



OIL

ANNUAL REPORT
2003 / 2004

**WE SEE A GENERATION
OF AFRICANS UPLIFTING
THEIR COMMUNITIES
AND IMPARTING VISION
AND PURPOSE TO
FUTURE GENERATIONS
TO DO THE SAME.**



OIL is a dynamic, non-profit community development organisation playing a key role in the transformation of communities. OIL provides cross-cultural, value-based lifestyle training and mentoring through a sustainable adolescent peer-education model.

OIL'S MISSION

OIL aims to pioneer, implement and evaluate best practise adolescent peer education in one cross-cultural South African community as a model for communities throughout Africa.

OIL is currently implementing a model of peer education in the Fish Hoek Valley, Western Cape, and works in four diverse communities.

OIL stands for: take Ownership of your life, Invest in your life and Lubricate your life. OIL wants young people to take ownership of their lives, to own who they are, to invest in their lives and surround themselves with inspiring people.

OIL equips teenagers to influence their friends to actively make choices that will give them the freedom to grow to become all that they can be and more.

OIL wants teens to lubricate their lives, to oil the wheels of their lives with friends, education and role models that will have a positive impact on their minds, hearts, decisions and future dreams.

LETTER FROM SUSANNAH

THE BOARD OF DIRECTORS

Susannah George • Founder of OIL, now Director of Strategy and Fundraising. She is an HIV/AIDS Master Trainer and has completed a Post-Graduate Diploma in Management of HIV/AIDS (Stellenbosch), and is completing her Mphil in Peer Education in 2004. She has worked in the field of adolescent health and development for eight years and has spent six months working with orphans and youth development in Egypt. She is currently working for the Western Cape Education Department and is involved in spearheading the provincial peer education Strategy.

Nicky Welsh • Acting Chairperson of OIL and responsible for HR oversight. Director of Ukhuthasa Community Charity, working within township communities in the Western Cape

Elaine Maane • Director of OIL and oversees the OIL PEM from a content perspective. HIV/AIDS activist, trainer and provincial NAPWA co-ordinator. Input on HIV/AIDS development and policy.

Anthony Farr • Financial Director of OIL. Chartered accountant, Director of Starfish Foundation (Orphan Trust).

Taweni Gondwe • Director of OIL, involved with the OIL Media development programme. Former editor of O Magazine South Africa.

Solomon Molekwa • Director of OIL. Strategic input on sustainable development for OIL and corporate social investment into OIL. Wellness Manager BP International.

Paula Wallace • OIL Managing Director. Currently completing her community psychology degree. She has spent 6 years extensively working in the fields of youth development, programme implementation and organisational development.

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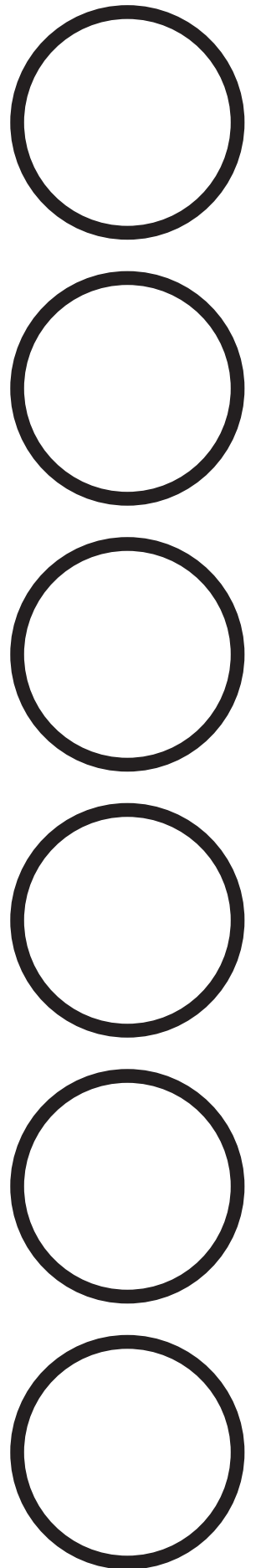
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HIS TORY AND HEART OF OIL

Youth in sub-Saharan Africa face a potentially devastating future. Not only are they facing the multi-faceted impact of HIV and AIDS, but a myriad of social and economic challenges loom. South Africa is approaching a crossroads in how it chooses to respond to the management of one of its greatest resources... its young people. If we are to turn the tide on HIV/AIDS and other social problems, the time to act is now. What most influences young people's perceptions, dreams and decisions? It's their peers.

