of general remarks for the entire country, which really is not useful to us or the learner.

Twenty ENA's successfully completed a Senior ENA course, which is an internal non-accredited part-time course, created for the specific needs of the Society, to help with supervision as a team leader under the direct and indirect or supervision of the R/N.

The accommodation facilities for the learners continued at both New Somerset Hospital in Green Point and in the nurses residence in Van der Stel.

**Bursaries**  
Bursaries received for PNA's and Caregivers came from the Lou Orr Trust and the King Edward Trust, both administered by BOE. An increasing number of learners obtain their own sponsors, who assist them to fulfil their dreams. Incentive bursaries for caregivers continue. The Society awarded study loans to three staff members thereby enabling them to commence the PNA year course.

**Giving back to the community**  
Learners performed community service at various hospitals e.g. Ceres, Michael M in Khyalitsa, MedSac, Hermanus, Caledon and clinics in the broader Western Cape as far away as Swellendam. This increases their learning opportunities, skills base and the marketing of the Training Centre.

The majority of our graduates obtained part-time and full-time employment on completion of their courses and at least 70% will continue up the career pathway. One of our graduates will register, towards the end of this year for the Masters in Nursing. Congratulations. Lena Ketelo, we are very proud of you.

**Teachable moments**  
The clinical facilitator, tutors and trainers continued to perform in the interest of best practice, to raise the standards while in the units, which includes the clinics and hospitals. They coach, guide, teach the learners and staff imparting their knowledge and skills. Constructive sessions are performed during the teachable moments and offering training or re-training for the staff to ensure competency levels are met. On the spot (teachable moments) in the units have made a positive impact, creating a direct opportunities for corrective action and improving standards of care.

**General**  
Our Educational Forum progressed to the introduction of forms, guidelines and practices to reach a high level of quality care within the Helderberg Society for the Aged and other long term care facilities.

## Independent Living

Our blocks of flats in Vonke Park and central Somerset West have remained a popular choice for the residents of the Helderberg and they are nearly always fully occupied. The waiting lists for these units continue to grow, thanks to word-of-mouth advertising and the on-going marketing processes of the Society.

The Residential Care Manager, Barbara Theophanous, left us at the end of December

## The Charity Shop

The Charity Shop continues to be a success story.

The turnover of the shop has doubled during the year and this can be attributed almost entirely to its new location in Main Road with its high visibility, but also to the marketing skills of Sharon Innes and her team of volunteers who continue to man the store.

## Helderberg Trust for the Aged

As part of its 40<sup>th</sup> anniversary celebration in 1998, the Society established the Trust, the main objective of which was to create a fund for the welfare and medical care of the financially disadvantaged aged in the care of the Society.

## Service Centres & Community Outreach Centres

### Seniors' Rendezvous

During the past year we were able to live up to the Society's vision and mission in looking after the physical, emotional and spiritual needs of our residents.

Ds Hennie Fouche of the Hottentots Holland Congregation is not only our minister and supporter but is very involved with our residents on many levels. He is very generous with his time and is always available when called on to assist in any way. During the past year he accompanied groups of residents on outings to De Doorns and Sutherland.



2009 in order to look after her growing family and she produced a set of twin girls at the end of January 2010.

Lastly, a special word of thanks goes to all our volunteers and especially our Residents-in-Charge and their assistants. Your assistance over the past year has been invaluable.

To them go our grateful thanks for the time and effort that they put into the shop.

Articles that are not used or sold in the shop are sent to the next organization. Nothing is wasted. A home is found for everything donated to the shop. We also help the needy in our community by giving them clothes.

The Society appeals to its members, residents and families, sponsors and donors and the community at large to remember the Trust when making bequests and donations to enable the trustees to fund those most in need.

Our thanks go also to the Rotarians who provided some of our residents with tickets to a violin concert held in Stellenbosch.

The staff of the Wingerd Pre-Primary School invited our residents to a tea party; learners from the Beaumont Primary School, accompanied by Francois Voges, paid our residents a visit and De Hoop Primary School was involved in the arrangements for our Valentine's Day party. The year was rounded off with Tommy Dell's Christmas Concert, followed by a very successful picnic in the Helderberg Nature Reserve in the dying days of summer.

Marlene Wamsteker  
Training Centre Principal



**Community Outreach Programme:**

Garden Village, Young-at-Hearts and Ncedu Lwethu Senta

The members of Ncedu Lwethu Senta in Lwandle, Young-at-Hearts in Macassar and Garden Village once again had a busy year, filled with activities and information sessions, viz. family trauma after the death of a loved one; funeral policies; healthy eating habits; the role of the kidney in the functioning of the body and first aid courses. A motivational speaker, Marlene le Roux, told the members how she overcame her problems through self-motivation. Dementia SA gave very informative talks about the various dementias, how to recognize them and how to treat them. The Stroke Support Group continues to play an important role in the lives of our members, and we wish to thank Judy Cawood and her team for their support and assistance.



