CARING FOR CHILDREN SUPPORTING FAMILIES

Annual Report 2023



It is with sincere gratitude and appreciation that we would like to thank 9H Digital who contributed their expertise, time and efforts to the rebranding exercise of Fondazzjoni Sebħ in 2024, part of which contributed to the creation of this Annual Report. Your support was invaluable.

This annual report is dedicated to all our residents and service users who trust us with their pains and traumas and share with us their joys and achievements.

Fondazzjoni Sebħ staff is committed to support you in achieving a safer and brighter future. We are honoured to be a part of your life and journey of hope.

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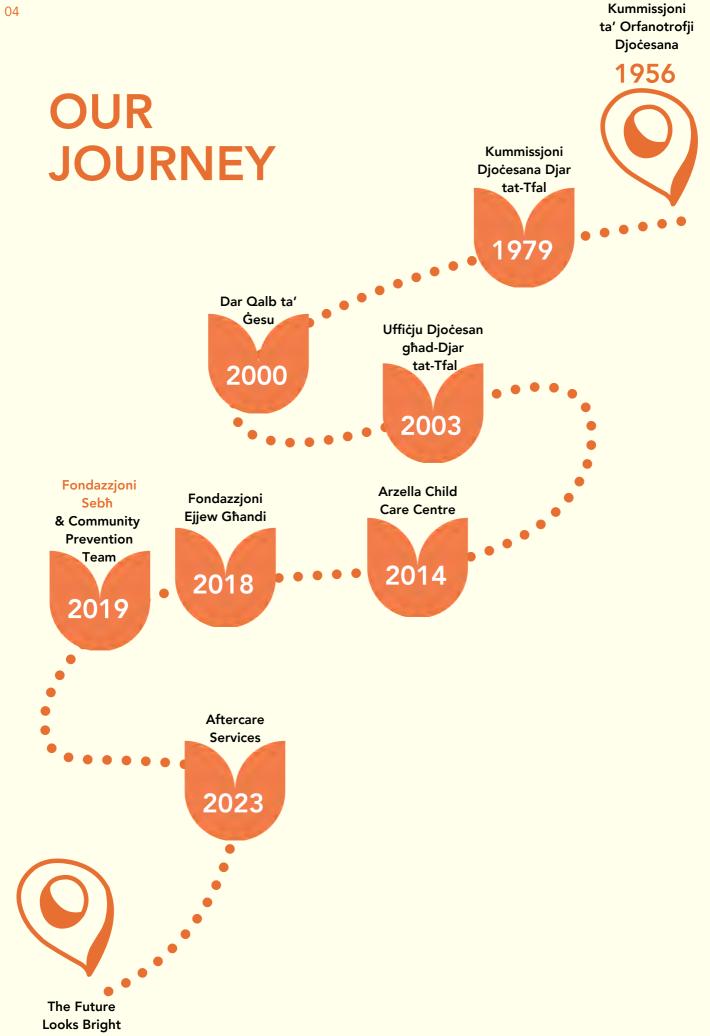
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CONTENTS PAGE

Our Journey	4
Director's Message	5
The Board of Administrators	6
The Senior Management Team	8
Services 2023	10
Children Services	11
Dar Fra Diegu	12
Dar San Nikola	16
Dar Santa Tereża	20
Dar Sagra Familja	24
Therapeutic Services	28
Safeguarding at Sebħ	30
Family Services	31
Il-Milja	32
Community Prevention Team	36
Aftercare Services	40
Advocacy	42
Assistant Managers	44
Central Office	45
Recruitment, Staff and Students	46
Physical Projects	48
Marketing	50
Organising of Events	52
Projects 2023	54
ESF Project	56
Stand with Sebh Campaign	58
See My Voice	60
Our Sebħ Family	62
Staff Appreciation	64
Activities and Events	66
Our Sebħ Family Moments	68
What It Means to Work at Sebh	70
Our Support 2023	72
Schools, Parishes & Local Councils	73
Fundraisers	74
Donations In Kind	76
Corporate Social Responsibility	78
Appreciation Messages	80
Donation Datails	Q1





DIRECTOR'S MESSAGE

YVONNE MALLIA

DIRECTOR OF FONDAZZJONI SEBH

2023 brought along some very special moments with our residents and service users where we celebrated with them their success and achievements. We also accompanied them in their pains and traumas, cried and felt pain with them and tried our best to help them face difficult moments in the life. Few words can show our heartfelt appreciation for the valuable work, for all the love, energy, commitment and passion our employees put in your day-to-day work. Fondazzjoni Sebh is blessed to have such an amazing and committed team of workers!

The support of benefactors was overwhelming. CSR initiatives spread through the year, donations in cash and in kind reached us and made it possible for us to undertake various refurbishment projects and to meet some of the needs and wishes of our residents and service users. We are ever so grateful for this support which motivates and energizes us to continue with our mission on a day-to-day basis. I look forward to maintain and extend further this collaboration.

The year was not without challenges – it was hard to see some of our valuable staff members venture to new opportunities. We were blessed with new staff members who brought along a wealth of knowledge and experience, new energy and ideas. It was hard to see our residents go through challenging times. We welcomed new residents and saw some others move on to next phases in their life. The support and unity between members of all staff and management gave us the openness to address challenges as opportunities for growth.

Throughout 2024 we will remain committed to give our residents and service users a life of love and dignity. Our passion, enthusiasm and heartfelt commitment will continue to be the main motivators of our day-to-day work. Together we will continue to dream and accomplish because that is what the women, children and families we work with deserve. May we continue to be united in our mission.

06 - BOARD OF ADMINISTRATORS



ROSEANNE ABDILLA

"Being a member on the Board of Fondazzjoni Sebħ is a fulfilling experience where I can bring together my finance background as an accountant, as well my experience as a foster carer which gives me some insight into the needs of the children being cared for by the Foundation."



ZAK BORG

"Applying my entrepreneurial background to a very meaningful cause."





RUTH CAUCHI

"I hold the position of the Treasurer and have been on the Board since its foundation. Being a member of the Board, helps me understand more our clients being women, youths and children, who are in a journey of discovering their fullest potential with the support of Fondazzjoni Sebħ."

THE BOARD OF ADMINISTRATORS BEHIND SEBĦ

The current Board Members are:

Sr Victoria Sant – Member

Ms Yvonne Mallia – Chairperson and Director
Ms Rose-Anne Abdilla – Secretary
Ms Ruth Cauchi – Treasurer
Mr Zachary Borg – Member
Ms Sina Bugeja – Member
Mr Alex Mamo – Member



SISTER VICTORIA SANT

"Being in the board is an enjoyable experience as the members dedicate their time and energy for the great benefit of the children and women in the care of Fondazzjoni Sebħ."

The BoA of Fondazzjoni Sebh are the main persons responsible for the administration and management of the assets of Fondazzjoni Sebh and to ensure the smooth running of the Foundation. Board members are appointed by the Founder, His Grace Mons Charles Jude Scicluna.

Board meetings are held on a regular basis with a total of 10 meetings held during 2023. It is also practice for the Board to meet on a yearly basis for a strategy planning meeting. Another 2 meetings were held with all members of the Senior Management and Management Team to remain updated and give feedback on all operational issues concerning Fondazzjoni Sebħ.

The Board of Administrators is committed to ensure that the vision and strategy of Fondazzjoni Sebħ is aligned with its values and principles and work hand in hand with the Senior Management Team to ensure effective and high standard service delivery. We are grateful for the support and valuable contribution of all the Board members which is key for Fondazzjoni Sebħ to continue to evolve and flourish.



SINA BUGEJA

"While acknowledging the valid work that the staff at Fondazzjoni Sebħ are doing in the interest of those requiring its services, it gives me great satisfaction to be part of the Board of Trustees and hence contribute to a healthier society."



ALEX MAMO

"Joining Sebh board fulfilled my wishes to be of service to such an important cause, hoping to use my work experience for the benefit of Sebh's mission."





THE SENIOR MANAGEMENT TEAM

The Senior Management Team (SMT) is responsible for the overall running and management of Fondazzjoni Sebh operations and corporate services. The team is made up of:

Ms Yvonne Mallia – Director

Ms Alexia Baldacchino – Children Services Senior Manager

Ms Kerry Hermitage – Family Services Senior Manager

Ms Elmer Stanmore – Central Office Senior Manager

The team is committed to ensure the smooth running of high quality services. They support and offer professional supervision to managers, social workers or other staff as required. In doing so the team keep regular contact with the different services and staff. The SMT also focuses on policy development, developing and improving HR practices including recruitment, training, staff wellbeing and support, awareness raising, participation in media and advocacy and ensuring compliance to standards, regulations and legal requirements.

