

ANNUAL REPORT 2019 | 2020

MOSAIC

TRAINING • SERVICE & HEALING CENTRE
combating abuse and gender-based violence



365
“~~16~~ Days of
Activism for
the Eradication
of Domestic and
Gender-based
Violence”

#pieces2peace



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TRAINING SERVICE & HEALING CENTRE
combating abuse and gender-based violence

MOSAIC'S VISION

To ensure that abuse and violence against women in all its forms and manifestations is eradicated in our society.

MOSAIC'S MISSION

MOSAIC works to prevent and reduce abuse and domestic violence by providing holistic, integrated services for the healing and empowerment of women through support services, access to justice and skills training.

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BOARD OF DIRECTORS



Linda Thorn
Chairperson

Maxine Case
Deputy Chairperson

Majid Hargey
Treasurer

Diana Sochen
Secretary

Floretta Boonzaier
Board Member

Ndangwa Noyoo
Board Member

Francis Nyamnjoh
Board Member

MEMBERS



Rolene Miller
Founder Member

Michael Bagrain
Member

Christine Rix
Member

STAFF

MOSAIC staff work together to ensure that all who come through our doors seeking for hurt to end and healing to take place, receive the best service.

This is the #Pieces2Peace team!



Executive Director:
Tarisai Mchuchu-MacMillan

Deputy Director:
Riaan Goosen

Programmes Manager:
Nandipha Ganya

Monitoring & Evaluation
Manager:
Isobella Chimatira

Social Worker:
Anelisa Baiiso



Social Worker:
Geneve de Vos

Social Worker:
Gertrudh Jantjies

Social Worker:
Sikelelwa Mahlasela

Social Worker:
Zikhona Jongizulu

Accountant:
Marion van Schalkwyk

Sexual Violence
Counsellor:
Vumisa Langa

Sexual Violence
Counsellor:
Nonkumbulo Mpande

Sexual Violence
Counsellor:
Nozuko Samka



Sexual Violence
Counsellor:
Charlene Alberts

Sexual Violence
Counsellor:
Faiza Daniels

Sexual Violence
Counsellor:
Melony Daniels

Sexual Violence
Counsellor:
Samantha Davids

Sexual Violence
Counsellor:
Elizabeth Januarie

Sexual Violence
Counsellor:
Karin Links

Sexual Violence
Counsellor:
Angela van Vuuren

Sexual Violence
Counsellor:
Nolundi Sam-Tshandu

Sexual Violence
Counsellor:
Busiswa Mxinwa

Linkage Officer:
Zizile Fundzo

Community Mobilisation
Facilitator:
Yoliswa Ncindi

Community Mobilisation
Facilitator:
Luzuko Melapi

Community Mobilisation
Facilitator:
Ntombikayise Magwaxaza

Social Auxiliary Worker:
Zoleka Mali

Social Auxiliary Worker:
Lucky Sihepo

Social Auxiliary Worker:
Primrose Tetyana

Social Auxiliary Worker:
Ntombebala Mquqwana

Court Worker:
Emily Fortuin

Court Worker:
Anna Francke Williams

Court Worker:
Nombulelo James

Court Worker:
Anita Jethas

Court Worker:
Gwyneth Gordon

Court Worker:
Maria Lamani

Court Worker:
Nomhle Mdayi

Court Worker:
Nontombi Ndzoyiya

Court Worker:
Caroline Ngubeni

Court Worker:
Martha Nkwe

Court Worker:
Salome Pienaar

Court Worker:
Sharidene Robyn

Court Worker:
Zaida Samuels

Court Worker:
Nurie Slamdien

Court Worker:
Mildred Klink

TCC Coordinator:
Belinda Valentine

Data Capturer:
Chantal Meyer

Receptionist:
Noxolo Kula

Receptionist:
Hilary September

House Keeper:
Faiza Daniels

House Keeper:
Gloria Feni

Logistics
Moegamat Hendricks

CHAIRPERSON'S REPORT

The past year has shown tremendous growth and consolidation for MOSAIC. Thanks to an efficient and organised management team, starting from the top tiers of Management, the Executive and Deputy Directors, filtering through the various levels of management, to the invaluable workers on the ground interfacing with the beneficiaries, MOSAIC is succeeding in implementing its vision with meaningful strategies.

We have a unified Board of Directors, a diverse group of professionals, including academics, social activists, media and financial specialists. Each member of the Board cares deeply about the scourge of GBV and makes every effort to contribute to good governance ensuring that MOSAIC delivers quality services.

