



# ANNUAL REPORT

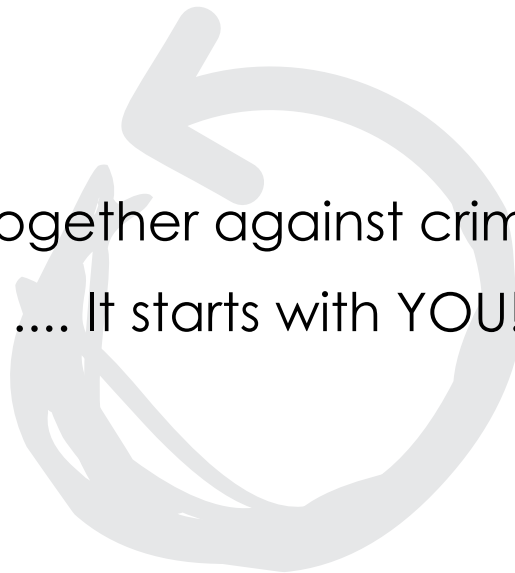
2015 - 2016

**nicr**   
FOR A SAFE SOUTH AFRICA

## The many faces of society



Together against crime  
.... It starts with YOU!





## NICRO..... Leading the South African Fight Against Crime

**E**stablished more than a century ago in 1910, NICRO is one of the largest, longest serving indigenous non-profit organisations in South Africa. Specialising in social crime prevention and offender reintegration, NICRO boasts a rich and unparalleled history in human rights, juvenile justice and innovative criminal justice reform.

At the foundation of all its endeavours is NICRO's firm belief in reconciliation and healing, and its commitment to strengthening a democratic society based on human rights principles. NICRO is dedicated to ensuring the advancement of a country and communities in which all South Africans are secure and protected, able to access their rights and have opportunities to prosper and reach their full potential. To this end the organisation engages in lobbying and advocacy, capacity building, direct service delivery and research. NICRO adheres to the principles of good governance and sound environmental practices.

The organisation works with individuals, families, communities and institutions to achieve its strategic objectives of addressing the root causes of crime and creating conditions in which the opportunities and motivation for committing crime are significantly reduced and ultimately eliminated.

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## NICRO BOARD OF DIRECTORS

<b>Directors</b>	<b>Designation</b>
The Honourable Judge Nathan Erasmus	Chairperson
Ms Ellada Yerolemou	Vice Chairperson
Mr Hendrik Goliath	Treasurer
Ms Lois Elizabeth Hardy	Director
Ms Lee Coetzer	Director
Ms Rachel Mokoena	Director
Mr Max Moyo	Director
Mr Lungile Jama	Director
Ms Soraya Solomon	Executive Director
Ms Celia Dawson	Deputy Executive Director



## The Honourable Judge Nathan Erasmus



**T**he stark reality is that non-profit organisations in South Africa can no longer rely on traditional fundraising methods and the generosity of donors to fund their project activities through grants and donations. Such funding sources are diminishing substantially and are clearly insufficient to meet growing needs and the rising costs of project implementation. For this reason, NICRO is evolving to become a far more sustainable organisation into the future. The 2020 Vision is the roadmap for NICRO's future success.

NICRO offers innovative developmental and therapeutic interventions for child and adult offenders, their families and the community, which involve life-changing programmes that have a significant and measurable impact on crime reduction. The statistics demonstrate this. Quite simply, NICRO's approaches work.

Every year NICRO touches the lives of more than 40 000 vulnerable and disempowered people, with one clear goal in mind: to help young offenders and children at risk of committing crime to CHOOSE TO CHANGE... to turn their lives around and, most importantly, to CHOOSE not to fall into a life of crime.

To continuing doing its excellent work, NICRO needs the support of all South Africans. After all, crime is something that affects each and every one of us. It's what we read about continuously in the print media and what we see on TV. It's what keeps us awake at night, and it's the thing we fear most for the future of our children.

But, if we all work together, we can do something about it. As Margaret Mead said, "Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it is the only thing that ever has".

For a child at risk, your gift of R100 a month could be the difference between a life well-lived... and a life of crime. Studies verify that a remarkable 91% of our programme beneficiaries CHOOSE a new, healthy lifestyle.

I'm proud to be part of a crime-fighting initiative with a proven track record in rehabilitating young people at risk.

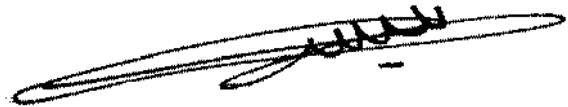
I came across this quote a while back, and I think it sums up what inspires me to put my energies into the drive against crime: **"If you change nothing, nothing will change."**

### It starts with YOU.

Currently there are over 40 000 young people between the ages of 18 and 25 in South African prisons. Let's work together to change that, and make South Africa a safer place for all of us. Let each of us take up the challenge to empower our youth to *CHOOSE TO CHANGE*.

On behalf of NICRO's board, I wish to express our deep gratitude to all our funders, large and small, in cash and in kind. I also wish to acknowledge and thank the group of extraordinary, passionate and committed individuals that make NICRO the success it is – the board, the senior management, and the staff and volunteers.

Thank you, one and all, for sharing our belief that NICRO has real, lasting and innovative solutions to crime and a pivotal role to fulfil in changing the face of crime and creating a safer, prosperous South Africa.



NICRO Chairperson  
Judge Nathan Erasmus

An acknowledged leader in its field, NICRO enjoys widespread recognition as the preferred service provider within the criminal justice sector and commands enormous respect for its innovative approach to social crime prevention, its project management skills and the quality and impactful nature of its services.

The organisation, which boasts a proven and measureable track record of success, works at every level in eight of the nine South African provinces in its resolute and tireless fight against crime by:

- Preventing impressionable, vulnerable young people from becoming entangled in the downward spiral of crime,
- Diverting young and first-time adult offenders away from the formal criminal justice system,
- Providing constructive, responsible and effective alternatives to imprisonment,
- Providing transformation and personal development opportunities for incarcerated persons and former offenders, facilitating their successful rehabilitation and reintegration into society, and
- Helping families and communities support offenders to turn their lives around and make a fresh start.

## Ms Soraya Soloman



**T**his 2015-2016 financial year has been a period of change, as NICRO evolves to meet the challenges facing non-profits in the 21st century. Our 2020 Vision, a model of sustainability, innovation and consistence in excellence, is now starting to become a reality. These are exciting times for our organisation, and for our tens of thousands of beneficiaries.

Notwithstanding the climate of financial insecurity and very tight budgets, our teams have largely met their targets and reach, which is a phenomenal achievement. NICRO has made a very real and concerted effort this past twelve months to entrench crime prevention initiatives, maintain good working relationships with communities and authorities, create critical support networks, capacitate stakeholders and continue our commitment to provide high quality services to all our beneficiaries.

I am especially proud that NICRO has been able to rise above its resource challenges and continues to innovate and implement new ideas, projects and interventions, as well as continue to deliver its traditional package of services, of which adult diversion services, introduced in 2008, remain the most utilised of all NICRO's services.

Our nascent NICRO Enterprise entity, a key component of our 2020 Vision, continues to grow and develop, including as regards the re-development of NICRO's property in Cape Town, a key component of our sustainability strategy. The Clinical and Training Units have also generated significant income over the last financial year, and have demonstrated that the social business model, one which NICRO Enterprise is based, can work in our sector.

This annual report once again highlights many of NICRO's fine accomplishments this past year. None of these achievements would have been possible without many dedicated, talented individuals, numerous stakeholders and our funders who, together, have reinforced NICRO's efforts to realise our vision of a safe, crime-free South Africa. To this end I would like to pay tribute to and salute the following:

- NICRO's Chairman, Judge Nathan Erasmus, and the Board of Directors for their unwavering support, wisdom and guidance,
- The management team, for its determination and commitment to this organisation, and the passion with which the team continues to ensure that NICRO endures,
- NICRO's staff and volunteers for their on-going commitment to NICRO's quest for excellence and their dedication to changing the face of crime and improving the lives of all those caught up in the spiral of crime,
- In this spirit of gratitude and appreciation, I would also like to draw attention to and laud the valued and most welcome contributions of our government, particularly the Department of Social Development, the National Lottery Distribution Trust Fund, corporate South Africa, foreign missions and grant makers, as well as our individual donors without whose support NICRO could not have changed the lives of a multitude South Africans these past twelve months.

Our next financial year will be focused on consolidating and scaling up the successes to date in our evolution to sustainability, as well as acknowledging and learning from our mistakes. These remain exciting times for NICRO as we all work Together Against Crime for a safer South Africa for each and every one of us.

Ms Soraya Soloman  
EXECUTIVE DIRECTOR

### **NICRO's Commitment to a Safe South Africa**

The organisation strives at all times towards:

- Promoting restorative justice (restoring the balance caused by crime rather than practicing retributive justice) and people-centred development,
- Preventing and reducing crime through on-going, accessible, effective and sustainable service delivery,
- Delivering a world class service,
- Contributing meaningfully towards streamlining the criminal justice system (a key focus), policymaking and legislation in South Africa,
- Involving the organisation in the investigation into and the improvement of the rights of arrested, charged and convicted persons as well as the victims of crime,
- Networking, developing and strengthening strategic partnerships and increasing organisational capacity through collaborative efforts with business and government, as well as ensuring the active involvement of members of the community, community groups and civil society,
- Strengthening community capacity, and
- Adopting a best practice, well-rounded strategic approach in all that we do.



# Overview of Services

MESSAGE FROM THE OPERATIONS MANAGER

Betzi Pierce



NICRO's services are rendered from **16 offices** and **47 service points** located in communities and/or courts in all provinces, excluding North West.

NICRO remains the primary provider of adult diversion services in the country, and this continues to be NICRO's largest service on offer. This is as a result of NICRO's remarkable track record and evidence-based practice, as well as our extensive lobbying efforts for the diversion of adults who have committed non-violent, less serious petty crimes.

Enabling offenders to continue to work and provide for their families is an important factor in encouraging such persons not to re-offend. It gives them the socio-economic breathing space to be able to take responsibility for their actions, and make amends for their wrongdoing. They are simultaneously afforded access to significant life skills development and personal empowerment opportunities, and a real chance at turning their lives around and steering clear of further criminal activities.

