

Inceba Trust ANNUAL 2025 REPORT



EVERY CHILD DESERVES THE OPPORTUNITY TO THRIVE.

In 2025, Inceba Trust worked with
early childhood development centres, families
and communities to build the foundations for
learning, resilience and hope.

Content

- 04 Overview & Impact
- 07 Strengthening Leadership & Management
- 10 Supporting Healthy Development
- 12 Nourishing Growing Children
- 14 Ensuring Safe and Secure Spaces
- 16 Laying Foundations for Early Learning
- 19 Nurturing Emotional & Spiritual Wellness
- 24 Partnerships that Multiply Impact



Nurturing hope



“Strong early childhood environments shape confident learners and resilient futures.”

“We would like to express our deepest appreciation for the invaluable support, guidance, and training you have provided throughout this year.

Your commitment to strengthening Early Childhood Development has had a meaningful impact on our centre, our staff, and most importantly, our children.

We are especially grateful for the mentorship and continuous encouragement from your team. Your willingness to walk alongside us, celebrate our progress, and help us navigate challenges has made a remarkable difference.

Thank you for believing in our centre, investing in our staff, and helping us create a place where children can learn, play, and thrive.”

Esmeralda Johannes, Little Lamb Daycare, Groenheuwel

At Inceba Trust, we aim to prepare children in body, mind and soul for a future filled with hope, courage and confidence.

We strengthen early childhood development by supporting early childhood development centres that serve children aged 0–5, primarily in under-resourced communities. Our work is grounded in the understanding that **the first six years of life are critical** to learning readiness and long-term outcomes.

The Trust aims to ensure safe, nurturing and stimulating environments that prepare children for a successful transition into Grade R. By focusing on these formative years, **Inceba Trust contributes to stronger learning foundations** and improved educational pathways.

Through partnerships, Inceba Trust currently supports more than 200 centres across the **Western Cape, Northern Cape and Free State**, strengthening local capacity and enabling sustainable impact at community level.

Our reach

In 2025, Inceba Trust supported early childhood development centres in targeted areas across the Western and Northern Cape, while expanding to Roodepan near Kimberley and Kgotsong near Bloemfontein in the Free State.



