



farr

FARR is dedicated to building positive futures in South African communities

PLEASE NOTE:

Pictures in this newsletter **DO NOT** depict children with fetal alcohol spectrum disorder (FASD), but all children from the communities who participate in FARR's activities.

FARR

COLLABORATION

By Professor Denis Viljoen
(Chairman: FARR Board of Directors)

The 22nd year of FARR's existence, like South Africa, has seen further growth of our activities, change in personnel, shifting focus in line with natural needs and sadly, a fond farewell to Board Members who have served us so well. So goodbye and sincere thanks to Dr Mike Urban who served as a Board Member for close to 10 years. Also hereby welcome to our new Board Member, Prof Marietjie de Villiers. We trust your new position will bring you further personal growth and your expertise will benefit us all richly.

I know the following short section will embarrass our CEO, who has continued to lead FARR so successfully to further new projects, renewal of existing services and broadening our footprint in the goal of minimising and preventing the effects of alcohol abuse especially during pregnancy. Dr Leana Olivier has attended several international meetings (Europe & Canada) and has been invited to Australia later this year to share some experiences regarding mainly FASD management and prevention. She has chaired key sessions during these meetings and often been approached to advise on numerous issues by fledging groups and even well-established organisations. Thank you Leana, for maintaining our profile internationally as well as locally.

I am personally very proud of FARR's continued growth, impact and influence in national affairs during the 22 years of its existence. I recall our development of staff members (6 successful PhD's and 2 masters to date) and many other academic accolades. Also, individual achievements once persons have left FARR for other endeavours, including leadership roles in other organisations both locally and internationally. We truly have come a long (FARR) way!

May we continue to "fight the good fight" towards our prime goal to eliminate the horrendous effects of alcohol abuse on our unborn babies in South Africa.



Our focus areas

FARR is dedicated to building positive futures in South African communities by significantly reducing birth defects caused by alcohol consumption during pregnancy. The focus of our major activities is on Fetal Alcohol Spectrum Disorders (FASD).

Our mission is to establish sustainable awareness, prevention, intervention and training programmes designed to eliminate substance abuse with the focus on Fetal Alcohol Spectrum Disorders (FASD) as a preventable disorder among children in South Africa.





Written by: Dr Leana Olivier
(Chief Executive Officer)

PARTNERSHIPS: OVERRATED OR NOT

Nowadays when faced with a daunting task one's close friend Mr Google is just "a click away". A consultation with wise Mr Google instantly assures one that partnership (team work, working together, etc.) is the best way to tackle a complex problem, and quotes from heavy-weight heroes are provided within seconds to strengthen this belief. Some of these impressive and striking remarks include:

"Many ideas grow better when transplanted into another mind than the one where they sprang from." Oliver Wendell Holmes

"No one can whistle a symphony. It takes a whole orchestra to play it." H.E. Luccock

"Alone we can do so little, together we can do so much." Helen Keller

But, how relevant is this in the real world, especially in the highly competitive NGO industry where limited resources are competed for? Increasingly funders are encouraging or even demanding of NGO's to work together and pool resources to strengthen one another towards a greater good, increase success, sustainability and higher impact. Unfortunately, requests for evidence of these 'so-called' best practices regularly lead to disappointment, leaving the notion that funders might either encourage this approach since it is "the fashion of the day", or it will provide the opportunity to simultaneously fund multiple applicants, or limit funders funding risks.

Be it as it may, as Luccock said, you need more than a lonely whistler to perform like an orchestra. Thereby surely referring to a well conducted orchestra playing from a clear musical composition with many hours of practice. A symphony requires a composer with ideas (music) transferred to paper, played by suitably qualified musicians with the appropriate skills, experience and instruments. Hours of practice and teamwork, as well as a multi-disciplinary back-up team taking care of the sound effects, venue, and numerous other enabling factors, should eventually

lead to a great performance enjoyed by the audience. Provided, that all the partners stay together and meet the criteria!

Partnerships in NGO's require exactly this. A leader/visionary with a plan/idea, formulated into a proposal/plan of action, skilled team players/partners, implementation tools/material and the facilitation of an enabling environment. Theoretically this should culminate in a well-executed project. Oh yes, and a funder who will provide the necessary resources. A formula as simple as that!

In practice, however, working in the field of substance abuse and FASD research, training, awareness and prevention, this formula is hard to follow. Acknowledging that partnerships are essential to conduct research, implement community development and training, it is challenging to engage with suitable partners. Key aspects to successful and mutually beneficial partnerships are, amongst others, comparable ethical foundations, similar work ethics and visions. Partners have to be prepared to make equal, meaningful contributions, share knowledge and resources, as well as the risks and pitfalls of research and community engagements, and ultimately, to share responsibility and accountability for the outcomes of the joint venture.

Given the above, partnerships between organizations and experts in the field are further challenged by the reality of competing for scarce resources, such as funding. In theory, partnerships should alleviate this

threat, but in practice it is not as simple. In the industry the question of "what makes your organization unique" is often asked by funders. Uniqueness is closely linked to intellectual property which is difficult to protect during a joint venture or partnership. This aspect is hard to explain to some stakeholders who exist in a culture of sharing and collaborating and who do not have to fight for their existence, such as government departments for example, where the culture of sharing is inevitable.

