

ANNUAL REPORT

2024



Caring for children
Supporting families

A special dedication goes to all those who crossed our paths by making use of Fondazzjoni Sebħ services.

We are committed to *Support* you;
We are committed to *Empower* you;
We are committed to *Build* with you;
We are committed to *Hope* with you.

Thank you for trusting us with your life journey.

Contact us:



VO/1622



(+356) 2247 0900



info@sebh.mt



www.sebh.mt

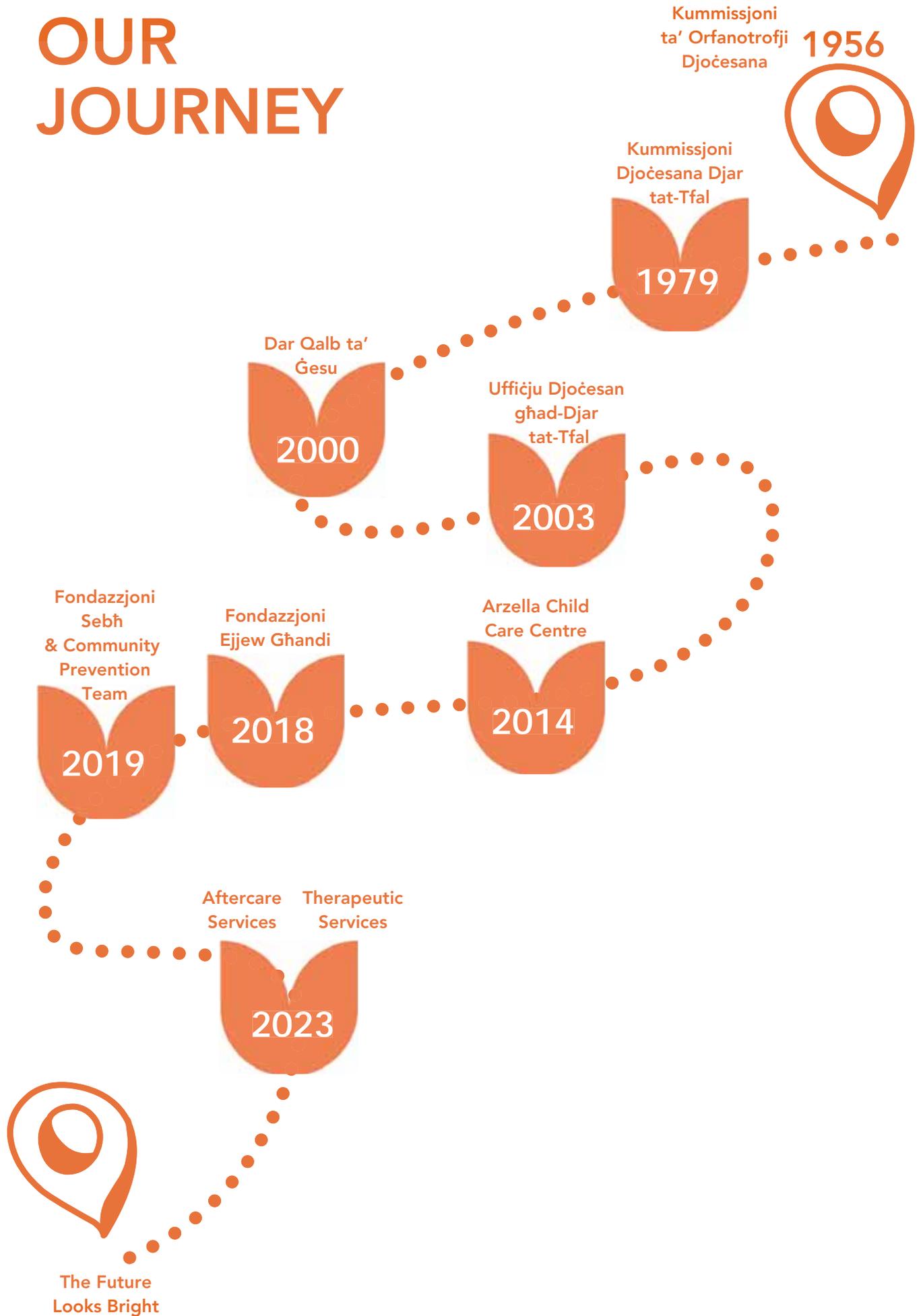


72/B Triq Villambrosa, Il-Hamrun, HMR1127, Malta

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OUR JOURNEY



The Future Looks Bright



DIRECTOR'S MESSAGE

YVONNE MALLIA

DIRECTOR OF FONDAZZJONI SEBH

We are filled with gratitude for a year in which Fondazzjoni Sebh continued to grow and evolve. A key milestone in 2024 was our rebranding, which gave us a fresh image reflecting the care embedded in our daily work. The heart, tulip, and parent and child intertwined in our new logo portray the values of love, protection, renewal and hope underpinning our work. Our motto, "*New Brand – Same Passion,*" captures our dedication to supporting vulnerable children, youth, women escaping violence, and families in need.

This year also marked the strengthening of our therapeutic services made possible through funding from the *Children in Need Foundation* and the commitment of Fondazzjoni Sebh management and support staff. We proudly launched **Aftercare Services**, offering vital support to youth transitioning from our residential homes and families leaving Il-Milja. We also completed the refurbishment of the Aftercare and **FaMilja space** and began work on our new Aftercare Centre and apartments. We eagerly anticipate the completion of these projects. Through our **Stand with Sebh** campaign, we continued to raise awareness about eliminating violence against women and children. This was reinforced by the "*Our Journey, Our Voice*" project, empowering women to voice policy recommendations based on their lived experiences.

Our incredible team went above and beyond to uphold the dignity of everyone we serve. I sincerely thank them for their compassion and tireless commitment, which makes a lasting positive impact every day.

Heartfelt thanks go to our *generous benefactors*, whose contributions are turning these initiatives into reality. Your continued support, through donations, partnerships, and CSRs, fuels our motivation and enthusiasm.

We look to the coming year with hope and determination, committed to providing love, protection, renewal, and hope to all those we serve. *Together, we can make it happen.*

THE BOARD OF ADMINISTRATORS BEHIND SEBH

The Board of Administrators is composed of 7 board members each with different experience and expertise. The Board meet on a monthly basis to oversee the general strategy and management of the Foundation's assets and operations.

This year was a particularly demanding year, which saw board members taking a more active role in the rebranding exercise as well as in developing a fundraising strategy for a more sustainable income to address the deficit of the foundation. An important meeting was held with His Grace Archbishop Scicluna, where the Board shared the valuable work being carried out by Fondazzjoni Sebħ and discussed concerns and difficulties encountered. The Board would like to thank His Grace for his ongoing support of Fondazzjoni Sebħ and for acknowledging it as an important arm in the Church's mission to support the most vulnerable members of its society.



ROSEANNE ABDILLA

A person's future is not written in circumstance, but in care. On this Board, together with a dedicated team of staff and professionals across all services, we are the authors of new beginnings.

YVONNE MALLIA



The Board of Administrators chaired by Ms. Yvonne Mallia, is composed of another 6 board members each with different experience and expertise. The Board meet on a monthly basis to oversee the general strategy and management of the Foundation's assets and operations.



ZACHARY BORG

Mr Borg is an entrepreneur and executive with 10+ years of experience across Tech, Marketing, Media, Home Services, and Ecommerce. He has a strong background in Strategy, Governance, and scaling businesses internationally. Co-founder and Non-Executive Director at 9H Capital plc. Mr Borg helps organizations navigate change, stay innovative, and perform well financially. Open to Non-Executive Director roles where he can contribute a strategic perspective and board experience.

Thank you to our Board members for their ongoing support.
Your guidance helps us stay true to our mission and grow with purpose.



RUTH CAUCHI

Ms Ruth Cauchi holds the position of the Treasurer and have been on the Board since its foundation. Being a member of the Board helps Ruth understand more about our clients being women, youths and children who are on a journey of discovering their fullest potential with the support of Fondazzjoni Sebħ.



SR. VICTORIA SANT

Sr Victoria Sant was born in Mellieha 64 years ago. At the age of 18, she joined the Congregation of the Daughters of the Sacred Heart. Sr Victoria worked with children and women for 15 years in Kenya as a nurse and in pastoral activities in a remote parish.



ALEX MAMO

Mr Alex Mamo is a freelance accountant with experience both in the industry and the profession. Alex is a member of the Christian Life Community and, together with his wife, lead CANA marriage preparation courses for many years. He is father of two adult children and a proud grandfather.



SINA BUGEJA

Ms Sina Bugeja worked in the public service and public sector for more than 4 decades. She also contributed strongly through her long years of lecturing at the University of Malta. She is also very involved with a number of NGOs offering input and support where required. As the current Chairperson of the Malta Community Chest Fund Foundation, her background contributes to further support those in need.



THE SENIOR MANAGEMENT TEAM

The outstanding Senior Management Team (SMT) of Fondazzjoni Sebħ is made up of 4 highly experienced social workers with diverse expertise in practice and leadership. The team is composed of:

Ms Yvonne Mallia – Director

Ms Alexia Baldacchino – Children Services Senior Manager

Ms Kerry Hermitage – Family Services Senior Manager

Ms Elmer Stanmore – Support Services Senior Manager

Throughout the year, the team provided strong leadership to ensure Sebħ services ran smoothly. They continued to offer professional support and supervision to managers, social workers or other staff as required. The team focused on **service development, policy creation, HR improvements, advocacy, media participation, and regulatory compliance**. Staff support and well-being were given priority, valuing each member not only for their contributions but also for their individuality.

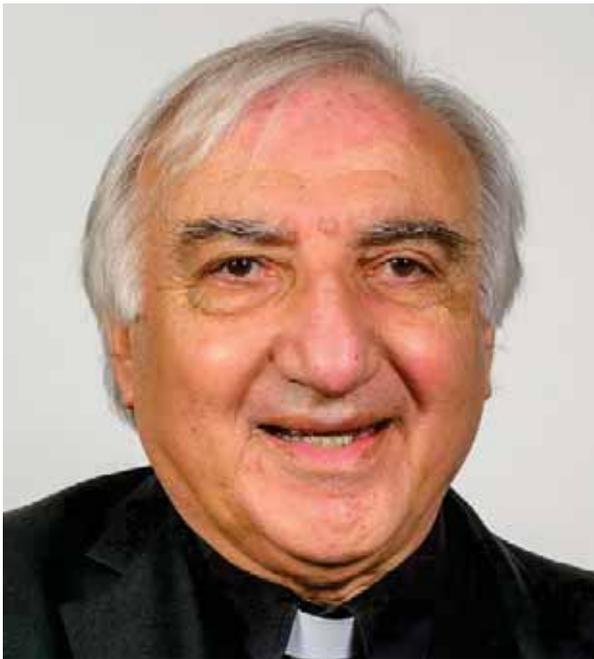
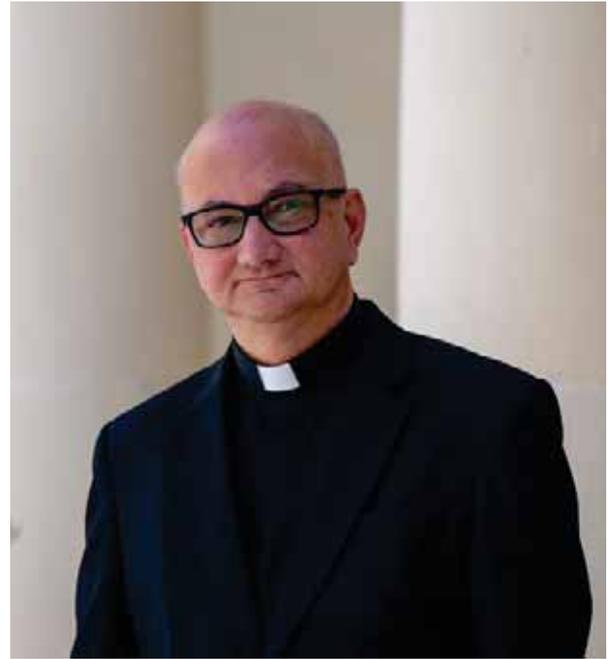
The SMT held regular formal SMT meetings and monthly management meetings, as well as away days for policy work and planning. A key achievement was launching the **Induction training program** to reinforce Sebħ's ethos and values. The team actively participated in awareness campaigns, fundraising, rebranding, and the sustainability strategic plan.

We were honoured to host **Dr. Roberta Metsola**, President of the European Parliament, who learned about the work of Fondazzjoni Sebħ and the challenges faced by women and children.

