FIELD BAND
FOUNDATION

2019 2020 ANNUAL REPORT

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On the Brand Re-Fresh

We are committed to adapting to new challenges while remaining relevant and dependable!

We have crafted a refreshed vision for these extraordinary times that reflects our learnings, our expanded experience and our imagination. We are the same bold, youthful, joyful organisation.

Sunshine yellow and vibrant red still represent us and our humanness is central.

But as we've strengthened in our confidence and reach, a box no longer contains us. The square outline is removed from our original logo to show our limitless potential.

Our people are poised and angled in the middle of a new shape, to capture the feeling of dynamic change. Music and movement come together in our vibrant and updated silhouette of celebration.

We still proudly hold onto our banner of success, which signals our determination to be leaders and work together to move energetically into the future!

FIELD BAND FOUNDATION

FIELD BAND
FOUNDATION

Chairperson's Message

The Field Band Foundation (FBF) is proud to play its part in changing the lives of the young people in our care, thus contributing to creating an egalitarian society wherein our children can yearn for greater things in life. Our task is to ensure that we provide a nurturing, inspiring and values-based environment in which this can be done.

I come from a disadvantaged background in Soweto and have a deep appreciation of the plight of the youth in under-resourced rural areas and townships. I always want to participate in impacting the lives of young people in positive ways, and so I am honoured and pleased to be asked to lead the board of similarly committed professionals.

I take over the leadership baton from Brian Gibson, whose more than 23 years of unstinting service to the Foundation cannot be valued highly enough. He and his wife, Lorraine, were among the first to embrace the potential of this unique initiative and have never faltered in their devotion. We pay our respects on the passing of Lorraine and wish Brian well in his retirement.

The band plays on and we all have roles to play, despite the extraordinary circumstances caused by COVID-19 and the subsequent economic challenges. FBF is committed to problem-solving and increasing our own and our members' resilience to overcome and survive. We extend our hands to anyone with the same intent and present our new look with pride and renewed energy for this task.
So, to our funders and stakeholders (many of whom have been with us for decades) a sincere thank you and please stay close. We all need each other in these remarkable times. I can promise you the organisation's skillful agility, optimism and creativity. You will be making a difference to more than 6 000 young band members and their families. That's the joyful sound of community and youth development!

Thuli Mpshe

"That's the joyful sound of community and youth development!"

CEO's Message

As long as our stakeholders continue to affirm their need for our activities and services, the Field Band Foundation is determined to find ways to say "Yes we can!".

We went into the COVID-19 lockdown with absolute conviction that not only were we going to come through this, but that we would demonstrate the FBF values of integrity and empathy in all our communications and actions. We made a clear decision that we would look after everyone within our FBF network and we would be there for each other. And we did.

We kept close contact with all our staff members and "our" Norwegians (exchange participants) who left South Africa but continued to be active members of our work force. We provided on-going and updated information to band members and staff – information that we shared with other NGO's who needed it. We reached out to share grief and pain, and we helped each other to practice the emotional resilience that is the core of all FBF lifeskills teaching.

Our links to our partners, parents, community leaders and all stakeholders through our survey results and the engagement between the band leaders and their networks, have shown that everyone wants the bands back.

Our new logo demonstrates our understanding of necessary adaptation required by a C-19 environment. Our people are trained in health and safety and we are already helping to clean schools in anticipation of the next phase of careful re-introduction of band activities. We know that many things have changed, and still will change. But as long as we are wanted and we can deliver, we will play on.

My sincere appreciation and acknowledgement to members of the Board (past and present) and to the committed staff team who are all role models of empowered and responsible citizens.
Oh yes. They so can!

Nicolette du Plessis

> **"We helped each other to practice the emotional resilience that is the core of all FBF life-skills teaching ..."**

The People of the FBF

"I am at Sterkstroom Disability School and joined the band in 2016. I love trumpet but cannot play it. So that is why I am playing cymbals. I love Field Band very much because we are all treated the same way. "

– Amos May,
Sterkstroom Field Band member,
20 years old.

"We are very happy to have a Field Band in our community. It has not only helped our children but us also as parents. We recently had a three-day Parent Workshop where we were coached on how to treat our children and for me as a single parent, I get comfort from knowing that the men in the band guide our boy children because I can see improvements in their behaviours and this makes the Field Band a third home for our kids apart from home and school.