Indeed, MOSAIC is truly pushing its boundaries to contribute in a meaningful way to creating a systematic change in the fight against Gender Based Violence. As the numbers reflect, many women, children and men have found support and understanding consequent to the input of passionate and caring counsellors and court workers. In addition, MOSAIC has reached out to organisations who work in the same field, by collaborating with each other and together we can offer a coordinated

approach to improve reaction and response to the issues surrounding domestic violence and contribute to creating SAFE places for victims as well as playing a greater role in the implementation of the Domestic Violence Act.

We are extremely grateful to our funders. Without the support and recognition of the validity of our values and vision, none of our efforts will have been possible. We are looking forward to another productive year at MOSAIC!

Linda Franklin Thorn
Chairperson MOSAIC



DIRECTOR'S REPORT

The past year was a hard year for activism, well at least I can say that for myself and those that I work with daily at MOSAIC and those in our close networks that it was a hard year. Was it hard financially? No, no more than usual, so that was bearable; we face it each year. The year became particularly hard when two female students died, Jess Hess and Uyinene Mrwetyana were murdered. Are they the first to face this horrible, violent death? Absolutely not! Were they the last to die in such a manner? Absolutely not! However, their deaths reignited a pain that I think many of us thought we were numb to because we hear of such incidences of violence and abuse on a daily basis. Some of us, while we feel the pain, often find the strength each day to listen again and again to various experiences from victims, survivors and their families and seek to find ways that help them and move to the next issue as if this were some sort of conveyor belt system of social justice. I, however, think these two 'heroines' and 'mbokodos' caused us to pause, to think, and not just think, but to also feel, to feel the pain and rage and how deep the issue of gender-based violence and femicide is. Women, girls, men and boys, professional activists and those that might have been oblivious to the problem actually took time to feel, to realise and to start acting and doing something about the problem. This was a moment in 2019, where we became introspective, not just about the problem of gender-based violence and femicide but also about our responses to this issue. The introspection, we feel it in open and private

conversation and in government pledging resources to fight the scourge together with civil society activists. And even though it remained a hard, a tough year to exist in the space of GBV activism, the moment turned into a movement, a movement



towards dismantling all those harmful socio-cultural practices that nurture patriarchy and entrench a system of violence and abuse especially against women and girls. It was at this time that we as MOSAIC had to be truly introspective about the strategy that we had just begun in 2019, one that would take us through to 2022, was it really enough to change lives? Are we content to continue just delivering our programmes,

that are of quality to the individuals that knock on our doors, or are we going to push the boundaries to ensure that we start contributing to community and systematic change so that we conquer in the fight against gender-based violence?

Our 'moments to movement' started with a commitment to really focus and emphasise our work with men who use violence and those that do not use violence, and start conversations to gender transformation and changing situations for women and girls at home, in relationships and communities. We partnered in August 2019, with the Baxter Theatre and the production #JustMen where we took 50 men with their partners to watch the show that highlights issues around toxic masculinities, patriarchy and traumatic childhoods. There was a facilitated dialogue afterwards and this was something that fed into our ongoing 'engaging men and boys' work. We further realised that movements have to target systems that help support victims of gender-based violence and since we focus on domestic violence, we launched project 'SAFE' which aims to **aims to bring together a collective of multi-stakeholder partners** to strengthen the effectiveness of the protection order system, for victims of Domestic Violence to feel **SAFE** in their communities, homes and relationships. With the support of the DG Murray Trust, we were able to begin the process of scoping and developing tools for a baseline to be conducted that would allow us to assess the current state of implementation of the Domestic Violence

Act. We are grateful that the seed funding of this project will be bolstered with further support from the African Women's Development Fund that would allow us to take the 'SAFE' work further in 2020. This will ensure that we deepen the work needed to ensure that there is a more coordinated approach to preventing and responding to domestic violence that will contribute to eradicating abuse, violence and femicide. MOSAIC in partnership with AVON Justine and Vital Voices, in August convened a multi-sector seminar with professionals and organisations who work with and for victims and survivors of gender-based violence on coordinated community responses to gender-based violence. The seminar focussed on participants gaining an understanding of the coordinated community response concept, develop a common understanding and framework from which to respond to GBV, and develop policies and response protocols and an action plan with a focus to create a coordinated community response and for stakeholders to strengthen their current community response to GBV. The outcomes were great and the major outcome that is connected to the 'SAFE' project is to create a network of organisations who have prevention and response programmes to domestic violence and ensure that we are working in a coordinated approach. Another key element to our contribution in turning 'moment to movements' is that as an organisation that we refocussed our campaigns and messaging to what we do every day and that prevention and response to violence against women and girls is not be on some days of the month



