



Turning Lives Around

NICRO **ANNUAL REPORT**
2022-2023

nicro 
FOR A SAFE SOUTH AFRICA



OUR VISION

A world without crime and violence.

OUR MISSION

To lead the way to ending crime.



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Message from the Chair

2022 - 2023 marks yet another extraordinary year of growth and impact for NICRO, and it gives me great pleasure to highlight some of our most significant achievements.

We were able to extend our footprint and increase our service delivery geographically, by opening six new offices and expanding victim empowerment services in Soweto.

We have also achieved a significant growth in revenue. Our total revenue grew from R38 984 892 in 2021/2022 to R49 009 697 in 2022/2023, and we are already on track to substantially exceed this total in 2023/2024. In this regard, we would like to thank our main donors, whose generous support has enabled us to surpass our expectations with regard to financial growth:

- Department of Social Development,
- aware.org,
- Heineken South Africa,
- Mitsubishi Corporation,
- GBVF Response Fund,
- National Development Agency, and
- HCI Foundation.

NICRO has truly embraced digital transformation and is making significant headway towards thriving in a technology-driven world. Our technical platforms have been successfully and fully implemented. We have approximately 2 000 beneficiaries who have already completed or are registered to complete programmes online. We currently have 66 online programmes available, including training for social service professionals. This gives our own staff the opportunity to acquire all their Continuous Professional Development points through NICRO, ensuring that they keep their knowledge and skills updated, and have secured the annual CPD points required by the South African Council for Social Service Professions.

Our data collection and analysis methods for impact evaluations have also advanced considerably, allowing us to measure the impact that we have on society more accurately.

All NICRO's programmes and interventions have been reviewed and updated in a concerted effort to ensure the most appropriate, impactful response to addressing the identified needs within the communities we serve. At a time when crime continues to have a devastating impact on the fabric of South African society, we focus on the most critical aspects of crime and violence prevention, including preventing and/or addressing gender-based violence, substance abuse, poverty, parenting and other underlying drivers of crime and violence. For this reason, we are also focusing renewed attention on economic empowerment and youth development initiatives.

There has also been a notable shift within our organisational work culture. NICRO's staff are unified and inspired by a common sense of purpose and identity. Our staff are truly engaged and feel a proud sense of ownership of the work they do. They are passionate, enthusiastic and committed to the organisation and their clients, and share a common sense of belonging and accountability.

We are in a strong position to continue our growth trajectory in the coming year, as we continue to work towards our aims of preventing crime and violence and building safe communities, in line with our core values of Accountability, Collaboration, Excellence, Integrity, Innovation and Passion.

Thank you very much,

Lois Hardy
Chairperson

In the midst of challenges, greatness emerges. NICRO's journey exemplifies the power of resilience and innovation in creating a better world for all.

From the Executive Team:

Celebrating a Year of Remarkable Progress and Impact

It is with a profound sense of accomplishment that we reflect on the exceptional journey NICRO embarked upon in the past year. As we steadfastly march towards our vision of a world without crime, we have encountered and surmounted a series of challenges that have, in turn, fortified our resolve and deepened our resilience.

In a landscape where nonprofits rely heavily on donor support, the global and national events of the past year resulted in economic downturns, impacting donor funding availability and a shift in priorities. Government spending cuts further strained the social sector, adding to the pressure created by diminishing grants and donations.

As champions of positive change, we remained attuned to the escalating needs of our beneficiaries. The alarming surge in gender-based violence, mental health concerns and unemployment necessitated more dedicated efforts in pursuit of our mission.

Amidst these trials, NICRO courageously adapted, finding innovative approaches to delivering impactful, sustainable services whilst keeping our dedicated staff inspired and forward-looking. Our successful integration of technological transformations ushered in a new era of service delivery, enabling us to extend both the quality and quantity of our offerings. This was complemented by a systematic approach to data analysis, allowing us to substantiate our outcomes and share our progress effectively.

Within the heart of NICRO, the vital role played by our human resources function, bolstered by unwavering support from our senior staff, has truly reshaped our work environment. Through in-service learning programmes and leadership development initiatives, we equipped staff to contribute actively and impactfully to society. This transformation has laid the groundwork for uninterrupted productivity, an unswerving commitment to mission-driven service delivery and a newfound empowerment that enables our staff to shine independently. Our managers have been reinvigorated, recommitting themselves to the art of effective management, motivation, communication and relationship cultivation. This transformation has given rise to a palpable sense of renewal and dedication, uniting us all as an unstoppable dream team committed to honing talents and achieving unrivalled service excellence.

The hallmark of our open door policy, which champions transparent communication, feedback exchange and meaningful discussions, has solidified its place within our organisational ethos. Our staff, with newfound confidence, have embraced this avenue, proactively engaging with management to foster a culture of free-flowing dialogue.

Our commitment to seamless communication reverberated throughout our organisation and beyond. Internally, we fostered a collaborative ethos through cutting-edge software and interactive meetings. Externally, our strategic public relations initiatives, media engagement and informative content magnified the reach of our successes and services.

Innovation and determination drove NICRO to achieve significant advancements:

- **Stronger funding partnerships:** NICRO's visionary sustainability strategy enabled us to open other doors and not only meet our financial obligations, but also to grow the organisation. Our financial overview reveals newfound funding partnerships that not only provided vital funding for this year under review, but also laid the groundwork for mid- to long-term financial sustainability.
- **Unwavering service:** NICRO remained steadfast in its mission, tirelessly delivering crime and violence prevention and reintegration services, empowering individuals to harness their potential, fostering purposeful and law-abiding members of society.
- **Extending our geographical footprint:** With the unwavering support and commitment of the Department of Social Development (DSD), NICRO ventured into uncharted territory, opening four additional offices in Mpumalanga and one each in the North West and KwaZulu-Natal. We have also reignited community development initiatives across provinces, focusing on crime and violence prevention through community mobilisation and capacitation. Furthermore, our electronic learning system provides beneficiaries with access to empowering online behaviour change programmes through internet-enabled smartphones or computers. We are exploring new opportunities and avenues through discussions with public libraries to extend our services further still, boosting access to NICRO's support to all, regardless of personal resources.
- **Changing lives:** During this review period, NICRO positively impacted on the lives of 104 725 individuals, with 93 368 participants benefiting from public education programmes and an additional 11 357 individuals receiving direct services and support.

With a legacy spanning well over a century, NICRO's core focus remains on crime prevention, rehabilitation and reintegration. Our restorative justice approach focuses on perpetrator accountability, transformation and reintegration, whilst underscoring the needs of victims and the well-being and safety of communities.

Advocacy for justice system reform remains a cornerstone, achieved through strategic media engagement, rigorous research, parliamentary submissions and fruitful collaborations. Our 21 offices and 89 service points in communities and courts across eight provinces amplify our reach and impact.

We extend our deepest gratitude to our steadfast Board of Directors for their unwavering support and guidance. To our exceptional management team and dedicated staff, your resilience, passion and hard work shine as beacons of inspiration and transformation. It is thanks to your dedication that we celebrate the exceptional achievements and successes of the past year and continue to make a positive and lasting impact on the lives of those we serve.

Looking ahead, we are confident that NICRO's future is bright and that our commitment to creating a safer, more just society burns stronger than ever.

CEO Betzi Pierce, National Finance Officer Peter Hawksley and National Human Resources Manager Rozanne Green

NICRO's Overview of Services: Making a Meaningful Impact

In the fiscal year of 2022/23, NICRO demonstrated its unwavering commitment to transforming lives and communities by delivering a wide spectrum of services. We reached a total of 11 357 beneficiaries through individual and group-based services, while an impressive number of 93 368 individuals were positively impacted through our community outreach efforts.

Preventing Crime at Its Roots: A Vital Mission

Crime prevention has always been at the heart of NICRO's mission. Our crime and violence prevention services were implemented extensively in communities throughout South Africa, reaching 3 097 beneficiaries. These services tackle the underlying causes of criminal behaviour through the provision of family and parental support, the prevention of gender-based violence and substance abuse and promoting economic empowerment. NICRO prides itself on actively collaborating with community members and local partners to offer individuals genuine opportunities to unlock their potential in secure environments.

Diversion Services: A Cornerstone of NICRO's Success

One of our most notable achievements during this period was the successful diversion of 2 794 adults in addition to 5 173 children and youth who had become entangled in the criminal justice system. Our track record, grounded in evidence-based practices and extensive advocacy endeavours, has positioned NICRO as a leading proponent of diversion services, particularly for offenders of non-violent, minor crime. Diversion not only prevents individuals from acquiring a criminal record but also spares them from incarceration.

Participation in a NICRO Diversion programme ensures that risk factors linked to criminal behaviour are significantly reduced, encourages positive attitudes and equips offenders with essential skills for avoiding further involvement in unlawful activities. This transformation ultimately empowers individuals to make meaningful and sustainable contributions to society.

Offender Reintegration Services: Rebuilding Lives and Futures

In the Eastern Cape, NICRO played a pivotal role in the reintegration of 45 individuals, including recently released prisoners and adults benefiting from non-custodial services.

Family and community reintegration services for offenders released from prison offer a crucial lifeline for individuals seeking to rebuild their lives. These services emphasise the restoration of relationships, equipping offenders with essential life skills and fostering sustainable livelihoods. By facilitating the reconnection with family and community support networks, these programmes strengthen the social bonds that reduce recidivism. Additionally, they provide offenders with the tools to navigate the challenges of everyday life, from managing finances to securing gainful employment. Ultimately, family and community reintegration services empower former inmates to become productive, law-abiding members of society, contributing to safer communities and reducing the cycle of reincarceration.



NICRO's Clinical Work: Bridging the Gap

NICRO's clinical work reached 915 beneficiaries during this financial year, filling a critical need within the criminal justice system. Our approach aligns with therapeutic jurisprudence, emphasising the impact of the legal system on emotional well-being. We envision a criminal justice system that operates with care and heightened interpersonal skills, taking into account the psychological well-being of the accused, while upholding their legal rights and interests. The Clinical Unit's significant income generation demonstrates the viability of our social business model within our sector.