Partnering with the community is essential to bring about community development and behaviour change in substance abuse. It needs to be acknowledged that "a community" consists of various factions, each with its own uniqueness's and fluidity. Forging agreements in unpredictable and ever-changing environments with these essential stakeholders surely brings an interesting dimension to the concept of "partnership". And then, we have not even started to address partnerships with individuals challenged with substance abuse!

However, again reminded that a lonely whistler does not equate an orchestra, partnerships are invaluable and, when managed with the necessary mutual respect and commitment, can surely be instrumental to bring about impactful and sustainable change for the greater good of all involved. In FARR we are fortunate to have experienced a number of positive partnerships and will continue to endeavour to explore new ones, since we agree "together we can do so much more".



"None of us, including me, ever do great things. But we can do small things, with great love, and together we can do something wonderful."

Mother Teresa

"No one can whistle a symphony. It takes a whole orchestra to play it."

H.E. Luccock

"Many ideas grow better when transplanted into another mind than the one where they sprang from."

Oliver Wendell Holmes

"Alone we can do so little, together we can do so much."

Helen Keller

love

Spreading the

LOVE



Written by: Tinashe Tombe-Nyahuma (Project Coordinator: Burgersdorp, Eastern Cape)

in Burgersdorp on Valentine's Day

Globally Valentine's Day signifies the celebration of love, affection and partnership. It was therefore very fitting for our Burgersdorp project to spoil some of our past and present Healthy Mother Healthy Baby@ Programme clients with a special Valentine's event. This Programme aims to support clients in having healthy pregnancies by sharing the FASD prevention message and engaging them in activities that promote a healthy lifestyle. Psycho-social well-being is further promoted, with the provision of support and guidance being key elements for success.

Looking gorgeous, dressed to a "T" in red, white and pink, 33 ladies arrived to join the celebrations. Our office was appropriately "adorned" with hearts,

balloons and cupcakes to welcome the guests of honour. On arrival all received a blank Valentine's card in which they were asked to write a special message to themselves and their baby. Accepting the cards shyly, some clients commented that they had never before received a Valentine's Day card.

Apart from showing our appreciation towards our clients, fostering a spirit of self-love and self-worth formed the essence of the day. Our community workers, Esethu Dlanjwa and Ntombizandile Matyobeni engaged the clients in activities to promote confidence and pride. This reminded the mothers of how precious they are, how much they matter and how valuable their contribution to their family, community and society is.

Enveloped in this spirit of love and care, participants decided to "partner" with the future in mind, by establishing support groups amongst themselves. Each client would join a group, based on where they live in the three townships of Burgersdorp. This would enhance continuation of the cohesion already created by the FARR programme as they would be able to support each other in having alcohol-free pregnancies, share ways of creating a conducive family environment for their children, and as one participant suggested, even help each other with ideas to become financially more independent.

After enjoying a healthy lunch the group parted with the prospect of building their partnership by serving each other and striving to make the future a better place for all.

HOPE IN DE AAR

Written by: Lian-Marie Drotsky (Project Manager: De Aar, Northern Cape)

For almost twenty years the Joan Wertheim Centre in De Aar has offered a warm, welcoming base for FARR'S FASD prevention and community empowerment project. This building, affectionately referred to as the Pink House, was the Wertheim's family home in De Aar during the 1980's and 1990's. Following the death of his wife, Joan, Mr. Wertheim left his beloved home and relocated to Cape Town. He generously offered FARR the use of his home on condition that it be used to empower the community, asking in return that FARR maintain the property.

The FARR / Joan Wertheim Centre is accessible and many feet walk through these doors each day. Pregnant woman regularly visit the centre for support sessions in the Healthy Mother Healthy Baby© Programme, exercise, physiotherapy or a quick chat and a cup of tea. Children come for assistance with homework and school projects, or a cooked meal. The Little Angels are the youngest of FARR's clients. These toddlers, under the age of four are predominantly children of the Healthy Mother Healthy Baby© Programme's clients. They visit the centre every morning for early childhood stimulation and a nutritious meal. FARR is well known in the community and over the years the Joan Wertheim Centre has become a beacon of hope in De Aar.



Healthy nutrition for a healthy pregnancy

Written by: Lian-Marie Drotsky (Project Manager: De Aar, Northern Cape)

Talking about nutrition is easy, but when money is scarce, access to healthy food can be a daunting challenge.

A vision to grow healthy food in the community, for the community was a driving force for the late Mr. Pretorius, who managed Aveng Ltd, (then known as Empower Griniker Ltd) in the first decade of the new millennium. He began to plant vegetable gardens at the Aveng plant and motivated Aveng to donate food from the gardens to FARR on a monthly basis. Over the years these ingredients have enabled FARR to offer thousands

of cooked meals to pregnant women and hungry children.

Aveng Ltd has since changed management and undergone significant restructuring whilst the community needs in De Aar continue to grow. Yet, with the benevolent help of Aveng, FARR is able to continue offering meals at the Joan Wertheim Centre, which often is the only nutritious meal an expectant mother or child receives all day.



Ubuntu in Jacobsdal

Geskryf deur: Esmé van Wyk (Projekkoördineerder: Jacobsdal, Vrystaat)

Volgens Wikipedia is 'n vennootskap 'n ooreenkoms tussen minstens twee persone met die doel dat wat ook al bygedra word, tot almal se voordeel sal strek. Die Bybel is dit ook eens in Prediker 9 vers 12 dat "Twee vaar beter as een".

