



# 2014 MOSAIC ANNUAL REPORT\*

\* A LITTLE BIT MORE OF WHO WE ARE AND WHAT WE DO



*We envision a South Africa where every orphan and vulnerable child is loved and cared for, so we're implementing our country's first self-sustainable orphan care model.*

# OUR VISION

*To develop & implement a self-sustainable  
orphaned & vulnerable children  
care model.*

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# LETTER FROM OUR FOUNDERS

As we look back on 2014, our hearts overflow with gratitude.

As our Mosaic family is growing, we make mistakes. Some of our crazy plans work, some don't. We learn lessons. And according to these lessons, we are making changes. Fortunately, we do none of this alone! During 2014, the two of us had the privilege of not just leading a group of people towards a vision, but walking alongside local and international team members who share in our vision and who work hard to establish a self-sustainable and replicable orphan care model for all of South Africa. More than ever, Mosaic management, families, employees, volunteers, and donors feel like a real family. We all celebrate the small victories and miracles we witness every day. We all mourn the tragedy and poverty that surround us. We learn from our mistakes. We all dream about a bright future for South Africa and empowering our country's new generation. During 2014, orphan care really became a personal matter when we adopted Luke into our family. We experienced first-hand how quickly a child's status can change from orphaned and vulnerable child to love and cherished child. We are more motivated than ever to encourage people to take care of orphans. As far as we can, we want to EMPOWER people who are taking care of orphans to raise these children to be responsible, successful people who will lead this country in greatness.

We acknowledge and glorify God as the One who placed this vision in our hearts, the One who sends every volunteer, family, donor and staff member to us to make our hands strong and walk alongside us. All victories great and small are thanks to His grace. In every challenge, He protects and guides us to make the right decisions.



*We dedicate this  
review of twenty fourteen  
to our management team,  
our volunteers, our  
donors and our special  
families. It's a privilege  
to share life with  
you all.*

# THE MOSAIC PROCESS

In order to give our children the bright and hopeful futures they deserve, we are building and implementing a sustainable orphan care model that includes housing, educating, and employing families caring for orphans in the townships of South Africa.

**How?** We **identify** families with two or more orphans who are either in foster care or have been adopted. We **build** them a brick house with water, plumbing, and electricity, along with separate rooms for boys, girls, and parents. We offer skills **training** and **employment** through our two job creation initiatives for parents to provide them with a sustainable source of income. Then, we address the family's **social needs** such as life skills training for parents and supplemental educational activities for the children.



## IDENTIFYING A FAMILY

We identify a family with 2 or more orphaned and vulnerable children in their care.



## CREATING A JOB

We create jobs for parents who are taking care of orphaned and vulnerable children and other members of our immediate community.



## BUILDING A HOUSE

We build a three bedroom house for our Mosaic families.



## LIFESKILLS TRAINING

We make sure parents taking care of orphaned and vulnerable children are adequately skilled to do so.

# THE MOSAIC PROCESS

## AFTERSCHOOL PROGRAM



All of our orphaned and vulnerable children attend the Mosaic afterschool program.

## OTHER COMMUNITY PROJECTS

We create even more opportunities for our families and the wider community through extended community projects.



We enable our families to stand on their own feet and take care of themselves as well as their children.

## BECOMING SELF-SUSTAINABLE



**MOSAIC**  
piecing lives together

MosaicSA envisions a South Africa where every orphan and vulnerable child is loved and cared for, so we're implementing our country's first self-sustainable orphan care model.

[www.mosaicsa.org](http://www.mosaicsa.org)



IDENTIFYING

**A FAMILY**



*We identify a family with two or more orphaned and vulnerable children in their care.*

In 2014 Mosaic identified two families that moved into houses nr 21 and 22. This brings the total number of families to 22... total children 87...

When identifying a family we look for a family who is already making a difference in their community by taking care of orphans and vulnerable children even when there is no incentive for them to do so. We focus our attention on families who live in shacks, whose lives will be dramatically improved by living in a house. Through interviews with these families, we determine whether they want to become part of Mosaic and all that our community entails.