Thanks to the team's dedication, Sebħ continues to grow and deliver quality care to its residents and service users.

WELCOMING THE NEW EPISCOPAL VICAR

Mgr Martin Micallef took on the role of the new Episcopal Vicar in 2024. His presence and enthusiasm to support Fondazzjoni Sebħ were immediately felt, and we are excited to work together hand in hand. We promise Mgr Micallef our prayers and thank him for embracing our mission.



ACKNOWLEDGMENT

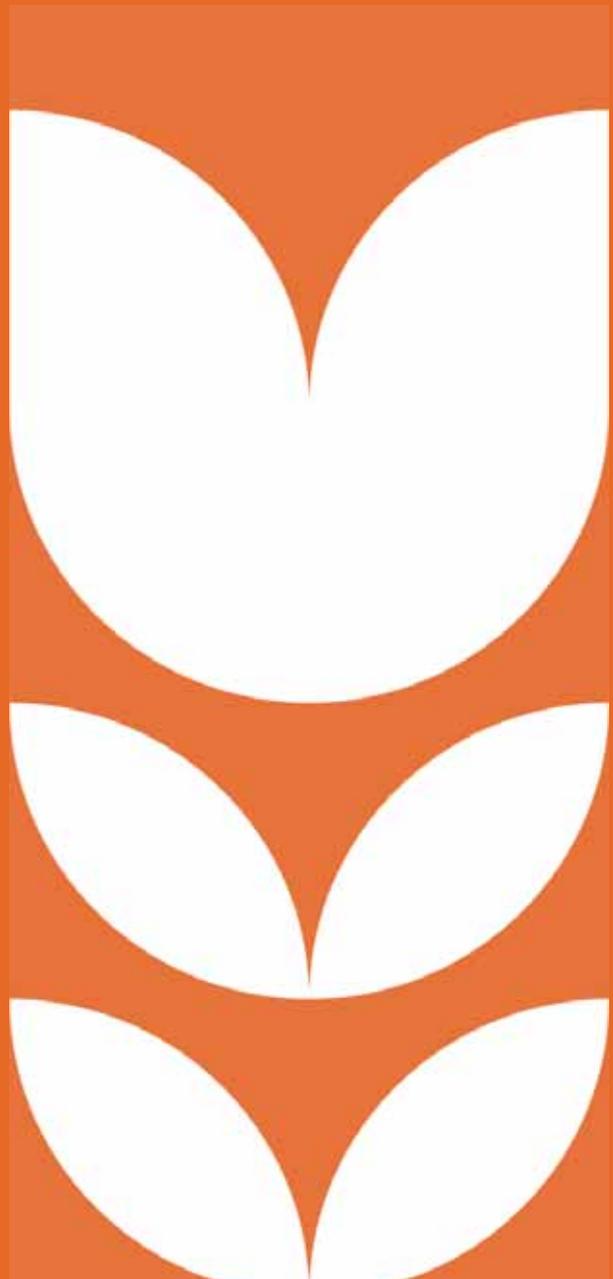
MGR. CHARLES CORDINA EPISCOPAL VICAR

Fondazzjoni Sebħ had the privilege to work in close collaboration with Mgr Charles Cordina up till 2024. Mgr. Cordina, in his humble and gentle demeanour, supported Fondazzjoni Sebħ since its inception. We thank Mgr. Cordina for his support and for believing in our mission, and wish him health and blessings on his well-deserved retirement from this role.

CONSULTATION AND OPERATIONS MANAGEMENT BOARD (COMB)

In 2024, the Consultation and Operations Management Board held four meetings, allowing the Senior Management Team to discuss concerns and challenging situations with Board members. The Board plays a vital role at Fondazzjoni Sebħ as their expertise and knowledge help us explore alternative approaches to various issues. We sincerely appreciate the Board members for sharing their expertise, enabling us to provide the highest quality professional service to our residents and service users. We look forward to continuing our journey of growth together.

A special word of appreciation to the COMB members who offer their time and expertise on a voluntary basis and help FS to offer the best professional service to its residents and service users.



THIS IS WHAT COMB MEMBERS HAD TO SAY ABOUT THEIR WORK WITH FONDAZZJONI SEBH

My participation on the COMB is an opportunity to support the front-liners in their efforts to give the best service possible. The external perspective which the COMB provides is then integrated with the Management team's vast expertise to enhance the decision-making process in the many challenging situations which it faces.

Dr Patricia Bonello

It has always been a pleasure to serve on the Consultative and Operations Management Board, where I've had the opportunity to share my knowledge and expertise in the services managed by Fondazzjoni Sebħ. Beyond contributing from my experience, I have consistently remained attentive to the needs of service users, ensuring that service operations and delivery maintain the highest standards of quality.

Glenda Curmi

I have formed part of the board of the 'ancestors' of Fondazzjoni Sebħ for over a couple of decades - and I was employed as a social worker with what was then called the Diocesan Children's Homes 40 odd years ago - so we go back a long way, Fondazzjoni Sebħ and I... I have seen people come and go, as employees, management, board members. I have dealt with and heard about so many children, many of whom are now fully fledged adults with children of their own...And somehow, I am still here - now on the COMB (which i can never remember what it stands for) - but clearly there is something i consider worth hanging on to - something keeps me here - must be something good!

Prof. Marceline Naudi

My involvement in COMB made me more aware of the challenges children in care and victims of DV face in their endeavour to rebuild their lives. My contribution is a drop in the ocean but it gives me the opportunity to be part of a foundation that is managed and run by dedicated and committed management and staff that strive on a daily basis to offer their clients a better quality of life.

Marija Zahra

CHILDREN SERVICES 2024





CHILDREN SERVICES IN 2024

ALEXIA BALDACCHINO

CHILDREN'S SERVICES SENIOR MANAGER

It is again with great pride that we reflect on another year of growth and hard work by all the members of the **Children's Services team**. The investment in our staff remained steady, with a number of **training initiatives** and **support systems** created to equip our staff to cope better in environments that are constantly changing and presenting with more complex dynamics.

We find joy and warmth in knowing how much care and dedication are given to our residents, who, in their way, give us much more than they receive. Our residents all flourish, and it is a great honour and privilege that we are the ones to witness and be involved in their life journey. New children have been welcomed into our homes and the team has joined in their efforts to give them hope for their future. We said goodbye to some children throughout the year, but our support did not stop until we made sure that they had re-integrated with their families or their new placements. These moments remind us of the purpose behind our work and give us a push forward to keep striving to offer the best possible level of care through a safe and stable environment.

Throughout the year, we kept focused on strengthening our team as we worked collaboratively to become more **trauma-informed**, more reflective in our practice, and more responsive to the complex needs of the children we support. The multidisciplinary approach that we have created in our service has helped us face daily challenges with a different perspective and more positivity as a team. As always, we kept working on enhancing our **physical spaces** to create environments that feel more like home, warm, safe, and filled with individualised opportunities for our residents. We aim to ensure that each child feels valued and supported to reach their full potential, as we believe in each and every one of them.

We are proud of the work done and of the team who continues to be open to change, to learn, and to support every child with empathy, strength, and hope. The journey is not always easy, but the progress we witness every day reminds us why we do this work. Together, we remain committed to being a source of **safety, encouragement, and possibility** in the lives of the children entrusted to us.



DAR FRA DIEGU

JOSEPH GERADA
HOME MANAGER

As we reflect on the past year, we are proud of the progress made at **Dar Fra Diego**. This journey has been filled with challenges, growth, and transformative moments that have shaped both our staff and the children under our care.

Our commitment to providing a **safe, nurturing, and trauma-informed** environment remains at the heart of everything we do. This year, we have made great strides in enhancing the children's **physical and emotional well-being**, providing them with opportunities to thrive and heal. While there is still much to be done, we look forward to continuing our mission of **care, growth, and transformation**.

RESIDENTS ENGAGED
IN A RE-INTEGRATION
PROCESS

1



RESIDENTS
18+

1



TOTAL
CHILDREN
SUPPORTED

12





SUPPORTING EVERY STEP OF THE JOURNEY

This year at Fra Diego, we celebrated several achievements as a team and key milestones in our children's lives, including:

- Baptism
- Holy Communion
- Confirmation
- Achievements in education, sports, and social development
- Graduation of Nicole Vella, Residential SW

To support their holistic growth, we organised a wide range of activities, such as:

- Weekend breaks
- Nature walks
- Cultural visits
- Cinema and bowling outings
- Easter egg hunts, summer barbecues, and Christmas celebrations
- Extracurricular activities like *ballet*, *football*, *gymnastics*, *art*, and *cooking*.

ADVENTURES AND FUN

From weekend breaks and nature walks to cinema and bowling outings, children had the chance to explore new environments, enjoy the outdoors, and share moments of laughter. These experiences fostered connection, friendship, and joyful memories beyond the everyday routine.



LEARNING SKILLS

Through extracurricular activities such as ballet, football, gymnastics, art, and cooking, children had the chance to discover new interests, develop important life skills, and grow in confidence and creativity.



CELEBRATIONS

Festive events like Easter egg hunts, summer barbecues, and Christmas celebrations created joyful memories and a strong sense of community, bringing everyone together in a spirit of warmth and belonging.

OUR BENEFACTORS

Thanks to the generous support of our donors, volunteers, and CSR partners, we've made meaningful strides in enhancing the lives of our children. From facility upgrades like RO water systems and refreshed communal spaces to the excitement of a planned overseas trip, these contributions have improved daily comfort and well-being while fostering education, social development, and a strong sense of community.



THE TEAM BEHIND DAR FRA DIEGU

Our dedicated team at Fra Diego provides holistic care to support children healing from trauma. This year, we welcomed three key staff members: a Social Worker, an Administrator, and a Residential Support Mentor, enhancing our expertise. Our diverse team brings varied perspectives, enriching our approach to care.

To strengthen our skills, we engaged in professional development focused on trauma-informed care, communication, and therapeutic interventions. These efforts have fostered a more cohesive team, ensuring we deliver the best possible care to the children.





DAR SAN NIKOLA

MARTINA VASSALLO
HOME MANAGER

In 2024, **Dar San Nikola's** mission remained focused on providing a stable and loving home where our children can improve emotionally, socially, and in their education. The new children we welcomed have integrated well into our family, thanks to the efforts of all the staff and professionals. Throughout the year, we continued to make **physical improvements** to the apartments **thanks** to our **benefactors**, whose financial contributions made this possible.

This year was filled with **challenges** and **opportunities**. We welcomed four new residents and said goodbye to four children who returned to their birth families. In the middle of last year, we supported two siblings who needed a short emergency placement, but we welcomed them warmly, and our residents were thrilled to have them with us.

As the new home manager of Dar San Nikola, I worked with the rest of the team to improve the communication and teamwork between us as we are united together, we can achieve so much more. Our team prides itself on the commitment we have to supporting our children in their life journey, as difficult as it might be. We will never stop providing them with **essential resources, skills, support**, and the **emotional guidance** they need to flourish. What keeps us going is the belief that investing in the children's development today, we are laying the groundwork for a brighter and more **hopeful future**. Together, we have created an environment where every child feels **valued, supported**, and **empowered** to become who they are meant to become.

NEW
ADMISSIONS

4



CHILDREN
REINTEGRATED

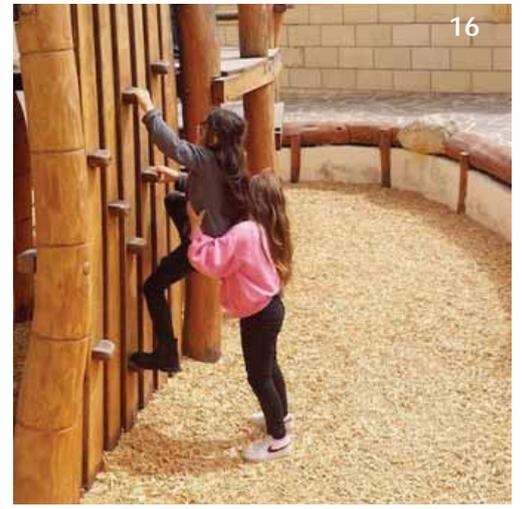
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TOTAL CHILDREN
SUPPORTED

15





SPECIAL MOMENTS

- One-to-one quality time with each resident
- Four siblings were **reintegrated** with their **birth family**
- Witnessing the children developing their **independence skills** and maturing
- In February, we bid **farewell** to our previous Home Manager, Marcia Evans, and welcomed Martina Vassallo as the new Home Manager
- **Birthday celebrations** of children, staff and that of our **pet dog Skye**
- One resident celebrated her **First Holy Communion** and another one her Confirmation
- One of our teenage residents continued his studies in **Business** at **MCAST**
- Fun-filled **summer holidays** with several memorable events and activities
- An unforgettable 'end of Summer' weekend break at **Odyce Hotel**, thanks to a generous donation from **AX Group**
- We cherished the **joy** of **Christmas** through various celebrations together and special moments, embracing the **spirit of togetherness**.
- We bid farewell to **Eleanora Grech**, who, for the past year, was the residential social worker at Dar San Nikola.