Lobbying and Advocacy: Shaping Reform and Justice

Lobbying and advocacy constitute a pivotal aspect of NICRO's initiatives. We strive to drive reform within the criminal justice system, advocating for issues that impact individuals in conflict with the law, their families, victims and communities. Our focus includes restorative justice policy, addressing gender-based violence and combating discrimination against former offenders.

NICRO has embarked on a calculated plan to ensure that we inform the public of NICRO's valuable services, provide information to combat crime and ensure better mental health by equipping people to gain access to these services for themselves, their families and their communities.

NICRO remains steadfast in its commitment to fostering positive change and transformation within our society. Together, we continue to build a future where individuals find hope, resilience and the opportunity to contribute positively to their communities.

Betzi Pierce

Chief Executive Officer

Financial Overview:

The financial year, April 2022 to March 2023, marked a complete return to normalcy and an improvement in service delivery, with a corresponding increase in funding. However, this also resulted in higher operating costs for programmes and projects. Despite ongoing cashflow challenges, NICRO successfully met all its financial obligations with relative ease with the assistance of a cashflow influx of R3,8 million from the financial investment held by NICRO.

NICRO significantly increased its revenue in the 2022/2023 financial year by R10,024,805 million (a 25% increase). This growth can be attributed to several factors. Firstly, funding from the Department of Social Development increased by 8%, from R33,5 million to R36,2 million. Additionally, our corporate funding experienced a remarkable boost, skyrocketing by 585% from R1,3 million to R9,1 million. It is important to note that while some of these funds were received in the previous financial year, they were allocated to this year's ongoing projects. The substantial increase in corporate funding can be attributed to our valued partnerships with Heineken, Mitsubishi Corporation and aware.org, with the latter generously, once again, supporting our national responsible driving and road safety programmes, Shifting Gears and Choosing the High Road.

This year, however, saw a concomitant increase of R11,453,577 in expenses, primarily attributed to the following:

- An 84% increase attributed to various projects funded by the NDA, Heineken, Mitsubishi, the GBVF Response Fund and aware.org. However, this increase was offset by a rise in income.
- A 54% increase in fuel costs, as service delivery resumed fully.
- A 70% increase in computer costs, as NICRO consistently transitioned to the Microsoft 365 platform and encountered difficulties in training and equipping staff.
- In accordance with the previous cost increase, our connectivity charges increased by 90% when we transitioned from ADSL connectivity to Fibre across the entire country. This implementation already commenced in the preceding year and presently 90% of branches are connected to Fibre.
- A 300% increase in the cost of leasing equipment as the DAISY contract's nine-month grace period came to an end. We began making payments from January 2022. In terms of expenditure, this means that this cost was only incurred for three months of the previous financial year, while NICRO carried this cost for the entire twelve-month 2023 financial year.
- A 20% increase in personnel costs, primarily because of the inclusion of the Heineken project staff. This cost spanned only two months of the previous financial year but was incurred for the full twelve months of the 2023 financial year.

NICRO incurred a significant loss of R2,344,560, which is considerably higher than the previous year. However, without considering the R3,8 million cash flow investment, the organisation performed better than anticipated. The R3,8 million investment does not appear in the Income and Expense Statement as it is balanced in the Balance Sheet. If we were to include the R3,8 million as income, our surplus would have been R1,455,440 instead of the planned loss of R1,588,319.

During the year under review, NICRO continued to upgrade its IT resources. Much of the equipment and tools being used were outdated and not suitable for the current technical platforms on which NICRO operates. Over the last two years, we spent R800 000 on computer resources and an additional R184 000 on upgrades for existing laptops. With licenses and other technical improvements, NICRO has invested close to R1,5 million to facilitate fulfilling its mandate.

NICRO has two properties that it owns, one in O’Kiep (Northern Cape) and a 2.5 hectare property with a variety of buildings in Soweto. In this financial year it was agreed to sell the O’Kiep property, and a certain amount of electrical work was conducted to ensure that the building was up to code. This property was sold for R525,000 with the transfer taking place in May 2023.

Underpinning all NICRO’s financial decisions is our clear purpose, the reason behind why we do what we do. As Simon Sinek aptly puts it: *“Regardless of WHAT we do in our lives, our WHY - our driving purpose, cause or belief - never changes.”* Sinek also added: *“People don’t buy what you do; they buy why you do it.”* NICRO stands as a testament to this truth, and we extend our heartfelt thanks and gratitude to all our donors, funders and grantors, both big and small, who have bought into why we do what we do. Together, they partner with us and enable us to pursue our vision of creating a more hopeful, optimistic, productive and safer South Africa where every member of society can actively contribute in a positive manner.

Peter Hawksley
National Finance Officer



Clinical Unit

NICRO's Clinical Unit, established in 2012, provides comprehensive, specialised services to clients within the criminal justice sector. These services incorporate:

- Comprehensive psycho-legal assessments (of children, adults and families as well as criminal capacity assessments for offenders), court reports and expert testimony,
- Developmental assessments,
- Group and individual therapy,
- Family therapy and family support to identify and address problems that cause dysfunction, facilitate change and develop healthy family relationships and well-functioning families,
- Counselling, including trauma and crisis intervention,
- Cognitive behavioural therapy and specialised programmes for low to medium risk adult sex offenders and perpetrators of intimate partner violence, among others.

We are in the process of developing programmes for offenders involved in poaching activities and acts of animal cruelty as well as a specialist programme for child-on-child sexual offences.

NICRO's responsible driving programmes, Shifting Gears and Choosing the High Road, also fall under the auspices of the Clinical Unit.

Making a Real, Tangible Difference

The Clinical Unit, staffed by a manager, three counsellors and three social workers, assists individuals in successfully resolving a variety of matters ranging from behavioural issues and criminal offences to developmental work with clients, all of which are geared towards empowering and transforming lives.

Despite the knock-on effects of the crushing COVID-19 pandemic, which resulted in a dramatic decline in paid service referrals and subsequent service delivery, the Unit is steadily gaining ground and returning to optimal performance levels.

Expanding Reach and Impact

As we reflect on the journey of the past year, we mark noteworthy strides made by the Clinical Unit. Court paid services have been extended to the outlying communities of Caledon, Vanrhynsdorp in the West Coast region of the Western Cape, Porterville, on the slopes of the Olifants River Mountains as well as Hermanus and Bredasdorp in the Southern Overberg region of the province. Although NICRO does not have a physical presence at the courts located in these areas, clients are able to access an array of online services.

Celebrating Highlights and Achievements

We are thrilled to share the remarkable achievements of Choosing the High Road, a road safety educational initiative funded by aware.org. Not only did this initiative exceed its beneficiary target; it inspired and empowered



countless drivers to embrace responsible driving behaviours. Shifting Gears, a unique behaviour modification programme focused on changing the attitude of road offenders referred by the court towards alcohol use, driving under the influence and road safety, fared equally well, falling just short of its target.

In June 2022, we launched the Books Not Booze campaign, which took the form of an art competition for high school learners. Artworks, which were required to promote healthy pastimes such as reading, in favour of antisocial, harmful practices such as underaged drinking, were adjudicated by the Clinical team and artist, Michael Shevel.

In November 2002, Donné Williams, Registered Counsellor and Project Lead for Programme Development and Training, attended the 14th Annual Road Safety Summit and Expo in Durban, together with NICRO KwaZulu-Natal's area manager, Nyameko Madikane.

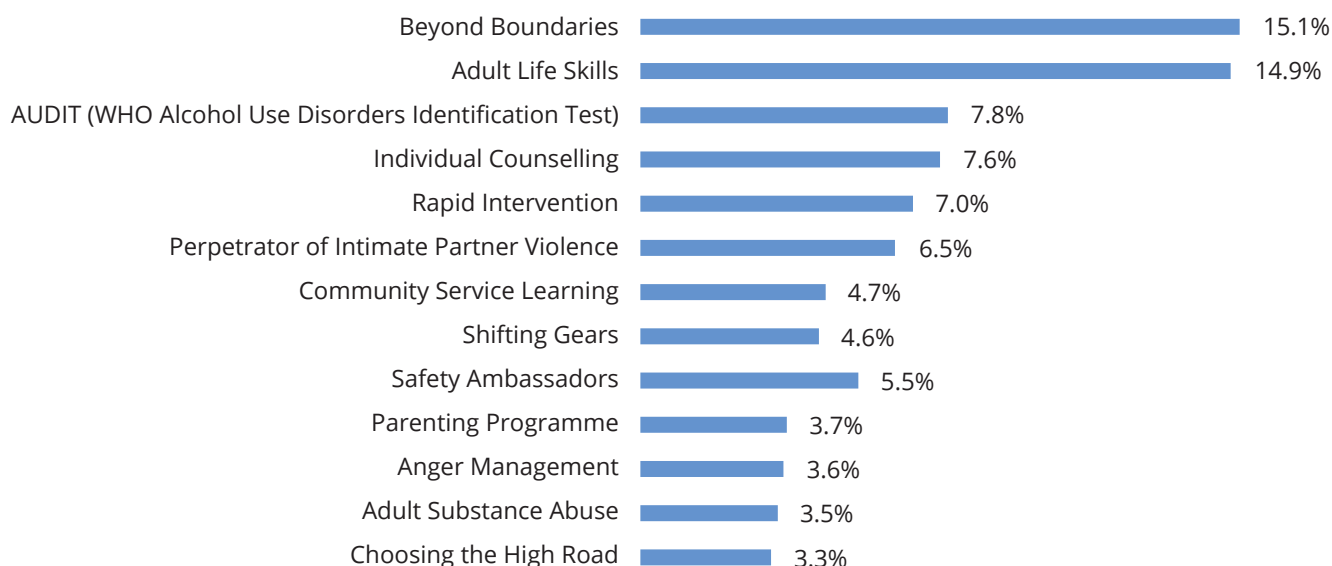
In celebration of their commitment and contributions to NICRO, the Clinical Unit hosted prosecutors, lawyers and traffic officers at a special event in their honour at our office.