I am certainly going to release my children to attend rehearsals because our children have received Field Band masks and the band staff have demonstrated that our children will be monitored and safe; sanitize regularly and that there will be social distancing."

– Funiwe Mbabane,
Parent,
Viljoenskroon.

"Field Band Foundation teaches our kids new skills which improves their confidence. Our kids could be involved in many wrong things, but this Foundation has ensured that this doesn't happen."

– Mulalo Ndou,
Musina Field Band Steering Committee member from the Musina Local Municipality.

"I was very shy when I joined the Petrusville Field Band in 2015, in matric. I got into the Tutor-in-Training programme and this changed me. I am now confident in what I do, and I am happy to have the opportunity to help other kids who might be going through what I used to go through."

- Charmonique Hendriks,
Petrusville Field Band member,
23 years old.

"I am a Photographer and an Alexandra Social History Researcher in the Promotion and Preservation of Living Culture and Heritage. I have observed many times and recorded the Alexandra Field Band perform in many historical events in our community and I am proud of them. I have kept track of how the youth in the group conduct themselves in the community and I have noticed that they are highly disciplined. I am really proud of Ms. Phumzile Twala for the work she does with her collective team in shaping young minds to be creative in the Alexandra township."

- **Thabo Lerato Mopasi, Alexandra Field Band Steering Committee member.**

"When I applied for the opportunity to go on the Music Makes a Difference exchange programme in Toneheim Folk High School, Norway, I was so shy that I could not look interviewers in the eye. One of my biggest challenges was to become courageous and develop interpersonal skills while in Norway. Since I have been back from Toneheim, I have a completely different sense of self and I tend to frequently take the lead. So much so that in the Impact Parent workshops that we run with an external social worker, I was identified as the one with the key ability to co-facilitate the Parent workshops. I will be specifically trained by the social worker who has run the programmes up to this point to do this."

– **Penny Mokgobu, Blouberg Social Officer, 28 years old.**

"My favourite memory about Field Band is when I was on stage dancing. It refreshes my mind and makes my body flexible. The band helps me understand the importance of being a peer without being affected by peer pressure. I have self-esteem and confidence since I joined the band. The community really appreciate the good work that Field Band is doing."

- Lerato Kekana, Hammanskraal Field Band member, 16 years old.

You belong.
Play on!

Field Band Hits the High Notes

Consistently **unqualified audits for the last 15 years**

23 staff trainings, 22 info packs generated and 1 Corona Safety Song composed, choreographed and filmed during lockdown

The FBF has developed a **Confidence index** which considers the metrics of career competence, agency and optimism. The baseline overall confidence score for staff is **71%**

The recent summary of behavioural changes in band members because of FB activities (October 2019 survey) showed areas of **less substance abuse, less bullying of others, improved self-confidence and esteem and improved academics** in the Top 10 behaviour changes mentioned by members

New partnerships include funding to support **education around LGBT + awareness and opposing gender-based violence (GBV)** with specialized training in a **No Means No programme**

48% of females in leadership roles (head office and community project staff)

24 % of bands with an average **scorecard result of over 75%** for the year (High performing bands)

Audiences delighted by **206 performances around the country** during March 2019 to March 2020

6 250 youth across the country joyfully involved in being part of a band

FB community project staff supported and extended through **78 training interventions**

All 24 Social Officers completed e-training, **Disability Awareness and Inclusive Teaching,** with an average **pass rate of 96%**

10 Parent workshops to support community parents and caregivers were held in 2019

In 2019, **130 Tutors-in-Training** passed the final end of year practical and theoretical assessment

21 Educational Band Visits completed this year to support the local community staff teams

13 FBF community project staff members passed the international **Associated Board of the Royal Schools of Music (ABRSM)** practical and theoretical exams in 2019

Our 21st Field Band National Championship was held on 18 February 2020 with **2075 band members and audience** in attendance. 30 x 65-seater busses travelled 9116km's to Imperial Wanderers Stadium to compete