Die Jacobsdalprojek het in 2017 afgeskop en huidiglik is ons besig om ons projek af te sluit. Die afgelope drie jaar se suksesse sou beslis nie bereik kon word sonder samewerking met verskeie belangegroepes in hierdie gemeenskap nie.

Ons gee graag erkenning aan:

Skole:

'n Skool wat altyd bereidwillig is om betrokke te raak by FARR se aktiwiteite, is Panorama Combined Skool. Die skoolhoof, mnr. May, het tydens die Internasionale FASD-Dag herdenking gaste toegesprek en onder andere die gesonde verhouding tussen FARR en die skool beklemtoon.

Mnr. May was veral beïndruk met die proses wat FARR gevolg het. Dit sluit in die evaluering van die leerders, identifisering van probleme en bespreking daarvan met die ouers. Toestemming is ook van hul verkry om uitdagings en behoeftes met onderwysers te bespreek waarna verwysings na spesialiste soos byvoorbeeld oogkundiges, sielkundiges en arbeidsterapeute gedoen is. Die hoë standaard wat FARR met betrekking tot etiese waardes gehandhaaf het, was vir hom 'n hoogtepunt.

Die skool se agting en vertroue in FARR is weerspieël deurdat ons genooi is na 'n spoggerige dinee tydens hul Graad-R diploma-seremonie.

Danksy die betrokkenheid van die vyf plaaslike skole in die Jacobsdal omgewing kon FARR 'n baie suksesvolle (en uitputtende) draadkarresies tydens Internasionale FASD-Dag aanbied. Die entoesiasme en deelname van die 174 leerders was oorweldigend en behalwe vir die baie pret en plesier wat hul glimlagte aan ons verskaf het, kon die wenners beloon word met wonderlike pryse uit die gemeenskap asook medaljes vir die eerste 3 plekke.

Winkels, koffiewinkels en besighede

Die plaaslike besighede is baie vrygewig en skroom nie om pryse te skenk vir spesiale geleenthede nie. SPAR, Sakkies Motors, Jacobsdal Slaghuis, Die Groothandel, Jacobsdal Apteek, PEP en Shoprite was altyd daar vir ons!

Die spreekwoord sê nie verniet: "as die een hand die ander een was, word albei skoon". FARR ondersteun hierdie besighede op sy beurt met aankope van skryfbehoeftes, kruideniersware, babaprojekte, brandstof asook geskenke vir gaste en met spesiale geleenthede! Wedersydse ondersteuning op sy beste!

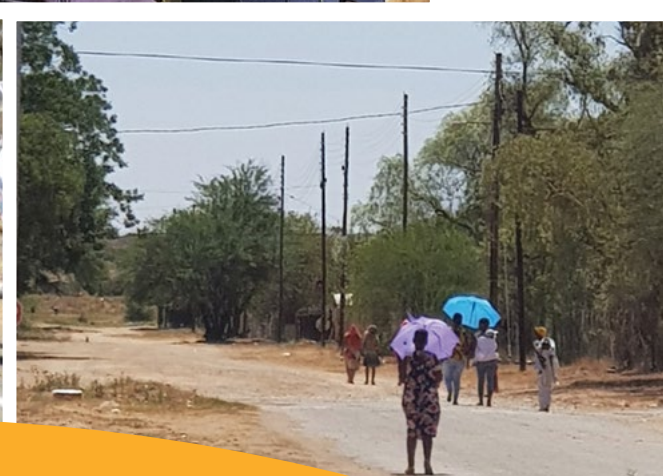
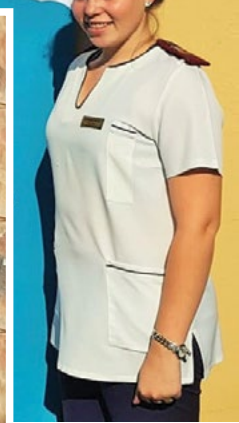
A labour of **LOVE** for Hanover

Written by: Lian-Marie Drotsky (Project Manager: De Aar, Northern Cape)

The community of Hanover has been close to Una Hollidays' heart for many years. She discovered the town during a stop-over en route from Hout Bay, Cape Town to Lesotho. The poverty and need she encountered stayed with her for a long time and she became determined to take action. Harnessing the help of her extensive network of friends and colleagues in Cape Town, she began collecting used clothes, linen, books and toys to redistribute in Hanover, sending at least two loads every year.

When Una heard of the FASD prevention project run by FARR, she started knitting toys, baby blankets, hats and booties. With renewed energy she motivated friends, family and acquaintances in and around Hout Bay to share in this labour of love. In this manner each of the Hanover Healthy Mother Healthy Baby© clients receive a gift including a knitted toy, blanket, hat or booties for the baby she is expecting. FARR also helps to distribute the used items Una collects in Cape Town to those most in need in Hanover. Over the last few years, and with her continued effort and commitment, Una has managed to share her love for the people of Hanover in a tangible manner.

vennootskap



Kliniek personeel

Ons kan ook nie nalaat om veral die klinieksusters met wie ons nou saamwerk te bedank nie! Behalwe vir die onbaatsugtige diens wat hulle aan die gemeenskap lewer, vergemaklik hulle ons taak veral met werwing en verwysing van kliënte vir ons Gesonde Moeder Gesonde Baba© Program.