or in a special month, but that activism is a daily habit. We dedicate resources to deliver services **365 days a year against gender-based violence** and to the core of our service is ensuring the safety of women and girls. Therefore, as an organization we will not just create special activities targeting the 16 Days of Activism or Women's Month because we are activists every day. MOSAIC used social media during the 16 Days of Activism, highlighting the services that we render on a daily basis for 365 Days a year, thus ensuring that information is available to all members of society that needs to know of steps they can take should they be experiencing or know of someone experiencing abuse and/or violence. This is a stance that we will continue to stand for to ensure that we create a sustainable movement and not make moments out of the fight against GBV and femicide on certain days of the year or in a particular special month. In order to win the fight and the war against this scourge, we must be deliberate and make it a conscious act to win it every day of the year, for the full 365 days.

In 2019, we provided direct services to a total of 23 367 people, 16 527 are direct beneficiaries across all our programmes. MOSAIC serves anyone who has experienced domestic or sexual abuse and/or violence, however the scale remains tipped against women and girls as evidenced by the numbers of women and girls that access our services. 90% of our clients are women and girls and we need to ensure that we maximise on preventing violence against women and girls.

I reiterate and echo the same message as last year, while we celebrate that we continue to deliver quality services and reach many beneficiaries that need us, these high numbers that we reach are nothing to celebrate but a cause for concern, we need to push the fight against gender-based violence even further and make it a 365 days' fight! We are grateful to our donors for their continued support for us to do the movement work. I continue to be grateful to all staff members who work so tirelessly to ensure that all our beneficiaries get the best of what we have promised to deliver. To our board and members, we are grateful. We are grateful to all our supporters.

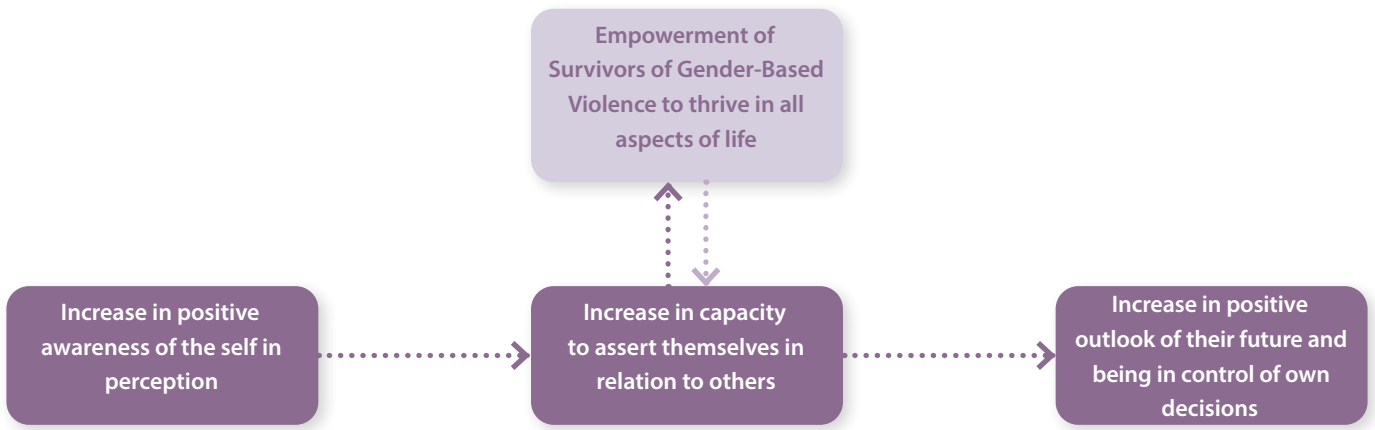
Taraisi Mchuchu-MacMillan
Executive Director