National Statistics: 2022-2023

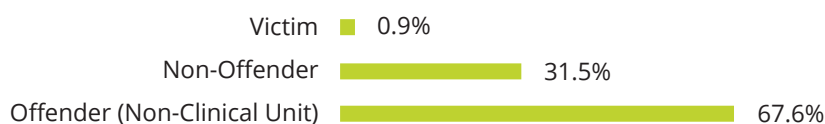
A Brief Overview of NICRO's Statistics

- All provinces in which NICRO is based and has offices (Eastern Cape, Free State, Gauteng, KwaZulu-Natal, Limpopo, Mpumalanga, North West and the Western Cape) provided Diversion services.
- The Eastern Cape rendered all service streams: criminal justice services (diversion, non-custodial sentencing and in-prison services), community crime and violence prevention, reintegration and restoration as well as personal and professional development.
- Diversion currently comprises 70% of NICRO's service offering.
- Community crime and violence prevention initiatives comprise 27% of all services rendered.
- 96% of beneficiaries referred to NICRO are first-time offenders.
- **Only 1% of NICRO clients are returning clients.**
- 93% of all beneficiaries are compliant and complete their interventions successfully.
- 97% of NICRO's beneficiaries are Black.
- 65% of NICRO's beneficiaries are male.
- 50% of NICRO's beneficiaries are aged between 18 and 35 years.
- 39% of NICRO's beneficiaries are unemployed.
- 28% of NICRO's beneficiaries are students.
- **Theft, at 24%, is the most common offence for which offenders are referred to NICRO.**
- **Theft involving basic necessities such as food, rather than luxuries, has increased substantially from 41% to 61%. These stolen items comprised foodstuffs, baby food, diapers, medicine, clothing and essential toiletries.**
- Alcohol is the most commonly consumed substance, accounting for 47% of all cases reporting substance abuse.
- NICRO's Clinical Unit provided professional services to 8% of all NICRO's clients.
- The Clinical Unit has a more racially diverse client base than any other service.

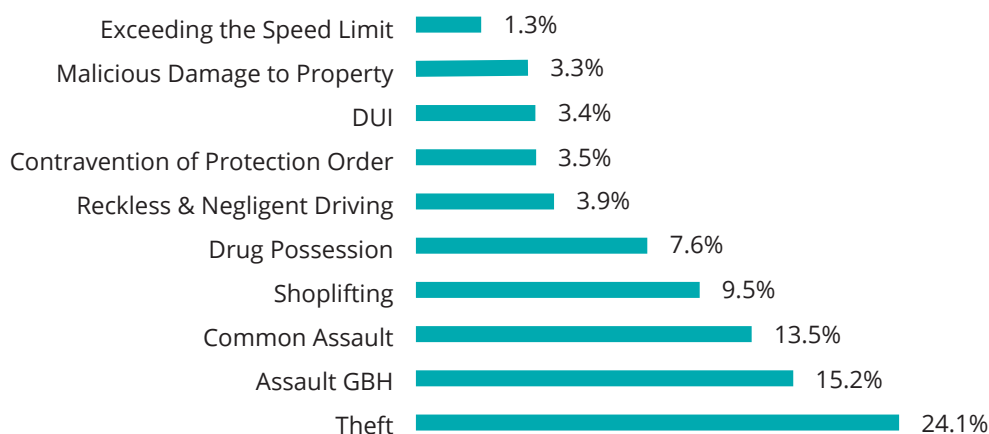
NICRO's Top Interventions as a Percentage of all Services

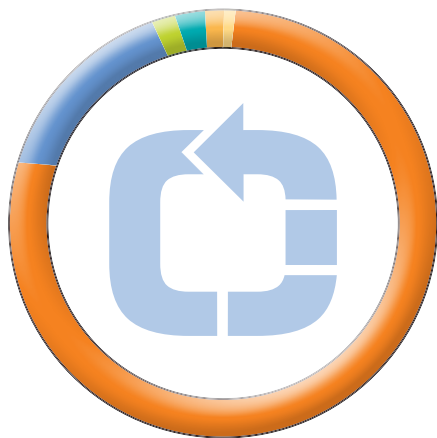


Beneficiary / Client Type



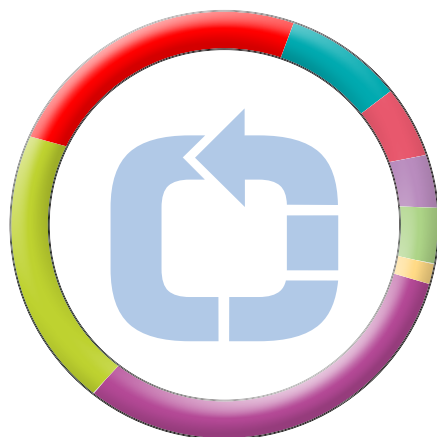
Ten Most Common Offences as a Percentage of all NICRO Cases Involving an Offence





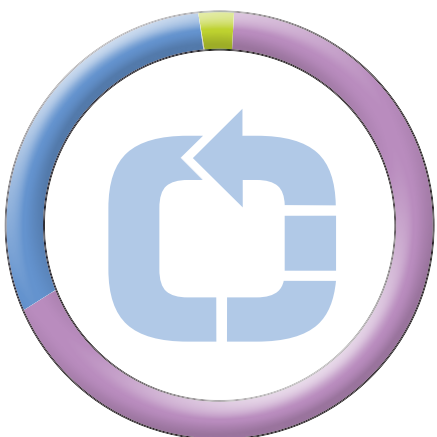
Service Stream Distribution

70.2%	Criminal Justice Services - Diversion
27.3%	Community Crime and Violence Prevention
1.4%	Reintegration and Restoration
0.8%	Personal and Professional Development
0.4%	Criminal Justice Services - NCS
0.04%	Criminal Justice Services - In Prison



Provincial Service Distribution

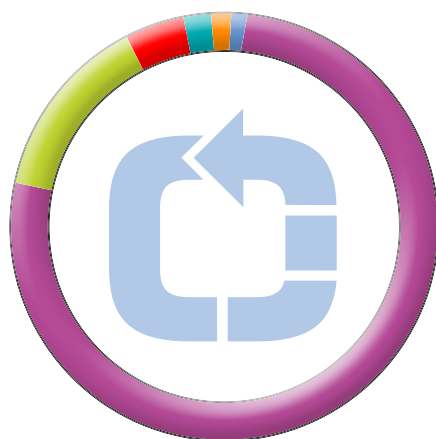
29.4%	KwaZulu-Natal
23.9%	Gauteng
20.5%	Western Cape
9.9%	Eastern Cape
8.6%	North West
3.6%	Free State
3.5%	Limpopo
0.6%	Mpumulanga



Client Demographics

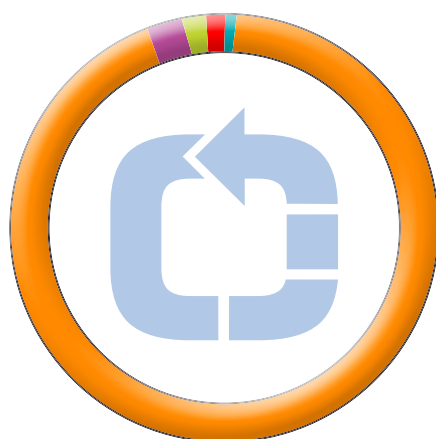
Gender Profile

64.9%	Male
34.9%	Female
0.2%	LGBTIQA



Racial Profile

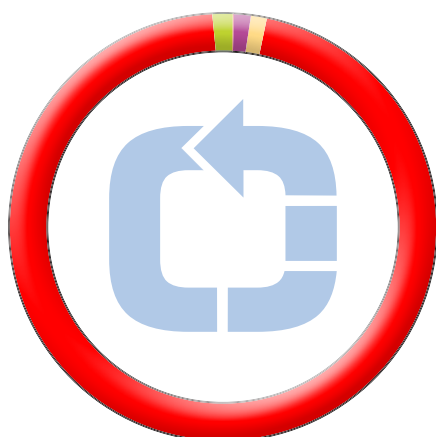
78.3%	Black
14.3%	Coloured
4.6%	White
2.1%	Indian
0.4%	Asian
0.3%	Other



Nationality

96.2%	South African
1.7%	Zimbabwean
0.4%	Nigerian
0.3%	Congolese
0.2%	Mozambican

South Africans, at 96,2% constitute the greatest number of NICRO's clients. The chart depicts the top five client nationalities.



Disability

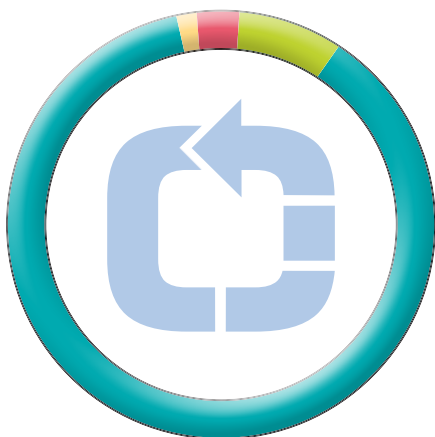
98.6%	No Disability
0.6%	Physical Disability
0.2%	Mental Health Disability
0.2%	Intellectual Disability

Most NICRO clients do not report any form of disability.