Although HIV/AIDS prevalence in the Western Cape is lower than in other provinces, incidence rates amongst teenagers in the Western Cape show exponential increases from year to year. Unless radical intervention is implemented in the next three years, it will be too late. This window of opportunity has the power to affect the future of our country. The OIL visionaries saw this as a matter of future leadership, or drastic lack thereof, and put wheels in motion to play their part in addressing this pending tragedy.

In 2001 OIL strategically selected the Fish Hoek Valley in the Western Cape to pilot their adolescent peer education model. The valley, made up of four diverse communities, represents a microcosm of South Africa as a whole. The result is the development of a sustainable three-year training cycle with an optional one-year learnership. OIL has equipped and mentored over 300 junior and senior peer educators since 2001 as agents of change within their communities.

The OIL methodology is based on the belief that a lack of vision, purpose and self-worth are the root of self-destructive patterns of behaviour amongst adolescents. OIL uses a futures-orientated approach: encouraging people to acknowledge their worth, imparting a sense of vision and purpose; encouraging them to make decisions today with a clear picture of where they are going tomorrow. We believe that the effects of personal transformation lead to group transformation, which in turn, leads to community transformation.



“Children and adolescents below the age of 19 years make up more than half of the South African population of 44.8 million.”

“50% of all South African 15 to 19 year olds will become infected with HIV within their lifetime.”

“3 million children will be orphaned by 2010.”

“20% of adolescents have considered suicide.”

“The effects of personal transformation lead to group transformation, which in turn, leads to community transformation.”



OIL'S VALUES

**COMPASSION
UBUNTU
DESTINY
SERVANT LEADERSHIP
ENJOYMENT**

CORE PRINCIPLES

CROSS CULTURAL AND PARTNERSHIP APPROACH

The objectives of OIL are best achieved through unity, teamwork and inclusive treatment of all people.

FOCUS ON EQUIPPING THE EQUIPPERS

This may result in having to turn down opportunities to meet real needs now, but is necessary to achieve greater impact long term.

FOCUS ON LEARNING FROM THE PAST BUT PIONEERING FOR THE FUTURE

This may lead to standing alone or being misunderstood but is necessary to lead the way for a new generation

FOCUS ON ADOLESCENTS AS THE CATALYST FOR COMMUNITY TRANSFORMATION

A targeted approach is necessary to show the success of peer education

PROVIDE A CHANNEL FOR YOUTH LEADERSHIP IN ALL DECISION-MAKING PROCESSES

Necessary to sustain and fuel adolescent ownership and vision

ALWAYS VALUE INDIVIDUALS ABOVE THE ORGANISATION

Where possible every person will be appreciated for his or her uniqueness and the specific value that they add to the group.

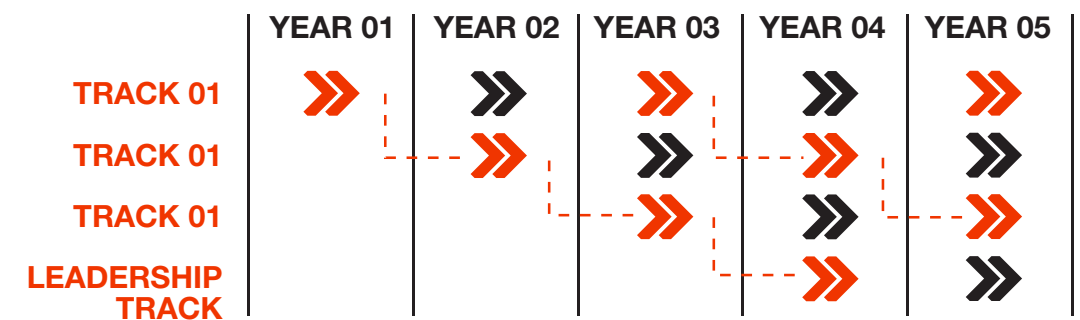
OIL'S PEER EDUCATION PROGRAMME

The heart of the organisation lies in the team's commitment to being positive role models, reflecting a lifestyle of character, strong values, personal vision and a passion for nation building. The model, implemented within a community development framework, focuses on the training and development of adolescent peer educators through a three-year programme. Peer leaders are selected for OIL training through a combination of self-nomination and referrals from peers, who are asked to identify the friends or acquaintances they would be most likely to ask about issues related to young people. This process yields a diverse group of teens from many different subcultures.