Since we are awaiting a ruling from our local municipality regarding land to build more houses on, we invested a lot of time and resources to further empower these 22 families. Time spent with our families encouraged us to implement plenty more projects, like the new Naledi Christian Academy and a health program that will further enrich the lives of our children and parents.



CREATING

**A JOB**



*We create jobs for parents who are taking care of orphaned and vulnerable children, as well as other members of our immediate community.*

In order to create jobs for parents at Mosaic we have started Mosaic Builders (a construction business) and Made by Mosaic (a manufacturing business), and we have partnered with Nature's Finest (a high end gifts supplier). In 2014, these 3 businesses sustained 19 jobs.

### **Mosaic Builders**

As our construction business grows, it takes on more daring construction projects. This year, Mosaic Builders built a swimming pool, an office building from foundation to final touches, and completed all new homes in our Mosaic community.

### **Made by Mosaic**

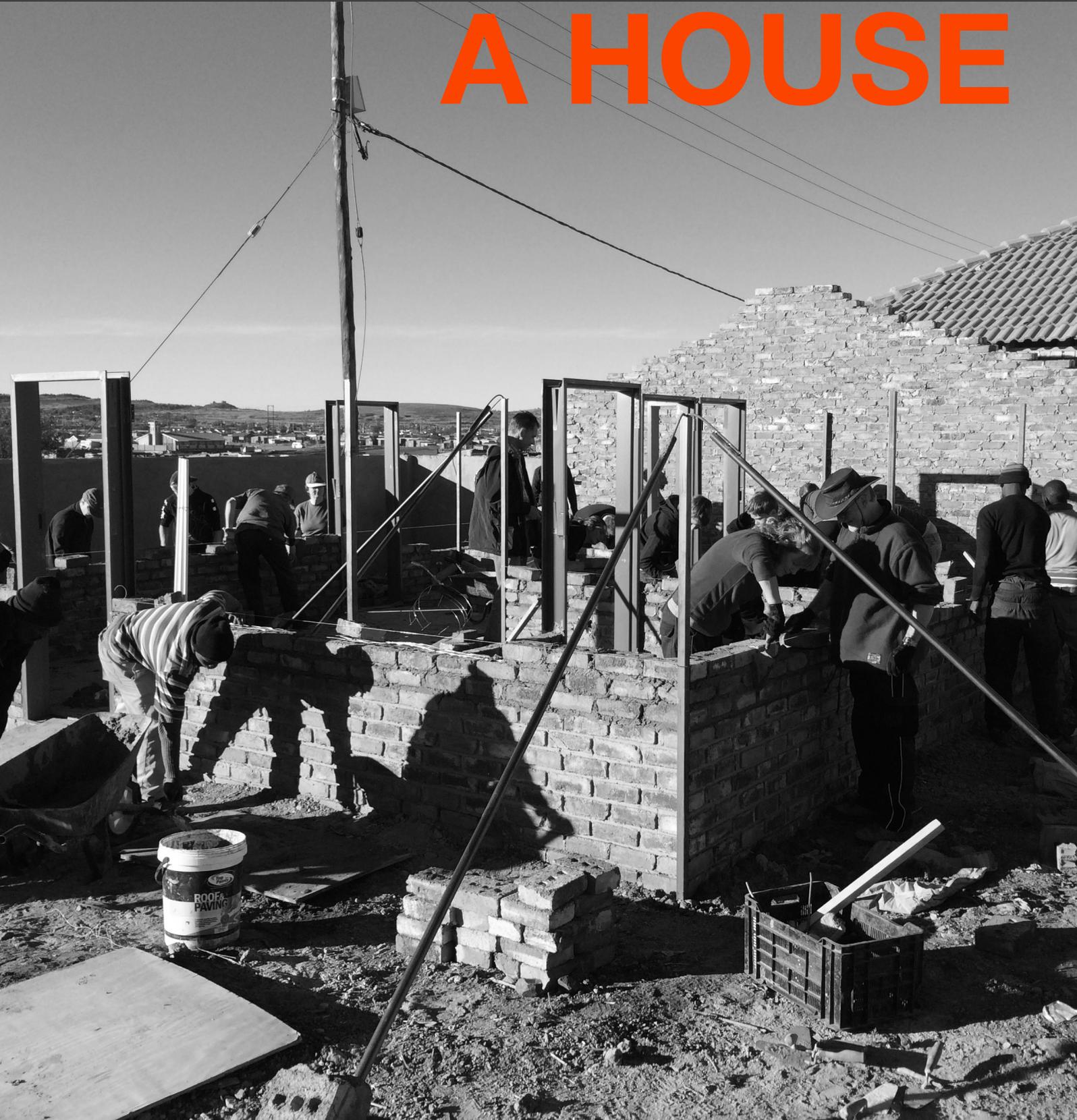
Made by Mosaic launched an online store, [www.MadeByMosaic.com](http://www.MadeByMosaic.com), which now operates in both South Africa and the United States. Several new products were introduced, including canvas and leather laptop bags and backpacks from the leather division as well as a new best-seller for the kitchen, Gluten Free Peanut Butter Chocolate Chip Cookies. Our kitchen expanded to a warehouse-style manufacturing facility, where we now have room for additional equipment and staff to drastically expand our operations.