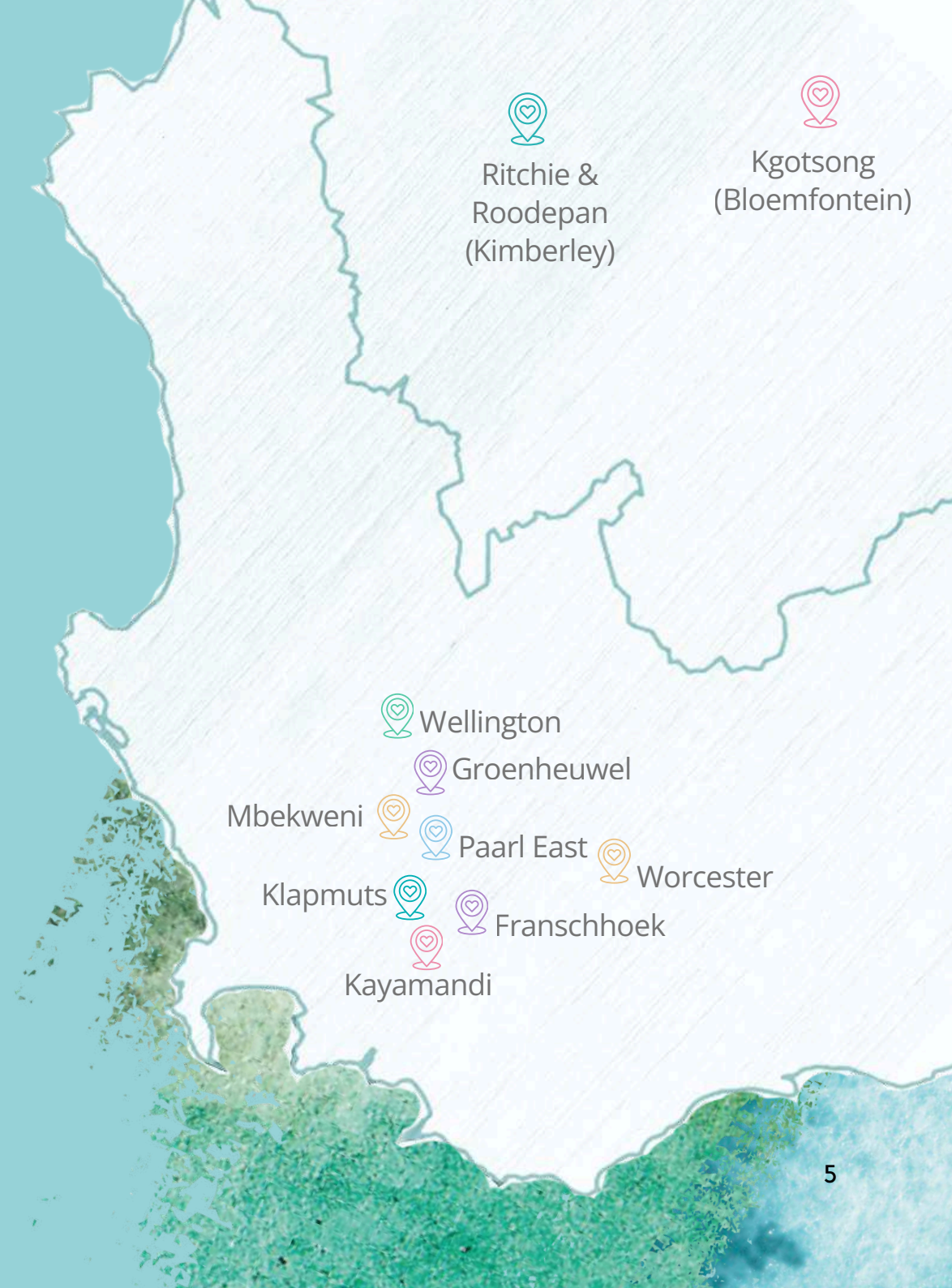
231
Early Childhood
Development centres



1 138
Staff Members



9 256
Children





Our focus

“When we support those who care for young children, the next generation will thrive.”

Inceba Trust approaches learning readiness holistically. Children’s early development is shaped by three connected environments, namely their: **home, early childhood development centre and community.**

Our support focuses mainly on principals and teachers, while selected initiatives engage parents, caregivers and children, recognising that consistent support across home and learning spaces is key to early development.

Our programmes

Inceba Trust’s programmes are guided by the **five components of nurturing care**, to ensure children can thrive in body, mind and soul.

Across all programme areas, dedicated **mentors provide guidance**, leadership and management support to principals and teachers, while Inceba **strengthens links with key stakeholders** in the sector.

Focus areas:

- Leadership & Management
- Good Health
- Adequate Nutrition
- Safety & Security
- Opportunities for Early Learning
- Responsive Caregiving

“Consistent support helps principals lead with confidence and clarity.”

Strengthening Leadership & Management

Early childhood development centres are places of care and learning, but they are also small businesses. Strong leadership and clear systems help centres run well. Inceba Trust works with principals to build practical leadership and management skills.

Our goal is to equip principals to lead with confidence, manage their centres effectively and create stable environments for children and staff.





Mentorship

“Mentorship turns guidance into lasting change at centre level.”

Inceba Trust uses a **mentor model** to provide ongoing, hands-on support to early childhood development centres. Each centre receives regular visits from a dedicated mentor who offers guidance, tracks progress and supports continuous improvement. This **structured support** strengthens centre management, service quality and accountability.

643 mentor support visits

“I appreciate my mentor and everything she does for our centre. She has a servant heart and is not only a mentor, but a spiritual guide and comforter in need.”

Joanne Malan, Little Blossoms, Franschhoek

Star Rewards

“Celebrating commitment helps raise the quality of care and learning.”

387 Star Rewards visits

“The Star Rewards motivated us to put what we learned into practice. Growing from three stars in 2023 to five stars in 2024 and again in 2025 encouraged us to keep improving. Thank you for being a valued partner in our community, supporting our growth, strengthening leadership, and nurturing spiritual development.”