NICRO experienced an increase in youth diversion services during the last twelve months. Although the increase is indicative of the improved Child Justice

## OVERVIEW

I'm delighted that the NICRO teams have had such a successful year, notwithstanding all the financial and other pressures under which they have been working. It's testament to our team members' unfailing commitment to their beneficiaries and passion for our work and mission.

## PROVINCIAL SERVICE DELIVERY

During the **financial year 2015/16**, NICRO touched the lives of over **9,000** through individual services and over **41,000** through services to families.

NICRO successfully diverted **2,300** children and **5,700** adults who had committed crime and were in conflict with the law. These beneficiaries successfully avoided receiving a criminal record and being incarcerated. Participation in a NICRO Diversion programme reduces risk factors associated with criminal and delinquent behaviour, promotes favourable attitudes and develops critical skills that equip offenders a to successfully steer clear of further involvement in crime.

During this time NICRO also rendered offender reintegration services to **1,150** offenders of which **400** adults were given non-custodial sentences and **750** released from prison.

Behaviour change focussed crime prevention services were provided in **17 schools** nationwide and reached **2800** learners.

**THE CORRECTED ONES**  
A PERFORMANCE BY POLLSMOOR INMATES

PERFORMED AT THE ARENA THEATRE AT ARTSCAPE  
30 SEPT - 19.00  
01 OCT - 19.00  
02 OCT - 16.00 & 19.00  
03 OCT - 16.00 & 19.00

TICKETS ARE FREE AND AVAILABLE AT COMPUTICKET

Logos: nicro, YELP, ARTSCAPE, correctional services, fk



### Help I'm Free at Goodwood Correctional Services

stakeholder collaboration on the one hand, it is also as a result of challenges experienced by emerging CBOs that provide youth diversion services, to fully meet the diversion accreditation specifications.

Offender reintegration is the main reason for NICRO's existence and is a crucial component of NICRO's work. We are currently looking at innovative ways to deal with offenders and ex-offenders through various best practice models with a focus on violence prevention; and using theatre and art as rehabilitation tools.

During this reporting period, NICRO rendered services to 350 individuals sentenced to non-custodial sentences (NCS), i.e. sentences that are served outside of prison. In this way, root causes of criminal behaviour can be far more effectively addressed and offenders are afforded real opportunities to turn their lives around. When a non-custodial sentence includes attending therapeutic services and programmes, the offender's behaviour can be changed in a meaningful and sustainable way. By making therapeutic services available at Magistrates' Courts, NICRO supports the courts to sentence suitable offenders to NCS, where the offenders' sentences are carried out in the community rather than in prison.

NICRO currently implements the Safety Ambassadors Programme at 17 schools reaching 2,800 beneficiaries in total - successfully addressing a wide range of challenges in schools, such as bullying, gender-based violence, teenage pregnancies, substance abuse and gangsterism. NICRO's Safety Ambassadors Programme is grounded in the concept of developing and mentoring Safety Ambassadors at secondary school level within high-risk communities. Safety Ambassadors are selected young people who have been empowered with the prerequisite skills, knowledge, experience and motivation to serve as positive role models and who interact with and influence circles of youth, dissuading them from participating in anti-social behaviour and the commission of crime.

### OTHER AREAS OF WORK

NICRO was awarded funding from the Department of Social Development (DSD) for the development of a framework and training toolkit for the Integrated Social Crime Prevention Strategy (ISCPS). Although, the ISCPS was adopted by Cabinet on 21 September 2011, DSD needed to develop an 'Action Plan' in consultation with other government departments to 'articulate mutual dependencies and collaboration'.

Lobbying and advocacy is a key focus of NICRO's initiatives. The main goal of the lobbying and advocacy function is to work towards reform in the criminal justice system by bringing the issues to the forefront of the agenda of persons whose decisions influence and affect those in conflict with the law, their families, victims and communities. Another key goal is promoting a restorative justice approach to crime prevention.

Advocacy areas in which NICRO is involved include sentencing protocols, prison conditions, restorative justice policy and legislative changes especially in the area of juvenile justice, development of a National Offender Reintegration Strategy, gender-based violence and discrimination against ex-offenders.

**NICRO Help! I am free...!** was established in 2013 as a partnership between NICRO, Artscape, Norwegian partners Varde Theatre and Freds Korpset, the Department of Correctional Services, and UCT. The project is a rehabilitation programme that uses theatre as a tool for empowerment. The aim is to support inmates throughout the crucial stages of their reintegration, which is the last year of imprisonment and first year of freedom, and prevent re-offending. This is done through the provision of important life-skills and motivation to become responsible citizens, role models and mentors in their communities. Although the programme's aim is to rehabilitate, the work is also artistically orientated towards the production of a play and live performances in Artscape.

Inmates performed in the ground-breaking play "The Corrected Ones". The audience was given a rare glimpse into prison life, normally hidden and invisible from society's eye, into the impact and consequences of incarceration and the fears and challenges of the inmates. Furthermore, this play challenged the audience in their own perceptions of criminal offenders.

NICRO held its **6th Human Rights Lecture** in collaboration with DCS at Goodwood Prison on 6th November 2015 where the attendees were served a "Breakfast Behind Bars" by the inmates working in the kitchen. Before the breakfast attendees were given a tour of the prison. This flagship event explored a very topical issue: the death penalty.

NICRO's annual Human Rights Lecture Series was initiated to facilitate dialogue and debate around human rights among not only key decision makers and civil society representatives, but also ordinary members of South African communities. The NICRO Human Rights Lecture Series, which has now become a much anticipated event, continues to attract the involvement and support of high profile individuals and creates a crucial platform to promote and strengthen human rights in South Africa, especially pertaining to marginalised persons and groups such as offenders and others in conflict with the law.

## Significant Contributions to the Criminal Justice System

NICRO has, over many years, also contributed substantially towards policy development and legislation in South Africa. NICRO played a leading role that culminated in the promulgation of new legislation or the adaptation of existing legislation, including the Probation Services Bill, Community-based Sentencing and the new Correctional Services and Supervision Bill. NICRO also contributed significantly to the development of the Domestic Violence Act 116 of 1998 and the Sexual Offences Bill as well as the Service Charter for Victims of Crime (under the leadership of the Department of Justice). NICRO's efforts to entrench the rights of children in South African legislation, which spanned several years, culminated in a submission to the Justice and Constitutional Affairs Portfolio Committee around the Child Justice Bill, which resulted in the current Child Justice Act [75 of 2008]



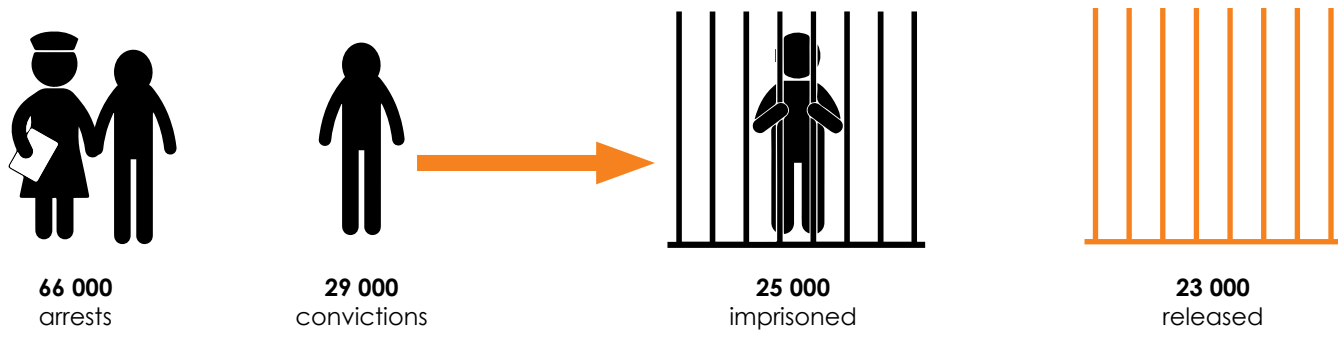
## Geographic Area of Activity, Location and Structure

NICRO utilises geographic information systems to determine the location of its services. It is clear that crime is becoming increasingly prevalent in rural areas. For this reason the organisation now actively focuses on under-resourced and impoverished communities in urban and rural areas, and the growth of needs-driven services where they are required most.

NICRO's National Office, which is based in Cape Town, houses centralised administrative, fundraising and marketing, human resources and financial functions. NICRO also has offices in every major city and renders services from 16 primary service points.

Each of the provinces is headed up by an area manager. Each area manager oversees a number of supervisors, who, in turn, manage social workers – the practitioners who are responsible for actual service delivery and the implementation of NICRO's interventions.

### South Africa's Criminal Justice System (per month)

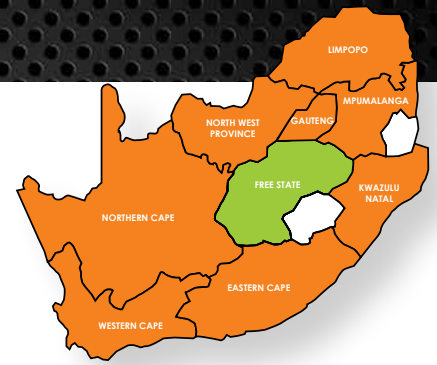


### NICRO'S Diversion Programme (Divert away from criminal justice system)



\*Children = under 18 / Adults = 18 and above

During the past two years, **NICRO successfully diverted 19 637 marginalised, socially excluded people** who had committed crime and were in conflict with the law, **4 325 of whom were children and juveniles, while 15 312 were adults.** These beneficiaries successfully **avoided receiving a criminal record and being incarcerated.** **Participation in a NICRO Diversion programme reduces risk factors associated with criminal and delinquent behaviour, promotes favourable attitudes and develops critical skills that equip offenders to successfully steer clear of further involvement in crime.** During this time **NICRO also rendered offender reintegration services to 1 685 sentenced offenders and former offenders, who were empowered and supported to turn their lives around to become law abiding,** contributing members of their community. **NICRO's Non-Custodial Sentencing Programme, which began as a pilot project in 2006, gave 1 205 offenders community-based sentences, which kept them out of prison.**



**N**ICRO Free State is deeply grateful for the continuous funding and support received from the Free State Department of Social Development. As we celebrate the conclusion of another year, we also thank our staff for their commitment and hard work to ensure that our beneficiaries receive the services they need. We are equally indebted and thankful to our stakeholders who work tirelessly to ensure that individuals have access to justice.