The leaders are trained to initiate informal conversations with their peers, and assess their peers' stage of change regarding specific prevention strategies and lifestyle choices. They use this information to provide a tailored, relevant message about a specific change that the peer could try, and support him or her in making that change. Peer Educators are committed to leading by example, mobilising their communities towards transformation. Every week, the peer educators meet with OIL's skilled facilitators to share experiences, help one another solve problems and receive ongoing skills training and support. In addition to their educational activities, OIL peer educators are active in many other forums, including presentations, dramas and lessons about teen issues and choices, mentoring, and community advocacy projects.

Training and skills-development throughout the model is interactive and includes diverse learning methods and structured skills training, counselling, personal growth groups and mentorship. OIL arranges team days, camps and community youth led forums as part of their core programme. The curriculum covers modules from communication and facilitation skills, media literacy, project management and advocacy, to self development, HIV/AIDS and reproductive health

OIL recognises that the environment within which peer education is being implemented needs to be one that enables the objectives of peer education to be achieved. As a result, community partnerships, youth volunteerism, advocacy and the establishment of a community referral base for adolescents is seen as fundamental to the programme's success.



WHAT IS PEER EDUCATION?

The heart of the organisation lies in the team's commitment to being Peer education is the process whereby skilled facilitators assist a group of suitable young people to:

- educate their peers in a structured manner
- informally role model positive and healthy behaviour
- recognise youth in need of additional help and refer them for assistance
- advocate for resources and services for themselves and their peers.

In a nutshell: the harnessing of peer pressure in a positive manner, to achieve positive outcomes.

THE YEAR IN RE VIEW

This past year has been an excellent one for OIL; the team that surrounds the organisation and the young people that are involved and affected by its relationship and community-oriented approach to lifeskills training. Managing Director Paula Wallace, says of the year: "It has been an exciting and challenging season where we have seen many young people's lives positively impacted. The magic of peer education in action has been watching our peer educators impacting others and making a real difference in their schools and communities."

There has been a marked transition from a season of pioneering into a new season of establishment. OIL as an organisation has moved into a new phase of refinement and consolidation to ensure long-term sustainability as well as continued excellence in service delivery.

NEW PREMISES

OIL moved from company premises sponsored by a business in Tokai to a community based office in an old Fish Hoek backpacker building. It has been beneficial to have our own premises, as it's excellent to be in the Fish Hoek area and part of the community. The training centre is still in the process of being kitted out to make it fully functional.

STAFF

The current staff consists of ten full time workers, three part time staff and four learnership positions. OIL has a committed volunteer contingent of ten people who assist with various projects and tasks. The team has served the youth and community relentlessly; often without fixed salaries and defined organisational income, showing their commitment to the vision and values of OIL's strategy and purpose.

REFINEMENT OF THE PEER EDUCATION MODEL

OIL set out to pioneer and prove that peer education works within the South African context amongst young people at this time. We have moved from a pioneer phase to a season of establishment, and have focused on the process of discovering how we can become even more effective and be a reference point to serve other community organisations at a provincial and national level.