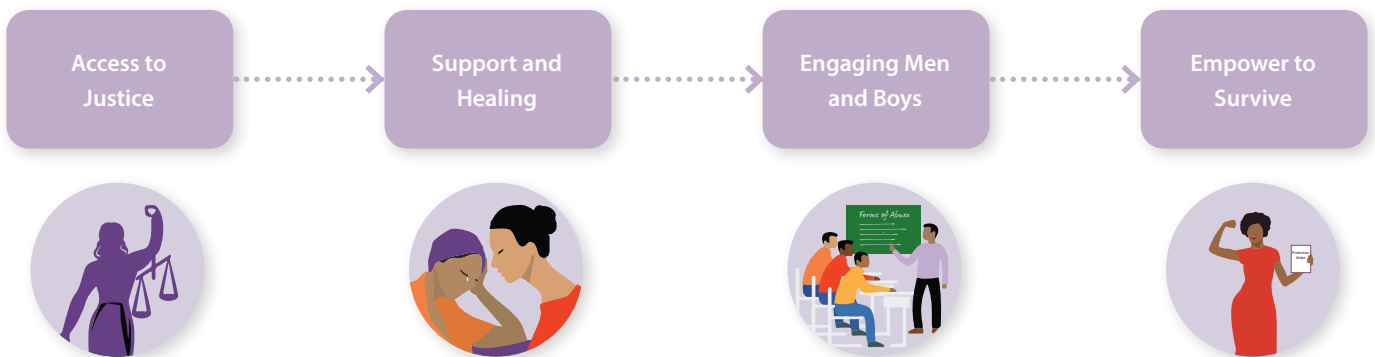
THE MOSAIC THEORY OF CHANGE

MOSAIC exists to empower women and girl survivors of domestic violence and abuse by creating enabling environments for them and supporting them through their healing process and ensuring that they become positive, and active drivers of change in their own lives. Providing psycho-social support services is not enough, therefore our theory of change is holistic. Our theory of change is based on the assumption that violence and abuse against women and girls affect their life-cycle, in a way that is, mentally, physically and economically

debilitating and thus affecting the way the survivor sees themselves, how they relate to others, and how they see their future. Therefore, we focus on personal development throughout our work with women and girls in order to have an impact in these essential areas to ensure true empowerment. MOSAIC creates an enabling environment within which this personal growth and development can take place, through our Four Pillar Methodology and Advocacy to ensure long-term change and by living our values.



We achieve this through the MOSAIC four pillar focus



PROGRAMME IMPACT 2019 | 2020

160

Community Leaders were engaged in creating solutions and creating referral networks for community members experiencing domestic and sexual violence in Khayelitsha, Mitchells Plain and Atlantis

287

Community Members were engaged in community dialogues discussing GBV in Khayelitsha, Mitchells Plain and Atlantis

546

young people successfully completed Stepping Stones



704

people attended counselling support sessions

1 043

people attended workshops on domestic violence and gender transformative

1 913

people received first responder services at the Thuthuzela Care Centres

3 120

people were linked to the Thuthuzela Care Services as a result of awareness workshops in schools and clinics

3 309

people were reached due to awareness raising workshops at the courts

3 821

people were referred for other services after they were assisted at the court

7 259

Interim Protection Orders were granted as a result of MOSAIC's direct support at the courts

9 740

people received assistance at courts to apply for protection orders

The services reported above are specifically for the March 2019 to February 2020 reporting period with noted achievements and challenges. Overall, MOSAIC has continued to grow in great strides annually and this is indicative of the crime stats, especially violence against women and particularly in Cape

Town. MOSAIC will continue to be responsive and this is why our 2019-2022 strategy is much focussed on collaboration the project 'SAFE' and its community coordination approach, ensuring that survivors access comprehensive care and prevention models are enhanced.

PROGRAMME IMPACT DETAILS 2019 | 2020

MOSAIC reached over 20 000 people in the Western Cape in the 2019-2020 financial year through its direct and indirect in all its service programmes, access to justice, support and healing and empowerment. The court support service project helped reach 11 137 people which shows us that the issue of domestic violence and the need for safety is quite high. To ensure that we are making systemic and behavioural changes, over 375 GBV workshops were held to educate people about Gender Based Violence (GBV) and Domestic Violence and how to eradicate harmful socio-cultural practices that give rise to violence and abuse.

As illustrated in Figure 1.1, 1 900 females and 294 males received services at the TCC such as counselling and HIV/Testing. This shows that the majority of sexual violence victims continue to be women. Thus, in depth intervention measures remains paramount in helping women to fight this abuse and violence.

Figure 1.2 illustrates that a total of 11 137 were assisted in courts, they received crisis counselling and support to apply for interim protection orders. MOSAIC court support staff, helped the victims of domestic violence and especially intimate-partner violence Interim Protection Orders (IPO) and 7 259 were successful.