### **Nature's Finest**

Made by Mosaic entered into a formal partnership with Nature's Finest, a local high-end gift company that prioritizes sourcing South African products. This partnership ensures that Made by Mosaic employees will be the first hired in the packaging operations of all Nature's Finest products. Further, a portion of proceeds from all Nature's Finest products are donated to our non-profit, Mosaic Community Developments.



# BUILDING A HOUSE



*We build a three bedroom house for families taking care of orphans and vulnerable children.*

In August 2014 a group of very brave and extremely motivated Germans from the town of Elmindingen came to South Africa for 10 days to build 2 houses.

Having volunteers from Germany and the USA join our local Mosaic Builders team is a very special time and certainly a highlight for many people.

Our volunteers are involved in the entire building process, beginning with fundraising for all materials needed and ending with the actual construction of a new Mosaic home.

We fell in love with the feeling we get when we see how Germans, Americans and South Africans can come together to change the lives of families taking care of orphaned and vulnerable children.



LIFE SKILLS

**TRAINING**



*We make sure parents taking care of orphaned and vulnerable children are adequately equipped to do so.*

We believe that change happens through relationships. In 2014 we empowered many parents through emotional support, counselling and soft skills training during weekly home visits and workshops.

Parents attended weekly bible studies where they prayed for their children and community and were equipped with biblical principles to raise their children.

Our foster parents and Mosaic employees all have the opportunity to attend various workshops and programs focused on topics ranging from personal financial management and family budgeting to domestic violence and marriage counselling.



AFTER

# SCHOOL PROGRAM



*All our orphaned and vulnerable children attend the Mosaic after school program.*