MEDIA DEVELOPMENT

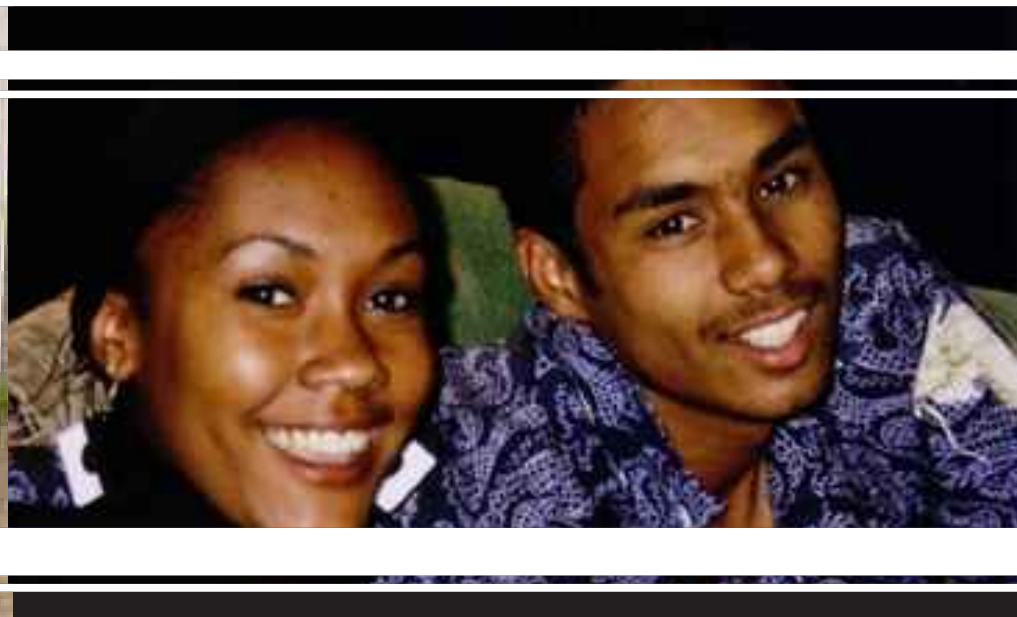
OIL housed and supported the development of WallMag this year. WallMag is a teen lifestyle magazine written entirely by peer educators. The product is put together as a 1-metre high and 4-metre long poster. This is then secured to the wall in high traffic areas of the schools corridors. OIL peer educators also took part in the production of the Western Cape Education Department's peer education video. This was commissioned for the WC Youth Intervention HIV/AIDS strategy. OIL educators were interviewed and featured in the production. Media has taken what OIL is doing at a grassroots level and magnified this for people across the country to see.