THE IMPORTANCE OF SIBLING'S CONNECTION

At Fondazzjoni Sebħ, maintaining sibling relationships is a key priority whenever possible. In 2024, four sibling groups resided at Dar San Nikola. Due to space limitations, one child was initially placed in another residence of Fondazzjoni Sebħ. During this time, we actively sought every opportunity to maintain the sibling bond by organising regular outings to ensure their connection remained strong. Additionally, we provided emergency short-term placements for two siblings who needed support through difficult times.

HOLISTIC GROWTH

To foster the individual growth of our children, we provided them all with opportunities for participation in extracurricular activities. During this year, it has been our pleasure to see the children at Dar San Nikola engaged in a variety of activities, depending on their likes and wishes. Three children played *football* and others attended *Girl Guides*, *drama lessons*, *volleyball* and *gym sessions*. It is beautiful to witness the children develop their own identity and pursue their passions.

TALENT SHOW

The annual Talent Show has become a much-anticipated yearly tradition at our Hamrun residences. An enthusiastic and talented group of children, supported by the staff, collaborated to organize this exciting event. The show provided a wonderful platform for the children to showcase their many skills and creativity, demonstrating not only their remarkable talents but also their intelligence and confidence. It was a joyful occasion that brought together residents and guests, celebrating the unique gifts and the special bond of our family.

TRAVEL

One of our residents had the valuable opportunity to travel abroad with the football team for a training camp, where she connected with young players from other countries and was introduced to new techniques and ideas. Experiences like these are truly invaluable, as travel broadens children's horizons, fosters cultural awareness, and builds both confidence and independence. We look forward to creating more opportunities like this, empowering our children to pursue their dreams and reach their full potential.





THE TEAM BEHIND DAR SAN NIKOLA

All the team members of Dar San Nikola are exceptionally **dedicated** and carry out their work with a lot of **commitment** and **diligence**. Together as a team, we go above and beyond to support our residents by giving them more than just the day-to-day needs but also provide them with a **loving** and **holistic** approach that addresses every aspect of these young lives. We aim to see each one of them take their own route in life and flourish in their own way.

From **emotional support** to **education** and a **safe, caring environment**, the team surrounds these children with everything they need to flourish. Their love and devotion are felt in every action, every word, and every moment, empowering these children to **grow, dream**, and reach their **full potential**. It's truly heartwarming to witness the profound impact this team has on shaping brighter futures, creating a world of **hope**, and reminding us all of the power of **kindness** and **love** in transforming lives.

In 2024, the team at Dar San Nikola faced several challenges with **unwavering strength** and **dedication**. They adjusted to new team members, said goodbye to those who were leaving, and managed physical renovations in the flat, which was not easy for any of them. Additionally, they embraced the unique needs of new residents, ensuring a **safe** and **supportive environment** for all. Through these hurdles, their love, care, and holistic approach never faded, proving once again the **power** of their **commitment** to the children and the brighter future they help build every day.





DAR SANTA TEREZA

JADE CARDONA
HOME MANAGER

At **Dar Santa Tereza**, we offer residential care to children under the age of five years, whereby our aim is to offer **holistic support** to the children entrusted in our care, and ensure their individualised needs are met with the utmost **care**. Given that the children come to us at such a sensitive period of their life, also having endured pain that no child should ever have to, working from a **trauma-informed** and systemic perspective is of utmost importance to us, whereby we continuously strive to see the child, understand their context, and advocate for their voice to be heard. Supporting such a unique client group is a great privilege that we do not take for granted; their trust in us during such a delicate part of their trajectory is something we do not take lightly, but rather we aim to continuously **nurture** this **professional relationship**, accompany the children throughout this journey of healing, and always work in the best interest of every child. I speak on behalf of the team at Dar Santa Tereza when I say this is not only our job, but this is our devotion, and it is for every one of our little ones that we have the privilege of crossing paths with- including past, present and future – that we will continue to offer the highest standard of care and advocating that children have a voice, so let us hear it.

CHILDREN
SUPPORTED IN
2024

8



CHILDREN WHO
LEFT DST

7



NEW
ADMISSIONS

3





SPECIAL MOMENTS

- Regular sibling meet-ups with siblings residing in other residential homes within Fondazzjoni Sebh, to continue to invest in and strengthen their relationship
- A child who has been mostly non-verbal began speaking and expressing themselves, with great improvement in non-verbal communication.
- Children engaged in individual therapy to support their individual needs and continuously work from a trauma-informed approach.
- Regular support groups for the team began and were maintained during 2024.
- One resident ran for the EkoSkola committee election for 2024 and two residents graduated from childcare.
- Celebrated many milestones and special moments, including a child's baptism, children's first day of school, excitement over being potty trained, and learning new words.
- Children engaged in different extracurricular activities, including swimming lessons, football, and service dog therapy.
- Three very dedicated volunteers joined our team and are still contributing their valuable time to this day
- A full-time Residential Social Worker, Care Coordinator and Residential Support Mentor were engaged at Dar Santa Tereza for the first time.
- Just as we ensure our residents' Christmas is memorable, we extended this to our dedicated team in creating a team advent calendar

SIBLING REUNIFICATION

In 2024, sibling bonds were nurtured across the Foundation, both among those living together and those in separate homes. Two sibling groups were reunited during this year, whilst still acknowledging and nurturing the bonds children created with other residents who were not blood related, yet nonetheless were and remain important parts of their journey.

TEAM TIME

At the start of 2024, Team Time was launched, a monthly space born from team feedback highlighting the value of reflection, collaboration, and growth. Each session focuses on a chosen topic related to our work at Dar Santa Tereza, encouraging open discussion, sharing of best practices, and mutual support to strengthen both team dynamics and the care provided to residents.

MASW SOCIAL WORK SERVICE NOMINATION

It is with great pride that in 2024, Dar Santa Tereza was nominated for the Social Work Service Award from MASW. Given the ongoing importance placed on offering a professional, therapeutic, trauma-informed service, continuously putting the residents at the forefront of our work, and always keep their best interests as the motivation for any intervention, this nomination was a great accomplishment and recognition for all the passion and dedication within the team at Dar Santa Tereza.

'THE THREE LITTLE PIGLETS' - RESIDENTS' PLAY

During the summer of 2024, our team supported the residents to carry out their first ever play, where each child played a different character, which they very excitedly prepared for. The preparation, rehearsals, excitement, laughs, and smiles throughout this process made this a beautiful journey, whereby the story represented both an experience of joy and accomplishment, yet also a beautiful underlying message of kindness, sharing and supporting others.

DAY-TO-DAY ACTIVITIES AND MILESTONES

Endless sessions and creative activities created by our team throughout 2024 deserve a special mention. From a child learning a new word or colour, to first steps, potty training, moving to a bigger bed, eating or dressing independently, each of these moments reflects the dedication, care, and advocacy of our team. These milestones, though small to some, are significant achievements made possible by the passion and commitment of the staff at Dar Santa Tereza, who turn each moment into an opportunity for growth and happiness.



THE TEAM BEHIND DAR SANTA TEREZA

The work at Dar Santa Tereza would not be possible without the incredible dedication, compassion, and professionalism of our team. Each member plays a vital role in creating a nurturing, healing environment where every child is seen, valued, and supported in their unique journey. From celebrating milestones to patiently guiding children through challenges, the team's commitment is truly inspiring.

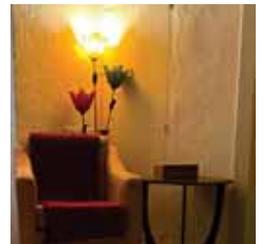
In 2024, we placed strong emphasis on team wellbeing, reflective practice, and open communication. We continued investing in training, individual and group reflection, and strengthening team dynamics, fostering both personal and professional growth to ensure the highest standard of care. A new roster system was introduced to promote a healthier work-life balance, while also providing greater structure and consistency for the children. We extend our deepest gratitude to every staff member and volunteer; your unwavering dedication makes all the difference.

HOME IMPROVEMENTS

In 2024, Dar Santa Tereza launched a dedicated *Therapy Room* to support one-to-one sessions and everyday therapeutic moments. The room has quickly become a favourite among residents, reflected in their joyful calls of *"Let's go to the therapy room!"*

The *REGROW Space*, Remember, Everyone's Growth requires ongoing wisdom, was created to support staff wellbeing and development. It offers access to key resources on trauma-informed care, child development, and reflective practice, alongside daily affirmations that value each team member's role.

The Home Manager's and Residential Social Worker's offices were refurbished to enhance functionality and reflect the warm, supportive environment of the home.





DAR SAGRA FAMILJA

ABIGAIL GRIMA
HOME MANAGER

Dar Sagra Familja is a residential home that cares for **12 children**. It is also home to the *Sisters of St Joseph of the Apparition*, whose indirect work contributes to the general running of the home. Our home is divided into two apartments, **St Joseph** and **St Emilie**. Having a cohort of teenagers, we focus on instilling **values**, a **positive work ethic**, and **skills** that will help the residents prepare themselves for an **independent life** outside the home once they are of age. We ensure that the care given is **child-oriented**, where the residents are involved in their care plans, hence empowering them to become assertive adults. Our main goal is for all children to feel **safe** and **loved** and our **dedicated team** works effortlessly to see that their **medical**, **educational**, **spiritual** and **social needs** are met in the best way possible.

NEW
ADMISSIONS

4



TEENAGERS
ENGAGED IN POST
SECONDARY
EDUCATION

5



TOTAL
CHILDREN
SUPPORTED

14





SPECIAL MOMENTS

- Welcome to a new Home Manager, **Abigail Grima**, who was not a new face to the home, having been the residential social worker in the past
- Celebrating staff success: one member of staff graduated and the **Home Manager** and **Social Worker** won awards during the *MASW Social Work Awards 2024*
- Farewell to the **Residential Social Worker, Ali Varikoli Meethal**, in **July 2024** and welcome the newly qualified social worker, **Tamara Schembri** as his replacement
- A lot of outings were organised throughout the year to strengthen the relationship and bond between the staff and the children and support the residents with their **holistic development**.
- The yearly traditional **Christmas sleepover** where all kids sleep in the common area. They watch a movie together, eat popcorn and drink hot chocolate, and wake up to opening presents on Christmas day!
- Children went abroad with their respective **sports teams**
- One of the residents turned 18 and is still residing at Dar Sagra Familja, being supported to develop her **independence**
- Witnessing our residents flourishing in their **extracurricular activities** and hobbies, athletics, breakdance, football, art, swimming, and youth group
- Welcomed a **new resident** from Fra Diegu Home, another youngster joined her siblings at Dar Sagra Familja, and we bid farewell to a child who went to an **alternative placement**.

HOME IMPROVEMENTS

Dar Sagra Familja is an old building and therefore maintenance is ongoing mainly thanks to the support from multiple CSRs. Main works consisted of clearing of the basement rooms, organisation of the pantry and two store areas, refurbishment of the laundry room in St Emilie Flat, the organisation of the Charity Shop and the newly refurbished Carer's Room.

GOING ABROAD

In 2024, two female residents had the opportunity to join a youth group led by Djakonija for an exchange programme to Finland in January 2024. The exchange aimed to learn more about the environment and cultural heritage, and it exposed the youths to new ways by which we can take care of our natural treasures. Moreover, in March 2024, one of our residents who attends athletics was chosen to be part of the National Team. In August, he joined a group, led by Athletics Malta, for a week of extensive training in Lignano Sabbiadoro, Italy.

STAFF DEVELOPMENT

In 2024, significant effort were made to align the home's operations with broader Children's Services and to increase the support for the staff at all levels. The introduction of Support Groups for staff provided hands-on assistance and a reflective space for sharing experiences and encouraging professional growth. These sessions fostered stronger collaboration and a sense of unity within the team, promoting a safe and structured environment for open dialogue. The manager also prioritised staff development by providing regular supervision sessions to address challenges, empower staff, and celebrate achievements, reinforcing a culture of continuous improvement and positivity.

HOLISTIC GROWTH

2024 has brought about a huge change in the vision of Dar Sagra Familja where activities and crafts were regularly planned by staff to create a stimulating and healthy environment. Plans were done together with residents to ensure that activities are adapted to their age and preferences. This collaborative approach encouraged a sense of ownership and empowerment for the children. The new role of Residential Support Mentor continued to develop, and this ensured that all levels of needs were being met, including the children's perception of self and building positive self-esteem.