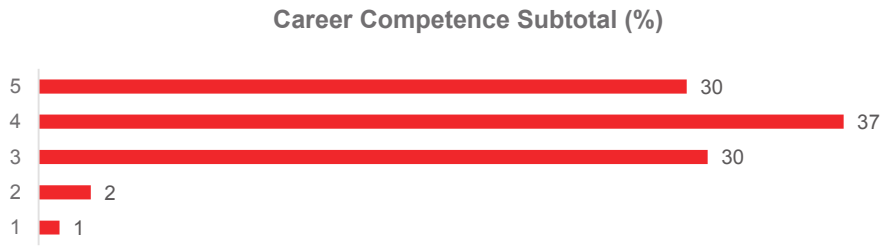
We have 23 bands across the country, the most recent location being at the Umveliqangi Safe Space in Winterveldt Madressah

The Field Band Formula

Life-skills, empathy and resilience
MEASURING NEEDS, RISKS, & PRODUCTIVITY
Extending a network of support
LOCAL PARTNERSHIPS
STEERING COMMITTEES
POSITIVE PARENTING
PROFESSIONAL SERVICES
BAND
ATION
You belong. Play on!
TUTORS-IN-TRAINING
Building local capacities
BARITONE · TRI-TOM · SNARE DRUM · CYMBALS · MARIMBA · STEEL DRUM · DANCE ·

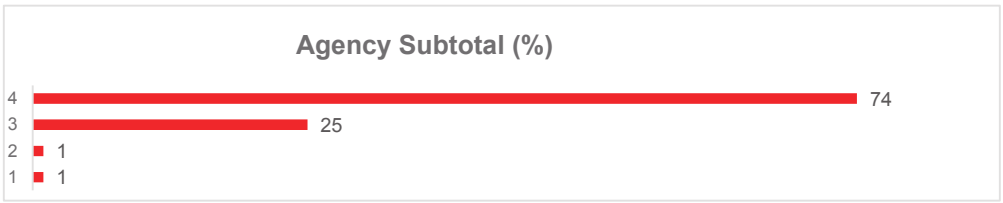
When ‘I’ is replaced by ‘we’ even ‘illness’ becomes ‘wellness’

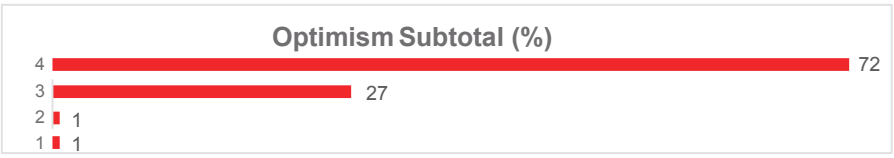
At Field Band, we believe in the power of information from the field to inform the design of our programmes and the operational direction. A variety of tools and surveys ensure that we are aware of localized needs and risks. This allows us to respond appropriately by delivering targeted lifeskill sessions to the band members and upskilling local community staff in areas of need. Our monthly Scorecards to measure performance, our bi-annual Behavioural change pulse checks and annual band member Wellbeing surveys all help us keep on track and focused on development and community needs.



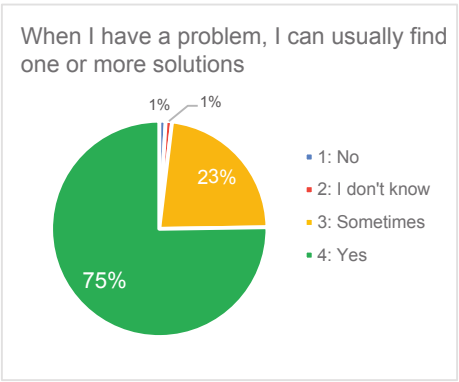
67% of staff exhibit high levels of career competence

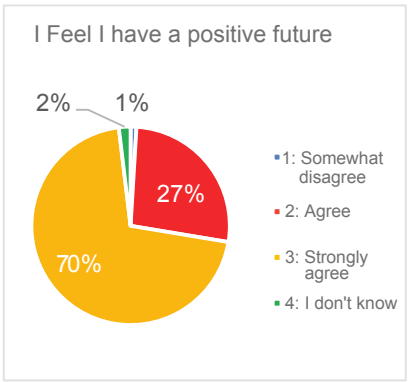
74% of staff exhibit high levels of Agency