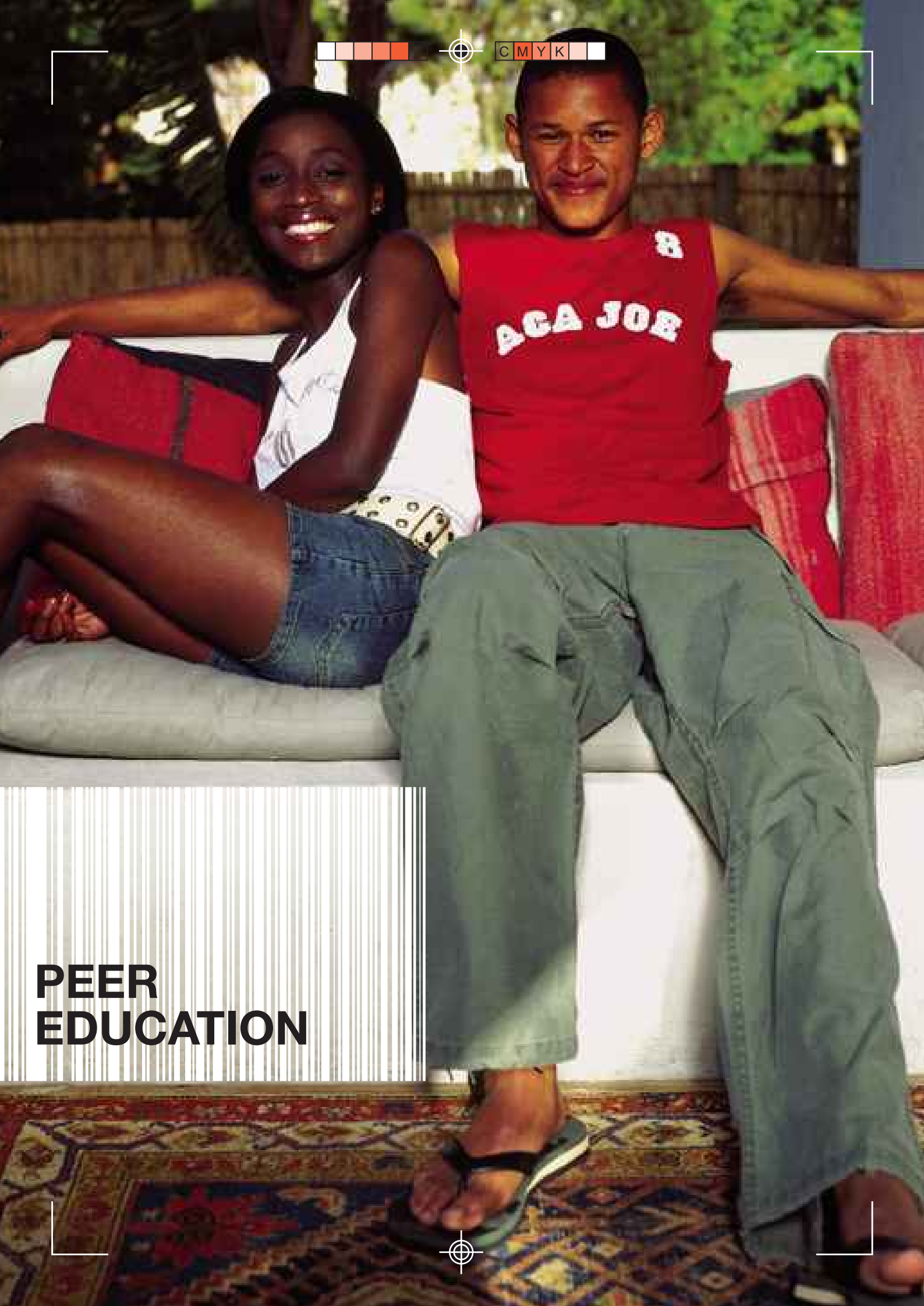
LIFESKILLS TRAINING AND SUPPORT

This is ongoing and relationship orientated lifeskills training and support, made up of formal training events and school-based weekly sessions. Peer educators have been recruited, trained, supervised, mentored and evaluated on their peer education roles and graduated track responsibilities and outputs. It has been within this structure that the young people have been equipped on core lifeskills to enable them to fulfil their roles. The structure provides track relevant (junior or senior peer educator level) modules and specialised training around issues that the individual and community may be facing. Structured "talk time" sessions are also built into the programme. These sessions are designed for peer educators to highlight and discuss their biggest areas of need.



TURNING THE TIDE





PEER EDUCATION

THE YEAR IN REVIEW CONT.

ADVOCACY AND COMMUNITY UPLIFTMENT

Various activities and events that support the lifeskills training and support sessions took place during the year. They provided specific community based channels and opportunities through which the four peer educator roles can be fulfilled. The programme area also provides a social context for relationship building and skills sharing across communities, cultures and tracks. Peer educators had the chance to speak up and act as a united adolescent voice on key issues facing their community and nation. Youth leadership within this structure promoted change at a community, provincial and a national level in line with the OIL vision. Activities within this area included:

Lube Lounge / OIL has hosted a regular advocacy event that provides a platform where role models, from celebrities to community and business leaders of all backgrounds, are invited to share their life stories with peer educators and their friends. OIL role models have added value to teenagers, their education and lifestyle. Nominated peer educators facilitated and presented these events. Teens had the opportunity to ask these role models relevant questions and challenge their lifestyles. The various role models were given the opportunity to find out more about young people and their worlds. Lube Lounge has brought together teens from different backgrounds and communities. Some of the speakers have included Pieter Dirk Uys, Gabi le Roux (producer for Mandoza, Afro Z, Adhila), and various other inspiring guests. Average attendance at these Lube Lounge events has been 180 – 200 adolescents.

Summer Conference / OIL's third summer conference brought peer educators together from across the tracks and schools in a way that encouraged cross-cultural interaction and friendships, built inter track and school unity and created a forum for peer education in action from peer educators. Advocacy issues were discussed and evaluated, and vision was set for community, provincial and national impact.