Ons plaas veral ekstra druk op hulle wanneer ons ons teiken van 100 swanger moeders (<20 weke) moet najaag. Hulle verduur en verdra ons elke week wanneer die gemeenskapswerkers die kliniek besoek om hul weeklikse kliniekpraatjie in die wagkamer aan te bied. Onlangs moes ons afskeid neem van twee van die klinieksusters. FARR het moeite gedoen om hulle te besoek en aan elkeen 'n geskenk oorhandig.

Gesonde Moeder Gesonde Baba© Program en res van gemeenskap

Laastens maar nie die minste nie moet ons beslis erkenning gee aan die gemeenskap in geheel. Die mammas wat deelneem aan ons program, wie met 'n glimlag of 'n traan hul hartseer en vreugde deel, gee die FARR personeel 'n doel om voor op te staan elke oggend. Daarbenewens ontmoet ons elke dag nuwe mense en leer meer van mekaar se kultuur en menswees.

Een van die sêgoed in ons land is "Ubuntu". Die tradisionele Afrika-filosofie van "Ubuntu" beteken dat geen persoon 'n eiland is nie, m.a.w. niemand kan op sy eie funksioneer nie. Intendeel, ons is op 'n manier almal met mekaar verbind en wat ons doen het 'n impak. Medemenslikheid gekenmerk deur vrygewigheid en vriendskap. Vriendskap... vennootskap, die essensie van menswees!

'n Nuwe
span propvol
passie vir

Prince Albert en Leeu-Gamka

Geskryf deur: Christel Botes (Projekkoördineerder: Prince Albert, Wes-Kaap)



Die Groot Karoo se skoonheid en lof word deur vele kunstenaars besing, maar die harde realiteit van werkloosheid, armoede en alkoholmisbruik is 'n bekommernis vir baie en het verreikende en hartseer gevolge. Die FARR-projek in Prince Albert is die afgelope twee jaar ywerig besig om spesifiek te werk aan die voorkoming en vermindering van FASA in Prince Albert, Klarstroom en Leeu-Gamka. Ons is in die bevoorregte posisie om veral die ondersteuning en samewerking van ander gemeenskapsrolspelers soos die Community Work Programme (CWP), Badisa, ons plaaslike munisipaliteit en landbouverenigings te geniet.

“Presies wat doen julle nou eintlik?” sal u seker wil weet. Een van ons grootste en deurlopende programme is die Gesonde Moeder Gesonde Baba© Program wat in noue samewerking met ons plaaslike klinieke geskied. In hierdie opsig is die

Departement van Gesondheid vir ons 'n integrale vennoot om deur middel van hierdie program die swanger mammas te bereik. Tydens die kontak met die swanger mamma's, wie vrywillig inskakel, word hulle onder meer ingelig oor die ontwikkeling van die fetus, die gevare van alkohol tydens swangerskap, gesonde eetgewoontes, waarom kliniekbesoeke nodig is en nog vele meer. Ons glo dat elke babatjie met geweldige potensiaal “geskep” word en dat dit ons, as ouers, se verantwoordelikheid is om hul die kans te gee om hierdie potensiaal ten volle te ontwikkel. Elke mens vorm deel van God se massiewe groot legkaart en dit maak nie saak of jy die kleurrike legkaartstukkie in die middel van die prentjie of die effer valer blokkie aan die onderkant van die prentjie is nie. Die feit is, sonder jou (die legkaartstukkie), is daar 'n leemte in die geheel waarin geen ander legkaartstukkie perfek pas nie.

FARR bied ook verskeie werkswinkels en kursusse aan soos bv. die FAStrap© kursus, Liefdeskindvertoning, “Think Twice” werkswinkel en professionele opleiding aan opvoeders, maatskaplike en gesondheidswerkers en mediese personeel.

Op Prince Albert is daar 'n relatiewe nuwe span met die projekkoördineerder, Christel Botes wat op 18 Desember 2018 diens aanvaar het en twee gemeenskapswerkers nl. Moira Prins (Leeu-Gamka kantoor) en Muschke Hendriks (Prince Albert) wat op 8 April 2019 amptelik by FARR begin het.

Die span beskryf hulself as passievol oor hul werk. Hulle beskou dit meer 'n roeping as 'n taak en werk daaraan om die boodskap van “GEEN ALKOHOL IS VEILIG TYDENS SWANGERSKAP NIE”, aan elke persoon in die omgewing te bring. Hul verlange is om saam met die ganse gemeenskap 'n positiewe verskil te maak en te wees!

“Knitting” a closer community in Renosterberg



*Written by: Charlene Grobbelaar
(Project Coordinator: Renosterberg,
Northern Cape)*

FARR invited grandmothers (“Gogo’s”) from Keurtjiekloof and Petrusville, two towns which form part of our Renosterberg project in the Northern Cape, to partake in ongoing events to do knitting for the babies born in our Healthy Mother Healthy Baby® programme. Once the mothers who have joined the programme complete their sessions they receive a nappy bag, which we are able to fill with some of the knitting done by the Gogo’s from their own communities.

FARR provides the Gogo’s with wool and knitting needles where-after they can decide what they want to create. They can knit anything as long as it will fit a baby e.g. booties, beanies or jerseys.

Gatherings are arranged intermittently to give the Gogo’s opportunity to bring along the “fruits” of their hard work and to create a sense of social cohesion and pride. These sessions are interactive and filled with fun activities. They enjoy a cup of tea with muffins and cupcakes while everyone proudly “show’s off” what they have knitted.