COLLABORATIONS

In 2024, Fondazzjoni Sebħ began a rewarding collaboration with Service Dogs Malta Foundation (SDMF), offering one-on-one and group visits at Dar Sagra Familja. The children greatly benefited from the visits, experiencing the therapeutic love of pets. Additionally, we partnered with local community groups, including a weekly summer religious program led by parish volunteers, in which one of our residents participated. These initiatives are key to fostering a strong sense of belonging for both the children and our foundation.





THE TEAM BEHIND DAR SAGRA FAMILJA

2024 has been a transformative year for Dar Sagra Familja, marked by **significant improvements** and the ongoing development of key systems to provide **high-quality** care in alignment with trauma-informed practices. The team had to adapt to **new structures** and **support systems** that are essential for delivering the best possible service. Despite the challenges, the amazing commitment of the staff has led to measurable progress, and we are confident that we are on the right track.

The children we care for are **at the heart** of everything we do, and they continue to inspire our dedication. The **hard work** and **perseverance** of the entire team are now bearing fruit, with tangible improvements in the environment and support systems. This success would not have been possible without the devotion of our staff, whose love and **care** for the children shines through every day.

Throughout the year, the team faced **various changes**, but it was inspiring to see them come together, united in their mission to adapt and succeed. With the guidance of the new Home Manager and the input of the Social Worker in the children's lives, the **team** has **strengthened** and **flourished**. While improvements are still underway, the progress made in 2024 is a testament to the **resilience** and **dedication** of our team. We are proud of what has been **accomplished**, and **together**, we look forward to achieving even **greater success** in the future.



THERAPEUTIC SERVICES

In 2024, the therapeutic service which is made up of three part-time therapists with various specialisations, strengthened its integration into the **Children's Services**.

This **multidisciplinary approach** has proven highly effective, enabling us to address children's needs with a more **holistic, trauma-informed** framework. Therapists collaborate closely with residential social workers, home managers, and staff, participating in case discussions and ongoing planning to model trauma-informed practices in everyday settings.

This year, there has been a notable shift in the children's perception of **therapy**, with more **children engaging openly and regularly** in sessions. **Early intervention** remains a priority, with all referrals addressed promptly. Therapists also support children during **key transitions**, such as **family reintegration** or relocation to new placements, helping them manage the **emotional challenges** brought about by such **change**, ensuring **smoother transitions**.



In line with the foundation's commitment to staff **well-being**, monthly **support groups**, led by therapists, offered a **space for reflection** to the teams. Tailored **psychoeducation workshops** further equipped staff with practical tools to apply **trauma-informed** practices in their day-to-day work. Additionally, one-to-one therapeutic support has been made available to staff for more personalised guidance, helping them manage **compassion fatigue** while maintaining **strong, supportive care**.

Looking ahead, 2025 promises **exciting developments**, including a new **therapeutic centre**, expanded **therapy services**, and enhanced **support systems** for both **children and staff**.

INDIVIDUAL THERAPY
SESSION

490



CHILDREN
BENEFITTING FROM
SERVICE

21



TOTAL NUMBER OF
INTERVENTIONS IN
2024

1688





OUR DESIGNATED SAFEGUARDING OFFICERS

Safeguarding of our residents and team members remains a priority of . As well as allocating **Alexia Baldacchino** and **Kerry Hermitage** as the **Designated Safeguarding officers (DSOs)** for the Foundation, during 2024, we dedicated a lot of time to enhancing safeguarding and ensuring that it is integrated into daily practices.

SAFEGUARDING AT SEBH

In line with the Archdiocese of Malta, all of our staff and volunteers continue to receive obligatory safeguarding training delivered by the **Pastoral Formation Institute**. Additionally, Fondazzjoni Sebħ invested in training and workshops on safeguarding, helping to create a specific focus on **safeguarding** and **potentials risks** specific to our settings.



Through this workshop, the professionals and management across all services came together to brainstorm and start to build specifics required for having a safeguarding culture within Fondazzjoni Sebħ. and to build a policy based on these considerations. As a result of these, safeguarding training started to be incorporated into our induction training for all staff and visible posters were placed in all Sebħ settings, clearly showing our residents, service users and teams, how seriously we take safeguarding and their wellbeing.

FAMILY SERVICES 2024





FAMILY SERVICES IN 2024

KERRY HERMITAGE

FAMILY SERVICES SENIOR MANAGER

It never fails to surprise me how much **innovation, high standards** and heart is poured into yet another year of service provision within the **Family Services**. 2024 was marked by special moments and wonderful achievements. This year was not free of its challenges, however these proved to be another circumstance for the incredible teams to show their dedication and true care for those receiving a service.

I am deeply grateful for the opportunity to support over **150 individuals** and **families** from **diverse backgrounds** through our family services. Despite the challenges they face, it is inspiring to witness their resilience and to realize that with the right support they flourish and find a life **free of abuse** and **hardship**. In 2024, **II-Milja** doubled its service capacity, **Community Family Services** saw **record-high self-referrals**, and **aftercare services** received an **overwhelming** number of **referrals** in its early months. We are grateful for the trust that these individuals and families have placed in our care.

At the heart of every one of the family services, are the incredible **teams**. Every team has a different identity but they all align in the **passion** and **genuine care** they pour into their work and the standards of service offered. I am incredibly proud of these teams who devote each day to improving lives with **expertise** and **empathy**.

2024 has been another year of growth for the family services. **II-Milja** maintained **high standards** while continually evolving, launching the **faMILJA project** and several new initiatives. The community prevention team went through a thorough evaluation to place a new focus on the needs of families in the community, renaming the service the **Community Family Services**. 2024 saw the aftercare services evolve by having its own **dedicated team** and seeing their growth and integration with the rest of the family services team has been very special. Family services led several physical projects to create **dignified spaces** for people we work with. This included an aftercare space for those leaving Milja, a **spiritual room** and **gym** at Milja and a dedicated space in Hamrun for CFS to greet clients.

I look upon 2024 with immense **pride** in the **dedicated teams**, the resilience of the people and families we have worked with and all that has been achieved. I embrace 2025 with the same excitement and with the aim of continuing to build on what has been achieved so far and finding ways in which we can continue to improve the family services and support more families through **listening, supporting** and **creating**.



IL MILJA

JOSETTE STENSEN
HOME MANAGER

IL-Milja welcomes **women** and their **children** who are escaping **violence** and need **shelter** and further **support** towards achieving **independent living** free from abuse. IL-Milja provides a **holistic approach** where **safety** and **self-dignity** are paramount. The service can support up to **twelve families** at any given time, where both young and adult children can also accompany their mothers. We believe that supporting the **family unit** provides further healing for a better life, so everyone receives individual support and also support as a whole family. If families have pets, they are also welcome as these can be of great support to families. Families are supported by a **team of professionals**, where together we aim to embrace diversity and keep **empowering women, children, and adolescents** to have a voice of their own. The service at IL-Milja offers various support such as **fun and educational social activities** internally and externally, individual **therapeutic sessions** for both adults and children, space for a community support group, and encourages spiritual **self-growth**. We make sure that the premises echo **serenity** and **dignity** and is well kept to standards following **health** and **safety** procedures. The following illustration shows the number of families supported at IL-Milja in 2024.

FAMILIES MOVED ON

12



TOTAL FAMILIES SUPPORTED

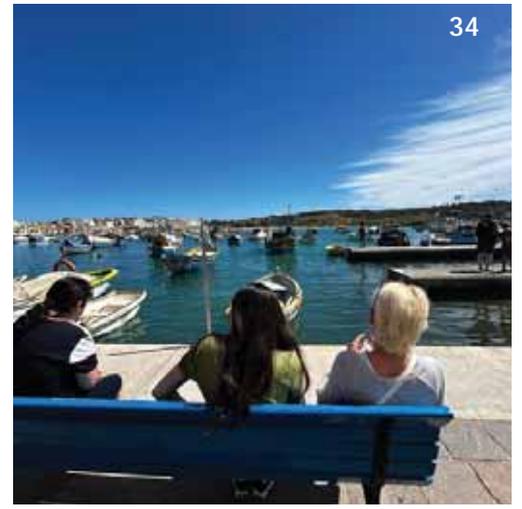
24



TOTAL WOMEN AND CHILDREN

55





SPECIAL MOMENTS

- Celebrating residents and staff birthdays over **small parties** where each staff member and resident writes messages on cards for memories to last. We value other gatherings where we celebrate religious festivities, **Valentine's Day**, **Mother's Day**, and **Women's Day**. We acknowledge *Word Reading Day* to enhance the love of books and reading.
- We have a project called **PROSPER** where women are supported to seek further educational skills with the idea of embarking on employment. They will be supported in creating CVs, job hunting and to seek further develop their abilities through employment.
- **Soul Space** is a gathering space in the Spiritual room where women are encouraged to seek some time through **mindfulness**.
- **FaMilja** is an approach where the family is seen as a unit, and the team supports through better communication skills towards a **healthier family structure**. It supports motherhood and the love of family living together as one unit.
- Women are encouraged to seek their creativity through **Crafts sessions** organized by one of the carers, where finished crafts will be exhibited as décor at the shelter to enhance the environment.
- Speaking of the environment, other special moments are when we have **CSR activities** from local companies that come to the premises to support us by keeping our outdoor tidy and clean.

THE VOICE OF THE FAMILIES

We believe that the women and children have a right to be heard! By having 4 subcommittees which are the Health and Safety, the Spiritual, the Children's and the Social Activities subcommittees, the women and children have more of a voice to echo their thoughts and those of their fellow residents. Additionally, the residents have space to voice feelings, suggestions and opinions during resident's meetings and in 2024 they amplified their voices through their participation in 'Our Journey, Our Voice' and into DV standards being formulated by SCSA.

DIVERSITY

At il Milja we welcome individuals from all walks of life. This includes people from different faiths, cultures, educational backgrounds, sexual orientations and age groups. We believe that diversity helps Milja to thrive and grow as a community. In 2024, amongst the 24 families supported, we had elderly residents, welcomed a new born baby, had children who became adults whilst with us, and supported two women during their pregnancies.

SOW

The Sharing of Wealth programme supports the families at il-Milja to tend to their basic needs, through the provision of food, toiletries, household items etc. Using an empowering approach based on equity and choice promotes the concept of individuality and dignity in accepting support. SOW also enables families to save money, put the saved money to other important needs and to have opportunities for saving. In 2024, 422 SOW packs were given out saving the families an average of 8440 euros.

PETS AT IL-MILJA

Welcoming families from a holistic approach is very important for us and we believe that pets can be of great support to people overcoming traumas. In 2024 we accommodated 10 dogs. To keep in line with health and safety procedures, we ensure that families follow Milja's pet policy. This policy aims to be an educational opportunity while remaining sensitive to those individuals who may not be fond of pets. When necessary, we seek guidance from other professionals such as the Animal Welfare Association, animal sanctuaries and dog behaviourist.

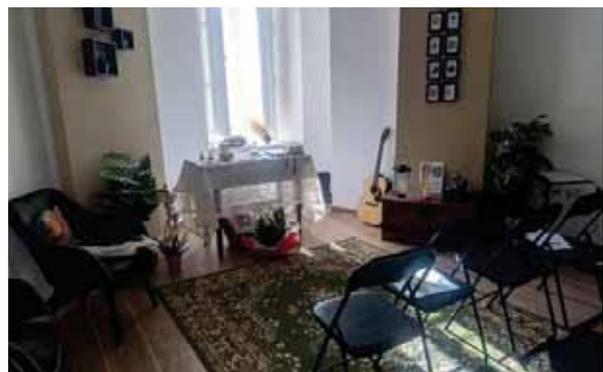




THE TEAM BEHIND IL-MILJA

The team makes sure to maintain a welcoming environment where women and children can heal from their traumas, regain **confidence**, and work towards **independent living** free from **abuse**. Together, the home team and care team at il-Milja work with **passion** and **dedication** to enhance the support by providing **trauma-informed care**, **practical assistance**, **safety** and **protection**, **skill development**, **empowerment** and **community support** for all families. Il Milja is blessed to have **relievers**, **volunteers** and **students** who are an integral part of the team and who give invaluable support to the team and families. Ultimately, our team ensures that il-Milja is more than just a **temporary refuge** but a place of **transformation**, **growth** and **empowerment**. The heart behind this team is echoed in every daily activity, in the empathic environment created and the dedication with which they come to work every day.