Lulama Mgayi, Nomzamo Educare, Mbekweni

The Star Rewards initiative recognises early childhood development centres that actively engage in Inceba Trust programmes and **demonstrate commitment** to high standards of care and teaching. The programme **encourages participation** while celebrating centres that go the extra mile for children, by inviting them to a special event at the end of the year.

Information Sessions

160 principals attended

At the start of the year, Inceba Trust hosts information sessions with principals in each supported area. These sessions **ensure clear communication**, alignment on priorities, and shared understanding of key dates and programme activities.



Principal Appreciation

125 principals attended

Through Appreciation Mornings, we **recognise the commitment** and resilience of early childhood development teams. These gatherings also **provide a safe space** for our members to share challenges, reflect on their work and connect with peers.



Management Skills Training

69 principals attended

As part of our leadership support, we hosted a **Compassionate Communication Workshop** for principals. The training equips leaders with practical tools for clear, **respectful communication at work**, at home and in their communities.

"The communication training helped us approach conflict more constructively, by focusing on how situations make us feel, rather than blaming others."

ABC Crèche, Kayamandi





“Healthy children are better able to learn, play and connect.”

Supporting Healthy Development

Supporting children's health enables better concentration, learning and development. Our Good Health programmes help early childhood development centres identify health risks early, respond appropriately, and create environments that support children's physical and emotional wellbeing.

Our goal is for children attending Inceba-supported centres to experience improved overall health, increased resilience and fewer preventable health challenges through consistent care, early identification and strong referral systems.

First Aid Training

92 persons trained

Inceba Trust provides paediatric first aid training to ensure that teachers and principals are equipped to **respond confidently and effectively** should a medical emergency arise.

"The First Aid Training taught me how to respond to head injuries, open wounds and breathing emergencies. Despite feeling nervous, we all passed the assessment and left feeling confident and proud."

*Petronella Lottering,
Sunshine Playground, Franschhoek*



Health Referrals

44 persons trained

Principals are guided to identify at-risk children and connect them with appropriate services in partnership with the Department of Health. Assessment findings also inform targeted training, such as Speel & Leer, enabling teachers to **address developmental challenges** early.



Vision & Hearing Screening

44 staff screened 1 177 children screened

Clear hearing and vision are essential for learning and social development. Through partnerships with HearX Foundation and VisionBox, children and staff in our network access **affordable screening and follow-up support** where needed.





“Good nutrition supports growth, focus and lifelong healthy eating habits.”

Nourishing Growing Children

Nutritious food plays a critical role in children’s growth, focus and ability to learn. Inceba Trust supports early childhood development centres to prevent, identify and address malnutrition through monitoring, training and practical interventions.

We aim for children in supported centres to show improved nutritional status and healthy growth, supported by informed teachers, regular monitoring and strong collaboration with health professionals.

Nutrition Monitoring & Support

Baseline: 148 centres | 4 342 children screened

Follow-up: 107 centres | 2 269 children screened

Annual nutritional assessments help track children's growth and identify concerns early on. In 2025, baseline and follow-up assessments enabled **targeted nutrition support** and measured progress over time, in partnership with the Western Cape Department of Health and Outside the Bowl Africa.

3218 children received

750 000 bowls of breakfast porridge

"We are grateful for the healthy breakfast porridge, because it supports the children's growth, and the regular nutrition checks allow us to track their physical progress."

ABC Crèche, Kayamandi



Food Garden Training

14 persons trained

With support from FNB, early childhood development staff received hands-on training to **establish and maintain food gardens**, that provide fresh produce, learning opportunities and practical lessons in care and responsibility.

"The food garden training was a highlight this year. The children planted the seeds and plants themselves and looked after them. They are so inquisitive and ask lots of questions!"

Veronica Sacks, Tinky Winky Daycare, Paarl East





“When children feel safe,
they are free to learn and thrive.”

Ensuring safe and secure spaces

Safe spaces allow children to explore, learn and grow with confidence. Inceba Trust supports early childhood development centres to strengthen safety practices and respond effectively to potential risks.

Our goal is for centres to consistently provide secure, well-managed environments where children feel protected and supported.