The Gogo’s fulfil a very integral role in the communities and giving them this opportunity to give back, enhances their sense of accomplishment and self-worth. It gives a platform to form new friendships, whilst interacting in a safe and supportive environment.

Goodwill and group effort as services are expanded in Upington

*Written by: Grace Humphreys
(Project Coordinator: Upington,
Northern Cape)*

FARR in Upington experienced tremendous goodwill and collaboration from government departments, other NGO’s, the private sector as well as the broader Upington community, in the achievement of its goals and objectives during the previous financial year. Not only did pregnant woman eagerly participate in the HMHB® Programme, but all participants reported to have benefitted largely from the information and support that they received.

2018 also saw the expansion of FARR’s services to include the communities that are serviced by the Raaswater Clinic (including Louisvalledorp and Leseding), as well as the communities that have access to primary health care services at the Progress Clinic. The staff from the Department of Health opened their hearts and resources to FARR, enabling FARR staff to gain access to pregnant woman at the clinics. FARR community workers were thereby enabled to address more than 1000 visitors to the clinics with the FASD prevention message.

In an effort to intensify awareness and prevention in the new areas that we are serving, the annual International FASD Day on 9 September 2018 was commemorated at Raaswater. This event was once again a demonstration of excellent collaboration amongst the various stakeholders. The programme commenced with FARR officials providing input about the significance of the day where-after an awareness walk took place which ended at the Raaswater Clinic. Various stakeholders, including the Departments of Health and Social Development had an opportunity to address the ± 250 people who participated in the event. The proceedings of the day ended with the serving of light refreshments, generously sponsored by the private sector, government departments as well as other NGO’s. A successful day that would not have been possible without group effort and commitment from all the parties involved.



WEST COAST

Do you
have 3
minutes for

farr

*Written by: Jaco Louw
(Project Manager: West
Coast, Western Cape)*

As has been shown time and again the impact of FASD is not confined to one community, social group or geographic location. At FARR we have our work cut out for us to try and spread awareness and prevention efforts nationally. There is however considerable value in having an established footprint in an area. This is clear in De Aar, Northern Cape Province and recently it has also been bearing fruit in the West Coast, Western Cape Province. The FARR project in the Vredenburg/Saldanha area is currently in its 6th year and has long standing relationships with local stakeholders. This has allowed us to innovate and try new approaches to combating FASD.

Our two initiatives on the West Coast include the “Do you have 3 minutes” programme and the FARR computer gaming project. FARR has provided training to professionals and community members, and we have reached at least 3 000 participants with our awareness campaign. Our community workers have shared short awareness messages in Primary Health Care clinics, at health days and anywhere a receptive audience has congregated. This builds on the Healthy Mother Healthy Baby© programme conducted in the area since 2013 and serves to sustain the progress we have made.

Thanks to the existing infrastructure we have also been able to pilot a computer-based cognitive training game in Early Childhood Development (ECD) centres. Focussing broader than children diagnosed with FASD, we want to improve cognitive outcomes in the ECD space. Our tablet-based game exercises those brain functions that can support all children, those who are affected by alcohol during pregnancy as well as those not exposed to alcohol prenatally.

We are incredibly grateful to the ECD forum and ECD centres who have welcomed us and supported our intervention. By the same token we would like to thank the local primary schools who accommodated our staff to access and assess participants involved.

All of these developments are exciting, and it would never have been possible without the consistent and enthusiastic support of the West Coast community. We are grateful to our generous funders and partners (see finance section) without whom our projects and progress to date would not have been accomplished!



FASD Training

...more than
the transfer
of knowledge
and skills!

*Written by: Charnine Sobey (Training
Academy Coordinator: Cape Town,
Western Cape)*

If all that you as a facilitator achieve during a training session, is to successfully share information and have participants gain a competency, then you have not accomplished much at all!

While there is a common perception that training is aimed at the transfer of knowledge and skills, the truth is: the ultimate goal extends so much further than that. This is especially valid when it comes to doing training in view of raising awareness and preventing the devastating effects of Fetal Alcohol Spectrum Disorders (FASD) in the communities that FARR serve.

There is no doubt, participants' expectations are high. Not only do they want to be provided with information, workbooks and practical tools, they also want to be “somewhat” entertained. So, as facilitator you begin by sharing some background information, creating context, elaborating on definitions and discussing epidemiology. International FASD prevalence rates are discussed and then the rates of towns in South Africa, where FARR has completed prevalence studies, are revealed... Participants almost excitedly look for the name of their (or nearby) towns on the list. And, as their eyes meet the reflected rate, the initial nervous laughter turns into astonishment and shock...

knowledge

Reality starts to spark warning lights that cannot be ignored. This is not a “tale to scare” participants, it is fact: South Africa has the highest recorded prevalence rate of FASD in the world!

This reality “check-in” gets underscored as the facilitator continues to explain how the teratogenic effects of alcohol permeates to the unborn baby and negatively impacts him/her for the rest of their life. It “infiltrates” not only the physical development, but also the cognitive development and results in serious, lifelong learning and behavioural struggles for the affected individuals and their families. You notice more “light bulbs” start going off in the room... And, as the showing of related images and DVD’s “speak thousands of words” of the psycho-social implications, the true effects on our society become illuminated. Then, often, a deafening silence fills the room. No entertainment required....