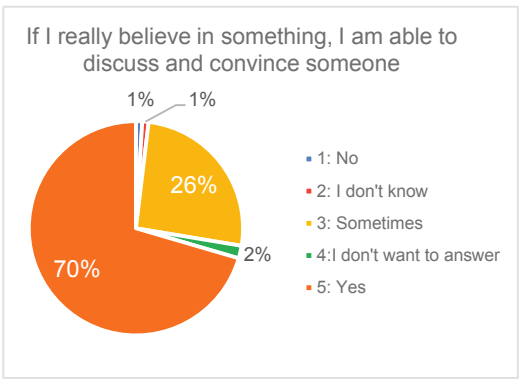




72% of staff exhibit high levels of Optimism







Our desired impact is to prepare self-confident and healthy young people to participate constructively in society. To help towards this end, we introduced a new measurement tool this year, the Confidence Index, based on researched best-practice of key indicators to predict future success. We measured our staff across three categories:

1. How prepared they feel to carry out their duties competently **(Career Competence)**
2. How in control they feel around taking charge of the direction of their lives **(Agency)**
3. How hopeful they feel about themselves and their future **(Optimism)**.

Our baseline survey generated an overall **71% confidence level** of our staff. We back this up with qualitative data from individual interviews and case studies to track how our young leaders are developing in this important area.

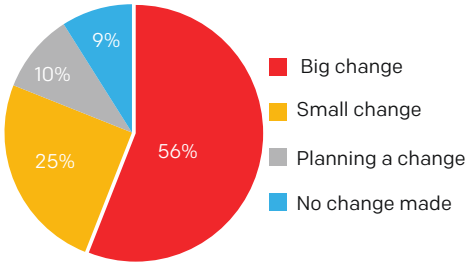
PULSE CHECKS ON BEHAVIOURAL CHANGES

ATTITUDINAL AND BEHAVIOURAL CHANGES EXPERIENCED BY MEMBERS

SUMMARY - May 2019

890
Number of respondees

CHANGES REPORTED



65% Percentage of bands completing activity

TOP 10 CHANGES

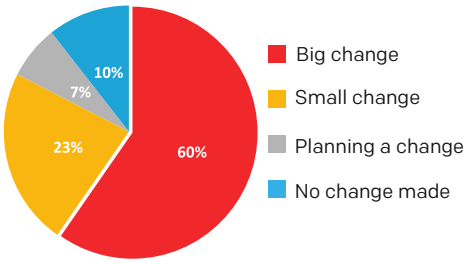
Participants described the changes in behaviour and attitude made by them on account of the influence of Field Band activities. Here are the top 10 changes mentioned:

Number of respondees	Change Category	Examples
162	Strengthened values	*Honesty, self-care, kindness, sharing*
96	Respect for elders	*New friends, positive relationships*
84	Healthy relationships	*Parent, teachers, respecting curfew*
68	New skills	*New experiences*
60	Respecting peers	*No longer mocking, more tolerance*
56	Goal orientated	*Setting and reaching goals*
54	Attendance	*FB, school, church*
53	Sense of belonging	
46	Academic improvement	*School work*
34	Self-confidence & esteem	*Feeling greater self-worth*

SUMMARY - October 2019

1947
Number of respondees

CHANGES REPORTED



92% Percentage of bands completing activity

TOP 10 CHANGES

Participants described the changes in behaviour and attitude made by them on account of the influence of Field Band activities. Here are the top 10 changes mentioned:

Number of respondees	Change Category	Examples
173	Respect elders	*Parents, teachers, respecting curfew*
125	Less substance abuse	*55 respondees no longer smoking marijuana*
82	No longer bullying others	*64 no longer smoking cigarettes*
76	Improved self confidence & esteem	*6 no longer drinking alcohol*
54	Academic improvement	*Grades improve; taking work more seriously*
57	Improved behaviour	*More honesty and sharing; No longer doing crime*
43	Respect for peers	*Less mocking, more tolerance, being a better friend*
34	More helpul at home	
33	No longer being bullied	
30	Improved school attendance	

Top 3 areas of change in 2019:

- Strengthened values
- Respect for elders
- Healthy relationships

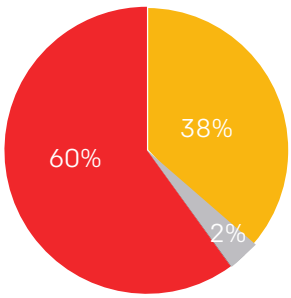
Top 3 areas of change in 2020:

- Respect for elders
- Less substance abuse
- No longer bullying

STAFF AND MEMBER WELLBEING SURVEYS

DEMOGRAPHICS - March 2020

GENDER COMPOSITION



- Male
- Female
- Gender Fluid/Non-binary

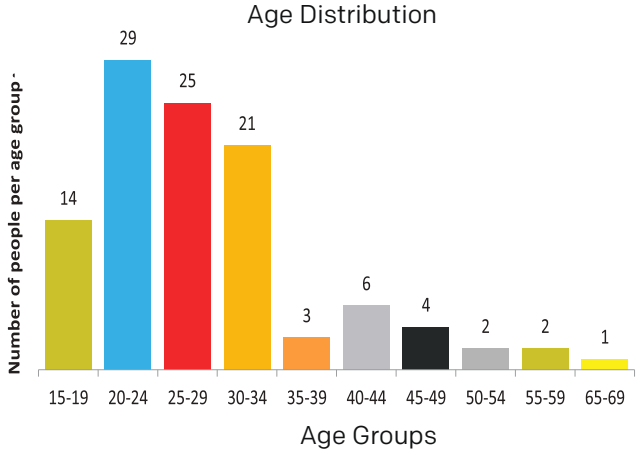
Average Age

29 Years Old

15 ← Age Range → 67
Years

67% Response Rate

Age Distribution



National Championship Quotes

"Congratulations to the Field Band Foundation family for hosting such a successful event - a great testament to the power of bringing visibility to all those who are generally overlooked. I enjoyed seeing energetic youth come together to share their talent, passion, teamwork and community pride."
Luvoyo Madasa
Executive Director
Re-Imagine SA

"A legacy takes time and the FBF's gets deeper and richer with each passing year.
I'm proud to play a small role in such a wonderful organisation and to see the joy, but more importantly the progress and self-respect of the beneficiaries and their families."
Bradley Woolridge
FBF Deputy Chair

"This was my first National Championships. I can't wait to experience a hundred more. . .
I was blown away by the level of professionalism, compassion and precision with which everything ran. To the team - you rock!"
Pravashini Govender
FBF Board member

"The important thing about winning the 2020 FBF Man of the Year Award was not the prestige for me, but how it made me feel. Awards or medals make us feel proud and good, the acknowledgement and recognition for a job well done is one of the best feelings a person can ask for. I felt overwhelmed, happy, proud and delighted and I would like to thank the Foundation for this recognition."
Sihle Mabena
Hanover Field Band Project Officer

Performances

FBF uses performances as opportunities to develop our band members' self-confidence as they get to partake in positive, joyful and affirming activities. A key feature of the work is to ensure that band members have as many opportunities as possible to perform and demonstrate their skills, as well as emphasizing that the band "belongs" to the community. The musical and dance repertoires of each band are therefore enjoyable, accessible and reflect the cultural diversity of South Africa.

This year we have held 206 performances in which our members had an opportunity to showcase their skills. A few highlights have been a beautiful performance at the Idols 2019 season finale; the welcoming back of Saray Khumalo, the first black African woman to summit Mount Everest; the Jewish Academy Awards; the FNB Runs Your City Series; the Back to School Party campaign run by Cyril Ramaphosa's Adopt a School Foundation; YFM; the SAMRO Overseas Scholarship Awards; the USA's Independence Day celebrations held at the US Embassy; the MTN Foundation Awards; the Philipstown Draadkar Festival and the Cape Town Festival.

sport, arts & culture
Department:
Sport, Arts and Culture
REPUBLIC OF SOUTH AFRICA

Special thanks to the Department of Sport, Arts and Culture
for their continued support towards our National Celebrations.

FIELD BAND FOUNDATION

EXTRACTS OF THE ANNUAL FINANCIAL STATEMENTS for the year ended 31 December 2019

	2019	2018	% movement
Surplus (deficit) for the year	3 112 290	(1 066 158)	100%

	2019	2018	% movement
Cash resources	17 019 411	8 927 753	91%

	2019	2018	% movement
Donations received	26 633 672	23 781 638	12%

	2019	2018	% movement
Total expenses	24 754 460	26 483 347	-7%

Key expenses	2019	2018	% movement
Employee costs	11 529 049	10 382 783	11%
Loss as a result of vehicle theft and fraud	-	2 846 532	100%
Transport and fuel	2 632 949	2 217 564	19%
Rentals	2 012 942	2 055 969	-2%
Catering and functions	723 265	1 817 114	-60%

Number of months cash cover	2019	2018	% movement
Average monthly fixed costs	683 705	664 018	3%
Months cash cover	4.70	1.60	194%

Our Kind & In-kind Friends of all Kinds

FBF is privileged to call many significant companies and initiatives our stakeholders and partners. We are committed to constantly building and maintaining these mutually beneficial relationships – we won't run out of creative project design ideas for our common aims, we promise! Thank you all for your encouragement, motivation, reassurance and support.