Throughout 2023 the SMT held regular SMT formal meetings and monthly meetings with the management team. A reflective exercise on the Foundation's mission, vision and values was carried out during two away days. Other away days were organised by the SMT which gave the space to work on policies and to discuss and plan other important matters relevant to all the Foundation. The SMT is an outstanding team that lead by example. Their commitment, professionalism, dedication and enthusiasm are a driving force and an inspiration. Thanks to their positive input Fondazzjoni Sebħ remains a dynamic and evolving Foundation always offering exceptional services.

OFFICE OF THE DIRECTOR

The Director is assisted by Ms Ann Marie Muscat who occupies the role of Manager within her office. She supports in the coordination of BoA meetings and related matters and follows up and manages various tasks assigned to her by the Director. In 2023 Ann Marie was core to supporting the SMT and in the coordinating of team events.



FAREWELL

Mr Mark Pellicano, held the position of Children Services Senior Manager until April 2023. Fondazzjoni Sebħ thanks wholeheartedly Mr Pellicano for his years of services and for being key to the development of Children Services over the years. We were happy to welcome Ms Baldacchino who brought along a wealth of knowledge and experience in working with children.



CONSULTATION AND OPERATIONS MANAGEMENT BOARD (COMB)

COMB was set up in 2018 when Sebh was established as an NGO. At that time the Management Board of the Foundation was split into the Board of Administrators and COMB. It is made up of 4 professional social workers with different areas of expertise in working with children and families.

The members are: Dr Patricia Bonello, Ms Glenda Curmi, Prof Marceline Naudi, Ms Marija Zahra.

The Board meets on a regular basis with 6 meetings being held during 2023. The Senior Management Team attend regularly while Managers and Social Workers attend when issues related to their service are being discussed. The Board is of crucial importance to Fondazzjoni Sebh as they offer insights and guidance on addressing certain challenging situations. The meetings provide the space for reflection and through their knowledge and expertise Board members offer alternative ways of assessing, understanding and addressing certain situations. A special word of appreciation to the COMB members who offer their time and expertise on a voluntary basis and help FS always offer the best professional service to its residents and service users.





CHILDREN SERVICES IN 2023

ALEXIA BALDACCHINO

CHILDREN'S SERVICES SENIOR MANAGER

It is with great pleasure and a sense of gratitude to all the workers that I share with you the journey of the Children Services of Fondazzjoni Sebh over the past year. Since joining the foundation in June 2023, I have been privileged to keep building upon the work of my predecessor in offering the children in our homes the best care possible in a safe and nurturing environment where the full potential of every child can be achieved. Considering the growth of the foundation, in 2023 we welcomed a significant number of new staff members, and the introduction of our in-house therapy service. One of our primary focuses was to establish aligned management systems and streamlined operational processes within our residential homes, ensuring a stable and consistent environment for the residents.

A key highlight of the year was the successful implementation of several initiatives aimed at enhancing the physical environment in our homes, all of which were coordinated by our dedicated home managers. We are deeply grateful for the support of our generous benefactors and sponsors, who made these improvements possible. Along the year, some children reunited with their families while others transitioned to other alternative care settings. Farewells are always bittersweet, yet we are comforted in the hope that these children will continue to receive the love and support they need in their new journey. The new children welcomed into our homes have settled well and integrated smoothly with the other residents and staff. Our residential social workers work tirelessly to support the wellbeing of the children and this year we committed ourselves to nurturing and strengthening the bonds between siblings living in different residences as we recognise the importance of their relationship.

Looking forward, we remain dedicated to providing the best care possible to every resident. We remain committed to building upon our achievements and exploring new opportunities for growth in the years to come. I extend my gratitude to our dedicated staff, for their unwavering commitment and dedication. Together, we have created a nurturing environment where every child can dream, learn, and grow, knowing they are loved and protected.



DAR **FRA DIEGU**

JOSEPH GERADA HOME MANAGER

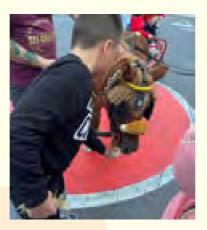
The Fra Diego team has shown remarkable consistency in its staff, despite a few changes this year. Our new children integrated very well into our community, quickly adapting to our routines. Throughout the year, we continued to build on the progress we've made, enhancing our care and services. A key focus has been on improving communication, both among staff members and with the children. This dedication to open, effective communication ensures that everyone feels heard and supported. By fostering a positive and collaborative environment, we have strengthened our commitment to providing exceptional care and support and will continue to improve in all areas.



LATEST INFORMATIC UPDATES









SPECIAL MOMENTS

- Individual quality time with children
- Great academic achievement for students
- 2 siblings started re-integration process
- All children working on independence skills according to their age eg. catching the bus, running small errands, keeping room tidy and making a snack
- Weekend break
- School Holidays fun activities like: hikes, cultural visits, comino, Gozo, Boat trips, horse riding, cinema, days by the sea





GOING ABROAD

One of our residents was selected to play football with his club in Torino. This opportunity presented a great chance for him to nurture his talent and grow as a player. Another resident was selected to go to Prague for a cultural visit with the school. This experience was also enriching for this particular resident.

HOLISTIC GROWTH

To encourage the individual growth of our children, they have opportunities to attend various extracurricular activities. Children at Dar Fra Diegu attended the following in 2023: Football (2 children), Ballet (2 children), Swimming (1 child), Stage Coach (2 children), Tennis (1 child), Various sports (1 child)

TALENT SHOW

The staff and children collaborated to organize a talent show, seizing a wonderful opportunity to showcase their talents while enjoying each other's company.

SUPPORTING 18+

During 2023 Dar Fra Diegu continued to support one of their residents who resided with us as a minor but who has now turned 18. She continues to study at Mcast and also works part time.



THE TEAM BEHIND DAR FRA DIEGU



What makes Fra Diegu special is the unwavering dedication of our staff and the remarkable resilience of our children. Despite the presence of numerous children with challenging behaviours, our environment remains harmonious and secure because every child feels genuinely loved and supported. Our dedicated staff members go above and beyond to create a nurturing atmosphere where each child's needs are understood and addressed with compassion and patience. Through this foundation of care and understanding, we foster an environment where children feel safe.

In 2023, Dar Fra Diegu focused on two key projects to enhance our residents' comfort and living spaces. We installed light soffits in the St. Theresa flat and main corridor, improving visibility and safety while adding a welcoming touch. Additionally, we constructed a new bedroom to accommodate the needs of a resident, emphasizing our commitment to personalized care and continuous improvement at Fra Diegu Home.







HOME IMPROVEMENTS



DAR SAN NIKOLA

MARCIA EVANS

HOME MANAGER

In 2023, the mission of Dar San Nikola remained that of offering a stable and loving home where our children can thrive emotionally, socially and educationally. We focused on improving the living space of our residents and on consolidating the caring teams. This year has been full of challenges and opportunities. We welcomed new children and staff, and at the same time bid farewell to two of our children who went back to their family. It was a positive year in terms of the support we received from benefactors and sponsors. Their generous contributions not only helped in practical terms, but also gave us the motivation and courage to continue our important work. Together, we continue to make a profound difference in the lives of the children at Dar San Nikola, providing them with the foundation they need for a brighter future.



LATEST INFORMATIC
UPDATES









SPECIAL MOMENTS

- Birthdays and Christmas celebrations, Popeye Village, funfairs, cinema, picnics, hikes and also a camping weekend organised by the flats.
- During the summer holidays a farewell activity has been organised to bid goodbye to one of our carers. This was celebrated at Splash & Fun Park, where we also celebrated the start of the residents' School Summer holidays. There were other days by the pool and beach days organised by the home. To end the summer holidays, we have been donated a weekend break by AX group and we got to celebrate this at the Odycy Hotel.
- Towards the end of 2023, we had one of the residents celebrating her Confirmation. The children, carers and management attended the mass and organised a party for the event.





SIBLINGS

As keeping siblings together is a priority for Fondazzjoni Sebh wherever possible, Dar San Nikola was home to three sets of siblings during 2023.

TERTIARY EDUCATION

Two of the youth at Dar San Nikola who finished secondary school continued their studies at Mcast, one of whom is studying hair and beauty whilst the other is studying sports.

OUR PETS

Dar San Nikola is the only home who have a pet cat and a pet dog, who are both deeply loved and cared for by the children.

HOLISTIC GROWTH

To encourage the individual growth of our children, they have opportunities to attend various extracurricular activities. Children at Dar San Nikola attended the following in 2023: Football (3 children), Taekwondo (1 child), Swimming (1 child), Youth Group (1 child), Guitar (1 child), Athletics (1 child), Dancing (1 child), Gymnastics (1 child).

ACHIEVEMENTS

One child was promoted in Taekwondo, another girl was awarded second prize in a skills challenge in football and two other children recieved prizes at school for their academic performance.