Child Protection Training

159 persons trained

Principals and teachers are informed of the Child Protection Act, and receive guidance to identify and respond to various child protection concerns, ensuring that **children's safety remains central** to all they do.

"Attending the Child Protection Training for the first time taught me how to identify signs of abuse, complete the required reporting forms, and follow the correct procedures. It also deepened my understanding of how we speak to and care for children in the classroom."

Jamey-Lee Swarts, Little Super Stars, Groenheuwel



Peer-to-peer policy training

16 principals participated

Strong leadership is supported by clear policies. Through peer-to-peer training, principals work together to develop and strengthen policies that **improve safety, governance and sustainability** within their centres. This pilot programme in the Drakenstein area encouraged shared learning and practical problem-solving.





“The school readiness journey starts long before Grade R.”

Laying foundations for early learning

Early learning shapes how children think, explore and engage with the world. When learning is structured, age-appropriate and led by skilled teachers, children are better prepared for the transition into formal schooling.

We strive to improve early learning practice in early childhood development centres by equipping teachers with programmes, ongoing guidance and practical assessment tools.

Kinderland Day Programme

14 persons trained

Inceba Trust continued supporting early childhood development centres in the Drakenstein and Stellenbosch areas to implement the Kinderland Day Programme, equipping teachers to create **balanced, engaging daily routines**.

"We are grateful for the Kinderland programme. It is both helpful and educational – not only for the children, who really enjoy it, but also for us as teachers, as we continue learning alongside them."

Pamela Sjaji, Lizalisidinga Home Base Care, Mbekweni



Dlala Play Programme

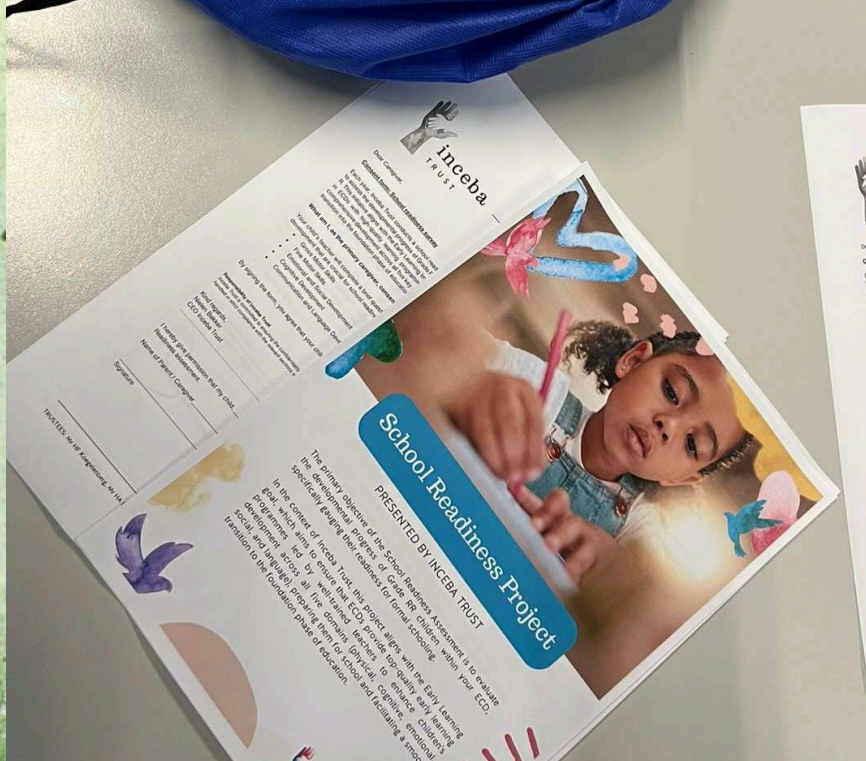
30 persons trained

Following a pilot in 2024, the Dlala Play Programme was fully implemented in Worcester and Ritchie near Kimberley in 2025, offering **joyful, play-based learning** that supports development across multiple domains. Delivered in partnership with FNB, the programme is freely available to under-resourced communities.

"The Dlala training we received was very interesting and much more extensive than learning programmes that we've used in the past. The children enjoyed the practical, creative lessons, and working with their hands. The parents also gave positive feedback and were excited about Dlala. It was very beneficial, because it is aligned with the National Curriculum Framework (NCF). It was easy for our teachers to understand and present in the classroom. 10 out of 10!"