Individual Donors

Clint Bartlett

Judith Bester

Gary Lubner

Tony Lubner

Investec Touch by Giving (Staff Contribution Scheme)

Rosemary Mangope

Rosemary Ramakgapola

Marietta van Rooyen

ITALTILE AND CERAMIC FOUNDATION TRUST

JASPER POWER COMPANY

MWANGA CREATIVES BRANDING PUBLICATIONS EVENT PLANNING

NOREC NORWEGIAN AGENCY FOR EXCHANGE COOPERATION

NMF NORGES MUSIKKORPS FORBUND

Norwegian Embassy

OCEAN BLUE ADVENTURES

PFG BUILDING GLASS

PPC

PURPOSEFULLY BRANDED HELPING HER RISE TO THE OCCASION

reality Wellness Group

Remgro Limited THE PERSISTENT

SAMRO

SAMRO FOUNDATION

Scatec Solar Improving our future™

TONEHEIM FOLKEHØGSKOLE

UNIVERSITAS BERGENSIS

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YUNIBESITHI YA PRETORIA

UNISA college of human sciences

Our Team

Board of Directors

Mathulwane Mpshe – Chairperson

Bradley Woolridge – Deputy Chairperson

Thandokuhle Buthelezi

Johnny Dladla

Nicolette du Plessis - Chief Executive Officer

Ismail Ismail

Simon Mantell

Ernest Matlhaku

Milford Soko

Head Office Staff

Nicolette du Plessis - Chief Executive Officer

Ushama Ross Jerrier - National Operations Manager

Eva Bortne - Education Manager

Mervyn Gavin - Finance Manager

Peter Aaron - Senior Operations Manager

Paul Mongwe - Regional Operations Manager

Thabo Mapholo - Acting Regional Operations Manager

Amanda Holt - Part time Strategic Information Specialist

Refilwe Pico - Communications and Events Officer

Sindisiwe Ngcobo - Education Facilitator

Peter Maluleke - Education Facilitator

Mohlahlego Setoaba – Operations Administrator

Preciah Chiloane - General Assistant

Matata Diomande - Part-time Senior Administrator

Project Staff

Jackina Baloyi – Hammanskraal Field Band Project Officer

Boipelo Bosman – Kimberley Field Band Acting Project Officer

Moses Vusumuzi Dlamini – Witbank Field Band Project Officer

Thulani Dupa – Cape Whalers Field Band Project Officer

Bongani Goliath – Soweto Field Band Project Officer

Masibulele Langa – Sterkstroom Field Band Project Officer

Wilhelem Puleng Loate – Parys Field Band Project Officer

Sihle Mabena – Hanover Field Band Project Officer

Denis Tlou Mashabane – Thabazimbi Field Band Project Officer

Teboho Moitheri Solomon Matshaya - Kroonstad Field Band Project Officer

Godfrey Mmanoko Molele – Musina Field Band Project Officer

Vuyani Given Mukandi – Springs Field Band Project Officer

Nomthandazo Alicia Pama – Setlabotjha Field Band Project Officer

Pearl Thuluwana Ramatshella – Viljoenskroon Field Band Project Officer

Makoena Catherine Rammutla – Blouberg Field Band Project Officer

Mxolisi Martin Sibiya – Plettenberg Bay Field Band Project Officer

Tshepo Siloto – Petrusville Field Band Project Officer

Phumzile Twala – Alexandra Field Band Project Officer

William Visser – Danielskuil Field Band Project Officer

Peter Wonci – Kuruman Field Band Project Officer

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FBF is a Section 18 Non-Profit Organisation in terms of the Companies Act No.71 of 2008, with registration number 1997/002/009/08.
NPO No. 039 910 NPO
and PBO reference 130001370