NICRO Free State has one office located in Bloemfontein from which we render crime prevention and diversion services for youth and adults as well as interventions for youth at risk.

During this reporting period there has been a decrease in youth diversion referrals but an increase in the referral of clients requiring adult diversion services, especially for traffic offences. Most traffic offences involve exceeding the speed limit on the freeway from Cape Town to Gauteng. Traffic offenders who attend and complete a Diversion programme are provided with an opportunity to gain valuable insight in their behaviour, which results in positive attitudinal change and greater motivation to become law-abiding citizens.

NICRO's lobbying and advocacy component is very strong in this province, with a special focus on initiatives in support of children's rights. NICRO forms part of several interdepartmental structures and highlights social injustices using this platform on an ongoing basis. A matter of particular concern is the proposed closure of the Winkie Direko Secure Care Centre in Bloemfontein, which accommodates and transports children to and from the nearby districts courts, and its repurposing as student accommodation. The Centre is located on the same premises as the One-Stop Child Justice Centre, which comprises a regional as well as a magistrate's court for children in conflict with the law, providing easy access to the juvenile justice system for the Centre's young charges. The relocation of the children from this centrally located, easily accessible facility to other secure centres located far away will, in all likelihood, have some serious repercussions including the postponement of cases (impacting negatively on the children's right to a speedy trial), limited or no consultation time for the children with their legal representatives, limited contact with family members and the children having to cope with many hours of travelling to the courts. All stakeholders have been encouraged to voice their concerns in an attempt to prevent the closure of this Centre.

## Safety Ambassadors Programme

NICRO Bloemfontein is actively involved in youth crime prevention and provincial school safety initiatives. We form part of the provincial inter-sectoral departmental forum driven by the Department of Education and provide crime prevention services in the form of NICRO's Safety Ambassadors Programme, which continues to make exceptional progress at Hodisa Technical Secondary School and Moemedi High School. The Safety Ambassadors at these two schools remain fully committed, the intervention has the support of the headmasters and all planned activities scheduled over the course of the two-year programme have been successfully completed. Both educational facilities are proving to be model Safety Ambassador schools.

As a result of the positive feedback from these schools and the success of the intervention, NICRO is in an excellent position to engage with both the South African Police Services and the Department of Education to expand crime prevention services to other high-risk schools.

Five Safety Ambassadors from Moemedi and another five from Hodisa participated, together with NICRO, in the Free State's special youth summit. Some of these youth leaders then went on to present a special dialogue on human rights at their schools during assembly. This special activity was conducted during the period when xenophobic attacks broke out in KwaZulu-Natal, which gave the Safety Ambassadors the opportunity of addressing burning issue such as the right to citizenship and the right to basic services such as health care. This human rights educational initiative reached approximately 1 800 learners from Moemedi and Hodisa.



**NICRO Free State & Northern Cape Staff**

### Other Highlights and Special Accomplishments

- A total of 182 South African Police Services staff members from the Free State received gender-based violence training in terms of the NICRO - NACOSA capacity building contract.
- NICRO is very well positioned and works closely with the local media, the University of the Free State and the Human Rights Commission in Bloemfontein.
- In Bloemfontein and Kimberley, NICRO is highly regarded as the preferred service provider in the sector by the courts and is respected as a valued partner.
- A successful partnership established with the Institute for Reconciliation and Social Justice at the University of the Free State has contributed to a new emerging partnership with the Gender Equality Campaign. This new alliance will assist NICRO in reaching more schools and learners in the coming year.

#### Peter Makes Good

*At the age of 29, Peter\* very nearly ended up in prison on charges of shoplifting. Fortunately he was referred to NICRO Bloemfontein and participated in the adult life skills programme. Peter explained that stealing had become a way of life and the only way of surviving as he had no other means of support and was estranged from his family. During the last session of the programme, he thanked the group, remarking that NICRO had changed his life completely. He explained that initially he did not think of shoplifting as a serious offence, but now realised that if he did not stop stealing, he could be incarcerated. Being part of the life skills group taught him that although he did not have any family members to rely on, he had support from others. He also came to the realisation that he had the ability to draw on his inner strength and resources to seek solutions to life's challenges and build a better future.*

\* Not his real name.

## The many faces of society

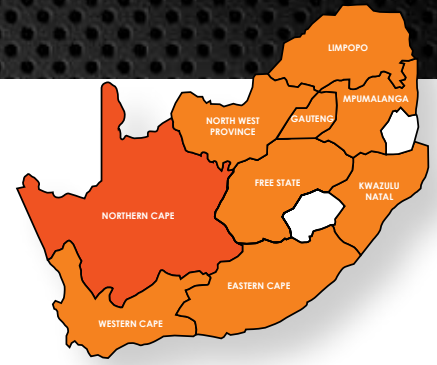


### Landmark Accomplishments and Noteworthy Achievements

NICRO's remarkable 106-year history boasts shining examples of groundbreaking and pioneering contributions to South African society and the criminal justice system. Much of NICRO's work within this sector continues to form the backbone of contemporary criminal justice practice. Such as:

- **Supervision of prisoners** on probation along with those who receive a suspended sentence, dating back to the early 1930s,
- **Community service**, introduced by NICRO as an alternative to incarceration during the 1970s,
- **Diversion**, pioneered by NICRO as an embodiment of and a crucial vehicle for restorative justice, and
- **Non-custodial sentencing** as an alternative to serving a prison term.

# Northern Cape



N

ICRO Northern Cape has an office in Kimberley that offers crime prevention and diversion services. The office has established and maintains strong partnerships and very good working relationships with criminal justice stakeholders to ensure the prevention of crime and that the rights of children are upheld. In the light of decreasing referrals of young offenders requiring diversion services, NICRO Northern Cape focusses more pointedly on adult diversion, crime prevention and interventions for youth at risk.

## Keeping Children Safe and Building Safer Schools

NICRO takes a preventative approach to child protection, working at minimising risk factors, such as anti-social and criminal behaviour, that culminate in vulnerable children coming into conflict with the law or even being institutionalised. Our approach is focussed on diverting young offenders away from the criminal justice system to keep them safe, changing offending behaviour, and offering young people an opportunity to turn their lives around and reach their full potential. NICRO's work is done within the framework of the Child Justice Act of South Africa.

NICRO engaged with the Department of Education and South African Police services (SAPS) to provide intervention at high-risk schools after numerous children were suspended from schools due to serious misconduct related to drug abuse and violence. SAPS hosted a holiday programme for these learners. Given the extraordinary challenges experienced by these schools and its learners, NICRO worked at a more individual level with selected educators (primarily around capacity building and motivation) and learners. NICRO also continued its efforts to work with the Departments of Education and Social Development as well as the South African Police Services in an effort to look at viable solutions to some of the challenges facing these schools.

Due to the success of the above services, NICRO received additional funding from the Department of Social Development to implement the Safety Ambassadors programme in Secondary Schools the Pescodia Homelite and Homevale areas. The funding enabled us to implement a comprehensive crime prevention intervention at each of these schools, which incorporated the recruitment, selection and training of 30 learners as Safety Ambassadors in each school, as well as guidance and support in the form of capacity building workshops for educators and parents.

The purpose of the NICRO Safety Ambassadors Programme is to deal with the high levels of crime and violence that plague schools countrywide, providing both short-term and longer-term impact in order to create a safe, healthy and violence-free learning environment and, ultimately, safer communities. NICRO's all-inclusive strategy focusses primarily on reducing the risk factors, while simultaneously strengthening protective factors, or the resilience of at-risk youth, in order to reduce and prevent anti-social behaviour, bullying, victimisation, violence and the commission of crime within the school environment.

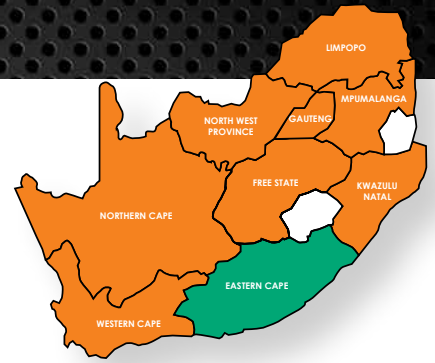
The programme is grounded in the concept of developing and mentoring safety ambassadors at secondary school level. Safety ambassadors are selected young learners who have been empowered with the prerequisite skills, knowledge, experience and motivation to serve as positive role models who interact with and positively influence circles of their peers, dissuading them from participating in anti-social behaviour, crime and violence.

## With Thanks and Gratitude

We are most grateful for the continued financial support of our partners and funders, making it possible for us to work tirelessly in building safer communities in the Northern Cape. We also pay tribute to NICRO's leadership, our staff and volunteers for their commitment to service excellence and ensuring that our clients and communities needs are well served.

\* see Free State and Northern Cape Staff photo on page 10





**R**eflecting on the challenges, successes and achievements of the past year, it is evident that the Eastern Cape staff members displayed great strength of character and a commitment to our earnest pursuit of service excellence. We are able to celebrate the accomplishments showcased in this report, thanks to our staff and our loyal partners, which include the Departments of Safety and Liaison, Social Development and Justice, as well as the National Prosecuting Authority and Legal Aid South Africa, to mention but a few. We extend our sincere gratitude and thanks to all concerned for their support and for enabling us to provide effective developmental crime prevention and therapeutic services to over 1 925 clients during the year under review. We are also deeply grateful for the continued financial support of our funders, who make it possible for us to work tirelessly in building safer communities in the Eastern Cape.

NICRO is the only accredited service provider of youth diversion services in the Eastern Cape. Thanks to the partnership we enjoy with the Department of Social Development, we rendered diversion services to 300 children and provided training on substance abuse and life-skills programmes to 45 probation officers from the Department in five rural areas.

This past year we worked closely with and established mutually beneficial partnerships with a range of CBOs and other service delivery NGOs, which resulted in several noteworthy crime and substance abuse prevention initiatives. One of the most significant outcomes of our partnership development efforts was the implementation of a therapeutic substance abuse programme for 30 youth, in Parkside, East London, in addition to the training of relevant stakeholders on substance abuse prevention.