THE TEAM BEHIND DAR SAN NIKOLA



The exceptional team of carers at Dar San Nikola are the frontline heroes who keep our service running smoothly every day. Each staff member is compassionate and dedicated, working tirelessly to meet the needs of our residents and help them achieve their individual goals. They are committed to creating a safe, nurturing, and supportive environment for all the children in our care. In 2023, Dar San Nikola underwent major physical refurbishments, requiring the team to be creative and flexible to ensure continuity of care. Despite the challenges and difficulties faced in supporting the children through their journeys, the team's passion and commitment remained unwavering. Their ability to adapt and maintain high standards of care during this period is a testament to their dedication and professionalism.

The refurbishment project at St. Agnes, one of the flats at Dar San Nikola, began with updates to the electrical system throughout the entire flat, gypsum work, and updated lighting in all the rooms. It also involved the demolition of both bathrooms and the installation of new ones. The AX Group, CE Installations, and ACTP provided support for this project. Additionally, Rotary La Vallette Malta contributed by funding new doors for the St. Agnes Flat. The project was executed by Rotary La Vallette Club Malta and received financial support from the Rotary Foundation in the form of a District Grant.









DAR SANTA TEREŻA

JADE CARDONA

HOME MANAGER

Dar Santa Tereza is a residential home that supports six children below five years of age. Our approach with the children entrusted in our care stems largely from traumainformed care, and we strongly believe in the importance of equity over equality, whereby every child receives the subjective and individualised care that best supports them in their journey. In this process, the children's social, psychological, spiritual, physiological, emotional and systemic development is paramount, whereby service-user involvement, in an age and developmentally appropriate manner, strongly influences our work in supporting our children's voices to develop and be heard.



LATEST INFORMATIC
UPDATES









SPECIAL MOMENTS

- Many children attended professional appointments with a focus on early intervention.
- All children have contact with their parents through supervised access visits.
- One child with learning difficulties showed significant developmental improvements through regular attendance at specialised sessions.
- One child started the process of reintegration and moved from supervised access visits to monitoring at their parents house.
- One child started the process of transitioning to foster care.
- A warm Christmas spirit was created at home with treats for all children and staff shared.
- Numerous outings and craft activities continued to support the children's exposure to new and different experiences.





MILESTONES

We witnessed many milestones for our children – first walk, first word, potty training, first day of school, eating independently, number, letter, colour recognition

CHILDCARE

Two children started attending childcare, to support children with social skills and enhance their wellbeing with positive relationships and stimulating environments

FOSTERING

Saying goodbye is never easy, but seeing children moving to foster families were special moments, celebrated with a special farewell party showing the children they are loved.

ME/WE TIME PROJECT

The importance of equity and our children's individualised needs were prioritised in 2023, which gave rise to this new project whereby individual time for each child in our care with an allocated care worker was given priority in order for the children's unique needs to be targeted more closely, whilst also allowing for more in depth time for attachment and connection between the children and caring staff.

EXTRA CURRICULAR

Even though our children are very young, their likes and wants are still always considered. One child attended football and two children attended *Read with Me* in 2023.



THE TEAM BEHIND DAR SANTA TEREŻA



At Dar Santa Tereża, we have an extremely dedicated team who are devoted to supporting the children entrusted in our care and hold a very special part in their journey in these extremely crucial first years of life. The team comprises of care workers and two members of the congregation of the Daugthers of the Sacred Heart, who work in collaboration together to offer the best provision of care to each of our residents. In 2023, the Home Manager of Dar Fra Diegu, Joseph Gerada, greatly supported Dar Santa Tereża as a part-time Home Manager. In November 2023, the previous Assistant Manager, Jade Cardona was promoted to Home Manager of Dar Santa Tereża, being the first full-time Manager of the service as a lay person. 2023 was a period of increased importance of team building and connection between the team, including team meetings, reflective team spaces, away days, activities, and supporting each other to grow.

Given the importance that the physical environment has on the residents' and team's daily interactions and the emphasis on wanting a warm and home-like environment, 2023 was a period of creativity and innovation within the residents' physical spaces. The playroom, an area where the children spend much of their time, was refurbished, including changing of the flooring, sofas, toys and furniture, which the children themselves were involved in choosing certain decorations and toys. The bedrooms were also refurbished, whereby toddler beds were introduced to replace the cots for the older children in our care.







HOME IMPROVEMENTS



DAR SAGRA FAMILJA

SR DENISE VASSALLO

HOME MANAGER

Dar Sagra Familja, a residential home for 12 children in Żabbar run by Fondazzjoni Sebh with help from the Sisters of St Joseph of the Apparition. We are devoted to providing a warm and nurturing environment for children in need of alternative care. Our home, divided into two apartments, is a place where children can feel safe and loved. As part of our mission, we ensure that every child is supported holistically and that their rights including education, health, identity and freedom of religion or belief are safeguarded. We take pride in seeing our children grow into mature and responsible adults, who can cope independently in life as adults.



LATEST INFORMATION UPDATES









SPECIAL MOMENTS

- Dar Sagra Familja bid a heartfelt farewell to Sr. Denise Vassallo. We celebrated her years of love and commitment with a lovely event attended by current and former residents.
- Various farewell parties for staff who left the service and for Jade Cardona Assistant Manager to thank her for her work with DSF.
- Random acts of kindness from both children and staff have created a homely and loving environment at Dar Sagra Familja.
- Maintaining the relationship with birth families by helping the children to do mother's and father's day cards and sharing photos of special moments.
- A yearly Christmas Eve tradition where all the children enjoyed a special sleepover with the staff, fostering a sense of joy and togetherness during the holiday season.





GOING ABROAD

One boy travelled to Rome to compete in a Breakdance competition and ranked in the top 16. It was with his team Street Elements; they were selected to represent Malta in two events in Rome.

Another child went on an Erasmus program to Bratislava to compete in athletics.

TERTIARY EDUCATION

One youth has decided to continue her studies and qualified for Junior College, whilst also holding down a part time job and job shadowing in the summer months.

HOLISTIC GROWTH

To encourage the individual growth of our children, they have opportunities to attend various extracurricular activities. Children at Dar Sagra Familja attended the following in 2023: Football (3 children), Sailing (1 child), Athletics (1 child), Breakdance (1 child), Art (2 children), Special Olympics (1 child).

SCHOOL AWARDS

Two Boys received various awards from their respective school for excellent behaviour and sportsmanship, whilst another child received 1st prize in 400 m, 200 m and shot put on sports day.



THE TEAM BEHIND DAR SAGRA FAMILJA



All the work that has been done, the love we have shared and the children supported, would have never been possible without our dedicated team. For our team, this work is not just a job but a calling. We are proud that at Sagra Familja, there is a strong sense of family, where everyone feels at home. We give a lot of importance to collaboration, and we always embrace opportunities to keep learning and growing together as a team. This year has been full of special moments, and together we look forward to keep supporting our children, with the help of God.

Dar Sagra Familja is an old building with a lot of outdoor space which needs a lot of regular maintenance. The combined efforts of various benefactors and CSR initiatives have been crucial in maintaining the upkeep of Dar Sagra Familja, ensuring that the environment of the residence remains up to standard and safe for the children in our care. One of the main projects worked on this year was the installation of strong internet connection throughout the home. We also installed CCTV cameras and an Intercom system to ensure the safety of our residents and staff. Additionally, we refurbished the social worker and assistant manager's office, creating a more comfortable and welcoming space for the staff and the children.







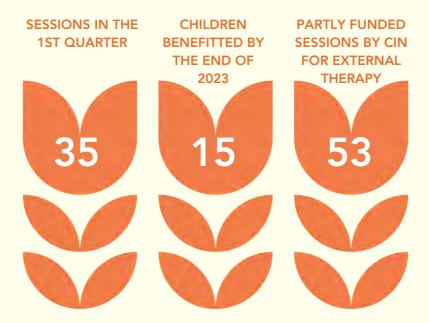
HOME IMPROVEMENTS



THERAPEUTIC SERVICES

Following the successful fundraising event for therapy, the service started in September 2023 and by the end of year, we had 15 children benefitting from regular and frequent psychological sessions. The therapists have become integral members of the children's services team, collaborating with other professionals and the staff to provide holistic support through a multidisciplinary approach. The therapists offer practical and hands-on psychoeducation to ensure that the interventions with the children are trauma informed and guided by the latest evidence-based practices.

The plan for 2024 is to enhance the overall care system through monthly groups aimed at improving service quality, to offer support to caregivers, and to create a more therapeutic environment for the children. Team members will have the space to discuss common concerns and to reflect on how to handle difficult situations.



LATEST INFORMATION AND

ONE RUN, ONE CHILDHOOD

One run, one childhood marathon was organised by the Children in Need Foundation between 30th April and 1st May 2023. Daniel and Claudio ran 200Km around the Marsa track to raise money for Fondazzjoni Sebh so the children in their care are provided with prompt, consistent and regular psychological therapy. This successful event raised 375,000 euros, securing the project's funding for at least three years.