Il-Milja prides itself on giving a lot of attention to the **physical environment** to ensure a space for the residents that echoes **serenity** and **dignity**. In 2024 constant small improvements were made to the flats including painting where required and also ensuring that families have items to personalise their spaces. Some major improvements included the **refurbishing** of the **art room**, the creation of the **spiritual room**, a **gym space** for residents and the ongoing works to **improve the garden area**. The stores were also organised and arranged to **optimise space**.





COMMUNITY FAMILY SERVICE

CATHERINE FLERI SOLER

HOME MANAGER

2024 was a year that brought about a number of changes for the Community Prevention Team. The service went through a slight shift in direction and started to focus more specifically on families and children within the community. This was to provide a more focused service aimed at prevention and the preservation of families in the community done and to be more aligned with the mission and vision of Fondazzjoni Sebħ. This specialised approach prioritises prevention and, through community social work, works with families to support them to overcome hardships, remain integrated as a family, and protect children from possible risks. The service was renamed to reflect this move: *The Community Family Service (CFS)*.

The service continues to operate in the communities of Hamrun, Marsa and surrounding localities and builds on strengthening its support to families in these areas. Networking, bridging resources and increasing participation of community members remain the main roles within the service and are integrated through the many projects that the service runs to enhance connections and resources for these families.

SERVICE USERS AT
START OF 2024

34



NEW REFERRALS
IN
2024

50



FAMILIES &
INDIVIDUALS IN
2024

84





SPECIAL MOMENTS

- Successful reintegration of three young children to their **biological family** after a court order was issued relating to child protection concerns. This was possible with the support of the **CFS social worker** and other **professionals** who worked together intensely for the **reunification** of the **family**.
- One woman finally won back the **matrimonial home** after a long-drawn court case and several years living in shelters with her two young children. The mother needed lots of support throughout the process. However, finally, the family settled successfully in their home.
- The workers organised the annual **Christmas drinks** with the main stakeholders at the Marsa office. Such an event **enhances relationships** as the team meets people in an informal environment. It is also an occasion where stakeholders meet each other.
- Supporting a family who became **homeless** after sudden damage to their house, resulting in collaboration with the **Housing Authority** and **Homeless Team of Agenzija Appogg**.
- A **needs-led initiative** began in 2024, whereby individuals who needed to find a space to connect with others started through a weekly meeting at a **local café**. The professionals facilitated this space by bringing **people together** in an **informal environment** to reduce **loneliness** and bridge **community support**.
- A needs-led initiative, **'Meet Up Mondays'**, began in 2024, whereby a weekly space at a local café was created for individuals to connect to reduce loneliness and bridge community support.
- Families in the community were invited to our **local bazaar** as a means of further **engagement** while we supported them in their **physical needs**.

HOMELESSNESS NETWORK

This network is founded and chaired by the CFS team with Fondazzjoni Sebħ and is represented by around 20 organisations, including NGOs, governmental organisations and the community police. The network went through an eventful second year. The main achievements for the year were the 200 homeless kits that were distributed amongst several entities who are in touch with roofless people; a working group was formed to address the issue of the lack of access to services for persons who are homeless, who do not have a fixed address and are thus unable to have a valid ID card.

NETWORKING WITH LOCAL STAKEHOLDERS, BUILDING RELATIONSHIPS

The CFS chairs 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.

ENGLISH LESSONS WITH GP WITH SYRIANS

The Community Family Service 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, and 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.

SELF-REFERRALS

As a community service we receive referrals from many different sources. In 2024 we continued to receive referrals from various organisations including schools, child protection services, local parishes, other NGOs, amongst others. However, in 2024 the majority of referrals came from people who referred themselves to the service. This reflects the work done by the team over the last few years in building trust and relationships within the community, ensuring people felt safe to reach out to the service themselves for support.





THE TEAM BEHIND COMMUNITY FAMILY SERVICE

The Community Family Services are made up of a team of social workers who are embedded in the local communities. Although this is not a very big team, they have managed to build strong **working relationships** within the community and this can be seen by the amount of self-referrals of service users this year. The **strength** and **dedication** of this team particularly shone in 2024, when there was a **change** in the **team**, and the other team members gave it their all to support the **vulnerable families** in the **community**, ensuring that the standard and reach of the service was not affected.

Having carried out a number of **renovations** in our **Marsa** premises in 2023, these continued to be refined and used by service users. In 2024 we focused on developing a space for family services at our premises in **Hamrun**, which is being used by the community family services to meet the **individuals** and **families** that they work with. The space was completed through the kind donations of people and by means of this renovation, the team now have another space which portrays **respect** and **comfort**.

CENTRE IMPROVEMENTS





AFTERCARE SERVICES

2024 was the first full year for the Aftercare Services and a significant year in the solidification of the service. The main aim of the aftercare services is to provide a safe space that supports the **growth** and **self-development** of those who are transitioning or have transitioned out of Sebħ's residential services. Following an extensive research process, in **May 2024**, the Aftercare Services welcomed their first referrals. Through Transitional Aftercare services, youth living in Sebħ's residential homes and women and families residing at Milja are supported in preparation for the **transition** into the **community**. The service also offers **Community Aftercare Services**, whereby the team supports ex-residents who left care or Il-Milja and voluntarily request to still be supported in the **community**. Both aspects of the service in 2024 provided emotional and **practical support** to youth and families, with the aim of increasing their opportunities for a stable and bright **interdependent future**. 2024 was an exciting year for this new service whereby with new team members, a new referral system, new premises, and new projects, we aimed to fill a service gap that ensures ongoing support to these youth and families.

TRANSITIONAL
AFTERCARE

7



COMMUNITY
AFTERCARE

12



YOUTH AND
FAMILIES
SUPPORTED

19





SPECIAL MOMENTS

- The official launching of the referral system of the service in **May 2024** was a special moment where all the research and **preparatory work** met the moment when we would start actually working with youth, women and families.
- The launch of the *faMilja space*, which was the first aftercare space, was a momentous event that saw the transformation of a space and the accessibility for aftercare clients who had left Milja.
- The overwhelming response by youth and families requesting this service was very fulfilling and highlighted the **relevance** of the **service**.
- Seeing the team evolving from one social worker to a team with varying expertise by the end of 2024 was a clear display of the **growth** of the **service**, and also meant that the **aftercare services** would have a **wider reach**.
- Acquiring the **A4U fund** through **Aġenzija Żgħażaġh** meant that we could install a **new kitchen** in the new '**training flatlet**' for transitional youth. Throughout 2024, there was the process of preparing, acquiring and installing this kitchen which meant that the space would be more functional, modern, and befitting of the youth who would make use of it.
- The tremendous **support** received by means of **donations** and **fundraisers** for this service was heartwarming. This service could never have been created and youth and families supported, had it not been for the support of those who donated to make it possible.

AMPLIFYING VOICES

At the start of 2024 a number of focus groups were carried out with youth in care, women at Il-Milja, and staff in Sebh's services, to ensure that their voices were key in the development of the service. This feedback was very fruitful and gave direction to the establishment of the service and even changed previous ideas. Later in 2024, the women in Aftercare Services alongside those at Il-Milja also addressed dignitaries, ministers and stakeholders with suggestions for policy change related to DV as part of the 'Our Journey, Our Voice' Project

YOUTH TRAINING FLATLET

In 2024 works started on the youth transitional flatlet which is a complete flatlet and dedicated space where the youth in transitional aftercare may develop skills of cooking, cleaning, hosting or even spending time alone. This was created for the gradual adjustment of transitioning and to have a safe space to make mistakes and learn. The allocated space needed a complete refurbishment. In 2024 these works started with plumbing, electrical and tiling works and the completion of a new kitchen which was made possible through the A4U fund of Aġenzija Żgħażaġh. At the end of 2024 the youth all came together to plan, list, and shop for the space. Whilst this project continued into 2025, this started to give the youth ownership of the space and created the opportunity for home planning and budgeting when shopping.

RAISE PROGRAMME

As an evidence-based service, during the development of the Aftercare Services, extensive research was conducted to explore possible vulnerabilities of this client group and those things which have proved to be helpful. This research informed the development of a unique programme within the Aftercare Services referred to as the RAISE Programme. This ensures a holistic, individualised and interdependent approach to exploring various aspects of the person's practical and emotional development on their journey from residential care to community living.

LAUNCH OF 'FAMILJA' SPACE

The 9th of May was the official launch of the new Aftercare space at Milja. This is a dedicated space for the women and families making use of Community Aftercare Services who may still need to come back to Milja for ongoing sessions. It's separate entrance however ensures confidentiality and safety for current residents of Milja, whilst offering the comfort of familiarity for ex-residents. This space needed a complete conversion and in 2023 with the generous support and CSRs of Attard Bros Group, works started. By 2024 the space has been cleared, stripped, plastered, painted, new flooring installed and donations acquired. The reveal and celebrations during the launch was a magical moment for both the Aftercare Services and Il-Milja, which signified this new beginning.





THE TEAM BEHIND AFTER CARE SERVICE

This team is truly special, filled with heart and experience which guides their interventions with those receiving aftercare services. Although this team only became a team in 2024 and is made up of part-time employees, they have truly bonded over the needs of the service and bring a wonderful sense of teamwork and shared vision to the service. The varying expertise of the team including social workers and youth and community workers adds to the versatility of the team and makes them the perfect combination for working with the range of clients supported in the aftercare services, including youth, women and families. During 2024, a lot of time was focused on the **unity** of this new team and in ensuring that they had opportunities to integrate with the rest of the family services team.

2024 has been a year of constant **physical improvements** within the aftercare services. As well as the aforementioned completion of the *faMilja space* and works starting on the **transitional training space** for youth, there have also been a number of other **physical projects** ongoing. Works started in Sebħ's semi-independent aftercare apartments through the kindness of companies donating their time. The *aftercare centre* and *Mixtla* are two projects that underwent discussions with architects and planning permissions during 2024. The coming years will see these projects coming to fruition, with many exciting times ahead for the aftercare services.

ADVOCACY IN GBVDV

GENDER BASED VIOLENCE AND DOMESTIC VIOLENCE

MEDIA



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.

PARLIAMENT



Representing the **Archdiocese of Malta**, through the work done at **Il-Milja**, we were invited to **parliament** to give an **overview** of the **services** provided and the barriers that exist in the system. This was used as an opportunity to showcase the work done at Il-Milja but also to amplify the voice of the families that we work with, aiming for decision makers to be aware of obstacles that families are facing.

TRAINING



Throughout 2024 we continued to deliver training to various professionals in the field about the importance of working sensitively with victims of trauma and to help to create more **awareness** of the **realities** and processes that women and children experience when escaping violence. During 2024 training was delivered to HR teams, the Police and various other professionals working in different sectors.

COMMUNITY TALKS



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 need 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.

COLLABORATIONS



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.

STAND WITH SEBĦ



The **Stand with Sebħ** campaign remains at the heart of advocating against violence in the lives of women and children and in creating safer spaces in the community. In 2024, like previous years, we kickstarted the campaign in the 16 days of activism, however this year the campaign saw the creation of 12 new posters, representing 12 months of the year, as from this year the campaign would be all year round.

CENTRAL OFFICE 2024





CENTRAL OFFICE

ELMER STANMORE

CENTRAL OFFICE SENIOR MANAGER

2024 was a year that gave the Central an opportunity to rebuild itself through a restructuring of both roles and procedures every time putting at the centre the best interest of those using Fondazzjoni Sebħ services. Although the central office does not operate directly within the services, it has been ensured that the ultimate aim is to always support the services of Fondazzjoni Sebħ.

It is of privilege to work with **dedicated individuals** who have been central to the successes of Fondazzjoni Sebħ through their commitment. The Central Office was pivotal to ensure that the **standards** of the Foundation are kept at a **higher level** than what is required.

Throughout 2024, the **Human Resources Section** was responsible for matters related to **staff and volunteers**. It's role complemented the full process involved in staff development, ranging from **student placements, research, recruitment of staff and volunteers, training of staff and ensuring staff's well-being** at the place of work. A good review of the upkeeping of the **training database** and documentation was carried out, resulting in a more reliable system to ensure that mandatory training and continuous development of staff members are not missed.

Another internal review consisted of a revision of **health and safety** obligations to ensure that these are aligned across the Foundation. A number of **CSR opportunities** were also tapped into in 2024 having a positive effect on facilities management and their upkeep. Some companies have become regular in offering such support and we can never be grateful enough for their ongoing support.