Employment Status

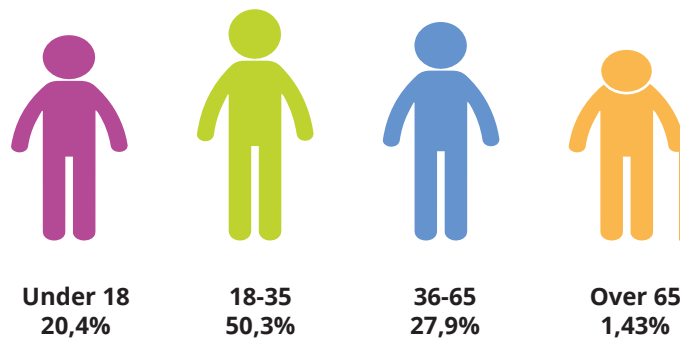
40.3%	Unemployed
28.8%	Student
20.8%	Full-time Employment
4.8%	Self-employed
4.4%	Part-time Employment
1.0%	Retired



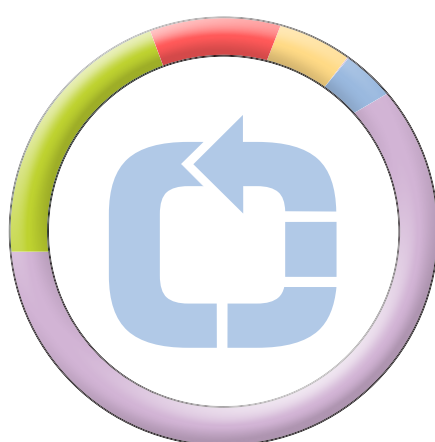
Educational Status

81.3%	Secondary education
11.7%	Tertiary education
5.6%	Primary education
1.4%	No schooling

Age Profile



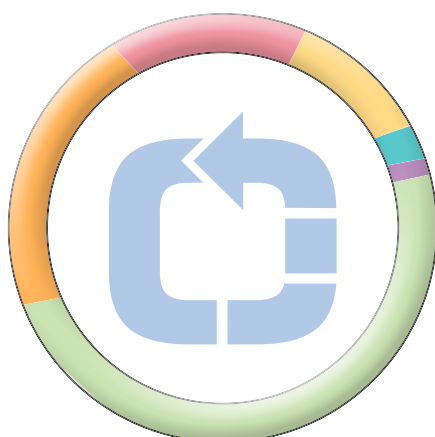
NICRO Revenue	2023	%	2022	%	Variance
Government Grants	36 358 783	74.0%	34 055 115	86.9%	6.8%
Corporate Grants & Other Donations	9 954 379	20.3%	2 209 688	5.6%	350.5%
Training & Clinical Fees	2 495 340	5.1%	2 536 322	6.5%	-1.6%
Other Income	202 011	0.4%	332 329	0.8%	-39.2%
Rental Income	98 619	0.2%	67 104	0.2%	47.0%
Total	49 109 123	100%	39 200 558	100%	25.3%



REVENUE

- 74.0% Government Grants
- 20.3% Corporate Grants & Other Donations
- 5.1% Training & Clinical Fees
- 0.4% Other Income
- 0.2% Rental Income

NICRO Expenses	2023	%	2022	%	Variance
Administration Costs	843 456	1.7%	221 528	-0.5%	480.7%
Operational Costs	6 595 395	12.4%	5 744 942	13.8%	14.8%
Programme Costs	4 665 949	8.8%	3 286 446	7.9%	42.0%
Project Costs	5 819 111	11.0%	3 161 603	7.6%	84.1%
Personnel Costs	34 406 060	64.9%	28 877 601	69.5%	19.1%
Depreciation	659 041	1.2%	686 371	1.7%	-4.0%
Total	52 989 012	100%	41 535 435	100%	27.6%



EXPENSES

- 1.7% Administration Costs
- 12.4% Operational Costs
- 8.8% Programme Costs
- 11.0% Project Costs
- 64.9% Personnel Costs
- 1.2% Depreciation

NICRO Eastern Cape

As we reflect on the journey of the past year, we are pleased to share the remarkable strides NICRO Eastern Cape has made in shaping lives, building partnerships and creating positive change. Thanks to a dedicated team, we have harnessed our passion and efforts to touch lives and communities across the province.

Offender Reintegration Programme for Empowerment and Change

At the heart of our efforts lies the Offender Reintegration Programme, generously funded by the Department of Social Development (DSD). A key component of this work incorporates direct service delivery to former offenders in the form of aftercare services, vocational skills training and access to the Economic Opportunities Programme. This initiative has also witnessed our social workers providing essential training to Child and Youth Care Centre staff and those offering youth diversion programmes. By partnering with DSD, we have contributed to the skills development of our beneficiaries, affording them a real chance of a brighter future.

A Tapestry of Services and Collaborations

NICRO Eastern Cape's achievements are woven into a tapestry of services that encompass criminal justice, community engagement and violence prevention. Partnerships with key stakeholders such as the National Prosecuting Authority (NPA), the Departments of Justice, Correctional Services and Safety and Liaison, the South African Police Services (SAPS) and Legal Aid South Africa (LASA) have been at the foundation of the effective and impactful delivery of these services. Collaborations with AFDA, a private higher education institution offering programmes in film, television, performance, business innovation and technology, radio and podcasting and creative writing, and Imizi Housing, which offers social housing for local communities, have furthered our reach and impact. These partnerships have not only strengthened our services, enabled us to offer outreach programmes for children at risk and afforded our beneficiaries access to development opportunities and critical counselling, but have also opened avenues for innovation.



Reaching Goals, Transforming Lives

NICRO Eastern Cape's commitment to changing lives is exemplified in our achievement of the targets set for the Offender Reintegration Programme. Through skill development programmes in welding, carpentry, sewing, bricklaying, computer skills as well as arts and crafts, we have empowered numerous youths in Child and Youth Care Centres. We join these young people in celebrating their successful completion of these training programmes and the chance to embark on new beginnings. Our endeavours extended to victims of crime, who benefitted from a nail technology training programme, making a positive impact on their lives.

Active Participation, Continuous Growth

NICRO Eastern Cape thrives in its involvement in a number of provincial forums created to strengthen the ability of its members to carry out functions and render services related to child justice, victim empowerment, substance abuse and safety. Beyond these engagements, we have been proactive in securing partnerships with schools through Beyond Boundaries, a life skills initiative for teens. We have also successfully secured funding from SASSETA (the Safety and Security, Sector Education and Training Authority) to implement a social reintegration programme. This is cause for celebration and a testament to our commitment to ensuring organisational sustainability.

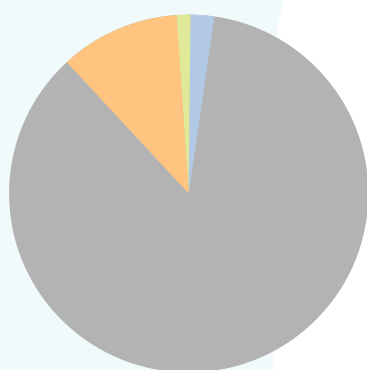
Advancing Excellence

A notable highlight from the year under review was the development of a Client Management System oversight manual by NICRO Eastern Cape, incorporating collaborative supervision sessions, geared towards enhancing data capture and reporting. Encouragingly, we have observed significant advancements in the capture of and reporting on data compared to the previous year. In the pursuit of excellence, quality assurance evaluations took place at both the East London and Port Elizabeth offices in February and March 2023 respectively. These assessments resulted in targeted developmental recommendations, guiding focused enhancements in specific areas.

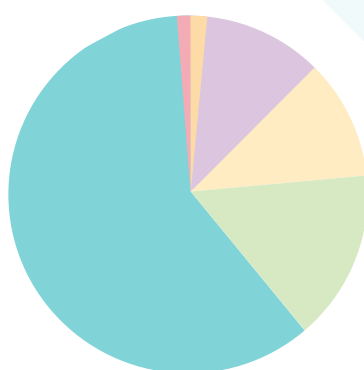
Eastern Cape	
Income Generation	66 375,42
Department of Social Development	2 668 594
Corporate Funding	336 253
Other Income	30 000

Admin Expenses	11 883,79
Operational Expenses	469 655,64
Programme Expenses	420 966,14
Project Expenses	620 370
Personnel Expenses	2 373 982,29
Non-cash Expenses	15 878,66

INCOME



EXPENSES



An East London, Eastern Cape, substance abuse awareness campaign conducted in partnership with SAPS, at Zinzani High School in February 2023

Looking to the Future

The journey ahead holds great promise as we pursue diversification, financial sustainability and the accreditation for our programmes. SASSETA funding for a social reintegration initiative and the donation of computers from MTN to equip a multimedia centre have boosted our prospects. Despite some hurdles, our commitment to our beneficiaries remains unwavering.

Gratitude is not only the Greatest of Virtues but the Parent of all Others

NICRO Eastern Cape extends our deep and heartfelt gratitude to our funders, partners, supporters and collaborators who stand firm alongside us in our endeavours to achieve our mission. With your ongoing support, we will continue making great strides forward, ensure beneficial impact and foster positive change in the Eastern Cape. Thank you for being an integral part of our journey.

NICRO Free State

Driven by our enduring commitment to excellence and the fulfilment of our vision and mission of a world without crime and violence, NICRO Free State renders transformational probation and social crime preventions services in our communities. At the foundation of these lifechanging, impactful services are critical partnerships with key stakeholders such as the National Prosecuting Authority (NPA), the Departments of Social Development, Justice and Education, the Judicial Inspectorate for Correctional Services (JICS), the South African Police Services (SAPS), Community Policing Forums, community-based organisations and community leaders.



Heritage Day celebrations in Bloemfontein in the Free State

Advancing Empowerment and Change

One of our primary focuses is on serving and supporting persons in conflict with the law, youth at risk and the community at large. Diversion services, generously funded by the Department of Social Development (DSD), are at the heart of our endeavours to change lives and empower our beneficiaries and communities. These services incorporate adult life skills and substance abuse, anger management, community service learning and parenting skills programmes together with therapeutic counselling.