We extend our gratitude to the Children In Need Foundation for supporting our children to receive therapy and in so many of their other needs.



HIGHLIGHTS

- This service enabled us to reach out to children who had been refusing therapy for many years, some of which agreed to the help offered
- Prompt and regular sessions offered to our children without any waiting list
- Tailor made services according to children's needs
- Early intervention and detection of children's needs
- Multidisciplinary care approach ensured comprehensive support for our children
- Ongoing support to staff

THE JOURNEY SO FAR

- Onboarding process and induction of 1 psychotherapist and 1 counsellor
- Meetings with professionals
- Orientation visits to meet children and staff
- Observation sessions
- Training for therapists
- Setting up of the service policies and procedures
- Children who agreed to be referred started sessions

SAFEGUARDING AT SEBĦ



OUR DESIGNATED SAFEGUARDING OFFICERS

With the wellbeing of so many children, youth, women and families in Fondazzjoni Sebh's care, safeguarding is prioritised and integrated into the every day practices. Earlier in 2023, Alexia Baldacchino and Kerry Hermitage were assigned the role of designated safeguarding officers, as both of these staff members have an ongoing relationship with staff and residents alike and this enables them to be a point of contact for safeguarding concerns, queries or disclosures. Whether discussing projects, policies and procedures at a management level, or simply discussing accessing Sebh's various buildings, due thought is given to safeguarding measures to minimise harm wherever possible. Safeguarding training is provided to all team members and more tailored safeguarding workshops are scheduled for the teams in 2024.



FAMILY SERVICES IN 2023

KERRY HERMITAGE

FAMILY SERVICES SENIOR MANAGER

Every year at Fondazzjoni Sebħ is filled with special moments between team members, heartfelt occasions spent with residents and service users and proud moments as Sebħ continues to flourish and be a true example of best practice. However, 2023 was an especially significant year for the family services as it marked a year of recognition and growth.

Primarily we feel privileged to have been able to see the women, children, youth and families on their journey to receiving support, seeking safety and finding a life free of abuse. Seeing so many people in 2023 finding their inner strength, enjoying the small moments across the year and being kind to each other was beautiful to see and echoes hope over trauma. Our efforts were focused on providing the highest standards of services, in a warm and empathic manner, in spaces which convey dignity and serenity and I would like to hope that this was achieved in many ways.

I also look back at 2023 filled with gratitude for being able to work alongside the teams within the family services. Every team is so different but each and every person brings passion, care and heart to the services. Seeing the way they embraced training opportunities, worked through crisis situations and worked together as a service team and as a collective family services team, makes me so proud of them all. The start of the aftercare services was a milestone for the family services, filled with exciting new beginnings and new team members who further enriched the team. To see Il-Milja win the MASW award for The Social Work Service of the Year 2023 was of course the cherry on the cake and the recognition they truly deserved for all their efforts in bettering the lives of those in our care.

The family services also had a lot of physical projects ongoing in 2023, a number of advocacy campaigns and collaborations and numerous projects within the services. Collectively these projects portray our dedication to bettering the lives of individuals and families, contributing to policy change and to create awareness of the realties faced by the people we work with every day. We approach 2024 with excitement for new upcoming projects and with a renewed fire to shine a light on the needs of the vulnerable and to support those we work with to the very best of our ability.



JOSETTE STENSEN HOME MANAGER

Il-Milja provides safety and a holistic service to women and their children who are escaping violence. Milja welcomes survivors and offers an individualised service which supports them on their road to healing and in finding a new life free of abuse. Milja supports up to 12 families at any given time. The team support them in their recovery from their trauma and aim to make them feel valued. 2023 marked the second year of Il-Milja service moving to the new premises. The service offered a number, of social activities internally and externally where families had the chance to enjoy together with the team. The service embraces a holistic therapeutic approach supporting individual and family wellbeing. Other support included individual therapy sessions, encouraging spiritual self growth, and a space for a community support group. The service aimed to embrace diversity and different ideas towards a better living for families.



LATEST INFORMATIC UPDATES









SPECIAL MOMENTS

- Celebrating all occasions to make all feel valued including birthdays, religious festivities, valentines day, mothers day and more.
- Subcommittees involving residents included Health and Safety, Social Activities, Spiritual and Children's subcommittees.
- Projects including Project Prosper, Soul Space and faMILJA creating opportunities for healing and growth.
- Witnessing women freeing themselves from abuse by winning court cases, being able to travel and building new homes.
- Winning social work service of the year in MASW awards and also one of our social workers winning the award for Best Newly Qualified Social Worker.





NEW BEGINNINGS

During 2023 we welcomed 7 new families to il-Milja who were escaping violence. They all received a warm welcome with a promise of support and compassion. 7 families also moved on to independent living including women who purchased their own property, rented apartments, moved in with family, moving abroad and moving to a care home. We maintain contact with nearly all of these families and they are doing very well.

ALL AGES

During 2023 we supported 39 individuals at il-Milja. This included women between the ages of 18 and 76, some of whom had accompanying children who were as young as new born up until adult children.

SOW

Sharing of Wealth (SOW) is a programme within Milja that supports the families whereby we acquire donations of food, toiletries and household supplies, from which the families choose during a weekly shop. This programme emphasises the importance of equity, choice and individualisation. In 2023 422 SOW packs were given out, saving the families an average of 6330 euros.

PETS

At il-Milja we understand how important and supportive pets can be in a woman's recovery and this is why we accept pets. In 2023 we welcomed 2 cats, 2 dogs and 2 birds, as well as having 8 communal chickens.



THE TEAM BEHIND IL-MILJA



2023 saw changes within the team creating a holistic focused approach. The Care team focused on supporting families through their care plans and the home team focused on the home structure and seeing that all goes well on the floor. The role of the Care Assistant Manager was also introduced. The team at il-Milja are driven by a passion for the service and genuine care for the women and children in our care. They approach every difficult situation from a trauma informed perspective and they truly work as a whole team. Great things in social care are never done by one person. They are done by a team of people. Il-Milja team proves that staying together is progress but working together respectfully is our success.

Much effort is invested on a daily basis in keeping the physical environment at il-Milja warm, welcoming and serene. In 2023 works started on the garden thanks to a kind benefactor which is seeing the outdoor space being transformed into our *Secret Garden*. The flats continued to be improved by being painted and upgrading furniture where needed. Additionally a small library area was created and the stores were sorted to make more space for donations.







HOME IMPROVEMENTS

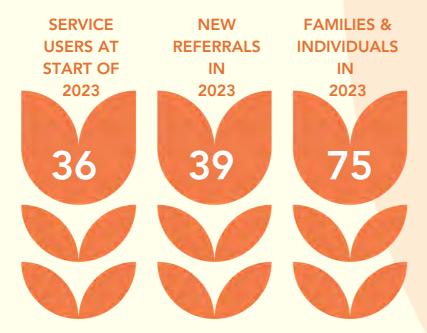


COMMUNITY PREVENTION TEAM

CATHERINE FLERI SOLER

SERVICE MANAGER

The Community Prevention Team (CPT) started its operations at the end of 2019 with 3 community social workers targeting the Hamrun community. While the service expanded to Marsa, the team worked hard to immerse itself into the respective communities and raised its profile within various groups. As a small but relevant service, it targeted the needs of communities as identified by the community members. The team does not only support people with a wide variety of complex situations through social work support. It also reaches out to people by building strong networks with local organisations and by holding various community-based activities aimed at increasing participation and integration. 2023 continued to see the solidifying of the team in the community with many projects meeting the needs of various individuals and families.



LATEST INFORMATIC
UPDATES









SPECIAL MOMENTS

- Seeing Syrian women receive their certificates (English lessons).
- Seeing the participants of the Art group gel, engage with each other, and enjoy themselves doing the crafts.
- Seeing people who otherwise would not have tried to access our service come to our the Coffee and a Chat to get to know us.
- Helping a young person in a strict and abusive family environment slowly get of the house for chats with the CSW and successfully build a strong rapport with her.
- Participant contributed to the event of the See my Voice.
- Helping a family get together to live through the terminal illness of the father.





ENGLISH LESSONS

Listening to the needs of the community and many families that the team were working with, CPT linked with a qualified volunteer to teach English. A group of Syrian women attended for these lessons over months, where they improved their English and their ability to communicate in the community but where they also made a number of community connections which continued to enhance support available to them. They all received a certificate of completion at the end.

HOMELESSNESS

The CPT chair the Homelessness Network that brings together 17 government entities and NGOs to work together on tackling homelessness and reaching out to those in need. One initiative in 2023 was the creation of 'kits' with various essential items which are distributed by the Network members to people they encounter that are roofless.

VERSATILITY

The Community Prevention Team work with service users of varying nationalities and ages, and who experience a variety of difficulties including poverty, mental health struggles, health difficulties, homelessness, domestic violence, child abuse, just to mention a few. However they also build relationships with residents of the localities they work within to build community contacts, as well as linking with various stakeholders on projects and during case work.