**Lynette Erwee**  
Community Development  
Administrator

**Care compliance & ancillary services**



**Margaret de Reuck**  
Care Compliance Manager

Providing the residents with a quality service, quality care, a safe and comfortable place in which to live is always a challenge. The focus over the past few years was the development of the nursing auxiliary. During the year the development of the more senior care givers to participate in the internal care audit was identified as one of the challenges. This has been commenced and results have shown a visible improved work performance. This will be extended to include the next group of care givers. This past year saw the continuation of our **occupational therapy** and, sadly, Susan Mudge, who has rendered exceptional service to the Society for a number of years, decided not to renew her contract. She has taught our permanent staff how to work with our residents

The three centres had a combined year end picnic on the beach and a wonderful time was had by all.

A special word of thanks goes to the service organisations and individuals in the community whose commitment to the welfare of the older person makes their lives a little easier. Thanks to the Lions for the monthly grocery packs to residents in Libertas and the Helderberg Rotary Anns for their contributions to monthly meal tickets for those less fortunate. Your contributions make a great difference in their lives.

The aim of our outreach centres is to enable persons older than 60 and disabled persons older than 18 to remain independent, active and self-sufficient for as long as possible. To facilitate this, we endeavour to fulfil their physical, emotional, psychological and intellectual needs.

and her input over the years has been invaluable. We wish her luck with her new endeavours.

Our **social work** services, ably undertaken by Magdalena Ellis in our frail care centres and Lynette Erwee in our independent units, have also continued, both to the vast benefit of our own residents and, very often, persons from the greater community.

We have also continued the **physiotherapy** services for our frail residents without medical aid which is still being funded by the trustees of the Joan St Leger Lindbergh Charitable Trust, to whom go our grateful thanks, once again.

Our **clinic sister**, who is based at Vonke Park, is another valued member of our multi-disciplinary ancillary services team and she is kept busy looking after the residents in our independent living units, as well as the members of our service centres and community outreach programmes.



**Maintenance**

Maintenance of our aging buildings is an ongoing and, sometimes it would appear, never-ending activity which has been handled very professionally and effectively by our hard-working maintenance team, to whom goes our grateful thanks.

Some of the capital projects undertaken during the past year include:

- Replacement of steel window frames with aluminium in Vonke House and La Rochelle
- Substitution of certain baths in Vonke House, Camelot, Lancelot, Libertas and Protea with showers
- Total refurbishment of the dining-room and kitchen in Silver Oaks Lodge



**Rudi Pentz**  
Maintenance Manager

**Human Resources**

At the beginning of the past financial year things were looking bleak. Talk of the global recession and its impact was a common theme on everyone's lips and it seemed destined to be a difficult and trying year. Looking back now, I am extremely pleased as it was definitely a year in which we managed to consolidate previous HR gains.

On the staffing front, our management retention was excellent and we also managed to fill all of our senior positions requiring professionally qualified staff. Where we did experience staff turnover, we managed to make significant strides in meeting the targets set out in our employment equity plan.

We have continued with, and improved on, our annual staff performance appraisal system which was first implemented during the previous financial year. Our industrial relations climate has remained sound and steady. While numerous disciplinary interventions have been necessary, for the second year running there has not been a single CCMA referral.

Our employee representative committee has worked hard in assisting the Society with matters such as the review of our substantive terms and conditions of employment, the

compilation of our employment equity plan and the submission of our annual training report and workplace skills plan.

I would like to express my sincere thanks to all of the members of the employee representative committee for your hard work and co-operation, as well as to all our unit managers for the incredible work that each of you does in, often, very difficult circumstances.



**Lionel Wilson**  
H R Manager

**Finally, congratulations to last year's long service award recipients:**

- 30 Years: Elizabeth Booie
- 20 Years: Sarie Pienaar, Christine Martiens
- 15 Years: Joan Basson, Christiaan Williams, Kathleen Thesingh, Karin van der Watt, Sofie Otto, Yulmah Danster, Ethel Kabonie
- 10 Years: Muriel De Kock, Ricardo Adonis, Nicolaas Moelich, Lucille Solomon, Linda Williams, Anthony Stolls, Gloria Mabeka, Sandra Gelderbloem, Anne Marie Bosman