The Safety Ambassadors Programme remains active in five schools: Thembelihle, Arcadia, Nomphumelelo, Ulwazi and John Bissicker High Schools. With the Eastern Cape Department of Education prioritising school safety, this youth development and crime prevention programme has gone from strength to strength. Partnerships with all relevant government departments and other NGOs have improved, contributing substantially to efforts to create a safe, healthy and violence-free learning environment for learners and, ultimately, safer communities.

Safety Ambassadors from East London enjoyed various outdoor adventure activities combined with leadership sessions during the Journey programme. Learners were guided through self-awareness and self-esteem building activities to help them recognise and develop their individual talents and abilities. This formed the basis for these young people to discover methods



**NICRO East London Staff and Students**



### **NICRO in Action - Youth Event, Beacon Bay**

and tools for effective leadership and find ways of using their individual gifts to inspire and positively influence their peers, leading by example and dissuading them from participating in anti-social behaviour, crime and violence. The chairperson of the Safety Ambassador Programme at Thembelihle High School appeared as a guest speaker at GIZ's stakeholder dialogue session at the Nelson Mandela Metro University, where he conducted a presentation on the role of young people in the fight against crime and shared how the Safety Ambassadors initiative had assisted his school to manage crime and violence more effectively.

Safety Ambassadors from Port Elizabeth participated in the Journey programme during the October 2015 school holidays. East London Safety Ambassadors, in turn, attended a special evaluation camp in November 2015 to mark the successful completion of the two-year programme. The camp was an enormous success with many valuable discussions and in-depth reflection on the successes achieved and the challenges experienced during the implementation of the intervention.

This past year NICRO Eastern Cape participated in the following awareness raising and capacity building initiatives:

- NICRO East London, for the third year in succession, hosted its annual youth event to commemorate Youth Day. On 15 June 2015, more than 250 students, community members and other stakeholders joined NICRO to celebrate South Africa's youth. Eight local high schools, three of which offer the Safety Ambassadors Programme, participated in the awareness raising event themed 'Youth Against Crime and Drugs', which included a round robin debate and public speaking competition. Guests were full of praise and congratulated NICRO on a successful venture which mobilises youth, encouraging them to debate, reflect and act on issues such as crime and substance abuse, which impact on their lives and the community.
- On 16 June 2015, staff and Safety Ambassadors from East London participated in a youth event held in celebration of Youth Month in the Nompumelelo community
- Staff from NICRO's Port Elizabeth office attended a criminal justice crime prevention stakeholder focus group session on 19 June 2015 and presented information talks on NICRO's services, offender reintegration, substance abuse and crime prevention to some 1 000 educators, learners, students and community members.
- NICRO Port Elizabeth marketed the organisation's services and facilitated a crime prevention discussion at a youth dialogue in New Brighton on 26 June 2015.
- Weekly capacity building sessions focussing on substance abuse, gangsterism, crime prevention, bullying and victimisation, gender-based violence, anger management and conflict resolution were conducted for 120 learners from Westview Special School.
- NICRO East London also participated in the girl child campaigns in Peddle and Mdantsane, reaching approximately 1 800 community members and stakeholders.
- During August 2015, positive parenting workshops reaching 200 parents were conducted for community members



**NICRO in Action – Positive Parenting Programme, Port Alfred**

to commemorate Women's Month in East London, Mdantsane and Zwelitsha. The workshops were funded by and conducted in partnership with the Department of Social Development.

- Numerous initiatives were conducted to create awareness and educate community members and stakeholders about issues pertaining to the prevention of domestic violence, substance abuse, gender-based violence, gangsterism and youth violence. Capacity building workshops were also facilitated for community members, sector police volunteers, parents, probation officers / assistant probation officers and police officers on gender-based violence, parenting, restorative justice, diversion and child justice.
- In November 2015, NICRO East London facilitated a positive parenting workshop for 25 parents in Port Alfred.
- NICRO also participated in an offender reintegration forum in November 2015, which incorporated a community information session on the importance of reintegration to prevent recidivism as part of the 16 Days of Activism initiatives.

## National Beneficiary Profiles

NICRO's beneficiaries are the most vulnerable, marginalised, disempowered individuals in society who are in conflict with the law: offenders, primarily young people and first time offenders; incarcerated persons; released prisoners and their families; victims of crime and violence, mainly abused women and survivors of domestic violence; and all communities made vulnerable by crime. **Approximately 77% of the beneficiaries of NICRO's direct services are male while 23% are female; 69% are Black, 17% are Coloured, 7% are Indian and 7% are white. While 18% of the organisation's beneficiaries are under 18 years of age, 59% are aged between 18 and 35 years and classified as youth, and 23% are 36 years of age and older. In total, 37% of all beneficiaries are unemployed and 25% have formal employment.**

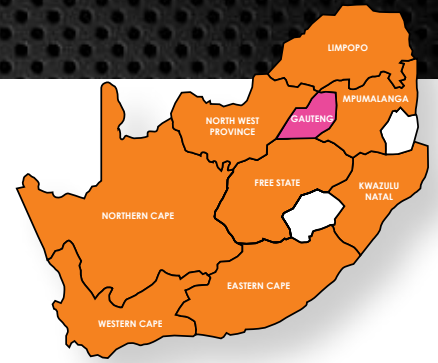
On average, NICRO renders direct and indirect services, including community outreach, capacity building and awareness initiatives to some **40 000** beneficiaries annually with the resources (human and financial) available to the organisation.



*Nicro East London Staff Unveils Campaign Banner*



*NICRO Port Elizabeth Staff and Students*



**A**

s we reflect on the past year, we thank the Gauteng staff, partners and benefactors for their unfailing commitment to upholding the rights of and preserving the dignity of all people in our quest to build a safe, crime-free South Africa.

We continue to enjoy an excellent relationship with the Departments of Social Development, Justice, Health and Education as well as the South African Polices Services, the National Prosecuting Authority and other NGOs. NICRO Gauteng was invited to attend both provincial and national meetings to discuss the revision or implementation of new standards for service delivery. We actively participated in a review of the Child Justice Bill, a review of the norms and standards for Diversion, a review of the new accreditation process and the formulation of the norms and standards for restorative justice.

The past twelve months have been marked by growth for the Vereeniging, Soweto, Johannesburg, Pretoria, Germiston and TimbiSha offices. Intervention services to address and prevent domestic violence and road offences have been successfully extended throughout the province.

The Safety Ambassadors Programme was implemented at three new schools in Gauteng: Dawnview High School in Germiston, LG Holele High School in Pretoria and Aurora High School in Soweto. New Safety Ambassador programme participants were recruited and selected at these schools, following which life skills training as well as the Journey programme was successfully conducted for all new recruits. LG Holele High School staged three successful educational workshops with the Safety Ambassadors participating in the planning, organisation and implementation of all activities, including the preparation of the venue and food, the identification and distribution of invitations to guest speakers who formed part of this multi-stakeholder engagement, motivational talks, entertainment and programme evaluation.

In February 2015, a representative from Aurora Girls High School approached NICRO, seeking assistance with learners who exhibited behavioural problems. We engaged with the school and conducted a presentation about crime and safety for its learners. The school was impressed with the service and NICRO identified an opportunity to launch on the Safety Ambassadors programme at Aurora Girls High. NICRO staff recruited an entire Grade 9 class and 111 learners attended a presentation about the intervention. As part of the selection process, potential participants were asked to submit a written essay and 25 submissions were received. The group-based training component of the programme commenced in May and was completed in September 2015.

## Community Awareness

Gauteng provided prevention services in the form of awareness campaigns in schools and communities, addressing issues ranging from the consequences of having a criminal record to the impact of drug abuse, violence and crime on communities and individuals. NICRO Gauteng reached in excess of 10 000 community members and learners in this manner, ensuring that citizens are well informed, have access to relevant services and are mobilised to participate in community activities aimed at reducing crime.

## With Thanks and Gratitude

NICRO's triumphs in Gauteng are due to many key individuals and organisations, and we extend our sincere gratitude to:

- All our stakeholders who support us and contribute to our work, especially the Department of Social Development
- Our invaluable funders for their critical financial contributions and belief in what we do, and
- Our leaders and staff who work tirelessly and under trying circumstances to serve our clients, their families and communities.

We look forward to the year ahead with you all at our side.

During the year under review NICRO Gauteng conducted a number of capacity building and training initiatives, including:

- Perpetrator Programme training for 60 social worker practitioners
- A training programme on bullying for 60 social worker practitioners
- A training programme on psycho-social assessment and report writing for 60 social worker practitioners
- Diversion training for 60 social worker practitioners in Cameroon
- Training for emerging CBOs, equipping them to provide services to families in which domestic violence has taken place.



From left to right, Luxolo (Bosasa), Roseline (NICRO Pretoria), Itumeleng (a guest), Mapaseka (the host), Boitumelo (Bosasa) and Olebogeng (NICRO Pretoria) get ready for a Motswako SABC 2 filmshoot

## NATIONAL STATISTICS

### Client profile at NICRO - Crimes



**Property**  
34%

Housebreaking  
Shoplifting  
Damage to property



**Assault**  
12,6%

Assault GBH,  
Common Assault,  
Domestic violence



**Violent Crimes\***  
7,4%

Armed robbery,  
Murder, Rape  
\*OR clients



**Drug related**  
21,2%

Possession,  
dealing



**Driving**  
19,6%

DUI,  
Reckless Driving



**Other**  
4,9%

Various Other  
Schedule 1 & 2  
Offences



**NICRO Pretoria and Ms Kruger (Prosecutor) join Seageng Secondary School for an awareness campaign conducted in September 2015**

**NICRO Changing Lives for the Better**

Linda\*, a 16-year-old female who was arrested and charged with assault with intent to do grievous bodily harm (Assault GBH), was referred to NICRO. An assessment identified many emotional and behavioural issues. Her school attendance was very poor and, by the time she was referred to NICRO, she had been suspended. She had joined a gang and her relationship with her mother had deteriorated to the extent that she was living with her grandmother. Linda also began experimenting with drugs. A comprehensive intervention programme, which incorporated intensive, individual therapeutic sessions to address emotional and behavioural issues, life skills training and family group conferencing, was conducted for Linda.