PROJECTS

In 2023 the CPT worked on a number of projects including community walkabouts, carrying out door-to-doors, See My Voice arts project, outreach with community police, elderly questionnaire, collaboration with JRS on the reconciliation programme etc. Additionally the CPT also represent Sebh on the Anti Poverty Forum.



THE TEAM BEHIND COMMUNITY PREVENTION TEAM



This is a very small team yet the relationships we manage to build with the local communities are very significant and special. The team have managed to build such strong connections due to their approachable nature, ability to work with a versatile group of individuals and families and because of the genuine care that they show for those in need of support and for the community.

In 2023 considerable efforts were focused on the embellishing of both the Marsa Centre and also of the Hamrun community base. Firstly the Marsa Centre's downstairs space were converted into a modern session room and meeting room, where service users or stakeholders meet the team. The door was also repainted and the Mużew kindly refurbished the facade. This project ended with the renaming of our centre to Dar Kelina. Similarly a space was allocated at central office where the Community Prevention Team could greet service users in a modern and private space. Again this space was completely refurbished thanks to CSRs and donations to what is now a beautiful, welcoming space.





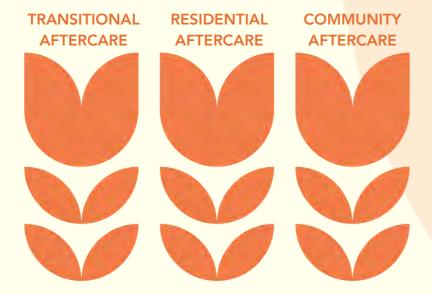


CENTRE IMPROVEMENTS



AFTERCARE SERVICES

2023 was a significant year for the aftercare services as it was when the service kickstarted, with it's own team. Aftercare services aim to solidify and build on all of the hard work, progress and healing that would have taken place for children and families during their time in residential care. Through the aftercare services specific support is offered both during the transition stage as well as when in the community, to youth leaving Sebh's residential homes or to families leaving il-Milja, who could benefit from ongoing support when transitioning to independent living. The aftercare services aim at providing this support and optimising their opportunities by creating foundations for a secure, long-term plan. We believe that children, youth and women who have already experienced so much trauma deserve the very best in adult life, with the same opportunities and hope as others and a future free of abuse.



BUILDING THE SERVICE

Much of 2023 was dedicated to:

- carrying out research into care leavers perspectives and aftercare services across the world to ensure that the service is evidence based
- building the new programme for the aftercare services
- creating of service forms and procedures
- preparing for focus groups to be carried out in early 2024
- filling applications for possible funding opportunities
- securing donations

NEW TEAM

To kickstart the new service and with the preparation to start welcoming referrals, we were very excited to welcome the first social worker to join the aftercare services in 2023.

PHYSICAL PROJECTS

In 2023 many efforts were invested in working on the physical spaces to welcome the aftercare services. With each project at different stages some involved:

- applying for funding
- · acquiring donations of furniture
- · clearing and cleaning with the help of CSRs
- plastering, painting and furnishing
- · submitting planning permission
- meetings with engineers and architects
- gathering quotations of works



OFFICE WAS
COMPLETED

SPACE AT IL-MILJA

YOUTH TRAINING FLATLET



IL-MIXTLA SEMI-INDEPENDENT UNITS



AFTERCARE AND THERAPEUTIC CENTRE



SEMI-INDEPENDENT FLATS

ADVOCACY IN GBVDV

Gender Based Violence and Domestic Violence



By participating in this event organised by The Academy of Givers we were able to showcase to various companies some of the realities faced by our residents and Sebh as an organisation. We were elated that our pitch was voted for by the audience leading to us winning a donation.





Increasing awareness & sensitivity to the realities of women and children escaping violence is very important to us at Sebħ. In 2023 we continued delivering training to various professionals about 'Working with Victims of Trauma', on request by the Commission of GBVDV. Likewise we also gave training to the police in 2023 having been commissioned by the Department of Gender Studies at the University of Malta.





Media interviews
helped us to amplify
the needs of women
escaping violence. We
hope that these reach
those in need to
understand that
support is available.





In 2023 Fondazzjoni Sebħ participated in a number of panels during conferences and events. When speaking about the various experiences of women escaping violence and options available to those who are in need of support, we aim to create awareness, initiate discussion, whilst always keeping in mind that someone in the audience might also benefit from the knowledge that support is available.





The organisation of this campaign is at the heart of advocating against violence. This is held in the 16 days of Activism and our effort is aimed at creating safer communities and a society which openly shows that it has zero tolerance for violence and abuse. Many people were encountered on our visits who experienced violence and welcomed the information provided.





Every 3 months we meet with a network of professionals to discuss updates in the field of GBVDV and we collectively present recommendations for policy change. We also contributed to NSO statistics to help to portray just how many are affected by GBVDV.



ASSISTANT MANAGERS

0

CHILDREN SERVICES



ABIGAIL GRIMA

CHILDREN SERVICES ASSISTANT MANAGER

Abigail's role mainly consisted of supporting all the homes to provide quality care for the children. She gave supervision to our team of residential social workers, coordinated numerous projects including ESF, helping in the compiling of guidelines, supported in various management and professional meetings and stepped in when there were gaps in the service to ensure continuity of care.





JADE CARDONA

DAR SANTA TEREŻA & DAR SAGRA FAMILJA ASSISTANT MANAGER

Jade supported the home managers of both Dar Sagra Familja and Dar Santa Tereża not only involved in taking care of administrative tasks such as rosters and expenditure logs, but was also involved in mentoring and supporting the staff and the children. She also covered for the home managers in their absence. In the final quarter of 2023, Jade was promoted to home manager of Dar Santa Tereża.





FAMILY SERVICES



KAY GAUCI

MILJA CARE ASSISTANT MANAGER

In August 2023 Kay became the Care Assistant Manager at Il-Milja where she supported the care team who are responsible for the care plans and wellbeing of residents. Kay supported by providing supervision, overseeing care plans and their implementation, creating therapeutic activities etc. Kay was also responsible for issuing the care team roster, care team meetings and supporting the home manager.



For the first part of 2023 Nadia Toutoungi occupied the role of Care Assistant Manager and we would like to thank her for her invaluable contribution during this time.



CENTRAL OFFICE IN 2023

ELMER STANMORE

CENTRAL OFFICE SENIOR MANAGER

2023 was a year that gave Fondazzjoni Sebħ a lot of positivity and energy. The Central office coordinated numerous tasks ranging from reviewing of internal systems to reaching out more to the
public. This indeed generated a number of fruitful results and accomplishments. Of particular
importance were fundraising events some of which were marketed through a number of news portals
leading to a marketing outcome, tapping into sponsorships for services that are legally required by law,
simplification of internal processes particularly related to recruitment and staff retention, organising
team days for Fondazzjoni Sebħ staff members, and the completion of ESF project
Deinstitutionalization and Improved Life Chances through research, education, and training'. The
Central Office was pivotal to ensure that the standards of the Foundation are kept at high level, even
higher than what is required.

The Human Resources Section was responsible for matters related to staff and their wellbeing. It's role complemented the full process involved in staff development ranging from student placements, research, recruitment of staff, training of staff and ensuring staff's well-being at the place of work. It was also responsible for the recruitment and retainment of volunteers across all services. The facilities management section was responsible to ensure that the infrastructure on all operational premises were aligned with all health and safety requirements. It also co-ordinated a number of CSR opportunities offered to Fondazzjoni Sebħ. The Fundraising section of the central office dedicated its time and efforts to promote Fondazzjoni Sebħ and collect funds being in kind, pro bono or discounted services, sponsors and/or monetary donations. All of this work would not have been possible without the team's commitment and dedication to ensure that all services across Fondazzjoni Sebħ are all well served.

A review on the roles within the Central Office will be carried out in 2024 for an eventual restructuring. The Central Office also aims at moving towards a more digitalised system for more reliability of efficiency. This depends on budgets however it is not an impossible task.



FUNCTION OF CENTRAL OFFICE

The Central Office incorporates the corporate functions of Fondazzjoni Sebħ. It has an administrative function to ensure that all legal and financial requirements are met. Legal requirements range from licencing of services to Health and Safety of staff and residents whilst financial requirements ensure that the sustainability of the foundation is of a long term nature. The Central Office ensures that its functions are aligned with any regulations that Fondazzjoni Sebħ is obliged to follow. It also incorporates the fundraising function that supports the running of the foundation to ensure its sustainability.