A Journey of Transformation, the Fight Against GBV

In keeping with our pledge to fight the profound and widespread problem of gender-based violence, NICRO Free State secured funding from the National



Development Agency (NDA) for a social crime prevention programme focusing on the structural drivers of gender-based violence. Our integrated, multi-component community approach served as an effective and impactful initiative, which successfully raised awareness about GBV through an array of public education events and challenged the use and acceptability of gender-based violence, patriarchy and related forms of discrimination and inequalities. In addition to identifying, supporting and providing specialised interventions for at-risk individuals, this initiative also empowered and equipped community members to play a leading role in combatting GBV.

Achieving Goals, Changing Lives

NICRO Free State's steadfast dedication to realising its goals and changing lives is exemplified by our achievement of the targets set for our responsible driving and road safety project, Shifting Gears, handsomely funded by aware.org. Shifting Gears is a unique behaviour modification programme focused on changing the attitude of road offenders referred by the court towards alcohol use, driving under the influence and road safety generally. The influence of this powerful programme, however, extends beyond the realm of the road and has proven impact and a positive effect on families, relationships and the participant's ability to honour work expectations and attendance.

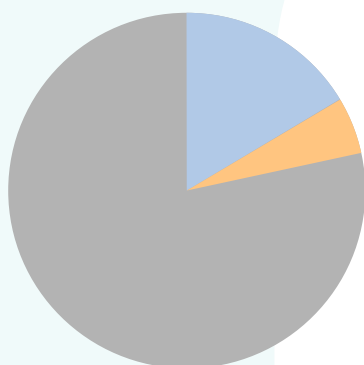
The Road Ahead

We have come to realise that NICRO Free State needs to look at expanding its services to other districts within the province to adequately address the needs and challenges of our communities and their residents. However, we can only embark on this journey with the necessary funding. In an effort to ensure that our services are more accessible, we are exploring the possibility of securing offices at SAPS stations which are within easy reach of our clients.

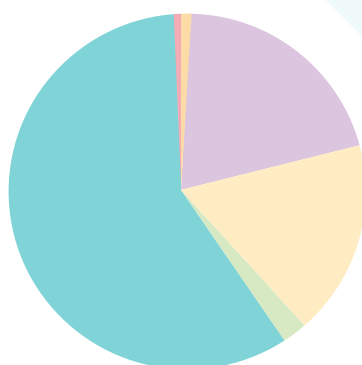
Free State	
Income Generation	201 669,1
Department of Social Development	836 966,64
Corporate Funding	55 273
Other Income	

Admin Expenses	5 144,59
Operational Expenses	268 509,48
Programme Expenses	172 627,42
Project Expenses	7 969,47
Personnel Expenses	749 052,04
Non-cash Expenses	16 601,91

INCOME



EXPENSES



*16 Days of Activism awareness
raising in Bloemfontein,
Free State*

With Gratitude and Thanks

To our funders, partners, supporters and collaborators, our heartfelt thanks, gratitude and enduring appreciation. We are tremendously honoured and heartened that you share our belief that NICRO has real, lasting and transformational solutions to crime and violence and has a pivotal role to fulfil in creating a safe South Africa for all. NICRO's durability and distinction are directly as a result of the lasting relevance of the organisation's vision and purpose, however, we are only able to celebrate our many achievements and successes, thanks to benefactors such as the Department of Social Development, the NDA, aware.org, the Anchor of Hope and the National Home Builders Registration Council (NHBRC), which bolster our efforts to empower communities, transform and enhance lives, a creating a brighter, safer future for us all.

NICRO Gauteng

Transforming Lives and Communities

The year 2022 - 2023 was marked by an incredible journey of transformation for NICRO Gauteng. With unwavering dedication and a firm commitment to the President's call for collective action against gender-based violence (GBV), we embarked on a mission to create a safer, more empowered society. We are delighted to share with you the remarkable progress and achievements that we celebrated during this transformational year.

Empowering Lives, Curbing GBV

NICRO Gauteng responded proactively to the crucial need to curb gender-based violence in our communities. In support of the President's vision, we joined forces with numerous stakeholders and embarked on door-to-door campaigns, impactful marches and widescale pamphlet distribution to raise awareness about GBV, challenge societal norms and promote a culture of respect and non-violence. Our collaborative efforts and combined strength saw us reaching out to over 50 communities across all four regions as a driving force in fostering change.

Expanding Reach, Enabling Change

Decentralising our services to maximise NICRO's visibility and impact has been a key focus. The Community Violence Prevention (CVP) initiative emerged as a noteworthy catalyst for change, touching the lives of residents in townships, informal settlements and hostels. Once again, concerted collaborative efforts with stakeholders empowered us to engage meaningfully with some 25 000 adults and more than 21 000 children from 30 communities through our Safer Schools Safety Ambassadors and Community Violence Prevention programmes.

Testimonies to Life Changing Impact

Our success is most profoundly evidenced through the transformational stories our clients have to tell. Client A expressed deep gratitude, highlighting the enlightening journey she undertook with NICRO.

"Thank you NICRO for opening my eyes, treating me with respect from when I walked through your doors until my last session. I will use the knowledge you imparted to me and share it with others. I am a changed woman because of you, thank you!"



Client B's battle with substance addiction resulted in victory after participating in our programmes, affording him his first real chance at a bright future. Following his arrest in a domestic violence case, our client admitted that he had been addicted to substances from the age of 15 years. As using drugs or alcohol can lead to violent behaviour, it was critical to deal with his addiction first. After successfully completing a substance abuse programme, with the support of a NICRO social worker, our client also attended and completed NICRO's Perpetrators of Intimate Partner Violence (PIPV) Programme. The client thanked NICRO profusely for serving as a constant source of motivation and support. He attributed his transformation and new life journey to NICRO.

Client C's powerful narrative reveals personal growth and conflict resolution skills acquired through our PIPV programme.

"The programme is a brilliant initiative and has positively changed my behaviour. It has helped me change how I handle situations in life. I am now equipped to handle conflict situations in a non-violent manner. I remain calm and clearheaded in all conflict situations. I got exposed to individuals from different walks of life and learnt from their responses in class. I know the importance of gender equality and that women should be respected as much as we want them to respect us as men."

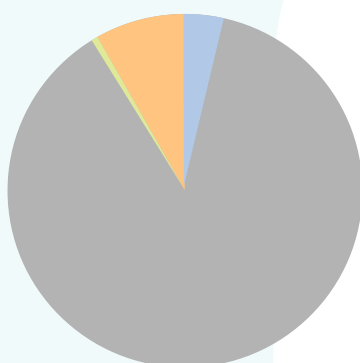
The impact of NICRO's programmes also extend to the professional realm, with Client D attesting to the pivotal role our responsible driving and road safety initiatives played in securing his livelihood.

"Taking part in the (Shifting Gears) programme has ensured that my job is secure as I transport children and for public transportation, I cannot have a criminal record. This would have an effect on how I make a living and provide for my family. I have grown to understand the importance of having knowledge regarding road safety to ensure that as many people return to their homes safely."

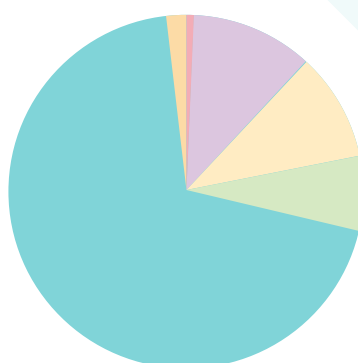
Gauteng	
Income Generation	510 153,23
Department of Social Development	11 671 794,04
Corporate Funding	60 000
Donations	1 083 632,48

Admin Expenses	102 207,53
Operational Expenses	1 454 463,32
Programme Expenses	1 256 769,33
Project Expenses	867 161,05
Personnel Expenses	9 084 711,11
Non-cash Expenses	217 758,7

INCOME



EXPENSES



Thank You to Our Partners!

NICRO Gauteng extends our heartfelt appreciation to our invaluable partners who share our vision and support our endeavours. The Department of Social Development, Mitsubishi Corporation and the Department of Human Settlement have been instrumental in empowering us to effect lasting change. As we reflect on the year gone by, we are inspired by the stories of transformation and resilience that have emerged from the communities we serve. NICRO Gauteng remains committed to fostering a safer, more inclusive society, one individual at a time. We look forward to the year ahead, confident in our mission and strengthened by your unwavering support. Together, we are transforming lives, one step at a time.



NICRO Gauteng Clinical Social Workers offered Choosing the High Road training to corporate employees



A successful GBV awareness campaign was staged by NICRO's Vaal office in Gauteng

NICRO KwaZulu-Natal

Empowering Communities and Transforming Lives – A Testimony to Impact

As we reflect upon the past year's achievements, NICRO is delighted to share a series of notable successes that have contributed to safer, more resilient communities in KwaZulu-Natal. Through our unwavering commitment to community crime and violence prevention programmes, offender reintegration and criminal justice services at the courts, we have continued to make a tangible and positive difference in the lives of individuals and neighbourhoods.

District Presence and Expansion

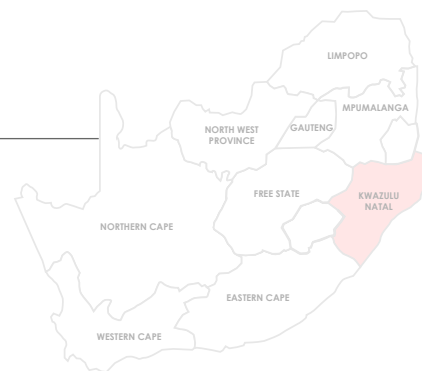
NICRO's influence extends across several districts in the province, including eThekweni South, eThekweni North, uMgungundlovu, and most notably, our newly established office in Harry Gwala. This expansion, generously funded by the Department of Social Development, exemplifies our dedication to addressing the urgent need for crime prevention services in underserved areas. The addition of the Harry Gwala office has empowered NICRO to make an even more impactful contribution to the region's safety and well-being.