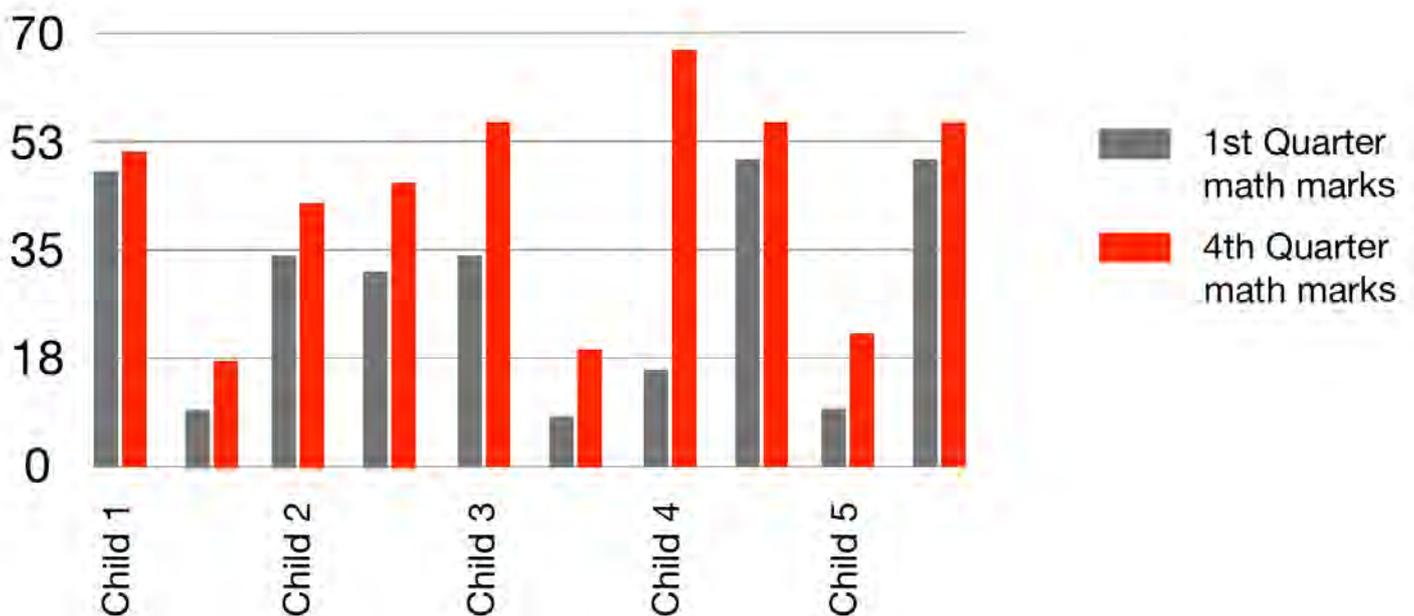
A team of 7 full-time volunteers and 1 program director plan and facilitate an afterschool program every Monday through Friday for all of the children of Mosaic. A lot of passion, love and patience is invested into the lives of Mosaic's children.

In 2014, we implemented a comprehensive new reading program called Reading A-Z, which has dramatically improved our children's reading, writing and speaking abilities. The Afterschool Program has moved from an initiative that keeps children off the streets to a program that delivers disciplined, well-spoken, educated young people to our community.

Reporting on the progress that is being made by our children is a real celebration to the team behind all of the hard work.

In 2014 Willie, our only Grade 12 learner received his matric and has dreams to further his tertiary education in 2015. Ompabaletse has received a 7 symbol, the highest possible mark, in all of her subjects in 2014, and General ranked as the 3rd best student in his entire grade.

We are ecstatic about the academic achievements of our children, and just as excited about the development of their social skills. Watching children move into a Mosaic home without being able to communicate in English grow to a point where they are able to have a proper English conversation with any of our management team and play games in English during the afterschool program is truly remarkable.





OTHER

# COMMUNITY PROJECTS



*We create even more opportunities for our families and the wider community through extended community projects.*

At Mosaic, our core business is to care for orphaned and vulnerable children. As an organisation, we directly address the most basic needs of this target group and the families taking care of them.

Over the past 5 years, we have realised that there are many opportunities for us to reach out to and benefit an *even larger* group of people. We achieve this by collaborating with other experienced non-profits in our community to establish projects and programs that help us reach our wider goal of building a healthy community .

In 2014, these projects included monthly church services, weekly bible studies and monthly community clothing sales.