In 2023 the team was made up of:

HR Administrator
HR Support
Facilities Administrator
Fundraising Administrator
2 secretaries
3 maintenance persons
1 handyperson
1 part time cleaner
Spiritual Director

RECRUITMENT

The Central Office was responsible to ensure that recruitment practices are followed as per Recruitment SOP of Fondazzjoni Sebħ which SOP provides clear guidelines based on fairness and quality control of applications. Recruitment processes involved a number of hours dedicated to organising interviews, setting interviewing boards, follow up on decisions and eventual onboarding of those recruited. The central office was also responsible to co-ordinate meetings with the managers to review the Performance Review Form and the Interview Guides.







TRAINING

Training is one of the core aspects of the central office's responsibilities. Whether it is mandatory training or other training, each training required a number of hours dedicated to organising and putting together the lists of the staff members that attended, follow up on the level of participation, collection and recording of certification and where applicable submission of applications to cover funding. Moreover, last year a good amount of hours were dedicated to the laborious administration that the ESF project demanded to ensure that all documentation was kept in place and up to standard.



hours of training given to Sebħ teams in 2023

between the ESF project, mandatory training & other training opportunities.





Some topics including:

- Trauma & resilience among children and adolescents.
- Supporting the autonomous self of young people in care.
- Health and safety representative course.
- Transdisciplinary at its cutting edge.

RESEARCH & STUDENTS

Research and student placement requests are co-ordinated through the central office. These require a number of administrative tasks and record keeping prior to any approval issued. The administrator responsible for these areas ensures that a request is duly recorded, followed up, sought approval and once the research or placement is taking place, the student/researcher is well settled and being attended to as per agreed upon plan. Students ranging from undergraduates to masters level were accepted from MCAST and the Universities of Malta, Gothenburg, Valencia and Dornstetten.

STAFF PARTICIPATED IN RESEARCH



STUDENTS ACCEPTED IN 2023



DIFFERENT AREAS OF STUDY





With the help of a CSR the start of the refurbishment of the reception at Central Office began in order to create more of a warm and homely feeling upon entering.



The creation and maintaining of a food store meant that donations were sorted according to item and expiry date, adequately stored and helped homes to 'shop' for their needs in an organised way.

EMBELLISHMENTS

Another role of the central office team is to increase efficiency and to utilise well the physical spaces available at central office. Resources are very often limited but with their hard work and the support of donations and CSRs the team were able to transform a number of areas at central office which helped aesthetically but it also improved the functionality of the spaces and created areas which supported the homes and services in accessing donations.



The sorting of the toys and gifts store help the teams to utilise donations to make occasions such as birthdays and Christmas, extra special.



The creation of a resident's stationery store facilitated the organisation of donations and supported the residents to find what they need for school etc.



The internal yard next to the Boardroom was tiled and refurbished in order for the teams to have an adequate space to take breaks and to improve the outlook from the boardroom.

VOLUNTEERS & CSRS

HOURS OF VOLUNTEERS



Volunteers are always considered as an integral part of services given the valuable work that they carry out. The Central Office was responsible to review volunteers applications, make contact with the volunteers, apply for their POMA, conduct a preliminary interview and liaise with the services to see who would wish to take them on. Additionally the team coordinate requests for CSRs, linking them with the various services and even guiding them with activities to be completed.







MAINTENANCE

As well as the above mentioned projects, the maintenance team supported with a number of other physical projects including repairs in the hall's bathrooms ceiling, boardroom partition shelving and the replacement of manholes at entrance area in Fra Diegu premises, just to name a few. What's more they are available to support all the services with ongoing maintenance needs, repairs and support in embellishing other areas in all of Sebh's premises. It is ensured that all maintenance requirements across all services are attended too immediately to avoid any hazards and dangers. The maintenance team with the support of the Central Office administrators dedicated their time and efforts to ensure that whoever needed assistance was serviced immediately.

HEALTH & SAFETY

Fondazzjoni Sebh excel<mark>s in ensuring heal</mark>th and safety to both its employees, volunteers and residents. All mandatory checks are monitored by the Central Office and Health and Safety Audits always result into requiring little to none actions to be taken.

MARKETING

Despite not having a marketing administrator, a number of marketing tasks have been taken up by the Central Office team showcasing the valuable work being done. Collectively we try to spread the message of Fondazzjoni Sebh's mission whilst using every opportunity to thank those who support us throughout the year.

Some of the marketing tasks included:

- Online posters commemorating significant days
- InfoCard issued quarterly and sent to companies
- Upkeep of Website
- Regular updating of Facebook page
- Uploads on Instagram
- Established the LinkedIn page
- Press releases



PRESENCE ON STANDS

By having a stand at various events, Sebh creates awareness about those we care for and helps people to understand the work being done. Some include:

- MCAST freshers week
- Academy of Givers Impact Fair
- Mental Health at the workplace conference
- International Association of Women in Malta -Christmas Fair



MEDIA

Whether to promote an ongoing project, upcoming activities or fundraisers or whether to advocate for the needs of our residents and service users, Fondazzjoni Sebh uses every opportunity to request and accept media invitations. In 2023 Sebh's Senior Management Team, Managers, Social Workers and Central Office Team all participated in a number of Radio and TV programmes, as well as contributing to a number of press releases or newspaper articles.











ADVERTISING

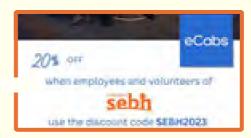
Being able to advertise with tight budgets is not an easy feat however with the support of generous organisations, in 2023 Fondazzjoni Sebħ were able to increase visibility.

Some examples include Fgura United FC having Sebh's logo on their kits for a second year and Eden Cinemas offering a unique advertising opportunity to display Sebh's logo and an important message during film showings.



STAFF APPRECIATION SCHEME

For the first time employees were gifted with schemes that express appreciation towards their work. Central Office reached out to companies requesting support, built positive relationships with them, maintained relationships and created a system to ensure that the benefits reach all of our team members.



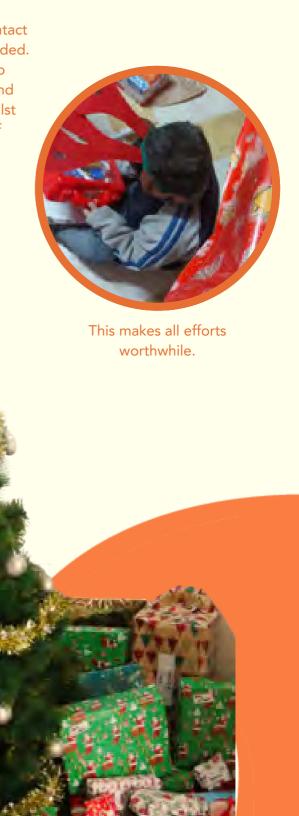






CHRISTMAS WISHLISTS

The Christmas period is always a time where the Central Office is happily busy with the co-ordination of gifts received for the residents and clients. Co-ordinating wish lists started in August whereby the Central Office started collecting the lists of what the residents and clients wished to receive for Christmas. Upon receiving the wish lists, the Central Office started making contact with companies to request donations based on the lists provided. By Christmas eve all gifts were checked, wrapped up and also distributed to all residents and clients ensuring that they spend their Christmas knowing that they have been thought of. Whilst Christmas is always a very busy period, the central office staff always comments that it is the best time of the year.







ORGANISING OF EVENTS

A number of events taking place throughout Fondazzjoni Sebħ are co-ordinated through the central office. Some of the events would also require sponsorship for which the central office has to reach out. Organising such events also require a lot of preparation of the venue, programme of the event, ordering of refreshments when applicable and clearing after each event. Some events may be of small nature such as management meetings whilst other events may be bigger such as was the case with the 'See My Voice' final event in November. The team also support in other events organised such as team days, farewells and preparation for meetings with guests or dignitaries.







FUNDRAISING

The fundraising arm of Sebħ is centralised within the Central Office offering co-ordination across services and liaison with benefactors. It bridges the needs of the services with the good will of the general public who donate to support our mission. This is done through direct contact with benefactors, events, and selling of items. One means of selling items was through the organisation of bazaars that saw old items find new homes whilst receiving an income in donations. Regular contact was maintained with benefactors who donated directly or supported us through in kind donations or pro bono services and a transparent administrative system on incoming donations maintained.





"Vera hadt gost niģi għal dan ilkors għax sirt naf nagħmel affarijiet differenti u għamilt ħbieb ġodda. Grazzi ħafna."

A service user who works with the Community Prevention Team in relation to the See My Voice project



"I liked the session by the architect ... I want to be an architect in the future."

A child residing in a Sebħ home in relation to the ESF project workshops

FEEDBACK FROM OUR RESIDENTS & SERVICE USERS



"It was my time to do something I actually liked"

A woman residing at Il-Milja in relation to the See My Voice project



"I really enjoyed the dance workshops and I feel that this gave us the chance to learn how to dance by a qualified teacher. Not all the children are so lucky to have this opportunity".