Community Engagement and Awareness

Throughout the year, NICRO has demonstrated its commitment to fostering awareness and dialogue around crime prevention. Collaborative awareness campaigns were successfully conducted in Eshowe, Melmoth, Esikhawini, Mtunzini, Empangeni and Richards Bay, engaging various stakeholders in meaningful conversations about crime prevention. These initiatives not only raise awareness but also serve as vital platforms for community members to actively participate in building safer environments.

Transformative Programmes

One of NICRO's flagship initiatives, the Tough Enough Programme (TEP), has facilitated the rehabilitation of inmates and skill development for those soon to be released from Empangeni Correctional Centre. By equipping these individuals with essential life skills, we pave the way for their successful reintegration into their communities. While challenges exist, such as



restricted access to certain facilities, our commitment remains steadfast, ensuring we positively transform lives wherever possible.

Collaborative Partnerships

NICRO's partnerships have been instrumental in achieving our goals. The partnership between NICRO and South African Police Service (SAPS) in planning and implementing the SAPS Provincial Imbizo, serves as a testament to our collaborative spirit. Such engagements not only showcase our dedication but also position NICRO as a prominent contributor in crime prevention efforts.

Promoting Responsible Driving and Safer Roads

Our engagement with the Umngeni Taxi Association and the Pinetown Child Welfare team on road safety, through the Choosing the High Road Programme, underscores our commitment to holistic community well-being. By focusing on responsible driving practices, we anticipate a reduction in traffic violations, contributing to a safer road environment for all.

Empowering Parents and Children

NICRO's efforts also extend to promoting healthy family dynamics. The Parenting Programme, conducted at St Martins Children's Home, marks a significant achievement in extending our impact to families. Positive feedback and referrals validate the programme's effectiveness, as parents recognise its value and actively share its benefits with other children's homes.

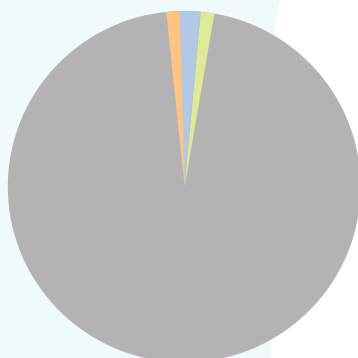
Empowering KwaMashu: Awards and Recognition

We are pleased to highlight the profound impact of NICRO's KwaMashu Community Project, which focusses on preventing children from engaging in underage drinking. This is a testament to the transformative potential that collaboration and dedicated efforts can yield.

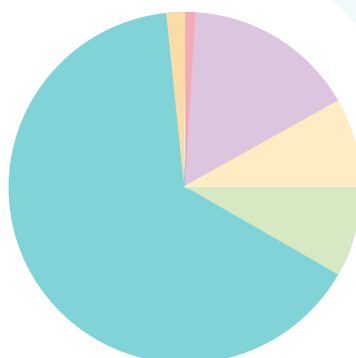
KwaZulu-Natal	
Income Generation	95 732,57
Department of Social Development	6 453 864,04
Corporate Funding	123 093
Donations	144 560

Admin Expenses	19 772,28
Operational Expenses	1 138 844,43
Programme Expenses	594 425,67
Project Expenses	339 725,5
Personnel Expenses	4 760 593,47
Non-cash Expenses	100 846,88

INCOME



EXPENSES



Educators in Kwa-Mashu participating in the Heineken funded project to reduce underaged drinking

NICRO KwaZulu-Natal (Cont.)

Through Heineken's generous funding, this project takes a comprehensive, integrated approach to capacitating three schools through holistic empowerment initiatives – learners, educators and governing bodies – in addition to surrounding communities. The goal: a united front supporting the development and protection of children, especially in terms of high-risk behaviour such as alcohol consumption.

The results have been truly remarkable. Our multifaceted strategy has led to a substantial reduction in alcohol consumption by children. Through enhanced personal and leadership development initiatives, we have empowered young people with the skills and abilities that redirect their energy towards constructive, healthy activities. Engaging in community projects, sports and the receipt of academic support has not only steered them clear of harmful behaviours, but also fostered a sense of purpose and responsibility.

Mzuvele High School's transformation stands out as a beacon of success. The transformational shift in learner behaviour, coupled with improved academic performance, showcases the potency of our interventions. This accomplishment was recognised with the award of a prestigious title, Best Improved School in eThekweni Region. This recognition underscores the project's ripple effect, spreading positivity and progress throughout the community.

Stakeholder Engagement and Reach

Stakeholder engagements with prominent government departments such as the Departments of Social Services, Correctional Services and Education, the South African Police Services, NGOs such as Pinetown Child Welfare and other organisations including the Umngeni Taxi Association, various courts and KZN University's Department of Social Work, have multiplied our impact. This dynamic collaboration resulted in NICRO KwaZulu-Natal surpassing its client engagement targets, demonstrating the power of unity in achieving our shared objectives.



Integrated services offered by NICRO, FAMSA, SANCA & Childline in Chatsworth, KwaZulu-Natal

Continued Commitment

As we celebrate these remarkable achievements, NICRO remains steadfast in its commitment to building safer, more resilient communities across KwaZulu-Natal. Our collective efforts, powered by collaboration, innovation and compassion, are transforming lives, redefining perceptions and creating a brighter, safer future for all.

Join us in looking forward to a year of continued progress, impactful initiatives and strengthened partnerships as NICRO continues its journey of empowerment and transformation.



Road safety awareness activities at the Umgeni Taxi Association in Durban



Educators participating in a teambuilding initiative in KwaMashu, where the project to reduce underaged drinking is making great headway



A Choosing the High Road participant from Pinetown in Pietermaritzburg receives her certificate of programme completion

NICRO Limpopo

In the pursuit of our organisational vision – a world without crime and violence – NICRO Limpopo dedicates itself to empowering communities to address crime-related challenges proactively. Our focus is on providing communities with the knowledge, skills and motivation to tackle these issues head-on. We firmly believe that local communities are best equipped to understand their own needs and challenges. Our role is to equip them with the tools to effect positive change.

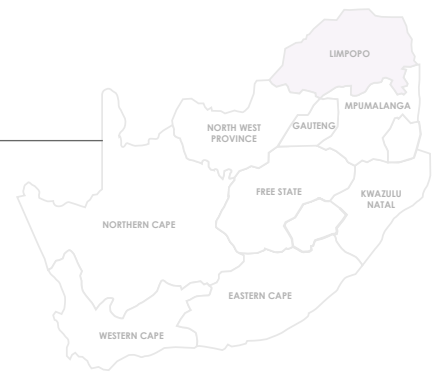
Our efforts are complemented by a responsive criminal justice system that encourages accountability and rehabilitation. Through participation in specifically tailored programmes, individuals are given the opportunity to recognise the impact of their actions on the community and are motivated to become responsible citizens.

Provincial Milestones

In collaboration with the National Development Agency (NDA), NICRO partnered with the Sebayeng community in Limpopo, successfully training 32 members in the Integrated Social Crime Prevention Programme. This initiative empowers individuals to identify issues within their community and develop actionable plans for resolution, transforming community members into catalysts for positive change.

Additionally, a group of 25 community Change Makers completed Gender-Based Violence (GBV) training, equipping them to sensitively educate the community about the signs and impact of GBV, as well as supporting survivors. Our collaboration with Mankweng Youth Development, a national initiative, enabled the training of 23 young leaders on integrated social crime prevention strategies. This initiative empowers these young people to design community action plans aimed at preventing crime in their neighbourhoods.

Participation in a national project, the Shifting Gears responsible driving programme, supported by aware.org, afforded us the opportunity of intervening positively in the lives of nine individuals diverted for traffic-related offenses such as reckless driving and driving under the influence. Through the implementation of this intervention, we successfully change both behaviour and attitudes towards alcohol use and reckless driving, contributing to road safety.



NICRO's commitment to nurturing a safer driving culture incorporates an education programme, Choosing the High Road, also funded by aware.org, which provides participants with the tools to avoid unsafe driving behaviours, develop positive driving attitudes and become responsible road users.

Community Engagement and Empowerment

We are extremely proud to share that NICRO's influence extends beyond the confines of our organisation. During the year under review, we assisted NGOs within the Vhembe district seeking accreditation for diversion services. We also engaged extensively with stakeholders within the criminal justice cluster, offering information sharing workshops that enhance understanding and collaboration.

Nurturing Future Leaders

NICRO's satellite offices in Morebeng and Mankweng facilitated the Safety Ambassadors Programme at the Motlalaohle and Ditlalemoso High Schools. This crime prevention initiative equips selected Grade 10 learners with vital life skills and tools to serve as positive role models, or change agents, who work at influencing their peers positively and dissuading them from participating in antisocial acts. Their involvement is a testament to our commitment to addressing issues such as substance abuse, bullying, gang prevention and GBV as well as to fostering responsible and knowledgeable future leaders.

Overcoming Challenges

While we celebrate our successes, we acknowledge the challenges we have encountered. Funding limitations inherent in the NGO sector are a hurdle we continuously strive to navigate. Additionally, the scarcity of court referrals to the Shifting Gears programme for traffic offences in Limpopo has posed its own set of challenges, depriving offenders of valuable learning opportunities.