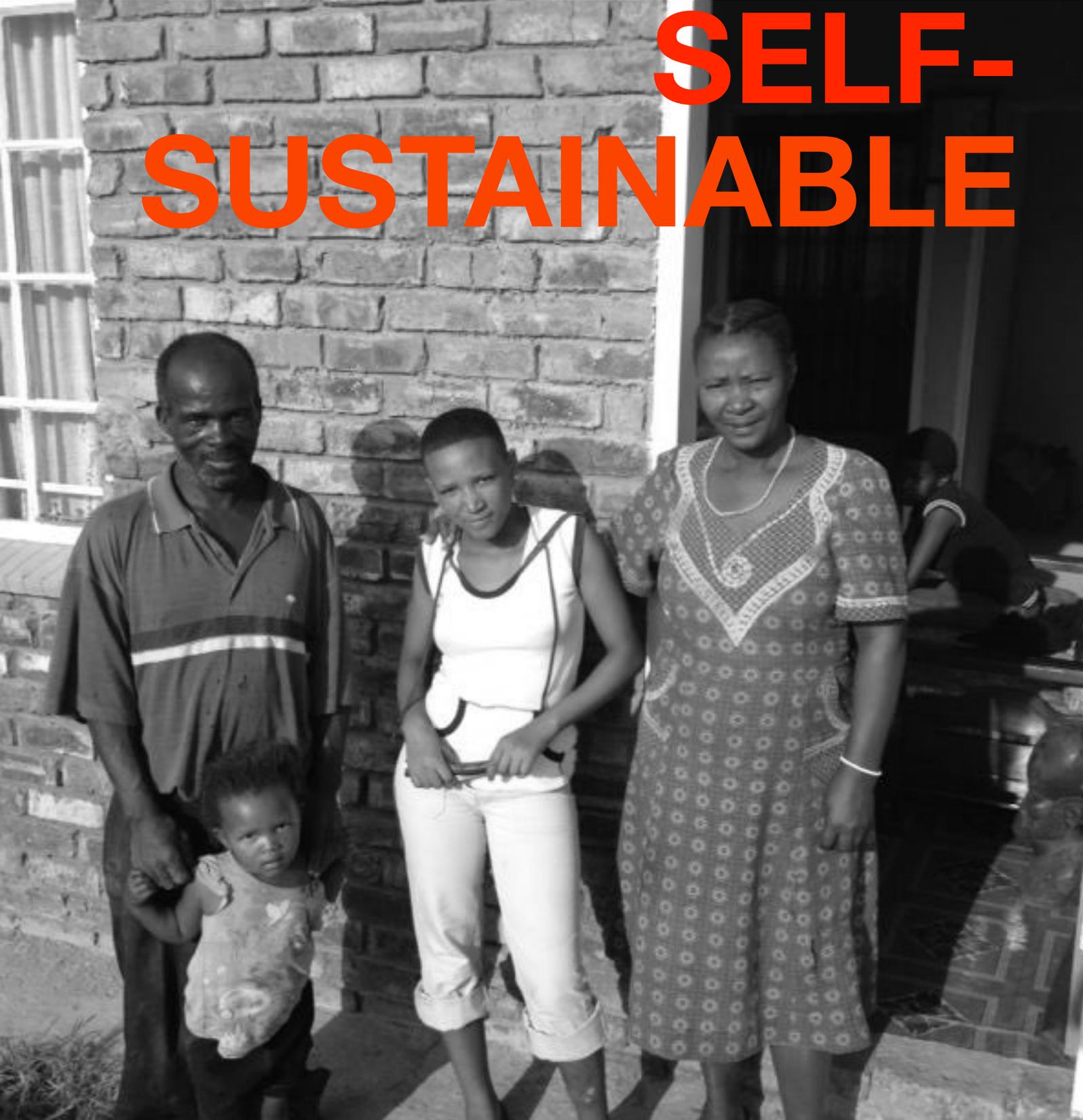
The most ambitious community project of this kind that Mosaic has collaborated in to date is Naledi Christian Academy. Naledi Christian Academy is a private primary school for children up to Grade 7. In a country where our education system is ranked as being among the 5 worst in the world, we realize that by addressing the most basic needs of our children while not attending to their educational needs will result in failure. For this reason, in partnership with 4 other non-profits in our community, we took on the task of opening a high-quality private primary school for 320 students.

The first phase of Naledi Christian Academy was funded and built by American friends of Mosaic. It was completed at the end of 2014, and 17 of Mosaic's children up to the age of Grade 5 enrolled in Naledi Christian Academy for 2015.



BECOMING

**SELF-  
SUSTAINABLE**



*We enable our families to stand on their own feet and take care of themselves as well as their children.*