A child residing in a Sebh home in relation to the See My Voice project







A total of 16 participants attended the study visits, of which 11 were from the Fondazzjoni Sebħ teams. They visited various residential homes for children in youth, as well as aftercare facilities in the following countries:

STUDY VISITS







Israel Ireland **Scotland Spain** Italy

ESF PROJECT

EUROPEAN SOCIAL FUND ESF.02.163



The training part of the project entitled **Deinstitutionalised and Improved Life Chances** Through Research, Education and Training, started at the very start of 2023 and concluded in September 2023. The focus was to give all staff a special, tailored lens into working with children in care and with a trauma informed approach. This was achieved through specialised training workshops, opportunities to attend conferences and webinars and study visits in different areas of the world learning best practices. This experience was shared with St Patrick's Residential Services and Fondazzjoni Dar San Gużepp and was a truly enriching experience for all teams.

WORKSHOPS

For staff: Over 4 months the staff received tailored training from experts in the field around the following topics: Social Aspects in the Digital World; Supporting Child in Residential Care Through a Recovery Journey; Understanding the Physical and Social Aspects of Minors in Out of Home Care.

For children: The children and youth attended workshops in the following: The art of being myself; Relationships; Let's get organised; Independent Living; Employment.





56 Staff members received training

49 Children & youth attended workshops

2,281 Hours of training for Sebh staff

Attendances to conferences and webinars

The ESF project has been co-financed through the NGO Co-Financing Fund (NCF) managed by the Malta Council for the Voluntary Sector supported by the Ministry for Inclusion, Voluntary, Organisations and Consumer Rights (MIVC). The NGO Co-Financing Fund complements existing activities and other financial sources supported by EU Funded Projects.





FINAL SEMINAR

During a final seminar on the 1st September 2023 all the participants shared their experiences of the study visits and of the training. Good practices were outlined with reflections of what the participants felt was important for the respective organisations to take forward and to incorporate in their own practice. This was an informative, reflective and fruitful experience which sparked discussion and further teamwork.



















STAND WITH SEBĦ CAMPAIGN

For the second year in a row the Stand with Sebh Campaign took place during the 16 days of Activism 2023. During this campaign our teams take to the streets asking outlets and businesses to put up posters of solidarity and awareness that they "Stand With Sebh in Eliminating Violence Against Women and Children." Armed with a bag full of posters and clearly visible tshirts, the teams take the time to speak to every outlet explaining the importance of standing against violence and they pass on an information card with contact numbers for those people who may ask for support or disclose that they are a victim of violence. This campaign aims to create more safer spaces in the community, by providing important information and showing through the posters that violence is never acceptable and not tolerated by our society. A big thank you to all the teams for your passion in bringing the campaign to life and to all the outlets that participated and shows solidarity against violence.

9 LOCALITIES

The teams visited 9 different localities including Valletta, Paola, Hamrun, Fgura, B'Kara, Sliema, Mosta, Qormi and San Ġwann. However some team members got in the spirit of things and also took posters to their home towns to create awareness there too.

OVER 900 POSTERS

Collectively the teams put up over 900 posters during the campaign. With every poster, they gave out an information card to every outlet or office to share contact numbers of support to those who may approach them in need of guidance.

31 TEAM MEMBERS

31 team members, from every service in the organisation, took time out on a voluntary basis to take part in the Stand with Sebħ Campaign. This saw team members from all services working together for the same cause.

RESTAURANT CAMPAIGN

The Cafe Cuba outlets and the Fat Harry's outlets have for the second year in a row carried out awareness against violence in their outlets and have both donated funds during the Stand with Sebh Campaign. Thank you both for your ongoing support.





PRESIDENT'S AWARD

Fondazzjoni Sebħ was awarded the President's Award for Creativity in December 2022, through the Arts Council Malta. A total of €9,698 were allocated for the project 'See My Voice'. The project was aimed to create a space for children residing within residential homes, for women and children escaping violence, and services users of the CPT to let their voices be heard through the medium of expressive arts.

SEE MY VOICE





This exciting project, under the guidance of experienced artists and in collaboration with the Arts Council, created new opportunities for expression through art, fashion design and dance. A number of creative workshops were organised to encourage upcycling, showing how common everyday items can be transformed into items which can be useful and meaningful. The project created a culture of creativity was promoted beyond the lifetime of the project. The 'See My Voice' project highlights Fondazzjoni Sebh's commitment to create an environment for growth, fulfilment and recovery from suffering inflicted by past experience.

WORKSHOPS

Workshop 1 – At il-Mila with Women. Paper Art including the creation of paper flowers and a paper dress.

Workshop 2 – At Il-Milja with Children. Art Workshop; including drawing, colouring and painting.

Workshop 3 – Adults and Children who work with the Community Prevention Team. Paper Art including the creation of paper flowers and shapes.

Workshop 4 – Children from Sebh Homes. Dance Workshop.

Workshop 5 – Children from Sebh Homes. Craft workshop including artwork on tshirts and masks.

















FINAL EXHIBITION

The project was concluded by a Final Event held on Wednesday 22nd November, where the project participants had the opportunity to showcase the art pieces produced during the project while the children also performed a dance which was put together during the workshops. The event also helped to give information about the project and its benefits to those who were invited to attend. A member of the community and one of the children also spoke briefly about their experience in the project. Attendance to the final event was by invitation only.

8 women from Milja

11 children from Milja

children from Sebh homes

9 adults from community

children from community







"This training helped me to be able to support and help our residents better within the problems and situations they are in. It helped me gain more knowledge."

Care Worker from Il-Milja in relation to ESF Project

FEEDBACK FROM OUR TEAM MEMBERS

"Although the first year of the campaign was an incredible experience, the second year was even better as companies recognised us from our posters and t-shirts, were eager to participate again, and shared our excitement for another year of creating awareness."

Home Manager in relation to Stand with Sebh Campaign



"The use of cloudigo gave me the opportunity to save money on a regular basis. Thank you Fondazzjoni Sebħ for this gift."

Social Worker, Il-Milja



"This training helped me to be more caring and more open in my job. My perspective was widened and I now work in a different manner as I feel more equipped and more confident to do some things like knowing more of their behaviour and how to deal with their recovery journey. The training moved me to another level where I took on another course on cognitive behaviour therapy because many of our children need assistance in this aspect.

Care Worker from Children Services in relation to ESF Project



STAFF APPRECIATION

Fondazzjoni Sebħ cares very much about it's teams and values every team member. It is acknowledged that without the hard work, passion and genuine care that they all bring to the services every day, that we would not be able to embark on our mission to care for the children, women and families in our care. It is for this reason that throughout the year we make it a point to invest in our team members. Whether through training opportunities for their personal and professional growth; through supervision and purposeful team spaces which helps them to process feelings and reflect on their work constructively or whether through just creating meaningful spaces where we can all connect and enjoy some much needed time together. Here are some initiatives and events which were aimed at conveying just how much they are all appreciated and valued.

AT END 2023

TOTAL STAFF

SUPERVISION SESSIONS







SPIRITUAL DAYS

In 2023, the Spiritual Committee made up of different staff members from Fondazzjoni Sebh, organised two spiritual days. During these beautiful days team members have a day of talks, activities and reflection time which bring together people of different faiths to connect on a level of spirituality.



TEAM DAYS

Two team days in 2023 brought our employees together. 'InSEBHu dak li naghmlu' was a fun morning where together we created one big picture representing what we do, the diversity that we embrace and the care that we provide and a fun filled, games morning was held in the Malta National Park.



TOKENS OF THANKS

The management at Fondazzjoni Sebħ believe in doing small gestures across the year to remind our teams that they are seen. In 2023 tokens were given for women's day, a gift to each employee and volunteer at Christmas, a birthday post shared internally and some teams also had their own advent calendar in the run up to Christmas.



TEAM SPACE

All teams have team meetings which support them with communication and to have regular updates. Additionally they have a purposeful space for teams to receive group supervision and where they have a safe space to vent frustrations, share thoughts and practices and collectively find ways forward with each others support.



APPRECIATION SCHEME

This scheme started in 2023 to use another way to communicate how much Sebh values its teams. Through this scheme our employees and volunteers gained a number of benefits including discounts from eCabs and TAPP, special rates and packages from APS and a Premium Plan on Cloudigo for each team member.



AWAY DAYS

Another valuable space created for all teams is when the teams meet up for away days. These bring all team members of the service together, in a space away from the work setting where team building activities are organised. With so many working shifts, this time is very important to ensure that all meet and stay connected.



As well as having a lovely evening

together, Sebħ

team members

and services

collected 4

awards on the night, making us

all so proud.

ACTIVITIES & EVENTS

MASW Social Work Awards

S SC/Nork

Sebħ 5th Birthday Celebrations



For Sebh's 5th Anniversary all teams took a special team photo and were all given a special gift for each team member for the occasion.

At the end of the year the Board and management spend a day together reviewing the past year and spending some time together.