Soon Linda's behaviour began to change and improve as NICRO guided and supported her to change the way she thought, made decisions and viewed her situation. This enabled her to repair broken relationships, set herself pro-social life goals and, above all, to avoid the devastating long-term consequences of having a criminal record. Linda returned to school and feedback from her family and educators tell of a very different young girl to the juvenile offender from a few months earlier.

\* Not her real name.



**NICRO staff and educators present a roadshow for learners from Kgadime Matsepe Secondary School in Pretoria**

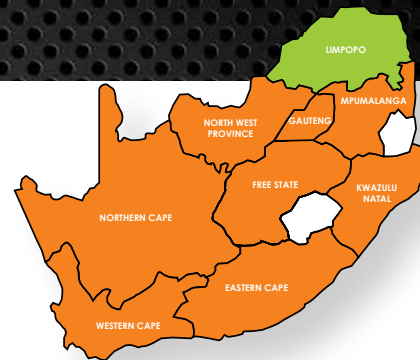


**NICRO Pretoria staff participated in Botse-Botse Secondary School's substance abuse prevention awareness campaign in Soshanguve**

Joseph\*, a 17-year-old youth, was referred to NICRO for diversion services following his arrest on charges of theft. It soon became apparent that he was not attending school, had no ambition and very little interest in continuing his education. After successfully completing NICRO's Youth Empowerment Scheme, a life skills training programme, the youth had a totally different outlook on life. He formulated exciting goals for his future, and after realising that success is intricately linked to education, returned to school to complete his education.

\* Not his real name.





# W

orking in the NGO sector requires serious commitment and unfaltering dedication to the communities you serve. As we reflect on another fulfilling but nevertheless challenging year that has drawn to an end, we celebrate our achievements and pay tribute to our dedicated leaders, staff and volunteers who generously go the extra mile to improve the lives of our beneficiaries. In collaboration with our partners and stakeholders, we focus on ensuring that one of the most vulnerable and berated of all population groups, offenders, are able to access services, as enshrined in our Constitution.

One of the highlights of the year was the provision of gender-based training for members of the South African Police Services (SAPS), a NICRO Head Office and NACOSA capacity building initiative. NACOSA, a network of over 1 500 civil society organisations, funds and facilitates capacity building and service delivery on the ground, particularly among key populations, including women and girls. Training was conducted for 94 SAPS officials from all the districts within Limpopo to equip them to manage gender-based violence cases effectively and with compassion. Those members of the police force who completed the training programme expressed the opinion that it had sensitised them to the many issues and challenges faces victims of gender-based violence and provided key information and an understanding which would equip them to render an improved service.

## Partnerships and Awareness Raising

The NICRO Limpopo team values working in collaboration with other NGOs and government departments, and participated in a number of awareness raising events to promote NICRO's services and market the manner in which the organisation assists community members and stakeholders. NICRO joined SAPS to conduct a drug awareness campaign in the Capricorn district and, together with the Department of Social Development, participated in the Department's 'Nyaope Must Fall' campaign conducted in Mankweng, Seshego and Sekgosese. Nyaope is a highly addictive destructive drug.

Educational and awareness workshops to create awareness about the devastating consequences of substance abuse and crime, such as the impact of having a criminal record on one's life, were conducted in schools while informational workshops for young people were facilitated at the Mankweng Youth Development Center, Seshego One-stop Centre and in Sekgosese.

During the period under review NICRO formed a mutually beneficial partnership with Xelembeni Halfway House, which resulted in 11 NICRO clients receiving vocational training. While NICRO focussed on the provision of life skills training to change offending behaviour, Xelembeni provided vocational training geared towards improving employability.

We also cemented a working relationship with Prison2Praise, a newly established faith-based organisation working in the offender rehabilitation arena. We hope to work together and support one another in the provision of services to inmates and former offenders. Prison2Praise will provide spiritual and supportive counselling while NICRO will focus on the provision of life skills and social work services.

## Highlights of the Past Year

The NICRO Limpopo team heeded the call to celebrate Mandela Day and visited the Mankweng Youth Development Centre to assist with planting vegetables to feed needy children in the community. Later in the week the team and young people from the Centre conducted a clean-up campaign at the Thusanang Old Age Centre in the Segopye village.

Although offender reintegration is NICRO's core business, the organisation recognises the critical role of crime prevention services. In addition to the activities we have already touched on, NICRO also offers the Safety Ambassadors Programme, a schools-based crime prevention initiative, at high schools in the province. The OR Mabotja High School project was handed over to the committee and the school after the successful completion of the two-year programme. A NICRO social worker meets with the committee on quarterly basis to provide moral support and share ideas on sustaining the project. Most of the committee members have completed Grade 12 and conduct activities in the community, focussing specifically on providing youngsters with healthy, creative alternatives to crime.



**NICRO in Action - SAPS Gender Based Violence Training**

NICRO initiated the start of the programme for newly recruited Safety Ambassadors at the school, Mafolofolo High School, whilst the participants that just completed their two year programme are hard at work organising sporting activities as part of a crime prevention campaign in Mankweng.

In addition to creating awareness and encouraging community members to prevent crime in their residential areas, social workers also provide direct services to individuals who find themselves on the wrong side of the law. Such Interventions aim to change offending behaviour, restore self-worth and support the reintegration process. Most juvenile offenders referred to NICRO or seeking assistance benefit from our diversion services or youth development programmes, thus avoiding a criminal record and successfully turning their lives around.

The ongoing success of our flagship intervention, the Non-Custodial Sentencing services rendered at the Sekgosese Magistrate's Court, are undoubtedly a highlight of the year. The good working relationship between NICRO, magistrates and prosecutors has resulted in many families being preserved, the jobs of individual clients being safeguarded and relationships between offenders and their communities being restored.

**Thank You!**

NICRO Limpopo would like to extend its heartfelt thanks and gratitude to all our stakeholders, partners, other organisations and individuals who continue to support us with such loyalty. We would also like to pay tribute to our funders and the Limpopo Department of Social Development, in particular, for the provision of much needed financial resources.

A special word of thanks to NICRO's Board of Directors and our own Advisory Committee for their guidance and support. We are also very grateful and indebted to our staff and volunteers for their commitment and co-operation as well as their unflinching passion for serving our clients.



**NICRO Limpopo Staff**

**NICRO to the Rescue**

*"My name is Maeko Salome, I am 18 years old and currently in grade 12. I was charged with theft on 7 September 2014, at Mankweng Shoprite. I was taken to NICRO to attend a life skills programmes that helped me to better my life.*

*After the offence I realised that it is easy to be involved in a crime and having a criminal record can destroy your future. There is no way you can have a better future with a criminal record.*

*NICRO has helped me to accept my mistakes and take steps to correct them. The people at NICRO made me to believe in myself again and to believe that I have a second chance to improve my future. It helped me to learn from my mistakes.*

*After attending programmes at NICRO, I learned to socialise with other people and learned to respect other people. It helped me to be able to control my anger and to learn from my mistakes I've made.*

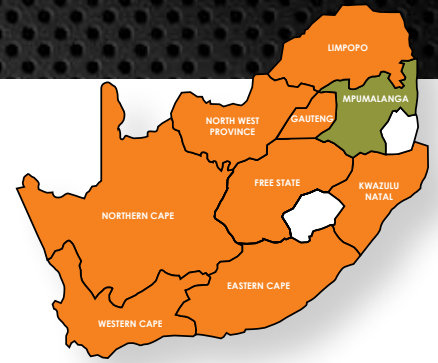
*Now I believe that I can make my future to be bright again. I am now focusing on my studies and all thanks to NICRO programmes. I would advise other people to attend programmes at NICRO because they can change one's attitude and change lives."*

*"I was introduced to NICRO by the Magistrate in court. The first time I went to NICRO offices, I was so scared and feeling very disappointed. But then I discovered that NICRO was the place of healing. When I attended all the adult life skills program I felt at home, and learned so much from the NICRO people. NICRO programme has taught me so much that I can share with other people. When I was attending programmes at NICRO, there was this wonderful woman Malesela Chokoe, and a very patient and understanding woman, so full of life. I was like wow this woman I am going to take her as my mentor. The way she treated me, it was like she has known me for years. She really understood me for whom I am. I am thanking her for making me see who I am and what can I do to change the way I live for the best.*

*I learned how to see the similarities and not only the differences in other people and learned that I can change myself and not the others.*

**NICRO's active involvement in the transformation of South Africa:**

- During the 1990s and early 2000s NICRO was instrumental in influencing the growth and development of victim support services in South Africa,
- NICRO's Programme for Perpetrators of Intimate Partner Violence was the very first and the most comprehensive intervention of its kind to be developed and implemented in South Africa. For the very first time, attention was drawn to the importance of focussing on and working with male perpetrators of domestic violence.
- NICRO became the first South African organisation to introduce a non-custodial sentencing service to assist the courts in the implementation of non-custodial sentencing options throughout South Africa.
- The year 2012 represented a fundamental paradigm shift for NICRO as it repositioned itself to manage the environmental and global challenges of our time. The organisation adopted a new vision and business model, reconfigured its operations and, in 2013, began the implementation of a ground-breaking, world class sustainability model to develop alternative revenue streams to complement donor funds. This new model, which incorporates social enterprises, a property development initiative as well as a Training and Clinical Unit that operates on commercial principles, offers NICRO the opportunity of pioneering a way forward not only for itself, but for civil society.
- NICRO developed a policy and framework for the accreditation of diversion services on behalf of the Department of Social Development
- NICRO was recognised, through the presentation of the Good Corporate Governance Award, by the National Lottery Distribution Trust Fund in May 2013.
- In 2014 NICRO won the Non-governmental Organisation (NGO) category, sponsored by the Department of Justice and Correctional Services at the annual Standard Bank Top Women's Awards.



**T**he NICRO offices in Mpumalanga, Nelspruit (Ehlanzeni) and Eerstehoek (Elukwatini), continue to provide the full complement of the organisation’s services. Adult diversion services remain the most frequently utilised intervention in the province, although requests for support and services from local schools are on the increase.