1 155 people received ongoing counselling support which helped them recover from violence suffered at the hands of abusers. Of these 1 155 clients who received counselling,

Figure 1.1 | Number of Sexual Violence Victims Who Received Services at the TCC

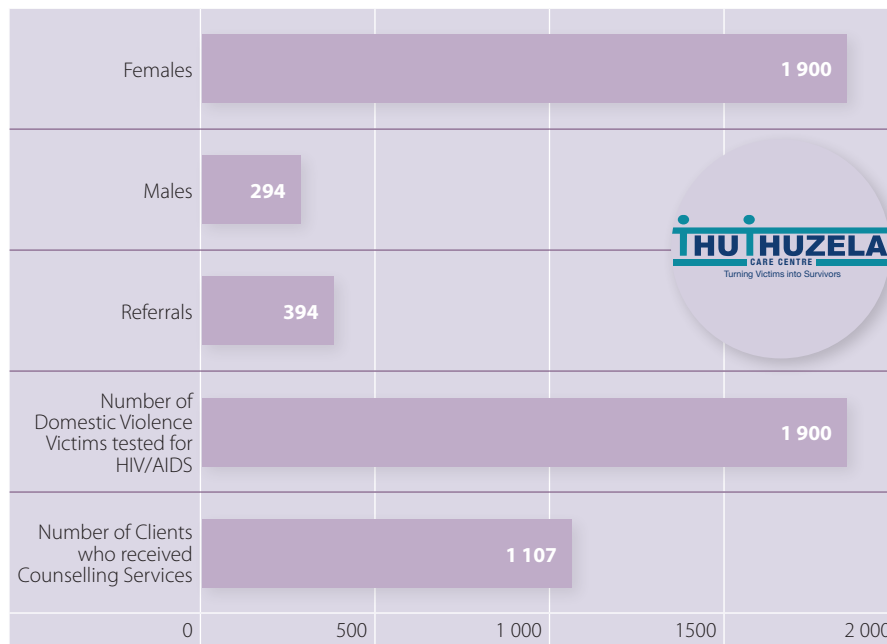
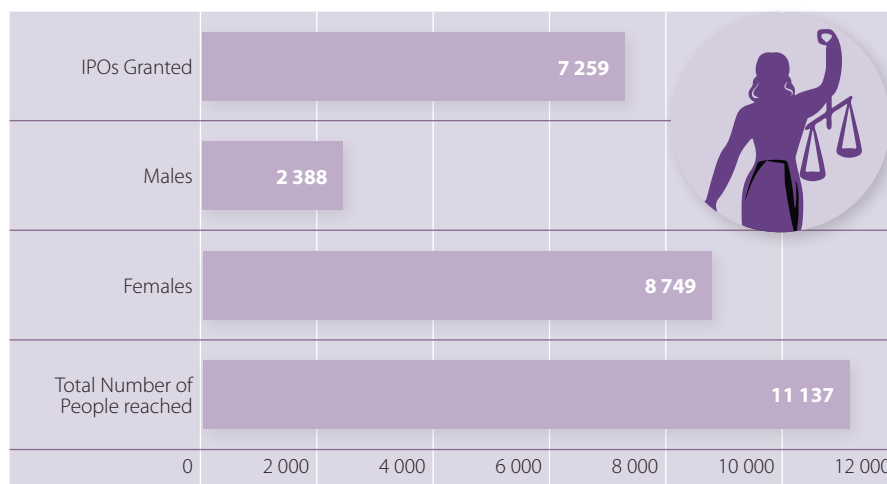


Figure 1.2 | Number of People Assisted at the Court



523 clients were referred for further help to other relevant stakeholders such as the South Africa Police Services, other NGOs and the Health Department.

The number of workshops that were conducted at MOSAIC are indicated in Figure 1.3. The majority of the workshops were on GBV (375) and 87 workshops focussed on engaging men and boys. We focus on men and boys because this is one of our targeted strategies to focus on the drivers of violence against women and girls and change behaviours and increase understanding.

As shown in Figure 1.4 the total number of people reached through workshops was 1 089. The workshops targeted both youths (930) and adults (159).