The Fundraising arm of the Central Office was also essential in the general successes of Fondazzjoni Sebħ. Although the Fundraising administrator post remained vacant for most of the time in 2024, a new position of **Fundraising Executive** was created of which aim is to be more in contact with benefactors who support Fondazzjoni Sebħ in monetary donations. Furthermore, through the co-ordination of the Central Office, Fondazzjoni Sebħ carried out a **rebranding exercise** and launched its rebranding in a fully-fledged event in September. Besides monetary donations, Fondazzjoni Sebħ received numerous in-kind donations ranging from Christmas gifts to toiletries and groceries. All of these would not have been possible without the generous **hearts** of our **benefactors**.

It is with confidence that I say that 2025 will present various opportunities for **growth** and the Central Office will keep embracing such opportunities wholeheartedly.



FUNCTION OF CENTRAL OFFICE

BRIAN MUSCAT
CENTRAL OFFICE MANAGER

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 licensing 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.

RECRUITMENT

Recruitment was in full flow throughout the year, with the Central Office dedicating significant time and resources to sourcing and securing top talent. A considerable amount of effort went into coordinating interviews, forming interview panels, following up on recruitment decisions, and supporting the smooth onboarding of new hires. Despite the challenges faced in a competitive job market, the team remained focused and efficient, ensuring the right candidates were selected to meet the Foundation's needs.

In 2024 the team was made up of:

- Senior Manager
- Central Office Manager
- Administration Team:
- Facilities and CSR Administrator
- HR Support
- Fund raising Executive (new position 2024)
- Fundraising Administrator (vacant throughout 2024)
- Secretaries:
- 2 secretaries
- Facilities Team:
- 3 Maintenance persons
- 1 Handyman covering Fra Diegu building
- 1 Domestic for Central Office
- Spiritual Director

INTERVIEW
BATCHES

35



NEW
RECRUITS

35



POSTS

15+



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.

2024 saw a revision of systems on how training is organised, recorded and adequately distributed. A new database system created a more efficient flow of the procedures. Furthermore Induction courses started being held in 2024. **Induction courses** are being delivered to all staff members within Fondazzjoni Sebħ and tackle topics such as helping skills, **safeguarding, work-life balance** and **awareness** on **Policies**, amongs others. Employees passed on very positive feedback on this initiative.

Some topics including:

- Fire Warden Course,
- Safeguarding Children and Vulnerable Adults,
- The role of professional standards in promoting high quality care in Malta,
- Occupational Health & Safety,
- Technology Learning Development in HR,
- Good Practices in Social Services for Preventing and Addressing Violence Against Children'
- MASW Seminar: Preventing Murder in Slow Motion
- Building Resilient and Adaptable Child and Family Services
- Empowering people with ADHD and their significant others with a multi-sensory therapeutic toolbox
- Gender based cyber violence – Victim Support Malta
- Addictions

Hours of training
given to Sebħ
teams in 2024

1310



Fire Warden Course, August 2024

RESEARCH & STUDENTS

The Central Office oversees all research and student placement requests, taking responsibility for the **administrative work** and **documentation required**. Each request is logged, monitored, and progressed through the necessary approval channels. Once placements or research activities commence, care is taken to ensure that students and researchers are appropriately welcomed, supported, and guided by the arrangements in place. Students ranging from undergraduates to masters level were accepted from **MCAST** and the **Universities of Malta, HAN University of Applied Sciences in the Netherlands, and University of Applied Sciences Erfurt, Germany**.

STAFF
PARTICIPATED
IN RESEARCH

16

STUDENTS
ACCEPTED
IN 2024

23

DIFFERENT
AREAS OF
STUDY*

7

**Social Work, Counselling, Community Work, Social Care, Social Integration, Community Work, Health and Social Care*

EMBELLISHMENTS

Another key focus for the Central Office team has been to enhance **operational efficiency** and make the best possible use of the available **physical space**. Working within the constraints of limited resources, the team demonstrated **creativity** and **commitment** in reimagining how our spaces could better serve their purpose. Thanks to their efforts, and with the valuable support of donations and **corporate social responsibility (CSR)** initiatives, they successfully revitalised several areas within the Central Office.



Ongoing day to day maintenance



Installation of CCTVs within Fra Diego Building



Deep cleaning of outdoor areas including the benches restoration at the entrance of Fra Diego Premises



Refurbishment of Therapist's Offices



Reception area refurbishing



Refurbishing of the Interviewing Room at Central Office



Clearance and a good clean up of the garage that is found on the Ground Floor in Fra Diego premises



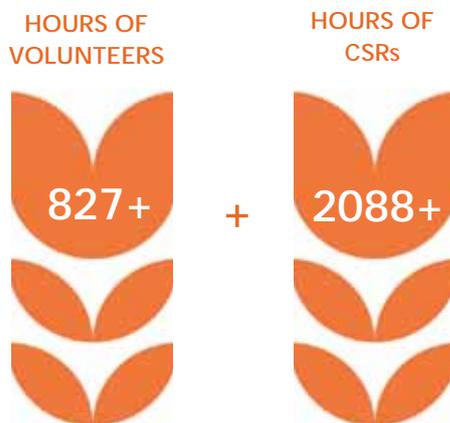
Creation of new office space

These improvements have had a lasting impact, boosting both morale and functionality, and reflecting the team's proactive approach to doing more with less.

VOLUNTEERS & CSRS

Volunteers are always considered as an integral part of services, given the valuable work that they carry out. The Central Office was responsible for reviewing volunteers' applications, making contact with the volunteers, applying for their POMA, conducting a preliminary interview and liaising with the services to see who would wish to take them on. In 2024, an internal exercise to revise the volunteers database and recruitment system was carried out leading to a more effective and efficient system.

Additionally, the team coordinates requests for CSRs, linking them with the various services and even guiding them with activities to be completed.



BOV CSR at IL-Milja

MAINTENANCE

The maintenance team plays a vital role in ensuring that all Sebħ's premises remain safe, functional, and welcoming environments. Their work has had a lasting impact on the comfort, safety, and atmosphere of Sebħ's environments, reinforcing their indispensable role in the organisation's daily operations.

HEALTH & SAFETY

Fondazzjoni Sebħ remains committed to maintaining the highest standards of health and safety for its employees, volunteers, and residents. The Central Office continues to monitor all mandatory checks diligently, and Health and Safety Audits consistently result in minimal or no corrective actions being required, a reflection of the organisation's proactive and thorough approach. During the year, all systems were reviewed to ensure full alignment with current legal requirements. In addition, the internal checklists used by services were carefully reviewed and refined to enhance their accuracy and effectiveness.



MCAST students supporting our Winter Bazaar

MARKETING

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

Some of the marketing tasks included:

- Rebranding exercise and launch of new logo
- Regular updating of social media pages
- InfoCard issued quarterly and sent to collaborators
- Re-designing and Upkeep of Website
- Online posters commemorating significant days
- New Merchandise
- Press Releases



PRESENCE ON STANDS

By having a stand at various events, Sebħ 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
- Trade Fair at MFCC
- Valletta HSBC stand
- Pass-Pass Mas Sebħ Walkaton
- Paediatric Unwrapped charity music concert
- Talks in churches
- Press Conference

Act of kindness for
Fondazzjoni Sebħ
at the MFCC fair



Fondazzjoni Sebħ's stand at the finishing line with tokens for the participants of the 24-hours walk in Gozo and Malta



Fondazzjoni Sebħ stand at the HSBC Malta Foundation stand in Valletta

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 Sebħ uses every opportunity to request and accept media invitations. In 2024, Sebħ'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.



Yvonne Mallia, Director, interviewed by PBS at our Press Conference

ADVERTISING

2024 upped the advertising game, whereby Fondazzjoni Sebħ was advertised on prominent spaces. These spaces were all sponsored and gave Fondazzjoni Sebħ exposure that excelled previous advertising efforts. We would also like to express our sincere appreciation to the Archdiocese of Malta for supporting us with various advertising opportunities.

These spaces were:

- Advertising space on Times of Malta and Newsbook kindly sponsored by the respective news portals
- Advertising space on Malta Buses sponsored by the Malta Public Transport
- Logo featuring on Fgura United FC kits for a third year running, and
- Eden Cinemas offering a unique advertising opportunity to display Sebħ's logo and an important message during film showings for the second year running.



FUNDRAISING

The fundraising arm of Sebħ is centralised within the Central Office, offering coordination across services and liaison with benefactors. It bridges the needs of the services with the goodwill of the general public, who donate to support our mission. This is done through direct contact with benefactors, events, and the selling of items. During 2024, the Central Office took on a number of initiatives to raise funds - both monetary and in kind - with the main ones being:



1. **Distribution of Donation Cans** to businesses - This was a new initiative which started off in 2024. A number of businesses agreed to place our donation cans at their businesses premises. Some also went beyond and offered services for free or vouchers or even monetary donations over and above what is collected in the donation cans.



2. **Clearance sale Bazaar** held *twice* in 2024 in Hamrun - The bazaar events have become regular on our calendars. Being held twice in 2024, it allowed us to clear a number of items that are not needed within the services but would generate some income. Nevertheless, prior to opening the bazaar to the general public, the services are always reminded that they can shop for free in case they find items which they can utilise.

3. **Sponsorship of Easter eggs** - Fondazzjoni Sebħ always ensure that on *Easter day*, every resident and service user receives an Easter egg. In order to do this the Central Office reaches out to various companies or individuals to collect the eggs. Sounds like an *Easter egg hunt*, and we love playing it, but most of all, we love the feeling that our children in the services are happy with their *Easter treat*.



4. **Christmas Drive** - The Christmas period is always a time when the Central Office is happily busy with the coordination of gifts received for the residents and clients. Coordinating *wish lists* started in September, 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 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**.

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. 2024 established a new role, that of the Fundraising Executive. The latter was responsible to reach out to **big companies** and request support. A number of these companies have shown considerable support.



Phoenix International and Fondazzjoni Sebħ celebrating ongoing partnership

ORGANISING OF EVENTS

A number of events taking place throughout Fondazzjoni Sebħ are coordinated 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 a small nature such as *management meetings*, whilst other events may be bigger, such as was the case with the rebranding conference in September. The team also supports other events organised, such as *team days*, *farewells* and preparation for meetings with guests or dignitaries.



The Fondazzjoni Sebħ workforce bringing enthusiasm and commitment, proudly supporting the Foundation during the charity fundraising concert.

SPECIAL MOMENTS AT CENTRAL OFFICE

The central office has had its share of **special moments**. 2024 welcomed a number of new team members who brought along new ideas and **fresh, vibrant atmosphere** to the team.

The team had the opportunity to have **two team away days** which gave the team the opportunity to reflect on their **teamwork** and **communication skills**. It also helped the team to rebuild itself due to the number of changes that occurred during the year.

As a final outcome of the newly formed team, the central office issued a **Christmas card** featuring all team members, whilst taking the opportunity to send their greetings to the rest of the teams within the Foundation.



Central Office Team Christmas festive card distributed internally

March Team Day



September Team Day



The team together for an engaging team day to strengthen bonds and foster connections

A funny moment of the team laughing at the game challenge of creating a connective path with various prompts

NEW STAFF

In 2024, the Central Office team underwent a **significant restructure** that has seen Fondazzjoni Sebħ **evolve** and **flourish**. This fresh chapter brought renewed energy, creativity, and a wave of innovation. None of this would have been possible without the **warm welcome** and **unwavering support** of the wider Fondazzjoni Sebħ team, who remained central throughout this transition.



SPECIAL MOMENTS AT CENTRAL OFFICE

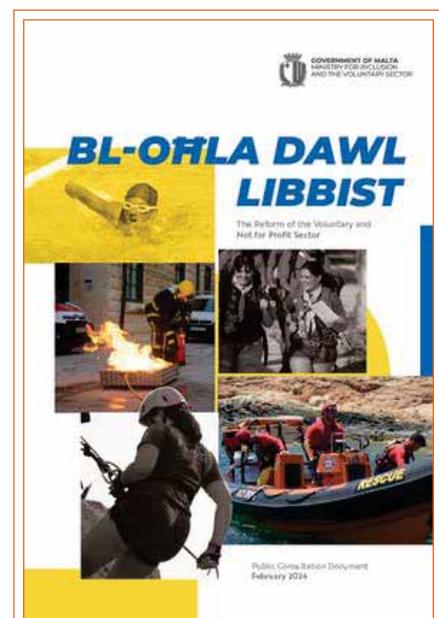


QUALITY ASSURANCE

Fondazzjoni Sebħ ensures that its performance excels through proper quality assurance. It has the responsibility to coordinate and submit licences, which in 2024 amounted to 27 all of which resulted successful. Another task that is coordinated within the central office is that of *Policy Development* and involvement in *Public Consultations*. Fondazzjoni Sebħ ensures that its internal policies are of a high standard and protect its employees, residents and service users alike.