NICRO Mpumalanga is fortunate to enjoy strong, mutually beneficial relationships with its many stakeholders, especially the Department of Correctional Services. We are pleased to report that, for this reason, offender reintegration services increased significantly over the course of the last year. There has also been a steady flow of referrals for Non-Custodial Sentencing services from Nelspruit’s regional court, which is indicative of the positive relationships we have succeeded in establishing and maintaining with the National Prosecuting Authority and the judiciary, which regular commends NICRO for its comprehensive non-custodial assessments reports.



**NICRO in Action – Nelspruit Journey Programme “Sharing my emotions”**

We have also maintained strong ties with the Department of Social Development. NICRO staff members regularly attend various departmental meetings and participate in relevant activities which take place in the province. The Department of Social Development has applauded NICRO Mpumalanga’s efficient and thorough procedures as well as the organisation’s competence in service delivery.

Feedback from clients, which remains largely positive, not only assists us in evaluating the success of our programmes and to solicit input directly from our beneficiaries, but also provides valuable information for funders about the organisation’s effectiveness and impact as the leading service provider in the crime prevention sector in Mpumalanga.



**Journey participants building their own shelter**



**The Journey – Crocodile Waters, Reflecting on Life Challenges**

## Highlights

- In partnership with the Department of Social Development and the South African Police Services (SAPS), NICRO conducted bi-weekly drug awareness campaigns in five local schools.
- The Department of Justice invited the organisation to participate in Child Protection Week, affording us the opportunity of marketing our services to six schools in the Dundonald, Mayflower and Fernie communities.
- NICRO teamed up with various stakeholders including the Department of Justice, the National Prosecuting Authority, SAPS and Legal Aid South Africa, to conduct a successful awareness campaign at a local shopping complex to inform the public about services available to them within the criminal justice sector.
- A major achievement during the reporting period was an increase in referrals for Non-Custodial Sentencing services in Eerstehoek as well as increased referrals from schools and the Department of Social Development for youth interventions in the Barberton area. Both the Department of Social Development and the Barberton High School have offered NICRO facilities from which to run our programmes in Barberton.
- NICRO is increasingly being approached by schools to assist with interventions for learners with behavioural problems, especially those who face disciplinary action for misconduct. These at-risk youth participate in NICRO interventions such as the youth life skills training, anger management and community service learning programmes, which are proving effective in bringing about behavioural change while ensuring that the learners remain in school.
- The number of clients requiring interventions to address substance abuse issues remains high. Over the past four years NICRO Nelspruit and SANCA Lowveld have established a very close working relationship, ensuring that NICRO clients with substance abuse challenges have access to effective support and interventions to meet their needs. During the year under review, NICRO referred in excess of 90 clients to SANCA for specialised substance abuse interventions - double the number of clients referred in the previous year. Monthly meetings with SANCA ensure smooth case flow processes.

*Attending these classes has given me a chance to understand that no crime is small or bigger than the other, crime is crime. I got a second chance to a life free of a criminal record. I thank NICRO for their work, patience, understanding, support and for believing in me enough to give me a second chance in life. I would like to encourage the NICRO staff to carry on with their good work and never give up on people like me and others. A very big thanks you to the funder as well."*

*~ An adult Diversion client from Eerstehoek*



**NICRO Eerstehoek Staff**

### Roll of Honour

NICRO Mpumalanga would like to thank the members of the Advisory Committee for their commitment and dedication towards ensuring the growth and success of the organisation's activities and the well-being of our staff. A special word of thanks to Rachel Mokoena (Chair), Dr Magda Rall (Vice-chair), Mr Michael Barton (Treasurer), Ms Yuaniitha du Plessis (Secretary), Ms Cornelia Liebenberg (Vice-secretary), Mr Robert Chiloane, Ms Annelize Maré and Ms Mary Schatz. Your support and leadership are valued.

We would also like to pay tribute to our staff, volunteers, partners and funders. Without your commitment and belief in what we do, NICRO Mpumalanga would not be in a position to celebrate its many accomplishments this past year or continue to impact meaningfully on the lives of the many individuals and communities who look to us for support and solutions to their challenges.

### Turning Over a New Leaf, Thanks to NICRO

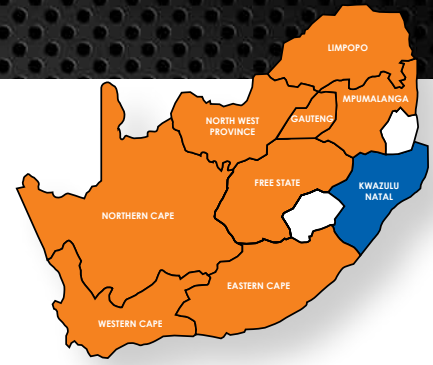
Nelly\*, a young learner who was referred to NICRO by a probation officer following a charge of assault with intent to do grievous bodily harm (Assault GBH), successfully completed the Youth Empowerment Scheme, a life skills programme. Her regular attendance and positive feedback about her experience of the intervention clearly indicated that the programme had a significant impact on her and resulted in notable personal growth.

During a follow-up session, which forms part of NICRO's aftercare services, Nelly's mother recalled that her daughter had been a very troubled and troublesome child who frequented local taverns at night, abused alcohol, dropped out of school, associated with the wrong people, was undisciplined and did as she pleased and generally behaved aggressively and disrespectfully towards others. Nelly's mother went on to talk about the astounding transformation that had taken place in her daughter and how proud she was of the "new" Nelly, who had returned to school and become a diligent learner who was committed to continuing her education. Her daughter spends most of her time at home, has a small group of good friends and is very well-behaved, all thanks to NICRO!

\* Not her real name



**NICRO Nelspruit Staff**



**N** ICRO KwaZulu-Natal has three offices, one each in Durban, Pietermaritzburg and Empangeni. While the demand for adult diversion services is extremely high and youth diversion referrals in Durban have remained steady, Pietermaritzburg and Empangeni have both experienced a drastic decrease in the number of youth people referred for these services.

Non-custodial sentencing referrals in Durban have increased significantly, with growing numbers of offenders charged with driving under the influence or substance abuse related offences benefitting from the Road Offences Panel Programme (ROPP). Feedback from the 132 clients who successfully completed the programme during the reporting period was extremely positive. They reported that participation in the programme enabled them to change cognitive distortions (faulty thinking patterns) and unacceptable behaviour while acquiring fundamental life skills to avoid further problems with the law. It is very evident that NICRO's Road Offences Panel Programme is having a positive influence on reducing drunk driving and keeping South Africans safe on the road.

Beyond Boundaries, a life-skills programme for high-risk learners, was implemented at schools in the Ilembe, Durban North, Durban South and Empangeni areas. Crime prevention programmes focussing on gender-based violence, bullying, the impact of crime and substance abuse on families and society, societal values and community building in general conducted in schools and communities reached in excess of 20 000 community members and learners.

The Safety Ambassadors Programme, a youth crime prevention initiative, was implemented in three schools within the province. Some of the highlights during the reporting period are detailed below.

- Safety Ambassadors and facilitators hosted an open day entitled "NICRO Youth Campaign tackles Substance Abuse in Woodlands" at Woodlands High School in October 2015. Club leaders and facilitators addressed learners, educators, parents and community members on the harmful effects of alcohol and drug abuse. SANCA social workers were also invited to conduct a presentation. A display stand with leaflets provided details on accessing information and support. The event was very well received and the Safety Ambassadors were applauded for their courage in addressing a longstanding problem in the area.
- The Safety Ambassadors at Tisand Technical School also formed a special club and implemented a variety of awareness campaigns at the school addressing issues such as bullying, gender-based violence and drug abuse. A newspaper article on the work of the Safety Ambassadors appeared in a local newspaper. A number of the Safety Ambassador participants from Tisand Technical High School are now involved in leadership roles: one is a leading figure in the debating society, another serves as a school secretary and a few others are leading lights in the school's sporting activities.
- Thandolwesizwe High School's Safety Ambassador participants achieved significant impact after educating the children at the Duduzani Primary School about the social ills currently affecting their communities. The principal of the school expressed her gratitude as the project dovetailed with and added value to an existing peer-based knowledge sharing programme that focused on gender-based violence, substance abuse and bullying.

Feedback from educators and parents testify to the relevance and impact of the Safety Ambassadors Programme at these schools, which report a decrease in incidence of bullying and gender-based violence both in school and in the surrounding communities since its implementation. The learners, in turn, expressed appreciation for being in a position to participate in initiatives to make their environment safer, reporting that they felt more secure and safe.

The Area Manager represented NICRO on several provincial structures including the Child Justice Forum, Restorative Justice Forum, NGO Welfare Forum, Victim Empowerment Forum and the Accreditation Committee. Staff represented the organisation at the local case flow and stakeholder meetings to ensure NICRO's involvement within the communities it serves.

PMB Office



Empangeni Office



Durban Office







**N**ICRO Western Cape renders adult diversion and offender reintegration services from two offices, one located in Mitchells Plain and the second in Cape Town itself.

The provincial team is in the fortunate position of enjoying very good working relationships with criminal justice stakeholders at a range of courts located in Cape Town, Atlantis, Wynberg, Bishop Lavis, Blue Downs, Bellville, Kuilsriver and Goodwood. As was the case last year, diversion continues to be the most widely utilised service in the Western Cape. The vast majority of clients to whom services were rendered were charged with driving under the influence (DUI), the possession of drugs, shoplifting, common assault and domestic violence. Interventions rendered included adult life skills training, the Perpetrators of Intimate Partner Violence Programme, Community Service Learning and Road Offences Panel Programme.