Figure 1.4 | Number of People Reached through Workshops

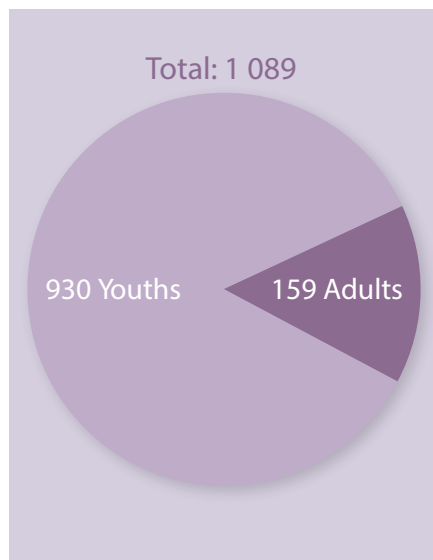


Figure 1.3 | Number of Workshops Conducted

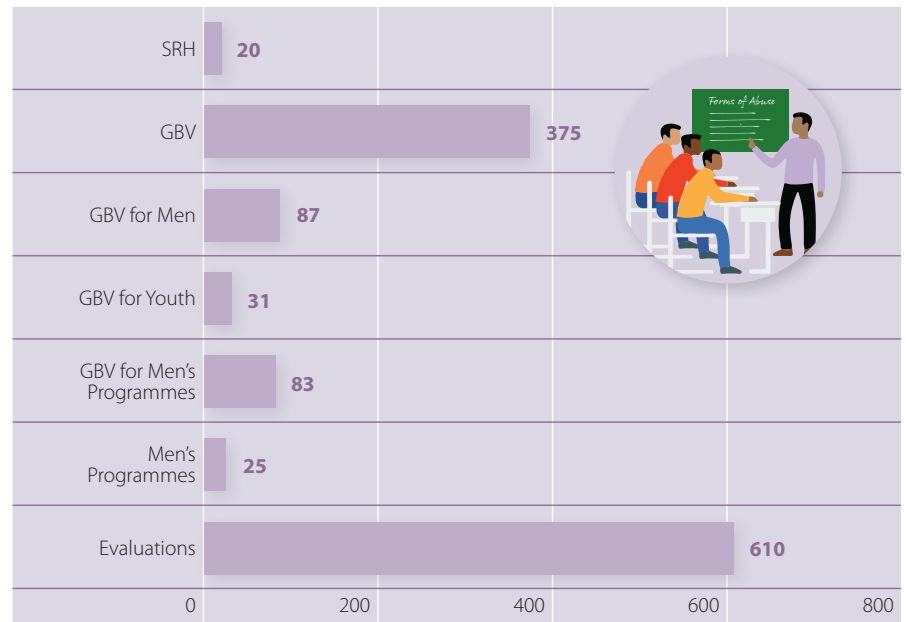
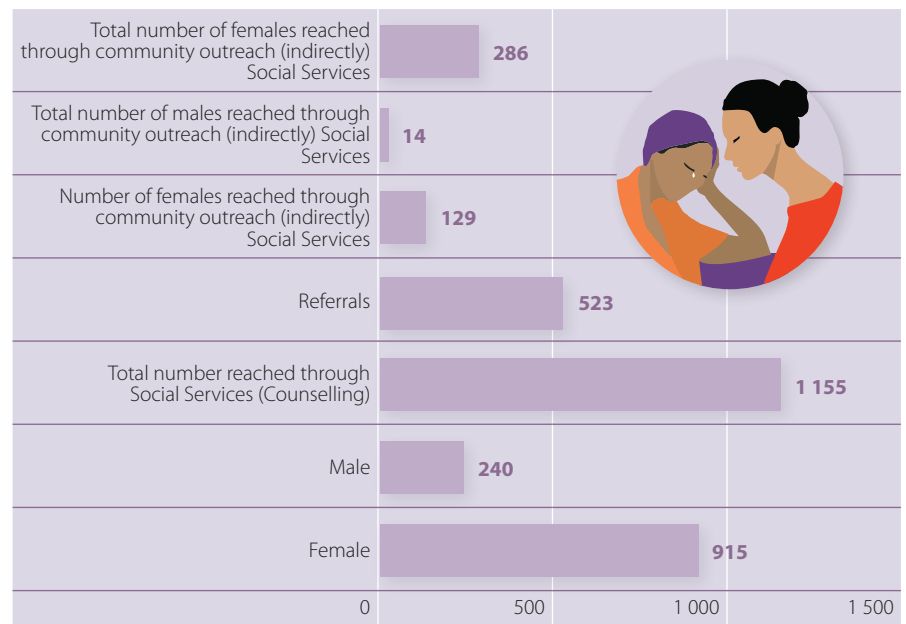


Figure 1.5 | Social Support Services



FOCUS PROJECTS 2019 | 2020

To deepen our work in rooting out toxic masculinities and changing mindsets of men who use violence or who are complicit by silence in perpetuating the scourge of GBV, MOSAIC took 100 participants, 50 men and their partners on Friday, August 2nd to the showing of #JustMen at the Baxter Theatre. #JustMen is a 'multi-lingual docu-drama' directed by Heinrich Reisenhofer in response to the international #MeToo movement and the more localized issues of violence against women and children in South Africa. Back for its second run after the show's initial release in 2018, the cast members – Loukmaan Adams, Thando Doni, and Peter Christians, including Reisenhofer – each workshoped personal experiences of violence from their own lives, transforming their narratives into reflections on what it means to be a man in contemporary South African society, as well as the kinds of men they hope to become. Rather than reflexively rejecting gender-based violence (GBV) – and defining themselves by what they are not – #JustMen, AVP and ManKind invite men to consider the ways that they participate in and reinforce rape culture.