Community Projects / The peer educators committed to annual projects that they signed up for, or were selected for to address key issues facing the communities. These projects were headed by a learnership or track two peer educator supported by a track two interschool leadership team. Projects included community upliftment days, volunteering at community organisations, fundraising and awareness campaigns using media to highlight key advocacy messages. Projects included the following areas of focus:

- Orphans and Vulnerable Children
- Youth Friendly Clinic Services
- Poverty Alleviation
- Substance Abuse
- Gender Based Violence
- Media Production and Monitoring

Training, workshops and courses / OIL has run specific courses and workshops within school holidays and on selected Saturdays and Friday's for track 1 and 2 peer educators (depending). These courses aim at providing a platform for youth to develop as leaders and advocate for change at a community and provincial level within the above projects. OIL believes that advocacy through peer education is crucial to community transformation and that young people need to be informed on the content and policies that relate to the issues they are addressing.

Parents Evenings / Evenings for parents of young people involved in OIL were held a number of times, providing them with information about OIL and its aims. Parents had the opportunity to add valuable suggestions, and ask questions. Many applauded OIL for the impact the organisation has had on their sons and daughters.

Counseling / OIL counseling sessions for learners has been available at the Fish Hoek Clinic every Tuesday afternoon as well as at the CWD building near the Masiphumelele clinic. Learners have been welcome and encouraged to come and chat about any issues that are concerning them. HIV testing and counseling has also offered for those who request it.

PEER EDUCATION MODEL ROLL OUT

OIL's model has played a key role in informing the provincial peer education roll out strategy through their membership and involvement with the Western Cape Peer Education Steering Committee.

ADULT TRAINING

OIL offered training to organisations working with adolescents to enable the OIL PEM to add value and support their respective services. This included running focus groups and training courses on values clarification and relevant adolescent life issues for teachers, clinic staff, NGO's, youth leaders and community groups outside of the Fish Hoek Valley. OIL has been involved with the DOH (ATICC) in running nurses training on adolescent VCT and related issues to ensure that service providers are adolescent friendly and accessible.

EVALUATION AND MONITORING

One of OIL's founding objectives is to pioneer and establish itself as a centre of information pertaining to matters related to adolescents. OIL initiated an evaluation and monitoring portfolio at the end of 2003 to assess the OIL Peer Education programme run over the past three years in the Fish Hoek Valley. The initial aims will be to design measuring materials, which will rigorously evaluate those programmes in terms of what works and what does not. Data obtained will be used to modify areas in the programmes that need to be more teen relevant and to strengthen others that most effectively bring about the required outcomes.

Evaluation will also provide useful information on how best to standardise OIL's PEM programmes. Standardisation of all programmes and procedures is important, as it is OIL's mission to support the Western Cape roll out of Peer Education to other communities in South Africa.

It is also envisaged that OIL will approach universities and other institutions of learning to enlist their support in conducting research on various aspects of the OIL programme. In these situations OIL will act as a centre dispersing specialised information on all aspects of teen development, interests and norms related to peer education and community development.

In addition to evaluation programmes, monitoring tools are to be developed to ensure that no information is lost in the programmes currently being used, and that a constant record is available to assess the performance of all aspects of OIL's PE programme.

Development of both evaluation and monitoring tools will require a high degree of expertise. OIL plans to enlist the assistance of various professionals in the field who may be willing to test the strength and rigour of all tools and even assist in their development.

MANAGEMENT, GOVERNANCE AND FUNDING

The daily work of OIL is directed by a management and co-ordination team consisting of a Programme Manager, Operations and Finance Manager, Facilitator Development Co-ordinator, Monitoring and Evaluation Co-ordinator and a Programme Co-ordinator. This team is lead by Paula Wallace, Managing Director, who is accountable to the Board of Directors.

This management team is responsible for the strategic direction of OIL, the approval of budgets, reviewing the finances and ensuring that administrative, monitoring and evaluation systems are functioning as they should.