## Highlights

- The opening of the Sexual Offences Court in Atlantis, and the official opening of the Thuthuzela Centre in Atlantis took place in December 2015 with NICRO in attendance.
- In March 2015, we successfully completed the first year of a two-year Safety Ambassadors Programme in the Atlantis community. NICRO has, through this initiative, established a greater presence in Atlantis with community members becoming increasingly aware of NICRO and the services rendered in both the schools and surrounding communities. In this manner, NICRO is serving as a source of support and a resource to community members, beyond the scope of the Safety Ambassadors Programme, enabling them to access other services such as offender reintegration, non-custodial sentencing and the diversion interventions as well as therapeutic counselling.
- All the Safety Ambassadors of the Western Cape continue to experience and show a noteworthy increase in self-confidence. They are more goal-directed and have a more marked positive attitude. A far greater sense of community and serving others is present in each of these young people. A general sense of helplessness about crime and societal challenges has been replaced with a newfound determination to make a difference by addressing crime in their schools and seeking workable, practical solutions to the difficulties they experience. These young people have already shown an ability to mediate in conflict situations within the school environment and to explore viable solutions to addressing crime, bullying and gender violence.
- Two NICRO service deliverers, Jacqueline Hoorn (a social worker), and Thelma Mapeyi (a social auxiliary worker), were afforded the opportunity of taking part in a Norwegian exchange programme and working with the 'Help! I am Free' programme team from the Varde Theatre. This unique initiative has been working with people in and on their way out of Norwegian prisons for the last decade. The focus is not on training people to become actors, per se, but rather about equipping them with tools to make something out of life and prevent their return to prison. The Norwegian Peace Corps funded programme was first introduced to South Africa in 2013, when a valuable partnership was established between the Varde Theatre (Vardeteatret), NICRO, the Artscape Theatre and Pollsmoor Correctional Centre. While in Norway, the two NICRO staff members visited Ravneberget Fengsel, well-known as one of the largest correctional facilities for female offenders in Norway, various schools and welfare organisations such as PAWA, which focusses on the empowerment of women.
- NICRO Western Cape implemented an internal staff wellness programme that includes de-briefing sessions with all staff on a monthly basis, regular self-awareness workshops and self-care activities. The introduction of this programme assists with staff morale and has improved working relationships, which translates into high quality and effective service delivery and more effective support for NICRO's beneficiaries.

## Youth Looking to a Bright Future, Thanks to NICRO

After completion of the life-skills component of the programme, a 16 year-old Safety Ambassador participant from Atlantis was motivated to search for his father, who had left the family when he was two years old. Although he discovered that his father had since passed away, he succeeded in re-establishing a relationship with his paternal family. The young learner praises NICRO for assisting him to take this important step in his life. He explained that he no longer has any unresolved issues and that he can now start planning his future, knowing that he has the support of both his maternal and his paternal family.



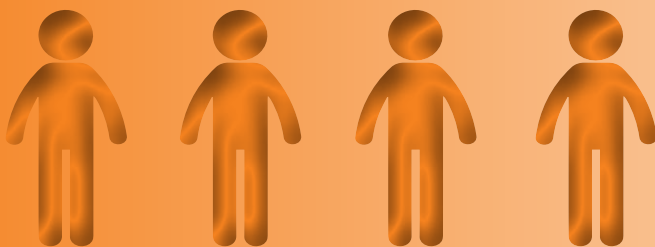
**NICRO Cape Town Staff**



**NICRO Mitchells Plain Staff**

## NATIONAL STATISTICS

### Client profile at NICRO - Age



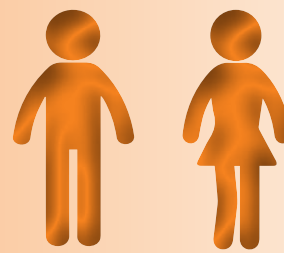
**Under 18**  
18.1%

**18 - 35**  
58.7%

**36 - 49**  
17.6%

**Over 50**  
5.6%

### Client profile at NICRO - Gender



**Male**  
77.4%

**Female**  
22.6%



**N**ICRO embarked on a strategic plan, Vision 2020, which aims to ensure that the organisation becomes more self-sufficient and less dependent on grant and donor funding. This world-class sustainability strategy incorporates securing significant alternative revenue streams to complement donor funds, decrease reliance on funders, ensure long-term sustainability and secure more financial resources for its projects and services. The goal is to achieve long-term sustainability through a reversal of the total revenue split, where grants and donations contribute less than half of the overall NICRO budget requirements by 2020. NICRO will realise this vision by achieving majority revenue generation through the various activities of its for-profit company, NICRO Enterprise (Pty) Ltd. NICRO Enterprise has specifically been established to achieve social and economic value for the NICRO Non-Profit Organisation through innovative and sustainable business practices and business units.

NICRO has successfully established Clinical and Training Units, which operate on commercial principles to generate revenue by offering highly specialised services to paying clients from the criminal justice sector as well as two primary beneficiary groups: victims and perpetrators. These for-profit units also incorporate a cutting-edge corporate training and support programme that focusses on the development of innovative, responsible human capital through structured, effective training and support, and implementing viable solutions to societal challenges which impact negatively on the workforce.

Other components of NICRO Enterprise's sustainability model include the development of properties owned by NICRO to yield a sustainable, regular income, and the establishment of social enterprises. In addition to affording former offenders meaningful employment in for-profit social enterprises, this venture will enable NICRO to implement its social mission with its own unrestricted financial resources.

For more than a century, NICRO has played a key role in policy, legislation and all aspects of service provision to the criminal justice system. NICRO Enterprise (Pty) Ltd makes use of all this expertise in developing innovative and effective solutions for South African corporates and schools.

NICRO Enterprise (Pty) Ltd offers a basket of holistic services that brings unparalleled opportunities as well as compelling alternatives to crime.

NICRO Enterprise (Pty) Ltd works at every level throughout South Africa with corporates, schools, individuals, families and communities to ensure a positive impact on reducing crime levels and improving human lives.

All South Africans are touched by crime in some way or another. Although crime is challenging, there is one real lasting solution, NICRO Enterprise (Pty) Ltd. All profits are channelled into its sole shareholder NICRO.

By partnering with NICRO Enterprise (Pty) Ltd, you become a part of the largest and most experienced enterprise providing comprehensive crime reduction and crime prevention services throughout South Africa.

## Clinical Unit

During the year under review the Clinical Unit provided comprehensive, specialised services to 329 clients in the criminal justice sector. These services assisted individuals in resolving a variety of matters ranging from behavioural issues and criminal offences to developmental work with small children. The unit proudly celebrates the high quality of services rendered and its achievements this past year, which made a real and tangible difference to the lives of many people.

The NICRO Road Offences Panel Programme - a short, didactic, educational group-based intervention designed specifically to improve awareness of the dangers and consequences of driving under the influence, as well as reckless and negligent driving - was relocated and now falls under the auspices of the Clinical Unit. This change took place in order to facilitate the expansion of the service, especially to rural areas.

With many satisfied clients the unit is working hard to increasing its referrals and expanding its services to other provinces.

# Financial Statements for the year ended 31 March 2016

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- Report of the Independent Auditors
- Balance Sheet
- Statement of Profit and Loss
- Statement of changes in Equity
- Detailed Income statement

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The following supplementary information does not form part of the annual financial statements and is unaudited:

## Directors' Responsibilities and Approval

The directors are required in terms of the Companies Act 71 of 2008 to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements fairly present the state of affairs of the company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with International Financial Reporting Standards. The external auditors are engaged to express an independent opinion on the annual financial statements.

The annual financial statements are prepared in accordance with International Financial Reporting Standards and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The directors acknowledge that they are ultimately responsible for the system of internal financial control established by the company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the board sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the company and all employees are required to maintain the highest ethical standards in ensuring the company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the company is on identifying, assessing, managing and monitoring all known forms of risk across the company. While operating risk cannot be fully eliminated, the company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The directors are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The directors have reviewed the company's cash flow forecast for the year to 31 March 2017 and, in light of this review and the current financial position, they are satisfied that the company has, or has access to, adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the company's annual financial statements. The annual financial statements have been examined by the company's external auditors and their report is presented on pages 33 to 34.

The annual financial statements set out on pages 35 to 38, which have been prepared on the going concern basis, were approved by the board on 19 August 2016 and were signed on their behalf by:



**The Honourable Justice NC Erasmus**



**Soraya Soloman (CEO)**

## **National Institute for Crime Prevention and the Reintegration of Offenders**

an Association Incorporated under section 21 (Registration number 2006/032333/08)

Annual Financial Statements for the year ended 31 March 2016

### **Independent Auditors' Report**

#### **To the Members of National Institute for Crime Prevention and the Reintegration of Offenders (Non-Profit Organisation)**

We have audited the annual financial statements of National Institute for Crime Prevention and the Reintegration of Offenders (Non-Profit Organisation), as set out on pages 35 to 38, which comprise the statement of financial position as at 31 March 2016, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and the notes, comprising a summary of significant accounting policies and other explanatory information.

#### **Directors' Responsibility for the Annual Financial Statements**

The company's directors are responsible for the preparation and fair presentation of these annual financial statements in accordance with International Financial Reporting Standards and the requirements of the Companies Act 71 of 2008, and for such internal control as the directors determine is necessary to enable the preparation of annual financial statements that are free from material misstatements, whether due to fraud or error.

#### **Auditors' Responsibility**

Our responsibility is to express an opinion on these annual financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the annual financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the annual financial statements. The procedures selected depend on the auditors' judgement, including the assessment of the risks of material misstatement of the annual financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the company's preparation and fair presentation of the annual financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the annual financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

#### **Basis for Qualified Opinion**

##### **Property, plant and equipment**

The company does not determine residual values for each item of property, plant and equipment. The useful lives of the items in the asset register were also not reviewed annually. Certain items are carried at a book value of R1.00, which indicates an inaccurate determination of the proposed useful lives of the assets.

In terms of IAS 16: Property, plant and equipment the company has not complied with the requirements of International Financial Reporting Standards. IAS 16 requires that:

- the depreciable amount of an asset shall be allocated on a systematic basis over its useful life;
- the depreciable amount of an asset is determined after deducting its residual value;
- the residual value and the useful life of an asset shall be reviewed at least at each financial year end.

If the above-mentioned assets' useful lives were reviewed annually, the assets would be disclosed at a higher value in the annual financial statements. The company's records did not permit the application of alternative audit procedures regarding the valuation of property, plant and equipment. Consequently, we did not obtain all the information we considered necessary to satisfy ourselves as to the valuation of property, plant and equipment, the measurement of depreciation and the valuation of the deferred tax balance.

## National Institute for Crime Prevention and the Reintegration of Offenders

an Association Incorporated under section 21 (Registration number 2006/032333/08)

Annual Financial Statements for the year ended 31 March 2016

### Investment property

The company did not perform a valuation on their investment properties in note 4. The investment properties are valued at R8,474,000. The company's records did not permit the application of alternative audit procedures regarding the valuation of investment properties. Consequently, we did not obtain all the information we considered necessary to satisfy ourselves as to the valuation of investment properties. As a result, the valuation of investment properties has been qualified.