However, all is not doom and gloom. Just as the expressions of feeling overwhelmed, and even fear for the future, threaten to hijack the whole training session, we are able to restore hope. It is this hope and aspiration that drives every FARR staff member out of bed in the morning – fact: FASD is 100% preventable! This can only be achieved through establishing, maintaining and growing partnerships in actively sharing the knowledge that: No amount of alcohol is safe during pregnancy!

So, whether you are an agricultural worker attending a FAStap© course, a member of the community joining a Think Twice workshop or our LoveChild Show, or whether you are an educator, social worker or a therapist: YOU have a role to play, YOU can assist to enlighten South Africa! Our families, friends, communities, clients and patients need to know! No alcohol during pregnancy means no FASD and a “brighter” future for our children.

Ultimately, we want to instill a fervent desire in participants to stand in solidarity with FARR to spread awareness and prevent this debilitating disorder. Strangers becoming partners! The extent to which this is taken forward by participants after the training session, determines the success of our training and indeed the future of our children.

As with all training opportunities in life, it is not about what we as participants expect when we attend training. It is in fact about how we apply, put what we have learned into action and contribute thereafter, that makes a difference!

Training Initiatives:

April 2018 – March 2019

FAStap© Courses

Total Initiatives 13
Total Beneficiaries 291

1

Think Twice Workshops

Total Initiatives 25
Total Beneficiaries 1134

2

LoveChild Shows

Total Initiatives 12
Total Beneficiaries 1102

3

Awareness Sessions

Total Initiatives 11
Total Beneficiaries 564

4

Professional Courses

Total Initiatives 22
Total Beneficiaries 457

5

Exhibitions and Events

Total Initiatives 104
Total Beneficiaries 3985

6

TOTAL:

Initiatives 187

Beneficiaries 7533



Admin linking the pieces of the

puzzle



Written by: Estelle Pillay
(Admin Coordinator: Cape Town, Western Cape)

Admin

Most people run for the hills when they hear the word “administration”. Admin is most certainly not everyone’s cup of tea. Successfully organising an office, arranging events and sorting out accommodation and travel bookings entail far more than meets the eye.

At FARR our admin unit proudly strives for excellence in providing all our staff, near and far, with the necessary support and assistance in order to function optimally. We serve as “Jack’s and Jill’s” of all trades, having to juggle emails, chase deadlines, file and multi-task the completion of various actions, all whilst maintaining a calm demeanour. Although a small unit in numbers, we have through years of practice and cooperation become like a well-oiled machine.

Being an organisation with projects across the country, we coordinate functions with head office staff as well as the project managers and coordinators at the project sites e.g. in the Free State, Eastern Cape and Northern Cape. Staff located far away can easily feel isolated and “out of touch” and hence our role is integral in keeping the communication channels open and maintaining unity.

It is however not only within the organisation that working together for the good of the organisation is essential. Managing and maintaining relationships with external service providers is also key. This includes the travel agency, different accommodation venues we make use of and IT services etc. Also in this sphere of our work have we managed to build wonderful

networks of people who are willing to assist us at a drop of a hat!

A reality for anyone in our admin unit, is the fact that, although we are generally planners, our work day rarely goes as planned. But that is exciting for us as, we adapt to changes and turn challenges into opportunities! We like helping people and it gives us the opportunity to partake in an abundance of observations. It also allows us to learn as much as we can about our organisation, our clients and our goal. The fact that we understand what is required of us within the organisation helps us to do our job to the best of our ability for the benefit of FARR.

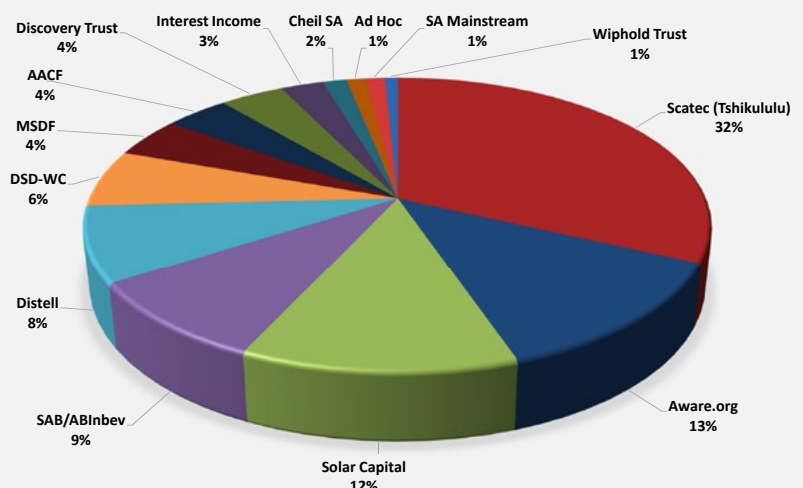
I salute our admin team as we bring all the pieces together, just like a perfect puzzle. All working towards one purpose, one goal.



Finance

The chart illustrates FARR’s funding received in 2018/2019. FARR has worked tirelessly to reach stability by acquiring funding from various sources. This enables us to secure our future for at least the next 12 months. We wish to sincerely thank all our generous sponsors.

GRANT ANALYSIS 2018/2019



From data entry to quality research results

*Written by: Lebo Khusu and Mathias Roberts
(Research Unit: Cape Town, Western Cape)*



Although many may think that our work is monotonous and mundane, the insight into the importance of our work, and the fact that the data represents our clients, sets the platform for maintaining a positive attitude. We are integrally involved in the planning and preparation of the research related forms and equipment to be used by the medical teams during prevalence studies, 9-month clinics and follow-up assessments. This meticulous planning and preparation process enables a smooth execution of duties by our colleagues, when working on-site.