NETWORKS

OIL believes that partnerships are key to the effectiveness of the organization and seeks to build relationships with sustainable partners to strengthen the objectives and vision of OIL wherever possible. OIL has trained LoveLife's national Vitality Centre Groundbreakers on adolescent HIV testing and counselling issues. Our OIL trainers have also been part of the government training of teachers for Education's life orientation curriculum and provided training on HIV and adolescents on all ATICC lay counselling courses (AIDS Training Information and Counselling Centre). OIL has also conducted values clarification training for teachers, nurses and clinic staff, faith based organizations and police within the Fish Hoek Valley. OIL conducted the HIV/AIDS training for YES 2002, 2003 and 2004 which saw the attendance of over 10 000 primary school children at each event. Along with provision of training, OIL has built relationships with key NGO's, faith based organisations and role players within the Fish Hoek Valley and Province as a whole and is an active member of the South Peninsular MSAT.

FINANCIAL REPORT AND FIGURES

GRANTS AND FINANCES

The significantly largest source of funding was from the Western Cape Education Department. From the private sector, in order of the value of the donation starting with the largest, the following companies donated money: Trinity holdings and Peter George Portfolios each donated more than R50 000; ADT and Louis Group more than R20 000; Anglo American Chairman's Fund and Pick'nPay more than R7 000.

BALANCE SHEET AT 29 FEBRUARY 2004

(extracted from the audited financial statements)

	2004 R	2003 R
ASSETS		
NON-CURRENT ASSETS		
PROPERTY, PLANT AND EQUIPMENT	32,280	-
CURRENT ASSETS		
TRADE AND OTHER RECEIVABLES	210,215	111,272
CASH AND CASH EQUIVALENTS	206,344	103,646
	3,871	7,626
TOTAL ASSETS	242,495	111,272
RESERVES AND LIABILITIES		
RESERVES		
RETAINED SURPLUS	33,345	89,583
NON-CURRENT LIABILITIES		
BORROWINGS	10,100	10,000
CURRENT LIABILITIES		
TRADE AND OTHER PEYABLES	199,050	11,689
TOTAL EQUITY AND LIABILITY	242,495	111,272

INCOME STATEMENT FOR THE YEAR ENDED 29 FEBRUARY 2004

(extracted from the audited financial statements)

	2004 R	2003 R
GROSS REVENUE	1,050,603	451,277
OTHER INCOME	6,735	-
OPERATING COSTS	1,113,621	362,505
OPERATING(deficit)/surplus	(56,283)	88,772
INVESTMENT INCOME	46	811
FINANCE COSTS	(1)	-
(DEFICIT)/SURPLUS	(56,238)	89,583

FINANCIAL REPORT AND FIGURES CONT.

DETAILED INCOME STATEMENT FOR THE YEAR END 29 FEBRUARY 2004

(although extracted from the audited financial statements the detailed income statement formed part of the supplementary schedules and as a result was unaudited.)

	2004 R	2003 R
GROSS REVENUE		
DONATIONS INCOME	1,050,603	451,277
OTHER INCOME		
INTEREST RECEIVED	6,781	811
SUNDRY INCOME	46	811
	6,735	-
TOTAL INCOME	1,057,384	452,088
EXPENDITURE		
ACCOUNTING FEES	1,113,622	362,505
AUDITORS REMUNERATION	5,408	6,372
BANK CHARGES	7,475	-
CONSULTING FEES	5,746	2,693
CONSUMABLES	54,799	5,200
DEPRECIATION	1,139	875
DIRECTORS EMOLUMENTS	11,032	-
DONATIONS	83,160	-
ELECTRICITY AND WATER	500	1,545
ENTERTAINMENT	2,390	-
FUNDRAISING	313	-
GENERAL EXPENSES	1,664	-
INSURANCE	10,135	-
INTEREST	1,855	-
MARKETING	1	-
MEDIA	4,259	-
MOTOR VEHICLE EXPENSES	28,816	-
OFFICE EXPENSES	24,937	1,432
PEER EDUCATION MODEL	13,865	-
PRINTING AND STATIONARY	132,229	93,808
PUBLIC RELATIONS	16,155	7,709
RENT PAID	1,494	-
REPAIRS AND MAINTENANCE	70,933	-
SALARIES	84	120
TELEPHONE AND FAX	597,657	235,742
TEXT BOOKS	16,496	267
TRAINING	-	4,198
TRANSPORT AND FREIGHT	18,702	1,485
	2,378	1,059
(DEFICIT)/SURPLUS	(56,238)	89,583
RETAINED SURPLUS		
AT BEGINNING OF YEAR	89,583	-
RETAINED SURPLUS		
AT END OF YEAR	33,345	89,583