### Qualified Opinion

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the annual financial statements of National Institute for Crime Prevention and the Reintegration of Offenders (Non-Profit Organisation) for the year then ended 31 March 2016 are prepared, in all material respects, in accordance with the basis of accounting described in note 1 to the annual financial statements, and the requirements of the Companies Act 71 of 2008.

### Emphasis of Matter

Without qualifying our opinion, we draw attention to note 23 to the annual financial statements which indicates that the company incurred a deficit of R 3,857,246 for the year ended 31 March 2016 and, as at that date, the company's total assets exceeded its total liabilities by R 22,114,360. The note 23 also indicates that these conditions, indicate the existence of a material uncertainty which may cast significant doubt on the company's ability to continue as a going concern.

### Other matter

Without qualifying our opinion, we draw attention to the fact that supplementary information set out on pages 27 to 29 does not form part of the annual financial statements and is presented as additional information. We have not audited this information and accordingly do not express an opinion thereon.

### Other reports required by Companies Act 71 of 2008

As part of our audit of the annual financial statements for the year ended 31 March 2016, we have read the directors' report for the purpose of identifying whether there are material inconsistencies between this report and the audited annual financial statements. The directors' report is the responsibility of the director. Based on reading this report, we have not identified material inconsistencies between it and the audited annual financial statements. However, we have not audited the Directors' report and accordingly do not express an opinion thereon.



**Mazars**  
**Partner: Chris McMaster**  
**Registered Auditor**  
**19 August 2016**  
**Cape Town**



# Financial Statements for the year ended 31 March 2016

## BALANCE SHEET

Figures in Rand	2016	2015
<b>Assets</b>		
<b>Non-Current Assets</b>		
Property, plant and equipment	6,101,254	6,183,490
Investment property	8,474,000	8,474,000
Other financial assets	667,704	592,922
	<b>15,242,958</b>	<b>15,250,412</b>
<b>Current Assets</b>		
Trade and other receivables	1,319,907	1,261,801
Cash and cash equivalents	7,457,219	11,145,090
	8,777,126	12,406,891
<b>Total Assets</b>	<b>24,020,084</b>	<b>27,657,303</b>
<b>Equity and Liabilities</b>		
<b>Equity</b>		
Reserves	1,457,634	1,457,634
Retained income	20,656,726	24,513,972
	<b>22,114,360</b>	<b>25,971,606</b>
<b>Liabilities</b>		
<b>Non-Current Liabilities</b>		
Operating lease liability	123,735	503,327
<b>Current Liabilities</b>		
Trade and other payables	1,781,989	1,182,370
<b>Total Liabilities</b>	<b>1,905,724</b>	<b>1,685,697</b>
<b>Total Equity and Liabilities</b>	<b>24,020,084</b>	<b>27,657,303</b>

## STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

Figures in Rand	2016	2015
Income	33,544,872	36,498,242
NLDTF - Lottery Funding	5,000,000	-
<b>Operating expenses</b>	<b>(42,463,079)</b>	<b>(44,114,518)</b>
<b>Operating deficit</b>	<b>(3,918,207)</b>	<b>(7,616,276)</b>
Investment revenue	170,162	509,671
Fair value adjustments	74,786	510,4419
Finance costs	(183,987)	(127)
<b>Deficit for the year</b>	<b>(3,857,246)</b>	<b>(6,596,291)</b>

## STATEMENT OF CHANGES IN EQUITY

Figures in Rand	Revaluation reserve	Retained income	Total equity
<b>Balance at 01 April 2014</b>	<b>1,457,634</b>	<b>31,110,263</b>	<b>32,567,897</b>
<b>Total deficit for the year</b>	<b>-</b>	<b>(6,596,291)</b>	<b>(6,596,291)</b>
<b>Balance at 01 April 2015</b>	<b>1,457,634</b>	<b>24,513,972</b>	<b>25,971,606</b>
<b>Total deficit for the year</b>	<b>-</b>	<b>(3,857,246)</b>	<b>(3,857,246)</b>
<b>Balance at 31 March 2016</b>	<b>1,457,634</b>	<b>20,656,726</b>	<b>22,114,360</b>



# Financial Statements for the year ended 31 March 2016

## DETAILED INCOME STATEMENT

Figures in Rand	2016	2015
<b>Income</b>		
Rental income	718,650	764,181
Donation income	8,266,219	9,320,615
Other income	2,981,959	2,231,608
Dividends received	16,830	14,817
Interest received	153,333	494,854
Gains on disposal of assets	96,347	108,605
Government grants	26,481,696	24,073,234
Fair value adjustments	74,786	510,441
	<b>38,789,820</b>	<b>37,518,355</b>
<b>Expenses</b>	<b>42,463,079</b>	<b>(44,144,518)</b>
<b>Operating loss</b>	<b>(3,673,259)</b>	<b>(6,596,160)</b>
Finance costs	(183,987)	(127)
<b>Deficit for the year</b>	<b>3,857,246</b>	<b>(6,596,291)</b>
<b>Direct Expenses</b>		
Alternative Sentencing	3,290,066	7,157,584
Diversion	27,196,543	24,359,329
Offender Reintegration	4,706,590	4,123,630
Training and Clinical	2,816,638	1,417,982
	<b>38,009,837</b>	<b>37,058,525</b>

## DETAILED EXPENSE SUMMARY

Figures in Rand	2016	2015
<b>Operating Expenses</b>		
Advertising and promotions	69,446	165,549
Auditors remuneration	-	8,688
Bank charges	162,457	166,885
Catering costs	95,110	61,639
Communications	187,590	172,887
Computer expenses	102,468	192,700
Consulting and professional fees	656,513	490,074
Depreciation	22,744	266,260
Employee cost	1,105,394	3,092,330
General expenses	71,469	50,387
Insurance	46,185	21,173
Leases rentals and operating lease	171,017	146,468
Motor vehicle expenses	35,753	46,412
Municipal property rates and taxes	365,214	284,593
Postage and courier cost	4,035	9,311
Printing and stationery	42,400	70,196
Recruitment expenses	-	5,632
Rent - office space	-	-
Repairs and maintenance	9,830	19,498
Security expenses	18,121	12,503
Subscriptions	4,037	8,951
Subsistence and travel local	261,987	273,002
Training expenses staff	2,577	4,549
Utilities	712,610	553,117
Bad debts	306,285	933,190
	<b>4,453,242</b>	<b>7,055,990</b>
<b>Total Expenses</b>	<b>42,463,079</b>	<b>44,114,518</b>

## Our Donors

Thank you for making the Choice to Change lives

Adrian Carter Louw Trust

Albany

Aqualina Trading

Chidley, CT

Chogg

City Of Cape Town

Coetzer, MJM

Community Chest

Community Chest Durban

Community Chest Pietermaritzburg

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Dawson, CR

De Beers

Department of Social Development, Eastern Cape

Department of Social Development, Free State

Department of Social Development, Gauteng

Department of Social Development, KwaZulu-Natal

Department of Social Development, Limpopo

Department of Social Development, Mpumalanga

Department of Social Development, National

Department of Social Development, Northern Cape

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MD Woodgate Charitable Trust

Molefakgotla, C

National Lotteries Distribution Trust Fund

Noakes Family Charitable Trust

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Nussbaum Foundation

Padayachee, V

Parring, MC

PB Starck Trust

Pedersen, CL

Pienaar, Nicaela

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Pillay J

PS Polansky Trust

R & P Kemp Trust

Robins, Helen

Santam

Sibomana, J

Smith, DL

Sibaya Community Trust

Smuts, JW

Society of Advocates of KwaZulu-Natal

Solomon, S

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TBWA Hunt Lascaris Cape Town (Pty) Ltd

The Computer Guyz

The Fulton Trust

The South African Breweries (Pty) Ltd

The Victor Daitz Foundation

TS Witherow Trust

Varde Theatre

Van Kerken & Oelofse Inc

Van Wyk, DD

Viking Social & Upliftment Trust

Vital Health Foods

Volante Family Trust

Waits, J

Willmott Trust

Yerolemou, L

## Poem by Thandolwesizwe

### Safety Ambassador (KwaZulu-Natal)

I have a dream

A dream of a better South Africa

A dream of a better school

A better Thandolwesizwe

Better students - responsible and confident.

Oh Yes! I have a dream.

Education goes along with responsibility.

We teenagers make wrong decisions for wrong reasons.

Drugs, bullying and crime

Are things that lead to poverty.

We kill each other.

Where is the spirit of Ubuntu?

Who will live to see the next generation?

Our strength is in our minds and hearts.

An eye for an eye makes the world blind.

Oh! Yes I have a dream

Of a peaceful country

Coloured with beautiful, loving caring people

Natured by green plants and trees.

**We need your support to make the CHANGE**



**It starts with YOU!**

**Y**ou and I have never met. But already, we have one thing in common: we are ALL affected by crime. It's what we read about in the papers, what we see on TV. It's what keeps us awake at night, the thing we fear most for the future of our children.

*It's time to take a stand against crime – together.*

I'm proud to be part of a crime-fighting initiative with a proven track record in rehabilitating young people at risk. At NICRO we offer a basket of services and we employ skilled social workers to provide timeous intervention. Every year we touch the lives of more than 40 000 vulnerable and disempowered people, with one clear goal in mind: to help young offenders and children at risk of committing crime to *CHOOSE TO CHANGE*... to turn their lives around and, most importantly, to *CHOOSE* not to fall into a life of crime.

*If every South African donated as little as R100 per month, we could make huge inroads in reducing crime across our country.*

*Would you be willing to pledge just R100 – today?*

## Vision

To build and strengthen a democratic society, based on human rights principles through crime prevention and development.

## Mission

NICRO, as a national non-profit organisation, regards crime as a threat to democracy and individual rights. Through people-centred development and services to victims, offenders and communities, NICRO strengthens a human rights culture and builds a safer South Africa.

To this end NICRO engages in lobbying and advocacy, capacity building, direct service delivery and research. NICRO adheres to the principles of good governance and sound environmental practices.

### NICRO Contact Details

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