The plays ask what forms of violence men might have experienced in their own lives, and the ways that certain 'masks of toughness' associated with masculinity might actually prevent both the actors and the audience members from 'showing up and opening up' to their friends, partners, and family members. In such a way, #JustMen attempts to get at the roots of why violence occurs in the first place. The production was followed up with an actual workshop for

men to begin processing their own life stories makes the production truly interactive. One of the participants said 'as a man, you can do more than simply watching the play and then going home'. The workshop gave male members of the audience the opportunity to take the production a step further and to become part of the process themselves, following the actors' lead. All men present were given the chance to take the first step towards acknowledging their own complicity – directly or indirectly or both – in toxic masculinity and gender-based violence, and to start becoming part of the solution rather than part of the problem. In other words, as the production's slogan goes, the men are given a very real opportunity to 'show up, own up and open up'.

It was wonderful to partner with #JustMen and the Baxter Theatre. They also provided transportation for participants to attend the show from Mitchells Plain, Khayelitsha, Delft, Gugulethu and Langa.



MOSAIC partnered with Vital Voices and AVON Justine to host a two-day workshop empowering AVON Justine entrepreneurs with skills to recognise and respond appropriately to GBV when they interact with their clients and notice abuse and a three day workshop on Community Coordinated Responses to ending GBV and a fundraising and financial management workshop. This week long workshop was well attended with a multi-sector group from civil society and government departments.

COLLABORATIONS

Forums and Coalitions

Thuthuzela Care Centres Implementation Teams
The Shukumisa Coalition
Provincial Victim Empowerment Programme Forum
Victim Empowerment Law Coalition
The Gender Justice Forum
1000 Women
#TotalShutdown
Community Local Networks of Care ASIJKI

Network Partners

CESVI
Desmond Tutu Foundation
Rape Crisis Cape Town
Rape Crisis Athlone
Rape Crisis Helderberg
The Trauma Centre for Victim of Violence and Torture
National Institute for Crime Prevention and the Reconciliation of Offenders (NICRO)
Molo Songololo
LifeLine
ChildLine
SafeLine
Local Clinics and Hospitals
Child Welfare
Nonceba Family Advice and Support Centre
Cape Town Drug Counselling Centre
Women on Farms Project (WFP)
Family and Marital Association of South Africa (FAMSA)
Scalabrini Centre
The Triangle Project
Sonke Gender Justice

Sex Worker Education and Advocacy Taskforce (SWEAT)
Community Law Centre (CLC), University of the Western Cape
Tshwaranang Legal Advocacy Centre (TLAC)
Women's Legal Centre (WLC)
Department of Social Development, University of Cape Town (UCT)
Gender Health and Justice Research Unit (GHJRU), UCT
Centre for Law and Society (CLS), UCT
Open Democracy Advice Centre (ODAC)
Oxfam South Africa (OSA)
Justice and Women (JAW)
Saartjie Baartman Centre
Treatment Action Campaign (TAC)
Inyathelo: The South African Institute for Advancement
Philisa Abafazi Bethu
Institute of Security Studies

Government Services and Departments (Western Cape)

Department of Health
Department of Social Development
Department of Correctional Services
Department of Community Safety
The National Prosecuting Authority (NPA)
The South African Police Service (SAPS)
Vital Voices

Voluntary Agencies

Centre for International Exchange (CIEE)
Stanford University
Connect 123

MAJOR DONORS



Anglo American Chairman's Fund



Department of Social Development



DG Murray Trust



European Union



NACOSA/USAID



National Lotteries Commission



NoVo Foundation



Woolworths Financial Services

REPORT OF THE INDEPENDENT AUDITORS ON THE SUMMARY FINANCIAL STATEMENTS

To the Members of MOSAIC Women's Training Service and Healing Centre NPC

The accompanying summary financial statements, which comprise the statement of financial position as at 29 February 2020, the statement of comprehensive income, statement of changes in reserves and statement of cash flows for the year then ended, are derived from the audited financial statements of Mosaic Women's Training Service and Healing Centre NPC for the year ended 29 February 2020. We expressed a qualified audit opinion on those financial statements in our report dated 31 August 2020.

The summary financial statements do not contain all the disclosures required by the International Financial Reporting Standard for Small and Medium-sized Entities. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of Mosaic Women's Training Service and Healing Centre NPC.