OIL has been endorsed as a beacon towards best practice peer education implementation. The Western Cape Education Department aims to extend the model to 100 high schools from 2005. OIL sees the rest of 2004 and 2005 as the most crucial years in developing and refining a documented peer education model that is able to be continued and implemented as an excellent model and used as a reference point for other communities within the Western Cape and other provinces. This will require specialised resources to ensure that a development and monitoring process runs parallel to the delivery activities within the model. The Fish Hoek Valley aims to serve as a golden standard prototype for potential implementers of adolescent peer education. This will lay a deep foundation that enables communities throughout South Africa to learn from and benefit from OIL's resources and model this within their own organisations, schools and communities.

South African peer education is faced with two opposing imperatives: Responding to the increasing incidence of HIV infections amongst youth with an urgency which matches the scale and rate of such infection rates; while still accepting the reality that sustained and positive behaviour change requires significant investment of time, one-on-one mentorship and resources into the peer education model.

The OIL Peer Education Model aims to help in bridging these two competing demands. This will be by feeding its peer education intellectual capital built up over a period of three years into the WCED's roll out strategy. The WCED is aiming to fast track the transference of peer education methodology into a large number of additional communities over the next five years and will use OIL and its trainers as a key source of inspiration and capacity in achieving their objectives.

OIL aims to focus on depth within the Fish Hoek Valley to ensure that firm foundations have been laid that bring about true and sustainable community transformation. We believe that our past peer educators will have a depth of character and advanced community development skills base that will enable them to play a key role in the provincial roll out of sustainable peer education in the years to come. It is the depth of the foundations of this model that will determine its longevity. This is where the focus of the OIL model has been and will continue until the firmest of foundations have been laid.

OBC

TRAVIS WILLIAMS, 18 YEARS OLD

"I have been with OIL since 2001 and it's been a great inspiration to me, opening many doors for me. My life has changed tremendously because of OIL. I have gained a lot of self esteem and have high ambitions set for the future."

FROM ONE OF THE PEERS OF AN OIL PEER EDUCATOR

"I feel excited about hearing this information from someone my own age."

ANONYMOUS PEER EDUCATOR

"One of my friends was so impressed with my knowledge about HIV that he is prepared to reconsider his behaviour."

CANDICE WARIES, 18 YEARS OLD

"I've been part of OIL since 2002 and went on a camp where we dealt with issues such as substance abuse, teen pregnancies, HIV/AIDS, and relationships. That's what made this organisation different for me; they didn't just focus on sex and what we shouldn't be doing but also what we should do to better our lives. OIL has taught me to be myself and love who I am. I would like to see all teenagers doing this."

BRADLY HOWLAND

"Since I first started with OIL I've been equipped with skills that I wouldn't have ordinarily even bothered with. I've been educated in areas that affect the whole of South Africa such as HIV/AIDS, child abuse, STI's and teen pregnancies. Now that I have the knowledge I'm able to do something about these problems. I've also been trained in areas such as basic counselling techniques, being a role model and public speaking. These skills have enabled me as a youth to speak out about the issues that myself and my peers face on a daily basis."



CON TACT

OIL REACH OUT

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S21 company registration number - 2002/011217/08
Income tax number - 9161/469/14/4
NPO number - 030-195-NPO

OIL



**A passion driven by a force of love, and
It is a desire that fills hearts of thousands
Seeping into their inner cores
And touching them in ways like never before**

**Compassion, love, desire... heart
Ripping societies lies apart
Feeding the dreams of those who cannot sleep
Taking away the fears that run so deep**

**Poverty, starvation, gluttony and crime
Faced since the beginning, the dawn of time
Wiped away by those who persevere
Eradicating all without fear**

**Now is the time, the beginning of it all
Fear, hate are you ready for the fall?**

Bradly Howland (OIL Learnership)