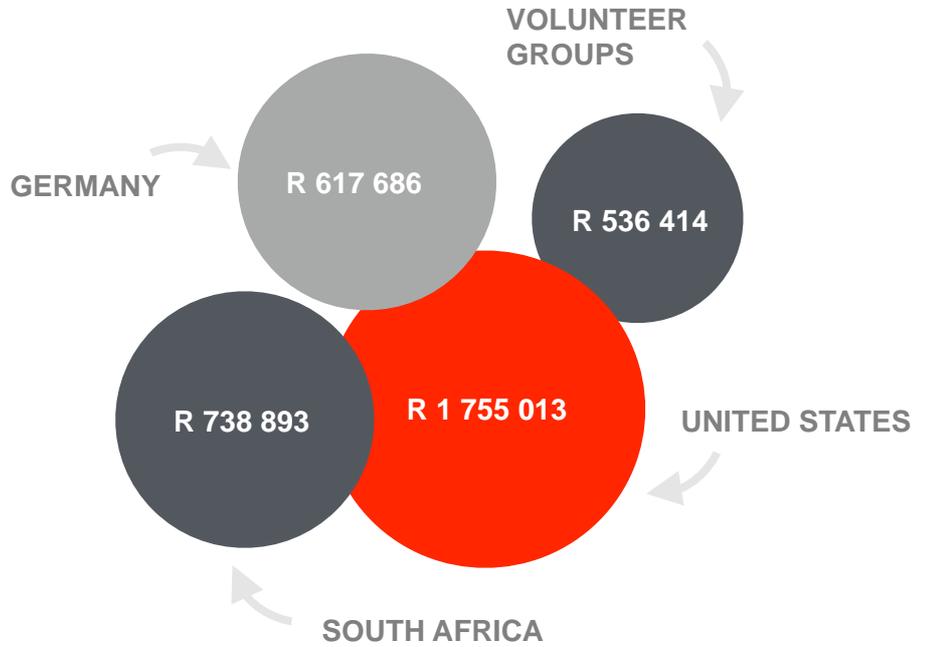
The story of the Modisane family is a great example of why Mosaic exists.

Filemon and Emily have never been able to have children of their own. Urged by their longing to have a family of their own and the desperate need of two orphaned girls who crossed their paths, they decided to create a permanent family for Elisa and Refilwe.

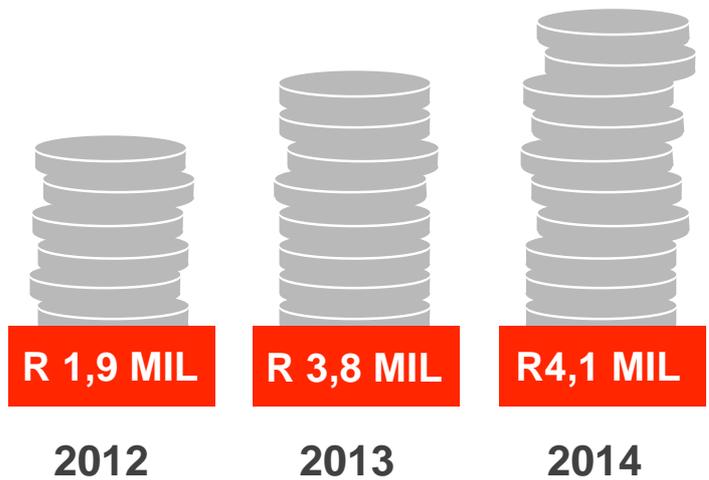
Many years later, they came for their first interview at Mosaic. Only two months after this interview, their lives were forever changed. Moving from a shack with no income outside of government grants to a 3-bedroom brick house; gaining full-time employment; and the enrollment of Elisa and Refilwe in Naledi Christian Academy and Mosaic's afterschool program effectively empowers this family to care for their adopted children without any continued financial or physical support from Mosaic. THIS is the Mosaic model at work!

2014  
FINANCIAL  
**REVIEW**

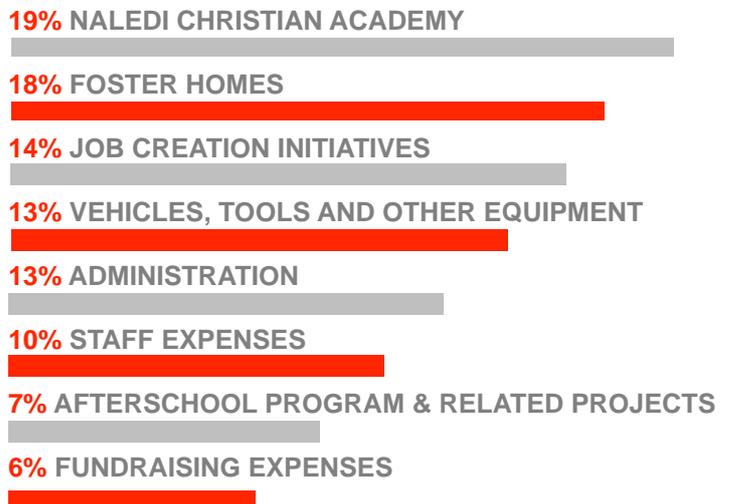
Income according to country/  
category.