Laetitia Snyman, Laetitia Dagsorg, Worcester





School Readiness Assessment

Baseline: 134 centres | 1 889 children assessed

Follow-up: 90 centres | 1 076 children assessed

Baseline and year-end assessments track Grade RR children's development and guide teaching strategies. The data helps principals and teachers **provide targeted scholastic support**, ensuring children are ready to progress to Grade R.

"What excited me most about the School Readiness Assessments was that I could apply the things I learned during the assessment throughout the year to strengthen areas for development. I was also able to equip my teachers to do the same, and was able to answer any questions they had, because I understood the reasoning behind each assessment."

Chantelle Boonzaaier, Little Footsteps, Franschhoek



Book-sharing

253 caregivers trained

Book-sharing strengthens bonds between children and caregivers while **supporting language, social and emotional development**. Training was provided to parents, grandparents and caregivers through structured eight-week courses.

"My daughter and I really enjoyed Book-sharing. When it was time to share a book, she would read ahead. She enjoyed the pictures and colours, she knew each story and couldn't wait for the next book. Thank you for presenting book-sharing, it means so much to our community."

Evelyn Francke, The Baby Corner, Groenheuwel

“Love, care and connection create strong emotional and spiritual foundations.”

Nurturing emotional and spiritual wellness

Children flourish when they feel valued, supported and connected. Inceba Trust focuses on nurturing emotional and spiritual wellbeing by strengthening caregiver-child relationships, guiding parents, and supporting teachers emotionally and spiritually.

Our goal is for children to benefit from strong relationships, supported families, and learning spaces where they can thrive emotionally and spiritually.





Inceba Kids

185 centres participating

7 400+ children reached

The Inceba Kids ministry programme supports children's spiritual growth through **age-appropriate Bible stories**, values-based activities and weekly lessons delivered by trained teachers. The monthly trainings also serve as a crucial way for teachers to **support one another spiritually** and emotionally. After a successful pilot, the programme was expanded across all supported areas in 2025 and is available as a free online resource.

"Many children come from homes where no one talks about God, and they don't know how to pray. The Inceba Kids ministry programme made a big change in our centre. Every morning we tell the children that Jesus loves them and that they are valuable.

We talk to them about hope, and that God is love. When they asked more about what love is, we would give them a hug to show them – and some of them even said their parents don't do that with them.

Eventually we built enough trust that a child would feel comfortable sharing that they are having a bad morning, and all of us would know how to encourage them and give them hope. Inceba Kids also taught us as teachers how to be more like children.

At the end of the year we asked questions and they would be able to retell their favourite stories and what they've learned."

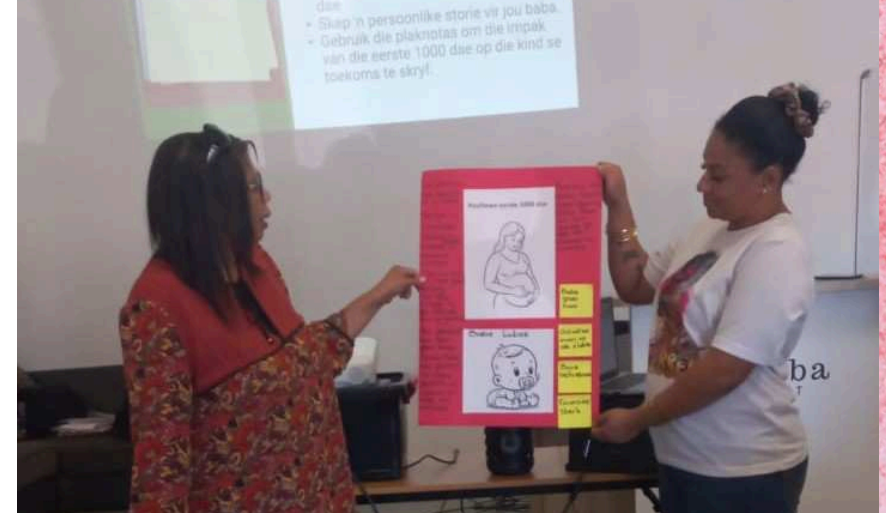
Chantelle Boonzaaier, Little Footsteps, Franschhoek



First 1000 Days Training

60 principals trained

The First 1000 Days workshops with our Drakenstein early childhood development centres equipped principals with practical tools to **support early development** during this critical period in a child's life.