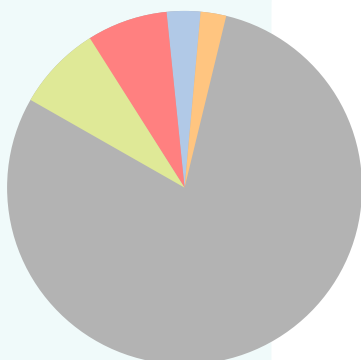
Celebrating Collaborations

Our journey is enriched by the synergies forged with stakeholders. Our heartfelt appreciation to the courts,

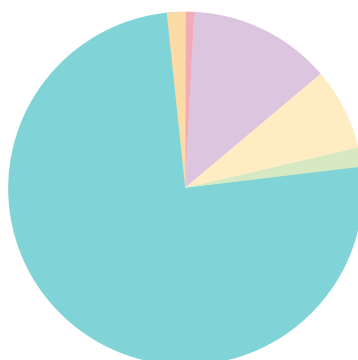
Limpopo	
Income Generation	59 015,4
Corporate Funding	38 793
Department of Social Development	1 286 000
Donations	100 000
Other Government & Non-Government Funding	150 000

Admin Expenses	6 721,12
Operational Expenses	229 883,22
Programme Expenses	168 130,3
Project Expenses	12 704,76
Personnel Expenses	1 381 878,13
Non-cash Expenses	16 730,24

INCOME



EXPENSES



Limpopo Polokwane - NICRO staff members celebrating Cultural Day colourfully

especially in Mankweng, Polokwane and Seshego, for consistently referring clients to NICRO. We extend our gratitude to Regional Court President Ms Jakkie Wessels and Chief Magistrate Ms Cherol Ringane, whose support enhance our mission's impact.

The Limpopo Provincial Department of Social Development and the Capricorn District deserve special mention for their unwavering commitment to our cause. Thanks to their partnership, we touch countless lives and drive meaningful change.

A Resounding Thank You

To our staff, advisory committee, national board and head office, we extend our gratitude for your

invaluable support. Our accomplishments are a testimony to your dedication and guidance. Our heartfelt thanks go to the community radio stations whose enduring endorsement has enabled us to reach tens of thousands through our education and awareness initiatives. We also pay tribute to and salute our funders for their generosity and the confidence they have shown in NICRO.

Finally, to the NICRO Limpopo team – Halala! Your dedication and determination shine through, reflecting our commitment to achieving real community impact. Keep up the remarkable work!

NICRO Mpumalanga

Celebrating Advancement, Surpassing Expectations

Since expanding its services from two to six offices in 2022, thanks to critical funding from the Department of Social Development (DSD), NICRO Mpumalanga has continued its triumphant journey of success and achievement by empowering and transforming communities and the lives of an ever-increasing number of individual beneficiaries.

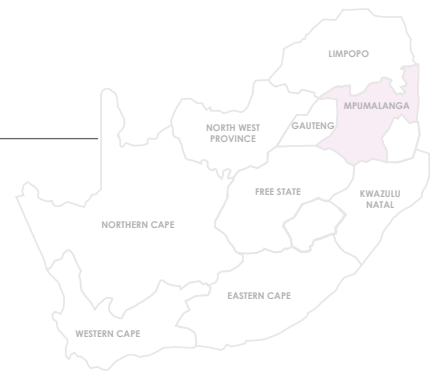
With a staff complement of 42 (an area manager, five supervisors, 21 social workers, seven social auxiliary workers and eight support staff), NICRO Mpumalanga offers life changing, powerfully impactful services from offices in Bushbuckridge, Elukwatini, eMalahleni, Nelspruit, Secunda and Tonga, covering all three municipal districts.

We are particularly proud of our resounding achievements this past year and celebrate having quadrupled our impact by providing quality services to very nearly four times as many individual beneficiaries in comparison to the corresponding 2021 to 2022 period. But it didn't stop there! Additionally, NICRO Mpumalanga touched the lives of many more community members through an array of far reaching community outreach initiatives as well as educational crime prevention and awareness campaigns.

Embarking on New Journeys

August 2022 heralded a significant first for us when NICRO eMalahleni inaugurated its Clinical Unit. The Unit spearheads the Shifting Gears responsible driving programme, which witnessed a sizeable increase in traffic offence referrals. Courts are increasingly referring clients to the Unit for specialist clinical services within the criminal justice system. Dialogues with the Department of Social Development and the National Prosecution Authority (NPA) underscored common synergies and bodes well for the Clinic Unit's future.

NICRO entrenched its position as a formal partner in a pilot project employing restorative justice approaches to wildlife crime. The development of the first ever environmental restorative justice training programme,



using NICRO facilitators, forms an integral component of the Khetha Khetha Programme, an Endangered Wildlife Trust (EWT), World Wildlife Fund (WWF) South Africa and United States Agency for International Development (USAID) collaborative initiative to reduce the impact of the illegal wildlife trade and the people who are under threat from the unlawful trade in ivory and rhino horn. Project champions, selected from the training group, will be among the first environmental restorative justice facilitators in our country.

The Khetha Khetha Programme is supported at the highest level of government, and we look forward to moving into its implementation phase in the new financial year.

Empowering Lives, Enabling Transformation

Our dedicated efforts focussed on:

- Securing a brighter future for children at risk and youths in conflict with the law, which resulted in a significant presence in schools throughout the three municipal districts where we addressed burning issues such as high-risk behaviour, crime, substance abuse and gender-based violence through a host of early intervention and therapeutic programmes.
- Supporting, empowering and creating new pathways for adults in conflict with the law through a comprehensive collection of adult diversion and non-custodial sentencing options, incorporating adult life skills and substance abuse, parenting skills, anger management and community service learning programmes as well as an intervention for perpetrators of intimate partner violence. These programmes were frequently supplemented by therapeutic counselling services.

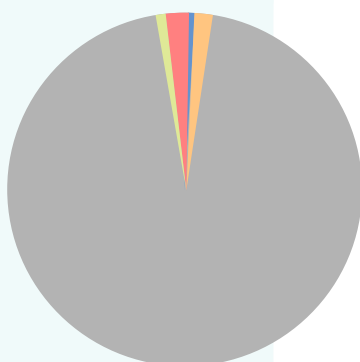
Driving Initiatives to Combatting GBV

Over and above many dynamic GBV awareness raising campaigns and widescale pamphlet distribution,

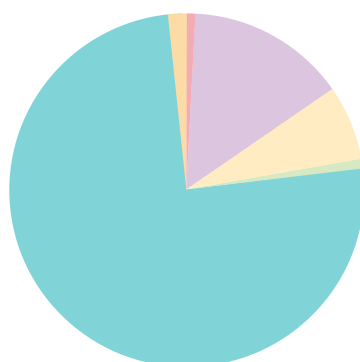
Mpumalanga	
Income Generation	14 098,13
Corporate Funding	152 586
Department of Social Development	9 004 308
Donations	75 000
Other Government & Non-Government Funding	150 000

Admin Expenses	22 595,46
Operational Expenses	1 249 705,14
Programme Expenses	783 295,1
Project Expenses	8 809,24
Personnel Expenses	7 001 549,12
Non-cash Expenses	101 835,18

INCOME



EXPENSES



NICRO staff celebrating Heritage Day in Bushbuckridge, Mpumalanga

NICRO Mpumalanga was actively involved in changing the face of gender-based violence. Some 167 GBV related cases were referred to us by the courts and offenders enrolled in NICRO's highly effective and transformational Perpetrator of Intimate Partner Violence (PIPV) programme. Another 474 clients benefitted from empowering GBV interventions and support services.

Concern for the survivors of GBV remains paramount. A formidable initiative, headed by the Kabokweni Magistrate Court in collaboration with the NPA, witnessed NICRO taking bold steps to ensure the safety of GBV survivors by conducting risk assessments for

accused persons charged with a domestic violence related offence before they may be released on bail. These assessments go hand in hand with victim impact statements, affording victims a powerful voice prior to the release of the accused, and ensure that they are protected from high-risk offenders.

NICRO Acknowledged

NICRO received high praise for its early intervention services to thwart high-risk behaviour in schools located in Elukwatini from the Department of Education. The Evander and Secunda Magistrate Courts also lauded our dedication to excellence and exemplary services.

NICRO Mpumalanga (Cont.)

Testimonies to Life Changing Impact

Our fine accomplishments and success are evidenced not only by increased client compliance, especially on the part of children attending our early intervention and diversion programmes, but also the powerfully transformative stories our clients eagerly share with us.

A previously homeless and desperate man, hopelessly addicted to substances, sought NICRO's help. We assisted with his admission to a rehabilitation centre, after which he eagerly embraced the opportunity to turn his life around and successfully completed a NICRO diversion programme. As a result, he was reunited with his family, returned to his previous employment and found suitable accommodation. This client is filled with gratitude and praise for NICRO. He attributes his new direction in life, total transformation and his bright new future to NICRO, who continues to support him on his new path to sobriety as a contributing member of society.

A client charged with assault GBH (intent to cause grievous bodily harm) participated and completed NICRO's PIPV programme, following which he attended FAMSAs counselling sessions, which we arranged. He and his wife both also benefited from our victim offender mediation programme, a restorative conflict resolution process. His wife shared with us that he was a changed man, that NICRO saved their marriage and that they had embarked on a new, happy life well equipped to manage any challenges that might come their way.

With Gratitude and Appreciation

NICRO Mpumalanga acknowledges that the successes and achievements we celebrate are entirely due to our dedicated staff, the trust our communities and beneficiaries afford us and the generosity and support of our funders and partners. We owe the Department of Social Development, our bastion of support, a debt of gratitude. Our heartfelt thanks also go to our funding partners, the National Development Agency, aware.org and the HCI Foundation, as well as our



Mpumalanga Nelspruit staff and community members take a stand against gender-based violence



Advocate Erasmus from Legal Aid SA with Mpumalanga social workers at a valuable networking session in Mbombela

colleagues at the Departments of Education, Health, Justice and Constitutional Development, local municipalities, SAPS, SANCA and the Greater Rape Intervention Programme (GRIP). We are immensely grateful to the members of the judiciary, specifically the magistrates and prosecutors, with whom we have forged excellent working relationships.

We look forward to having you all firmly at our side as we venture into the new year.