It also involved itself in the formulation of social care policies issued nationally and internationally through participation in public consultations. In 2024, Fondazzjoni Sebħ participated in giving feedback on the following Public Consultations:

Alternative Care Questionnaire
Family Court Reform
Gender Based Violence Directive
Academy of Givers Giving Report
National Reference Book Victims Rights
VO and NGO Reforms
Poverty Forum



DIRECTOR'S OFFICE



ANNEMARIE MUSCAT

MANAGER DIRECTOR'S OFFICE

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 2024, Ann Marie was core to supporting the SMT and in the coordinating of team events.

SERVICES ASSISTANT MANAGERS

CHILDREN SERVICES



SVETLANA PSALIA

CHILDREN SERVICES ASSISTANT MANAGER

Svetlana Psaila serves as the Assistant Manager of Children's Services, where she plays a key role in supporting the senior manager with day-to-day organizational activities.

FAMILY SERVICES



KAY GAUCI

MILJA CARE ASSISTANT MANAGER

Kay Gauci occupies the role of Care Assistant Manager at Il-Milja, where she supports the care team who are responsible for the care plans and well-being of residents. Kay supports by providing supervision, overseeing care plans and their implementation as well as creating therapeutic activities. Kay is also responsible for issuing the care team roster, care team meetings and supporting the home manager.

PROJECTS 2024



REBRANDING

Taking the Decision to rebrand...

2024 was marked by innovation and a fresh look for Fondazzjoni Sebħ. The need to revisit our logo had long been felt and although the previous logo had only been around for just six years, we felt that Fondazzjoni Sebħ evolved at a fast pace and needed to be represented in a more vibrant and modern way. As a way forward, Fondazzjoni Sebħ partnered up with 9HDigital, which sponsored the rebranding process and provided guidance to us from beginning to end. The Digital team at the Archdiocese of Malta supported Fondazzjoni Sebħ in the final touches to ensure that the outcome aligns with the philosophy of the Church, which we are ultimately part of.



WORKING ON NEW BRAND ELEMENTS

The first exercise that was carried out during the rebranding process involved reflective analysis of what we wanted out of this new image. The themes of *Love, care* and *parenthood* were the top on the list and these reflections gave way to several possibilities, which led to a mood board and the eventual creation of the new logo. Encompassing three main elements, the logo was ultimately created incorporating:

The **tulip**, known for symbolizing *affection, kindness, and good wishes*, is the first flower to bloom in spring, representing rebirth and deep love. The image of a parent and child evokes feelings of **love** and **protection**. The intertwined hands forming a heart symbolize *unity, belonging, and solidarity*.



MERCHANDISE

Changing the logo alone is not the only task that required following up. A number of other tasks emerged one of which was the change in our **merchandise**. New **banners**, **pens** and **brochures** were renewed with new content and a totally **new look**. Merchandise is used in a number of events and opportunities and they help us spread our image across different sectors, being in the **business community**, **educational institutions**, or to the **general public**. Therefore it is a good means to also disseminate our new image through merchandise. The 2023 annual report was also designed with the new concept, giving a final touch to this part of the rebranding process.



MARKETING STRATEGY

WEBSITE



BRANDED ROOM



NEWSLETTER



STATIONERY



SOCIAL MEDIA

REBRANDING PRESS LAUNCH - A JOURNEY OF HOPE

During a milestone event in September, Fondazzjoni Sebħ launched its new brand conveying messages of *love, protection, renewal, hope* and a deep-rooted commitment to support women, children and families. This was made possible through a partnership and full sponsorship of *9H Digital* and thanks to the support of the *Digital Presence Office* and the *Media and Communications team* of the **Archdiocese of Malta**. The press launch was attended by a number of benefactors, the management and professionals of Fondazzjoni Sebħ, Board of Administrators members and COMB members. Senior management gave their presentation on the respective operations of Fondazzjoni Sebħ during which the new logo was also revealed. **Msg. Martin Micallef**, the newly appointed *Episcopal Vicar for Diaconia*, also pointed out that the Church was this year on the eve of the *Jubilee of Hope* and Pope Francis had invited all Christians to be instruments of Hope. Indeed, the press launch carried the same name '*A Journey of Hope*'.

By the end of the event, the attendees were given out a copy of the newly branded annual report, the new merchandise and a tulip bulb with a note stating '*Thank you for helping us grow*'. Being September, tulip bulbs are available around the same time, and are the first flowers to bloom in Spring. Requiring a lot of sunshine, tulips grow in beautiful flowers representing the beauty of our mission and the sun representing our very own name, the *morning rising sun*. We are sure that 2025 will bring a lot of colourful flowers in the attendees gardens which will remind them of the work we do.



A poignant moment of our Press Conference 23.09.2024



One of the attendees browsing the pages of our Annual Report 2023





STAND WITH SEBH CAMPAIGN

For the third year in a row the **Stand with Sebh** Campaign took place. During this campaign our teams take to the streets of various communities, 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 t-shirts, the teams take the time to speak to every outlet explaining the importance of **standing against violence** and they pass on information with contact numbers for those people who may ask for support or disclose that they are a victim of violence.

This campaign has always aimed to create **safer spaces** in the **community**, through **awareness raising** and by **reaching out** to those who may be in a **unique position** to support those in **need**. It has always been about arming the community with the right information to ensure they are with us in creating a stronger society that does not tolerate violence. However this year we wanted to be even more effective and made some **crucial changes** to the campaign.



29 Gold Stars were awarded to outlets that left the poster up since 2022

ALL YEAR ROUND CAMPAIGN

Whilst we still kick started the campaign at the start of the 16 days of activism, this year we decided that because violence does not stop, neither should our campaign. For the first year this campaign is being run all year around with teams going out every month keeping the message strong and relevant.

ALL TEAMS

Every year we see more and more of our team members offering their time to support this cause and to be a part of sharing the message. Once again team members from every service within Fondazzjoni Sebħ participated in this shared cause. We are truly blessed to have team members who come together to elevate the volume on this campaign.

12 FACES

A 12 month campaign was represented by 12 new posters. Each poster shows a different aspect of GBVDV including violence against the elderly, people of different cultures, women of different ages and even children as victims of domestic violence. Each striking poster also shares a fact about violence, to further inform the communities about the hidden nature of violence against women and children.

RESTAURANT CAMPAIGN

As the campaign has been extended over the year, this also means that it is targeting a wider audience. As well as still visiting the same localities as previous years, new localities were also included in the schedule. One of the most important additions was the inclusion of Gozo which now has a much wider reach than in previous years. A special Thanks to all of the companies who have participated year after year, welcomed us with recognition and who have continued to echo the message with their customers and employees.



OUR JOURNEY, OUR VOICE

Throughout 2024 a number of small groups of women who were currently residing at Il-Milja, or who were previous residents and had since left, came together on this project. Whilst a set of questions were prepared and followed in the groups, the women were also free to bring any suggestions for change that they regarded as important. During these groups the women were incredibly courageous in **sharing** their **experiences** and **supportive** to one another in their **pain**. They collectively shared their feelings, aspects of their journey and their **personal recommendations** based on their experience of what needs to change in order for women and children escaping violence to be better supported and understood. They gave **heartfelt accounts** of their **experience** with various services, sharing the helpful and challenging moments.



THE SCOPE

Our Journey, Our Voice was a very special **advocacy project** which took place in 2024 between the services at Il-Milja and the **Aftercare Services**. This project aimed to amplify the **voice** of **women** who have experienced violence and to create more sensitivity amongst stakeholders, of the realities that these women have faced. Whilst these two services engage in a lot of **advocacy projects**, this one was unique as it highlighted the **journey of the women**, in their own voice and with them at the centre of it. *Our Journey, Our Voice* highlighted the **violence** that was **experienced** by the participating **women** and their **children**, those aspects in their journey that they found supportive and those factors that were identified as barriers, with the aim of increasing **sensitivity** and **strengthening services**.

THE TEAM

Our Journey, Our Voice was the first joint project carried out by the **professional teams** at Il-Milja and Aftercare Services. It was a **beautiful collaboration** which saw both teams involved at every stage of the project. Together they discussed the structure of the groups, formulated the questions to be explored, contacted the women to participate, and sat with them during the groups. Their **professional judgement** and **trauma-informed** approach guided every aspect of the project, including who it would benefit to participate and who not and who would be supported by a group and who required individual interviews. The team discussed progress at every stage of the project to ensure that the **well-being** of the women was **prioritised** and amendments made to the project according to their needs.



Once all of the information was collected, it was agreed that this would be presented to a number of **stakeholders** and **dignitaries** who had the position and opportunity to take the **feedback** on board and create **change**. It was predetermined that this would be a closed event, where only those invited could attend and with no media presence. This was so in order to protect the women who chose to attend for the event. The list of invitees was decided upon by the women themselves, according to the feedback they gave when discussing their journey and according to who they wanted to provide their collective feedback too. The women were given the option not to participate if they chose, to participate in the interview and not attend the event, to participate and attend but not speak, to participate and present on the day.



FEEDBACK FROM OUR RESIDENTS & SERVICE USERS

'I felt I did good during the drama workshops and I really enjoyed the experience.'

A resident residing in a Sebh home in relation to the Talent show

'It was very fun to prepare a recipe to share in the talent show and I would like to do it again next year. '

A child residing in a Sebh home in relation to the Drama workshop

'It was a really nice experience to do a dance with my friends and carers and I had a lot of fun!'

A child residing in a Sebh home in relation to the Talent Show

'It was a memorable and fun experience that brought us closer together.'

A child residing in a Sebh home in relation to the Talent Show

'It was a beautiful moment where I shared my experience so that no one else will have to go through what I went through. I am happy to have spoken up to create more awareness for other women. Do not give up because despite all the ups and downs you encounter in life, you will always manage to find a way.'

A Resident residing in a Sebh home in relation to the Our Journey Our Voice Resident project





Caring for *Children*
supporting *Families*

MAKE A DIFFERENCE

WWW.SEBH.MT/DONATE

VO/1622

PROFESSIONAL GROWTH





EMPLOYEE ATTENDING



INDUCTION COURSE

October 2024 saw the inception of the new *'Induction Course'*. All staff of Fondazzjoni Sebħ are being invited to attend 3 mornings/afternoons to undergo a training course whereby they have the opportunity to learn on various topics being delivered to them. Besides being an opportunity for employees to meet up with others from other services they do not work in, it is also an opportunity for reflection and growth. The aim of the induction course is to also ensure that new recruits are given the **foundation** on which to build their **journey of care** at Fondazzjoni Sebħ. As from the very first experience in delivering this group, management received considerable positive feedback on its content leading the way for more sessions and reflections.

The topics being covered during the Induction Course provide various areas for reflection. It starts off with a generic view of the services we offer and goes on with giving a run of the Policies of the Foundation. It then goes on with inviting the attendees to participate in discussions and workshops related to helping skills, awareness of attachment styles, trauma-informed care, understanding challenging behaviours and positive reinforcement, safeguarding, and ethics. The training ends with sessions related to how Fondazzjoni Sebħ employees can reflect on their level of work-life balance and how they can improve in this area.



ESN - BUCHAREST



In September 2024, Alexia and Kerry, two senior managers, attended the **ESN Seminar** on *"Protecting Children: Working in Partnership across Children's Services"* held in *Bucharest, Romania*. This was a valuable opportunity to engage with international colleagues in the social sector, exchange best practices, and strengthen professional networks. Participating in such spaces inspires new ideas and contributes to the continuous improvement of the services we provide.

OUR SEBH FAMILY



FEEDBACK FROM OUR TEAM MEMBERS

It was beautiful to watch the children showcasing their talents. It's a long but beautiful process in preparation of the event and we always encourage children to boost their confidence. I look forward to this event, year after year.

Care Coordinator in relation to the Talent show and Drama workshop

Stand with Sebh has united our teams to raise awareness about violence against women and children. Engaging with the Maltese communities and sharing available support services was empowering, with a very positive response. It has been a rewarding experience on many levels.

Senior Manager in relation to Stand with Sebh Campaign

Being part of 'Our journey our voice' was one of the most meaningful and emotional moments in my social work practice. Witnessing survivors of domestic violence re-claiming their voice, stating their experiences, and suggesting recommendations to different entities for further improvement in their policies and /systems was an experience to be admired.

Social Worker in relation to 'Our journey our Voice' project

The Rebranding process was one of a kind during my 5 years working at Fondazzjoni Sebh. With the support of the expertise of 9HDigital, I learnt the process of rebranding from formulating the basics of a new logo through a moodboard to launching a fully fledged rebranding conference.