How much money we received in  
2014 compared to previous years.  
[Take note that 2014 was only a  
10 month financial year and not  
12 months like 2012 & 2013]



Where did we spend this money?



# WHAT'S NEXT

## Mosaic duplicates in Western Cape

With a vision to take care of orphaned and vulnerable children all over South Africa, we took the leap of faith in 2014 to look into establishing a 2<sup>nd</sup> Mosaic community in the Western Cape Province. In 2015 this will become a reality with plans to build a community Centre, start with job creation projects and establish an afterschool program in the Paarl Valley in the Western Cape Province.



## Mosaic Health & Wellness Centre

As Mosaic continues to work in the Ikageng (Potchefstroom) community with families taking care of orphaned and vulnerable children we are made aware of more and more challenges that these families are facing on a daily basis. One of these challenges is the dire need for proper medical services with a specific focus on preventative and primary health care services. In January 2014 Mosaic, with the help of volunteers started a very basic health program for our families and staff members.

This program included the following:

- Basic health “check-ups”, including but not limited to testing of blood pressure, blood glucose, BMI, eyesight and hearing.
- Educating program participants in the management of diseases like diabetes, high blood pressure, etc.

The impact of this program was so significant that we realised a formal health and wellness centre focussing on preventative interventions and basic primary health care can add tremendous value to our community’s wellbeing and ultimately to the wellbeing of the children who are part of the Mosaic program. During 2015 we will build the Mosaic Health & Wellness Centre.

# HOW CAN YOU CONTRIBUTE

## How can you contribute?

- Become a “Friend of Mosaic” – As Mosaic continues to grow so does the costs involved. Get involved with our organisation by making a fixed monthly donation. These donations are tax deductible in South Africa, the USA and Germany.
- BEE donations – If you are a South African business your donation towards Mosaic is not only tax deductible, but it will also count towards your BEE spend in both Socio Economic Development as well as Enterprise Development.
- For more donation options, visit our website at [www.mosaicsa.org/donate](http://www.mosaicsa.org/donate)
- For more information on donating in South Africa and Germany, contact Meyer Conradie – [meyer@mosaicsa.org](mailto:meyer@mosaicsa.org)
- For more information on donating in the USA, contact Karen Baker – [karen@mosaicsa.org](mailto:karen@mosaicsa.org)

# THE PEOPLE OF **MOSAIC**

## **MOSAIC MANAGEMENT**

Meyer Conradie – *CEO*

Louise Conradie – *Social Worker*

Terry Niemack – *Operations Manager*

Lance Choane – *Pastoral Care*

Jordan Ridge - *Manager: Made By Mosaic*

# THE PEOPLE OF **MOSAIC**

## **BOARD OF DIRECTORS IN SOUTH AFRICA**

Meyer Conradie - *Co-founder and CEO Mosaic*

Beatrix Bouwman - *Director of Community Engagement at the Institutional offices of the North West University*

Dirk van Zyl - *Financial Manager at S. Buys Pharmaceuticals*

Dr Rudi van der Walt

## **BOARD OF DIRECTORS IN UNITED STATES**

Mike Kolar - *Director of Operations & Development of Patriot Equities, a corporate real estate investment company*

Karen Ladd Baker - *Senior Vice President of The Protection Bureau, a security company*

Glenn Wadel - *Retired (but still very active) director of IBM international*

Tony Brantzeg – *Individual Life Chief Risk Officer for Voya Financial*



## **THE 2014 MOSAIC ANNUAL REPORT**

A LITTLE BIT MORE OF WHO WE ARE AND WHAT WE DO

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