Once the information has been gathered, we as the data clerks are the ones responsible to check and ensure that the data is complete, with no inconsistencies or discrepancies. Conducting in-depth quality control procedures is crucial to safeguard data, especially as we transfer it from hard copies to an electronic database. Each one of us has our own unique purpose that is essential when engaging with the various data instruments and measures during data entry. We diligently strive for accuracy and maintain strict confidentiality when working with our clients' files.

Being data clerks at FARR does not mean that you sit behind

a desk and populate a database all the time. At FARR we also have opportunities to work on-site at our projects. In doing so we can engage with the participants of our projects, which underscores the fact that the numbers that we process indeed represent real people! Our skills set even extends to assisting with the provision of translations services, when and where required. During our time at the projects, we contribute to eliminating discrepancies to ensure accurate data collection. We are very proud and privileged to be part of this hands-on process as it allows us to observe the raw data progress to valuable information, without compromising the quality of data.

Our motto in the data office is "No compromise on the quality of data". Thereby we ensure that we adhere to the originality of the information received. Efficiency and effectiveness are therefore not just "nice" words, but an earnest commitment and work ethic according to which we execute our duties.

And our secret to achieving all of this, you may wonder..... regular intake of caffeine to help us sustain momentum and regular short breaks to relieve our eyes from the "bright screens" filled with valuable information.

Formalizing M&E strategies in a quest to improve impact

FARR's first dedicated Monitoring and Evaluation (M&E) Officer was appointed in October 2018. The importance of such a position in FARR became more evident over the past couple of years due to the ever-increasing necessity to establish proven methods to monitor and evaluate the progress and effectiveness of programmes offered, as well as the research undertaken. It is envisaged that it will further assist in more accurately reporting on the impact of FARR's projects delivered in communities and ultimately in adhering to our mission statement of establishing sustainable awareness, prevention, intervention and training initiatives.

The first FARR programme focused on in terms of developing monitoring and reporting tools, is the Healthy Mother Healthy Baby© Programme. With monthly data provided by the Project Coordina-



*Written by: Debbie Acker
(Monitoring and Evaluation Officer: Cape Town,
Western Cape)*

tors / Managers from the existing seven projects across the country that offer this programme, we are now able to more accurately monitor and track the attainment of recruitment targets. This is done through the implementation of a "Target Monitoring and Calculation Tool" that was developed specifically for this purpose. Additional to this, a reporting format was initiated to reflect relevant targets and progress (quarterly, annually, or as needed) made in relation thereof in a more user-friendly and visually appealing manner.

These first, official baby steps in our quest to improve the monitoring and evaluation of our programmes, projects and organisational goals, will surely assist in our endeavours to fully assess the impact FARR has on the extremely vulnerable communities that we deliver services to.



Human Resource Management

Koeksisters & Partnerships

Written by: *Marietjie Mouton (Human Resources Coordinator: Cape Town, Western Cape)*

Establishing and maintaining relationships in Human Resources remind me of koeksisters... to make them can be a timeous and complex process.

You start off by kneading the dough and making sure that it "sets" properly. Then you braid it, fry them in hot oil and immediately submerge it into cold syrup. The most important step when it comes to relationships, is that it needs to be "set up" properly. If something goes wrong in this crucial stage your attempt to bake koeksisters will be a disaster. It's the same in Human Resources, if the relationship between the employer and the employee fails to "settle" properly this partnership is set up for failure.

To braid koeksisters you need to cut the dough in rectangles, then cut each rectangle lengthways into three strips, leaving one side uncut. Similarly, relationships in an organisa-

tion form part of a complex partnership: the uncut side of the rectangle represents the link between staff members (1st strip), the Human Resource Department (middle strip) and the employer (3rd strip). By means of providing regulatory guidance, dealing with "grey areas" and serving as the conscience of the organisation, to mention but a few, the Human Resource Department needs to be the "middle strip", keeping it all together.

Then comes the fiery part, frying these braided rectangles in hot oil. Quite a risky task, but an essential step in the process of creating a nice golden, crunchy crust. The parallel in the working relationship relates to the partnership being "fried" in hot oil by means of dealing with difficult situations like company policy and ethics, resolving misunderstandings and disciplinary issues. Lastly, the hot fried, braided rectangle gets submersed into an ice cold, sugary syrup. Like all partner-

ships the affiliation between employer and employee also has its sweet and beautiful moments, when difficult situations are resolved, when growth and development is enhanced, when acknowledgement is given and trust is solidified. So, in the long run, Human Resources has the tough task of paving and maintaining the way for a well-oiled cogwheel to help move the organisation forward to success.

May the partnerships between FARR and all its staff members be like a golden, crunchy, crusty koeksister that does not only fill your tummy, but gives you energy and leaves you with a sweet and satisfying taste in your mouth!

Cherishing collegial comradery

Written by: *Liska Bunge & Martlé Vosloo (Psychometrists: Cape Town, Western Cape)*

A partnership is based on mutual respect and trust, open communication and joint collaboration in view of achieving a shared goal.

For us as the two psychometrists working in the Neuro-developmental Assessment Unit it is most certainly the case as we deliver our services and proficiency to all the FARR projects across the country.

Many hours are spent travelling to and from projects and doing this with a colleague provides not only for companionship, but also very interesting conversations and much needed support in times of stress and fatigue. We often only have each other to depend on, share responsibilities and even support each other in debriefing.