Spiritual retreats

133 persons attended

Inceba Trust hosts spiritual camps for principals, mentors and teachers. These retreats provide a safe space where participants can find renewal, **strengthen emotional resilience** and return to their work encouraged and equipped for the role they play every day.

"Attending the camp was such a meaningful experience. The teaching and counselling encouraged us to trust God, strengthen our marriages, and helped us reflect on parenting. Most of all, it gave me a sense of peace, rest and renewal."

Zanele Mvotoho, Umtha Wemfundo Educare, Kayamandi



Trauma Awareness Training

94 principals attended

Principals and teachers are equipped to recognise how trauma affects young children and to **respond to trauma with empathy** and care, creating safer and more supportive learning environments.

"The facilitators shared practical examples during the training, which helped me better understand, recognise and respond to trauma with care in our centre."

Cynthia Mngcongela, Silukhanyo Educare Centre, Mbekweni



Fatherhood Programmes

“When fathers show up, families grow stronger.”

Inceba Trust's fatherhood programmes support men to become more **present, engaged and emotionally available** fathers, which in turn creates safe and healthy family environments



Principal Awareness Sessions

122 principals attended

Early childhood development centre principals gain an understanding of the importance of father involvement and **their role in recruiting fathers** to attend the Legacy Dad programme.

Legacy Dad

226 fathers attended

Legacy Dad training encourages fathers to be **more involved in their children's lives**, strengthening relationships, promoting positive parenting and improving family dynamics.

"The Legacy Dad programme has helped me grow as a father, partner and community member. I've learned to communicate positively and guide my family without raising my voice. My bond with my children has deepened – I now walk them to school every Friday and read with them daily. I hope to leave them a legacy of strong values and family unity."

Anele Nombewu

Fatherhood Journey

60 fathers attended

Inceba Trust hosts Fatherhood Journey sessions as a **follow-up to Legacy Dad**. These sessions provide fathers with space to reflect on their own upbringing, **begin healing from past hurts**, and grow in confidence as engaged, present parents.

"I learned that we must forgive and own the wounds we are carrying. We must be present, polite, and engage with situations in a good manner. I realised the importance of character – whether I am in front of my children, my partner, or in the community. This programme means a lot to me. It feels like it was created for me, and I pray it reaches more daddies out there in our communities."

Fatherhood Journey participant



Re-entry Sessions

44 fathers and their partners attended

The Re-entry sessions **bring fathers and partners together** to reflect, reconnect and reinforce positive habits from the Legacy Dad programme, supporting healthier relationships and more stable home environments.

"The Re-entry session taught us to be more open with each other and to confide in, and understand each other. Be more proactive in our marriage and with our little one."

Re-entry participant





“Lasting change for
children is built together.”

Partnerships that multiply impact

Meaningful impact is achieved through collaboration. Inceba Trust works with early childhood development centres and partners across government, civil society and the private sector to strengthen early childhood development through coordinated action.

We aim to deepen cross-sector collaboration, recognising that investment in quality early childhood development delivers long-term social and economic benefits.

Stakeholder engagements

Inceba Trust hosted a stakeholder engagement in Franschhoek, bringing together partners from **government, business, civil society and academia** to reflect on strengthening Early Childhood Development in the Western Cape.

Key insights highlighted the importance of **collaboration, shared responsibility across sectors, and sustained investment** in the early years, recognising that quality early childhood development delivers long-term social and economic benefits for both children and the country.

We also convened with representatives from **Drakenstein Municipality and the Western Cape Education Department** to discuss the future of early childhood development. The engagement focused on supporting centres as spaces that promote child development, create employment and contribute to local economic growth.

Priorities included **streamlining registration processes and improving access to government subsidies** to expand quality care, nutrition and early learning opportunities for young children.



Our Partners



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