It was an experience that I will surely cherish and the beauty of it is that the new logo is constantly reminding me of the love, care and parenthood that Fondazzjoni Sebh constantly aims to provide.

*Elmer Stanmore -
Central Office Senior Manager*



STAFF APPRECIATION

The arrangements introduced in 2023, where employees were gifted with schemes that express *appreciation* for their work, have been extended for 2024. In addition to these initiatives, small tokens of appreciation were distributed to staff on special occasions throughout the year—such as *Christmas* and *International Women's Day* - as a gesture of gratitude for their continued dedication and contribution. These efforts form part of a broader commitment to recognising and valuing the people who make Fondazzjoni Sebħ's mission possible.

At Fondazzjoni Sebħ, people are at the heart of everything we do. We deeply value our team members—not just for the roles they fill, but for the **compassion**, **energy**, and **dedication** they bring to the service of others every single day. Their **hard work**, **empathy**, and **unwavering commitment** are the foundation upon which our mission to support children, women, and families is built. Without their daily contributions, our impact simply would not be possible.

Recognising this, we are intentional in creating a **workplace culture** that **honours**, **nurtures**, and **invests** in our teams. Throughout the year, we provided a range of opportunities aimed at supporting both their **professional development** and **personal well-being**. These included tailored **training sessions**, **reflective supervision**, and **dedicated team spaces** designed to encourage **open dialogue**, **emotional processing**, and **mutual support**. Equally important were the moments we created simply to come together - away from the day-to-day pressures - to **connect**, **recharge**, and **celebrate** one another.

Small takens given by
Fondazzjoni Sebħ
Management to the
CO workers in
Christmas 2024



Small tokens given by
Fondazzjoni Sebħ
Management on
Women's Day as a
gratitude to all the hard
work that they all do.



SUPERVISION
SESSIONS

553



TOTAL STAFF END
2024

105



AWAY DAYS

18



SPIRITUAL SUPPORT



In 2024, the Spiritual Committee, led by Mr. Brian Muscat and including Fr. Emmanuel Camilleri, Mr. Joseph Gerada, and Ms. Catherine Fleri Soler, organised two spiritual days and promoted ongoing spiritual wellbeing. Weekly reflections and monthly Mass celebrations offered staff moments of guidance, connection, and renewal, reinforcing the values at the heart of our mission.

TEAM DAYS



Two team days were held in 2024 whereby staff came together to play competitive games and trivias. One was held at Montecristo estates whilst the second one at Marsascala Parish Hall. In both occasions, the employees had the opportunity to challenge their limits, reflect on communication systems, mix up in groups with staff of other services and have fun together at the same time.

TEAM SUPPORT



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 express their emotions, 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 Sebħ 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.

ACTIVITIES & EVENTS



MASW Social Work Awards

Sebh team members and services collected 2 awards on the MASW night, making us all so proud. The evening was complemented with a lovely afterparty.



Farewell to Mgr. Charles Cordina

As a thank you for his support and upon his retirement from the role of Episcopal Vicar, Fondazzjoni Sebħ staff organised a farewell party which was held at Milja.



Visit by the President of the European Parliament

Dr.Roberta Metsola visited Fondazzjoni Sebħ in March marking a very important milestone in our connections. Her visit was followed up with recommendations against violence on women and children. It was an honour having Hon. Dr.Metsola visiting our premises.



Board & Management Evaluation Day

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

WITH OUR RESIDENTS



Children in Need Foundation Christmas party

For yet another year CiN foundation organised a Christmas party for all residents of Fondazzjoni Sebħ. This was coupled with amazing activities, gifts and a day to remember.



Talent show

This has become an eagerly awaited annual event for the residents and staff of Dar San Nikola and Dar Fra Diegu, where everyone comes together to showcase their diverse talents, football skills, cooking, crafts, magic tricks, dancing, singing and much more - creating memorable moments that bring joy to our children's lives.



BBQ for children's homes

Thanks to the Taggha Foundation (Youth Fellowship), our residents and staff enjoyed a memorable evening filled with fun activities at Dar Sagra Familja, that also included a BBQ cookout.



Days Out

Throughout the year, our children enjoyed numerous outings that helped them grow holistically, learn new things, and most importantly, have fun. From visits to animal farms and nature walks to weekend breaks, sports activities, and days by the sea, each experience was filled with many happy moments, creativity, and lasting memories.



OUR SEBH FAMILY





MOMENTS 2024



WHAT IT MEANS TO OUR TEAM TO WORK AT SEBH

"Being part of Fondazzjoni Sebħ is truly fulfilling. I'm proud to support a mission that uplifts vulnerable communities and brings real change. The collaborative spirit, supportive team, and meaningful work motivate me daily to grow and make a difference."

Chris Camilleri
Administrator- Health, Safety and
Maintenance - Central office

"Working at DST has been an incredibly rewarding experience. It has offered both personal and professional growth within a supportive environment. The work is very meaningful, and being part of a dedicated and compassionate team enables us to support and empower the children we care for."

Clarissa Grima
Care worker- Dar Santa Tereza

"At Dar Fra Diego, we've continued to provide a nurturing and trauma-informed environment where children feel seen, heard, and safe. Our team works tirelessly to support their emotional and developmental needs, empowering each child to heal and grow. It's been a year of challenges and breakthroughs, and we remain committed to walking alongside our young residents with compassion and purpose."

Joseph Gerada
Home Manager - Dar Fra Diego Home

"Being part of the Aftercare Service gives me a strong sense of purpose and brings great satisfaction. I feel fortunate to work alongside like-minded colleagues who share a genuine commitment to delivering meaningful service. Aftercare is a concept that has always been close to my heart, and I feel privileged to be part of and contribute to a service with a clear and thoughtful plan for growth. It's truly rewarding to be part of such an inspiring team."

Joanna Bugeja,
Youth Worker - Aftercare services



"I have been working with the NGO for over 25 years and I have seen it growing and reaching out further. Now under Fondazzjoni Sebħ I am happy to say that as a foundation we all strive to give love, care, dedication and safety to children, families and youths. The foundation also gives support even in the community.

Josette Stensen
Home Manager - il-Milja

Working at Fondazzjoni Sebħ is a truly rewarding experience. We're grateful for the opportunity to grow through the training provided, which has helped us improve both professionally and personally. Knowing that our work supports vulnerable children and families gives us great satisfaction and purpose every day.

Maintenance Team - Central Office

To our team, working at Fondazzjoni Sebħ means being deeply rooted in the community, walking with families through their challenges and strengths. It's about building trust, creating safe spaces, and being part of meaningful change. Every day, we are reminded that our work is not just a job, it's a shared commitment to dignity, hope, and resilience.

Gillian Balani
Social Worker - Community Family Service

"I'm very happy working with Dar San Nikola. The atmosphere is positive and supportive, which makes each day engaging and fulfilling. One of the things I appreciate most is the management support and obviously the foundation's mission. The staff is team oriented, and I feel comfortable sharing ideas with them.

Andrea Casha Administrator, Dar San Nikola



OUR SUPPORT 2024





Our Lady of Lourdes
Parish, San Gwann



Paediatrics Concert by
the MPA



St. Nicholas Parish,
Siggiewi

SCHOOLS, PARISHES AND LOCAL COUNCIL SUPPORT

Throughout the year, we have once again witnessed the incredible generosity of schools, parish churches, and local councils who chose to stand beside us in our mission. Whether through food donations, collections of daily needs, or gifts for our residents, their support has helped us not just financially but has also given us the push to keep doing what we do. These entities keep donating to Fondazzjoni Sebh despite having limited resources themselves. To all who continue to support us.

Thank you ! Your kindness brings light to the lives of those we serve.



Pass Pass mas Sebh



De La Salle College, Birgu



Kummisjoni Tfal, Dingli



Holy Family Parish, Iklın



Knisja Santa Marija
Bubaqra, Zurrieq



St. Francis School,
Birkirkara

FUNDRAISERS 2024



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.



Care to Share Publishers gave us consistent support throughout all of 2024 by giving us space in their publications to give updates on our services. They also generously donated a monetary amount with every publication which supported with the running of our services.

Through the A4U fund of Agenzija Zaghzagh, the aftercare services were able to purchase a new kitchen for the youth training flatlet. This was an essential part of the project and with this support we could start to use the flatlet so that the youth in the aftercare services can work on their independence skills.



Wings Foundation once again supported Fondazzjoni Sebħ. This year they donated a substantial amount to the running of the mentoring programme within the Aftercare Services. Additionally they also supported the family services by donating an amount to be used for vouchers for the children, youth and families within the services.

Mia Donation box- between the months of January to June, 4 donation boxes were distributed across the Malta International Airport. People travelling could donate place monetary doantions in the donation box to Fondazzjoni Sebħ. This also served as a way for people to know who we are.



Social Causes Fund
In 2024 Fondazzjoni Sebħ was successfully awarded funding for a lift for our new Aftercare Centre from the Social Causes Fund. This fund will be used later in the project and will go a very long way to getting the project started and making the premises accessible.

APS Bank supported the aftercare services by awarding a fund for the mentoring programme. This will ensure that youth and families leaving Sebħ residential homes have ongoing support. APS also gave Milja the opportunity to create a lovely crib which was displayed at Spinola Branch, in return for a kind donation to go back into the service.





The children in our care are participating in pet therapy sessions with the *Service Dogs Malta Foundation*, a project generously funded by the Melita Foundation. The powerful benefit of these sessions are designed to promote mindfulness, enhance social skills, and support emotion regulation.

Once again Bank Of Valletta (BOV) supported Il-Milja shelter for women's day 2024 by giving the service a monetary donation. This went towards the upkeep of the physical environment for the families, to ensure a serene and welcoming space.



Eight Four Capital generously contributes a monthly donation to support the operational expenses of Dar San Nikola's two apartments. This continuous support helps ensure that the needs of our residents are consistently met.

Gabra tal-Karita` - upon the initiative of the Archdiocese of Malta, local parishes and parishioners come together and donate to help entities falling under the auspices of the Church. Fondazzjoni Sebħ benefitted from part of these funds.



Investing in skills - Fondazzjoni Sebħ benefitted from a number of subsidised training through this scheme. with the help of this scheme, employees could benefit from a range of training tailored for their needs.

People Management Division, Ministry of Health - the CSR team within the Ministry of Health co-ordinated an number of fundraising events throughout 2024. The funds collected were split between 3 NGOs one of which was Findazzjoni Sebħ.



The Children in Need (CIN) Foundation remains a steadfast pillar of support, not only by fully financing Fondazzjoni Sebħ's in-house therapeutic services but also by stepping in to address other children's needs, supporting our aim to provide early intervention and ensure that each child's potential is reached.

DONATIONS IN KIND 2024

As an NGO, Fondazzjoni Sebħ 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.

EDEN LEISURE
GROUP



CHILDREN IN NEED
FOUNDATION



VALLETTA
WATERFRONT
SOCIAL CLUB



ALF MIZZI
FOUNDATION



SOREDA
HOTEL



NERIKU
CATERING



HILLTOP
GARDENS



JOE AND SIMON
PACE



JERS
SUPPLIERS



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!

ROTARY CLUB
MALTA



INIALA HARBOUR
HOUSE



PARADISE BAY
HOTEL



E-CABS &
FASTDROP



MVINTAGE



EBEJER
BONACI



ROUNDTABLE
MALTA



CAMILLERI
& CUSCHIERI



SJS
HARTONS



CORPORATE SOCIAL RESPONSIBILITY 2024

During 2024 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 Sebħ close to 28,000 euros, they made projects possible which would not have been without their help. These teams supported with cleaning, gardening, painting, sorting, tidying, plastering amongst 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 479 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.



MCDONALDS



ATTARD BROS



PHOENICIA



IMULTIPLE GROUPS



EDEN LEISURE GROUP



BOV



STRAND PALACE AGENCIES



MITA



PHOENIX INTERNATIONAL

PEOPLE

479



HOURS

2088



SAVINGS

€28,000



GO



TRIDENTS TRUST COMPANY



FMS



EXIGI



MELITA



VIDEOCAFE



GCS



UNIPLAST



CONTINENTAL CARS

A SPECIAL MESSAGE OF APPRECIATION

The work of Fondazzjoni Sebħ would not be possible without the support of the Archdiocese of Malta whose aim apart from evangelisation is to help vulnerable people in society. In its mission, it supports Fondazzjoni Sebħ through financial subsidies, 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. We thank you for being instrumental to excel in our delivery of care to those who need us.

Fondazzjoni Sebħ also extends its 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
APS Pay: + 356 79375660

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FONDAZZJONI

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