Monthly Mass for all



Every month team members are invited to different Sebh services for a mass held by our Spiritual Director and then after we gather for a coffee.



Thanks to generous benefactors, all the children of the homes enjoyed a day of fun together at a farmhouse with a pool. It was a lovely day full of fun & laughter



Yearly Barbeque



As a yearly tradition II-Milja hold a BBQ for all residents and team members, where the garden comes to life with music, laughter, food and dancing. A truly special day.

The children of 2 homes joined forces and organised a show where many talents were showcased including singing, drama, football and magic tricks.



Thanks to the Children in Need Foundation, all residents attended an amazing party with many activities, gifts, games and stands catering for all ages.



















OUR SEBH FAMILY

























MOMENTS 2023









"Working for Fondazzjoni Sebħ means working for a greater purpose; supporting people at a tender time in life. That means our impact can be so meaningful and this is why I value working at Fondazzjoni Sebħ."

Gillian Balani Social Worker - Community Prevention Team

WHAT IT MEANS TO OUR TEAM TO WORK AT SEBĦ



"I feel working at Sebħ I am not just a maintenance person but a part of our sebħ family. It is not a job, it is an honourable service that I do full of happiness."

Gibin Mathew Maintenance Person - Central Office





"Being surrounded by hard-working and passionate colleagues & resilient and very special residents daily urges me to describe my journey at Fondazzjoni Sebh as a passion and devotion, rather than work. I am grateful to form part of such a caring and professional service, and having the opportunity to witness our residents' journeys unfold is a privilege."

Jade Cardona Manager - Dar Santa Tereża



"It is an honour working at Sebħ. It provides me with the opportunity to make a profound difference in the lives of the children in our care. I feel proud to be part of such a dedicated team of workers and to work in a supportive environment where every worker is valued and appreciated."

Alexia Baldacchino Children Services Senior Manager



"I believe in supporting Fondazzjoni Sebħ because I believe in its mission and values. I feel proud working for such an organisation."

Ann Marie Muscat Manager of the Director's Office



"It's always nice to be a part of this group who have a common goal towards our children."

Martina Vassallo Residential Support Mentor - Dar San Nikola



"Having the opportunity and responsibility to support our vulnerable families, always ensuring their dignity, makes me fulfilled."

Marcelle Rodgers Bugeja Senior Care Worker - Il-Milja



"Working at Fondazzjoni Sebħ means being of service to those in need and working hard to ensure that we provide the best service possible."

Brian Muscat, HR Administrator, Central Office









SCHOOLS, PARISHES AND LOCAL COUNCIL SUPPORT

It always amazes Fondazzjoni Sebħ how other communities and organisations can get together to support us, in supporting others. Even when they themselves depend on donations and acts of kindness, they never fail to support us. Some gather food items, toiletries, stationery and even Christmas gifts. Thank you all for your kindness and for sharing this message of generosity with those in your communities.















PG group is one of our main sponsors and they provide yearly dividends from shares donated in 2020 which go towards the running expenses of FS Services. Additionally they have frequently supported with the donation of vouchers for use in our homes.



In 2023, 7 kind hearted people decided to celebrate their birthday in a more meaningful way by creating a **Birthday Pledge** in aid of Fondazzjoni
Sebħ where family and friends donated money to support the various services instead of buying personal gifts.



On the 21st March 2023, Agora Malta hosted a spectacular women's event during which awareness was created about violence against women, through a panel discussion which Fondazzjoni Sebh also participated in. Additionally, through this event Agora Malta gathered funds that were donated to Il-Milja shelter for woman and their children who are escaping violence.



APS Bank gave Fondazzjoni Sebħ a wonderful opportunity where through upcycling materials our services created a lovely Nativity Crib which was displayed in their Spinola Branch for the Christmas period. For this APS donated to the children's home where the children put this crib together.



Goddo Debattista, together with his team and a group of amazing people walked 60 miles from Cirkewwa to Marsaxlokk and then Marsaxlokk to Bugibba. The general public was invited to join **Team Goddo** for **Pass Pass MasSebh** 60th birthday fundraiser on the 7th and 8th October. They raised funds to cover costs for the children's trips project.



For the second year in a row 4Jays drama group put on a play and donated the proceeds to Fondazzjoni Sebħ. This year they brought the stage to life and filled the room with laughter with the production of the pantomime L'Istorja Sabiha ta' Sindirella. The proceeds of this donation went to children's services.



This year, **ST Microelectronics** decided to celebrate the festive season by organizing a Christmas party for all their staff and their families. In the spirit of giving back to the community, the company took this opportunity to collect monetary donations for Fondazzjoni Sebħ.



MITA employees through the MITA cares donated a sum of money to be used for children's activities. Saved funds were transferred to the fund for the children's trips



In November 2023, the
Association for International
Women in Malta (AIWM)
organised and hosted a magical
Christmas fair at the
Intercontinental Hotel. AIWM
gathered funds which were
donated to the Aftercare
Services within Fondazzjoni
Sebh. As well as the substantial
donation, AIWM created
awareness of faced by our
residents.



EIGHT FOUR CAPITAL

Eight Four Capital generously donates a monthly amount of money to support Dar San Nikola in the running expenses of their two apartments. The consistency of this help makes this a reliable donation For the second year in a row a badminton tournament organised be **Evolve Academy** was held at De La Salle College on the morning of the 21st of September where they collected funds for Fondazzjoni Sebħ.



For women's day 2023 Bank of Valletta (BOV) very kindly made a financial donation to Il-Milja shelter, with which the service was able to refurbish and complete a spiritual room for the residents, where they can practice their faith or just use as a space for reflection.



FUNDRAISERS 2023

> P Cutajar & Co Ltd supported Fondazzjoni Sebħ by generously donating to our new Aftercare Services. This help is going to go a long way to getting this new service off to a great start.



At the end of 2023, HID Malta together with their generous employees started a collection internally of items needed for II-Milja shelter. They continued to add to this generosity by also donating a monetary amount. This initiative ended at the end of the year and was given to Milja early in 2024.



Children In Need Foundation



Attard Bros Group



Soreda Hotel



Fgura United FC



Alf Mizzi Foundation



Neriku Catering



DONATIONS IN KIND 2023

As an NGO, Fondazzjoni Sebh depend very much on the kindness and generosity of people and companies who support us with donations. Whether monetary or in kind donations, we could not support the children and families in our care the way we do, without this invaluable support.

Hilltop Gardens



JERS Suppliers



Paradise Bay Resort Hotel



Wings Foundation

E-cabs & Fastdrop



Ebejer Bonnici Architects



SJS Hartons



Rotary Club Malta



We would like to extend a heartfelt appreciation to all of the organisations listed but also to all those others businesses and individuals who throughout the year have helped us in their own ways. They have all contributed to bettering the lives of those in need. **Thank you!**

Camilleri & Cuschieri Consultants



Electrogas











CORPORATE SOCIAL RESPONSIBILTY 2023



During 2023 these organisations not only understood the importance of corporate social responsibility, but in giving back they supported our services extensively. As well as collectively saving Fondazzjoni Sebh close to 50,000 euros, they made projects possible which would not have been without their help. These teams supported with cleaning, gardening, painting, sorting, tidying, plastering amoungst other tasks and they did all of these with a smile on their faces and generosity in their hearts. A special thank you to every one of the 581 people who volunteered their time and a special thank you to all the companies who took the time to instill these values in their teams.

































A special message of appreciation

A sincere word of gratitude to the Archdiocese of Malta, of which Fondazzjoni Sebħ forms part. As part of it's mission and commitment to help the vulnerable people of our society, the Archdiocese sustains Sebħ services through a yearly financial subsidy. In addition, it offers human resource expertise and support in various areas including financial management, human resources, information technology, media and communications, digital presence as well as property management. This support is pivotal to the efficient running and sustainability of our services.

Thank you for wholeheartedly believing and supporting the mission of Fondazzjoni Sebh enabling us to continue to provide the best possible care to our residents and service users.

Fondazzjoni Sebħ also extends it's appreciation to the Ministry for Social Policy and Children"s Rights for the financial support to Children's Homes and Il-Milja, through a Public Social Partnership. Through this funding, Sebħ continues to provide residential services to children and women escaping violence and their children referred through FSWS, the national welfare agency.

Every captured moment in this annual report and every project completed, could not have been done without the support of donations and benefactors' kindness. Whether a monetary donation, in kind or through the support of CSRs, all help supports us in achieving our goals to make a difference in the lives of those in need.

For all of those who can support us in any way possible, your donations are greatly appreciated.

There really is no donation that is too small!

Bank Transfer

Bank account name: Fondazzjoni Sebħ Donations

Branch Locality: Birkirkara

IBAN: MT94APSB77046002155512155530019

BIC: APSBMTMT

SMS: € 6.99: 50618950

€ 11.65: 50619220

BOV Pay: + 356 79375660

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FONDAZZJONI SEDIN