Directors' Responsibility for the Summary Financial Statements

The directors are responsible for the preparation of the summary of the audited financial statements in accordance with the criteria as required for the annual report as set out by the directors.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (ISA) 810, Engagements to Report on Summary Financial Statements.

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of Mosaic Women's Training Service

and Healing Centre NPC for the year ended 29 February 2020 are consistent, in all material respects, with those financial statements. However, the audited financial statements of Mosaic Women's Training Service and Healing Centre NPC for the year ended 29 February 2020 are subject to a qualification.

The basis for qualification of the audited financial statements is described in our qualified audit opinion in our report dated 31 August 2020. Our qualified audit opinion is based on the fact that in common with similar organisations, it is not feasible for the company to institute accounting controls over cash collections prior to initial entry of the collections in the accounting records. Accordingly, it was impracticable for us to extend our examination beyond the receipts actually recorded.

Our qualified audit opinion states that, except for the effects of the described matter, those financial statements present fairly, in all material respects, the financial position of Mosaic Women's Training Service and Healing Centre NPC as at 29 February 2020, and of its financial performance and its cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities.

MGI BASS GORDON

MGI BASS GORDON
REGISTERED AUDITORS
CHARTERED ACCOUNTANTS (SA)

PARTNER: DAVID DONNINGER
REGISTERED AUDITOR
CHARTERED ACCOUNTANT (SA)

CAPE TOWN
28 OCTOBER 2020

Statement of Financial Position

	2020	2019
	R	R
ASSETS		
Non-Current Assets		
Property and equipment	3 565 362	3 524 509
Intangible asset	5	5
	<u>3 565 367</u>	<u>3 524 514</u>
Current Assets		
Trade and other receivables	34 277	34 434
Cash and cash equivalents	1 436 362	1 024 182
	<u>1 470 639</u>	<u>1 058 616</u>
Total Assets	5 036 006	4 583 130
RESERVES AND LIABILITIES		
RESERVES		
Revaluation reserve	1 360 855	1 360 855
Non-distributable reserve	2 571 387	2 898 282
	<u>3 932 242</u>	<u>4 259 137</u>
LIABILITIES		
Current Liabilities		
Trade and other payables	138 763	323 993
Deferred income	965 001	–
	<u>1 103 764</u>	<u>323 993</u>
Total Reserves and Liabilities	5 036 006	4 583 130

Statement of Comprehensive Income

	2020	2019
	R	R
Revenue	8 804 462	9 309 349
Other income	61 407	25 836
Operating expenses	(9 274 681)	(11 382 702)
Operating deficit	(408 812)	(2 047 517)
Investment revenue	81 917	135 645
Deficit for the year	(326 895)	(1 911 872)

Other comprehensive income:

Items that will not be reclassified to profit or loss		
Gains on revaluation of property	–	1 360 855
Other comprehensive income for the year net of taxation	–	1 360 855
Total comprehensive loss for the year	(326 895)	(551 017)

Statement of Changes in Reserves

	REVALUATION RESERVE	NON- DISTRIBUTABLE RESERVE	TOTAL RESERVES
	R	R	R
Balance at 01 Mar 2018	–	4 810 154	4 810 154
Deficit for the year	–	(1 911 872)	(1 911 872)
Other comprehensive income	1 360 855	–	1 360 855
Balance at 01 Mar 2019	1 360 855	2 898 282	4 259 137
Deficit for the year	–	(326 895)	(326 895)
Other comprehensive income	–	–	–
Balance at 29 Feb 2020	1 360 855	2 571 387	3 932 242

Statement of Cash Flows

	2020 R	2019 R
CASH FLOWS FROM (USED IN) OPERATING ACTIVITIES		
Cash generated from (used in) operations	425 999	(1 848 878)
Interest received	81 917	135 645
Net cash from (used in) operating activities	507 916	(1 713 233)
CASH FLOWS USED IN INVESTING ACTIVITIES		
Purchase of property and equipment	(95 736)	–
Total cash and cash equivalents movement for the year	412 180	(1 713 233)
Cash and cash equivalents at the beginning of the year	1 024 182	2 737 415
Total cash and cash equivalents at the end of the year	1 436 362	1 024 182

The logo for MOSAIC features the word "MOSAIC" in a bold, purple, sans-serif font. The letter "O" is replaced by a circular graphic composed of a ring of small purple dots, with a larger, lighter purple circle behind it, creating a sense of depth and texture. The background of the entire page is a repeating pattern of these circular dot motifs, arranged in a grid-like fashion with varying shades of purple and white.

MOSAIC

TRAINING SERVICE & HEALING CENTRE
combating abuse and gender-based violence

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PRINTING:
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