When assessing clients and making recommendations we have to rely on and respect each other's views, expertise and skills. It requires us to be aware of one another's strengths in such a way as to improve our ef-

iciency and productivity. Collaborating and openly discussing various aspects of our functions therefore helps us work towards our mutual goal. Notably, this type of partnership between colleagues that we have been able to establish, is not formed overnight. It is a slow process that grows and develops into a strong comradery over time.

During the assessment process the interaction between the child and the Psychometrist can also be seen as resembling that of a mutual partnership, whereby each individual contributes towards the completion of the assessment. The most beneficial way to do so is by building rapport with the child. With young children this is especially challenging as it demands that the child be able to trust and feel comfortable in the presence of a complete stranger (i.e. the psychometrist). Creating a safe environment encourages the child to communicate openly, without feeling anxious or unsure. Only then he/she is able to put forth their best efforts without fear of

being judged or ridiculed. This leads to the child's true potential being revealed and a successful assessment accomplished.

It has only been through joint effort and mutual partnership that we as Psychometrists have been able to assess 120 children between the ages of 4 and 6 years as part of the Aware.org Gaming Project in the Saldanha Bay area. Additionally we have also successfully assessed the development of 38 babies from the age of 9 months in De Aar, Renosterberg and Upington as part of the Healthy Mother Healthy Baby© programme.

The functions that we as Psychometrists perform in FARR are but one piece of the puzzle. This one piece contributes to painting the full picture of FARR's ultimate services and goal. Through our continuous collaboration and comradery as colleagues, we TOGETHER are striving to make a difference!

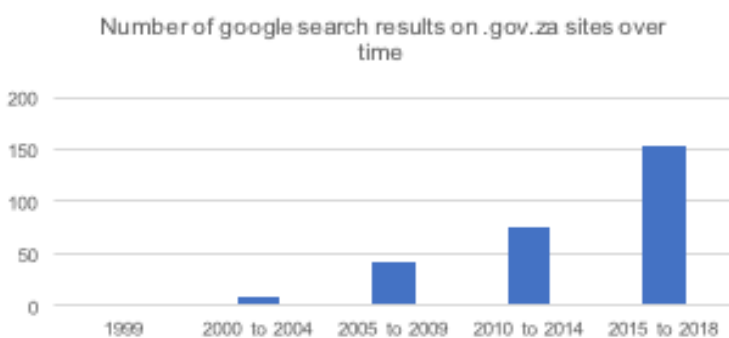
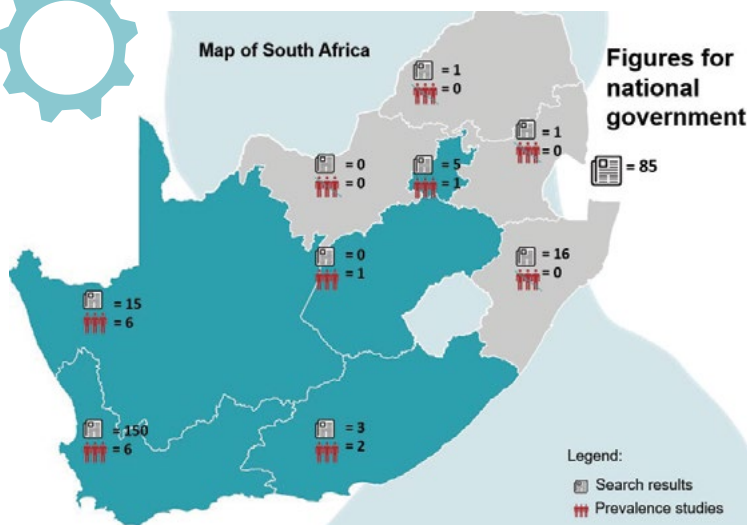


FARR's potential impact on government awareness and action

Written by: Mandi Broodryk (Research Coordinator: Cape Town, Western Cape)

Dr Leana Olivier (FARR CEO) and myself, Mandi Broodryk (FARR Research Coordinator) attended the 3rd African Cochrane Indaba in Cape Town, South Africa on 25 and 26 March 2019. We were elated to hear that both of us received bursaries from the South African Medical Research Council (SAMRC) to attend this event. We presented a poster, which was co-authored by our fellow colleagues, Debbie Acker (FARR Monitoring and Evaluation Officer) and Jaco Louw (FARR West Coast Project Manager and PhD candidate). Our poster titled "From evidence to awareness, from epidemiological studies to Government action and activity" illustrated how FASD related information is becoming increasingly available on South African Government sites (.gov.za) as awareness on this topic has increased over the years. From the first time international FASD-day was celebrated in South Africa in 1999, many researchers and organisations have worked on putting the spotlight on this public health concern, while FARR (and other institutions) conducted prevalence studies in various provinces.

Another interesting observation was made when we looked at the number of FASD google search results on government websites per province and compared the number of prevalence studies conducted in the different provinces (see the map with these numbers). The blue provinces signify the provinces where FARR has worked and conducted prevalence studies in the past. Even though we cannot make any statements on what the exact causes are for the increased awareness at government level, and the correlation between FARR's work, it is safe to say that there has been a definite increase in both Research and mentions from government websites over the last decade.



The graph illustrates that over time, more information has become available on government sites that relate to FASD, showing that government departments are increasingly aware of the implications of this public health concern.


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