A community outreach initiative in Tonga, Mpumalanga



*Members of NICRO
Mpumalanga's Advisory
Committee*



*Participants celebrate the
conclusion of a successful
Positive Parenting training
workshop in Emalahleni,
Mpumalanga*

NICRO North West

The Launch of Rustenburg's New Office

In November 2022, a new chapter unfolded as NICRO inaugurated its Rustenburg office. This milestone was marked by an official opening at which our two dynamic team members were introduced - Adua Salim, a seasoned social worker, and the newly welcomed social auxiliary worker, Kennie Lekota. Together, they will be at the helm of operations, bringing NICRO and its transformational services to Rustenburg's doorstep.

Forging Partnerships: A Vibrant Beginning

The journey began with a triumphant introductory meeting, a platform at which NICRO and the Department of Social Development found much common ground. A fruitful partnership was seeded during this encounter, further solidified by a stakeholder rendezvous at the Rustenburg Magistrates Court. Attended by 15 dedicated prosecutors, this gathering marked a promising start to meaningful collaborations.

Choosing the High Road and Shifting Gears to Solidify Empowerment and Progress

The radiant sun of progress illuminated Rustenburg as the Choosing the High Road programme was unveiled to key stakeholders. This educational initiative, aimed at empowering individuals to embrace responsible driving behaviours, inspired optimism and commitment and resulted in the successful introduction of programme in early 2023.

As rays of success shone bright, NICRO Rustenburg hosted a delegation from the Fire Department, sparking discussions about the Shifting the Gears programme and synergies with existing structures. Shifting Gears, a unique behaviour modification programme focused on changing the attitude of road offenders referred by the court towards alcohol use, driving under the influence and road safety, was introduced in September 2022.

Strengthening Bonds with Communities

In the heart of North West, NICRO Rustenburg engaged with the Tlhabane Community Policing Forum and the Kgatseng-Tlhabano Secondary School community in February 2023. Geared towards addressing behavioural challenges amongst learners, this gathering proved to be a stepping stone for



collaborative problem-solving. Drugs and dangerous weapons on school premises were confronted head-on, leading to the establishment of a partnership committed to proactive prevention and effective intervention.

Unveiling the Light on Gender-Based Violence

Adua Salim, NICRO Rustenburg's Senior Social Worker, stood strong alongside tribal authority members during a momentous gender-based violence awareness event in Hebron. Joined by luminaries from the Department of Health, SAPS, tribal leaders and community organisations, the event shone the spotlight on gender-based violence prevention and crime awareness. NICRO's services found their way into the hearts of the community, enriching knowledge and empowering individuals.

A Harmony of Purpose

In March 2023, the 12th Apostolic Trinity Church became a beacon of change as NICRO Rustenburg orchestrated a powerful gender-based violence awareness campaign. In collaboration with the congregation and church leaders, the event resonated with the spirit of those in attendance, reaffirming the unity of diverse social and religious spheres and their commitment to tackling crime proactively, curbing gender-based violence and transforming lives.

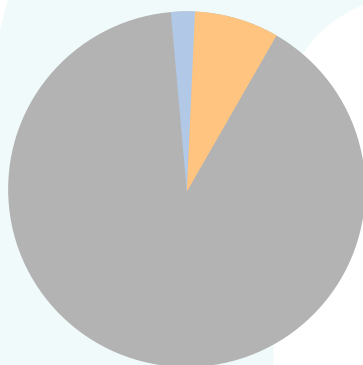
A Debt of Gratitude and Resounding Thanks

Rustenburg's journey embodies the spirit of progress and collaboration. With every step, NICRO Rustenburg illuminates pathways to a brighter future, builds bridges and drives meaningful and lasting change. The dedication of our team and the support of our funders, collaborators and partners exemplifies the power of a united community, committed to a future free of crime and violence.

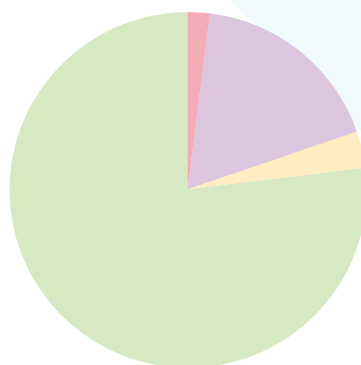
North West	
Income Generation	14 052,16
Corporate Funding	23 193
Department of Social Development	297 000

Admin Expenses	1 770,8
Operational Expenses	37 381,7
Programme Expenses	7 594,77
Project Expenses	166 721,66

INCOME



EXPENSES



NICRO turning around lives in a community outreach initiative in Rustenburg

NICRO Western Cape

In the Western Cape, NICRO focusses on leveraging its strengths and experience in the criminal justice field, ensuring that we have an ever-increasing impact on ending crime, building safe communities and changing the lives of those involved in and affected by crime and violence.

With a staff complement of 15 staff members, ably assisted by an intern, NICRO Western Cape's community crime and violence prevention initiatives, together with our criminal justice services, continue to take centre stage.

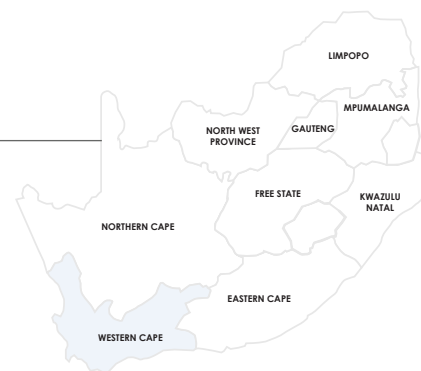
Life Skills Development for Empowerment and Change

A key feature of our services is the focus on adult life skills programming. This is a comprehensive behaviour change approach that concentrates on developing the core skills needed to steer clear of crime and violence, function effectively in society, establish patterns of pro-social behaviour and advance positive, healthy lifestyles. Skills, insight, awareness, knowledge, values, attitudes and qualities are necessary to empower not only the individuals concerned, but also their families and communities to cope with and engage successfully in life and its challenges in South African society.

Collaborative Endeavours in the Fight Against GBV and in Celebration of Women

NICRO is dedicated to educating our communities about gender-based violence (GBV), and the lasting wounds that one of the world's most persistent violations of human rights leaves. Our goal is to decrease the level of tolerance of GBV at community level and to break the cycle of violence.

In addition to participating in a 16 Days of Activism awareness raising event conducted by SAPS at the Castle of Good Hope, we joined forces with other stakeholders providing social services in Bishop Lavis to host a successful gender-based violence awareness campaign. This event incorporated a concerted call to action for the prevention and elimination of violence against women and girls.



We paid tribute to women working in the social services arena and who are dedicated to creating a more inclusive world, challenging stereotypes and addressing discrimination. After facilitating a session on mental health and well-being, we treated our guests to some hair and nail beauty therapy.

An Ounce of Prevention is Worth a Pound of Cure

While anger can serve as a functional emotion that allows us to protect ourselves, without any tools to regulate excessive and irrational anger, individuals may resort to violence and place their education, careers, relationships and future in jeopardy. In recognition of this, the Salesian Academy invited NICRO to facilitate an anger management workshop for its Level 4 students. This preventive initiative was geared towards addressing inconsiderate and occasional violent behaviour amongst students that has resulted in injury and trauma and addressing the consequences of unmanaged anger as a prequel to violence was underscored.

With Thanks and Appreciation

NICRO Western Cape salutes and pays tribute to our funders, partners, supporters and collaborators. Thank you for sharing our belief that NICRO has real, lasting and effective solutions to crime and violence, and has a pivotal role to fulfil in creating a safe South Africa for all. Thank you for your remarkable efforts in assisting us to realise our vision and mission.



NICRO taking a stand against gender-based violence in Atlantis

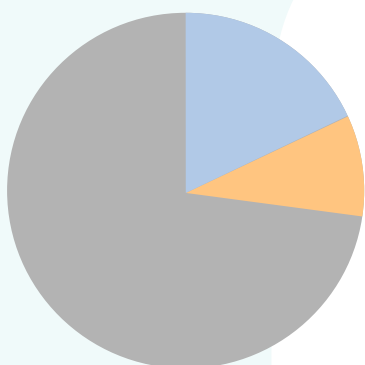
Western Cape	
Income Generation	825 303,99
Corporate Funding	338 407
Department of Social Development	2 690 977

Admin Expense	15 887,07
Operational Expense	443 499,33
Programme Expense	481 370,06
Project Expense	18 022,09
Personnel Expense	2 352 318,85
Non Cash & Expense	55 015,07

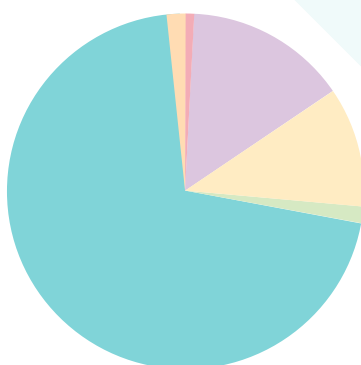


Introducing NICRO's road safety and responsible driving programmes to local traffic officials

INCOME



EXPENSES



A NICRO GBV awareness raising event in Cape Town

NICRO DONORS 2022-2023

NICRO salutes and pays tribute to all our donors:

Adriaan Carter Louw Trust	Molwantwa, SN
Aquilina Trading	Moodley, R
aware.org (Association for Alcohol Responsibility and Education)	MySchool MyVillage MyPlanet
Department of Social Development	National Development Agency (NDA)
Edward Stanley Will Trust	Noakes Charitable Trust
EE Carter Trust	Parring, MC
Erasmus, The Honourable Judge N	Pillay, J
Fuchs Foundation	Rotary Club of Polokwane
GBVF Response Fund	South African Insurance Crime Bureau (SAICB)
General Council of the Bar	Ubuntu Community Chest (Durban)
Greyvensteyn, Advocate D	Universal Beverages
HCI Foundation	Victo Daitz Foundation
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