



CEO Address

Ms Philisiwe Mthethwa,
NEF CEO



The Gift of Oneness

Good morning, Executives and Colleagues, and Season's Greetings to you all.

We meet today in the midst of the world's darkest hour, when humanity is under siege, reeling under the vicious onslaught of an invisible enemy.

We meet, once again virtually, unable to shake hands, unable to embrace in the way humanity knows how, and yet, through the sheer force of the bonds that tie us together, we are able to find one another, to reach across to each other in defiance of the enemy that stalks our streets, our homes and social spaces, as family, brought together by the gift of oneness.

It is this gift that has carried us together as we have searched the depths of our common humanity, to excavate our inherent resilience, our courage and the will to triumph.

We have borne witness to an unprecedented assault across the globe, a carnage that has taken lives, a bloodbath that has broken families asunder, decimating production and trade, savaging markets and presenting a major global economic meltdown both for developed and developing economies.

Continued on page2

Extended special sick leave:

The COVID 19 Pandemic has seen a number of our colleagues fall ill. As a result many of those employees that took ill have had to utilise their sick leave to self-quarantine and to recuperate. In light of these unique circumstances, EXCO has agreed and approved a proposal to implement an Extended Special Sick Leave for those employees who take ill due to the COVID 19 pandemic up to a maximum of 2 months. This Special dispensation will only

29 January Phola, NEF Staff Wellness and Grief Recovery Webinar

	Item	By Who	Duration	Q&A	Start time	End time
	Opening Billboard	Terry	-Looped 18 seconds	-	11:30	-
	Programme Director	Ms Sindy Mabe				
1	Sermon and Opening Prayer	Mr Setlakalane Molepo	20 minutes	-	11:30	11:50
2	CEO's introduction of Dr Esther Rockson	Ms Philisiwe Mthethwa	10 minutes		11:50	12:00
3	Doctors in the Frontline of the Pandemic	Dr Esther Rockson	25 minutes	5	12:00	12:30
4	PHOLA NEF	CEO's Adress Ms Philisiwe Mthethwa	40 minutes	10	12:30	13:20
4	Video on the COVID-19 2 nd Wave and Distribution of vaccines in South Africa	Discovery (pre-recorded video)	40 minutes		Via email	13:20
5	Dealing with Grief and Loss during the COVID-19 Pandemic	Ms Khadijah Mia	45 minutes	15	13:40	14:25
6	How to provide support to a friend and /or colleague who is unwell or who is mourning the passing of a loved one.	Ms Hlengiwe Makhathini	10 minutes	10	14:25	14:35
7	Closing Prayer	Ms Nokuthula Nkomo	10 minutes	10	14:35	14:45
8	Closing Billboard					

be applicable for COVID 19 related illnesses. Further, employees would be required to attach a doctor's note detailing the nature of the illness, when applying for this Special Sick Leave. Employees who are hospitalised for extended period of time which is more than 2 months, our colleagues from HR and the Risk department will submit a motivation to EXCO to consider extending the sick leave. Thus should an employee fall ill due to normal cold or any other illness, they should use their normal sick leave allocation.

Extended family funeral benefit:

Since the Lockdown was announced by the President in March 2020 as a result of the Covid 19 Pandemic, a number of colleagues within the NEF have experienced an unusual and never ending unfortunate trail of sorrowful bereavements that have seen a number of staff members losing loved. The NEF is considering implementing an Extended Family Funeral Benefit which will cover 8 of the employees' parents, parent-in-law, siblings, aunts, uncles and grandparents as beneficiaries. The Extended Family Funeral Benefit pays out an amount of R18 000 for a premium of R11,30 per extended family member, up to the age of 64 years. And from the age of 65 to 74 years the premium is R33,80 and 75 years and above it is R78,80 with a pay-out of R18,000.

Ages	Cover Amount	Premiums
0 – 64	R 18 000	R 11,30
65 - 74	R 18 000	R 33,80
75 until death	R 18 000	R 78,80

From page 1, CEO Address – Ms Philisiwe Mthethwa

As a community, the National Empowerment Fund has not been spared the grief. We have cried. We have bled. We have buried our loved ones.

Our wounded hearts are like open graves. Yet we will not be broken because we share something precious, the gift of oneness, the resolve that none of us shall suffer alone, grieve in solitude or lament in seclusion because we are family, and that is why they call us the NEF.

Global COVID-19 Stats

Cases	Recovered	Deaths
100M	55,4M	2,16M

Location	Cases ↓	Recovered	Deaths
United States	25,6M +155K	-	429K +4 101
India	10,7M +11 696	10,4M +14 301	154K +123
Brazil	9M +63 520	7,96M +67 888	220K +1 283
Russia	3,73M +17 464	3,17M +27 440	69 971 +580
United Kingdom	3,72M +25 308	-	102K +1 725

We are aware that the enemy that we face, the COVID-19 Pandemic, has claimed well over 2.16 million lives globally. May their souls rest in peace.

Yet amid this sorrow that has resulted in 100 million infections, well over half of the people have recovered.

COVID-19 statistics in South

TESTS CONDUCTED	POSITIVE CASES IDENTIFIED	TOTAL RECOVERIES	TOTAL DEATHS	NEW CASES
8 107 833	1 430 648	1 263 476	42 550	7 070



In our beloved country the narrative is the same. We have suffered over 42 000 deaths, which is far greater than any single war ever waged in our history, has claimed. Once again, may the dear souls of the departed, rest in peace

What we do know, colleagues is that with a recovery rate of almost 90%, this pandemic will have an expiry date. With the NEF's gift of oneness, the sun will shine again in our hearts.

2020/2021 NEF Bereavements

As we look ahead to the future, colleagues, we must take stock of the carnage we have suffered as a family.

We must acknowledge the pain we carry, because in the same way that you must clear the ground before planting flowers, so too must recovery and healing depend upon our courage and willingness to touch our wounds.

Across the expanse of the NEF, we have lost mothers, sisters, grandmothers, fathers, brothers and grandfathers. We have lost aunts and uncles, brothers and sisters in law, and within our very walls we have lost colleagues.

Staff member	Next of kin lost	Department
Palesa Mzolo	Grandmother	Western Cape Regional Office
Nomfundo Fakudze	Grandmother	uMnotho Fund
Nomsa Tjale	Grandmother	GC's office
Richard Baloyi	Brother, mother & father-in-law	Facilities
Princess Chauke	Grandmother	Secretariat
Lerato Lekalakala	Grandmother	Secretariat
Zama Khanyile	Mother, x2 Aunts	uMnotho Fund
Lerato Modise	Father	Facilities
Patience Dakane	Sister & brother-in-law	Facilities
Cebo Ntobela	Mother & father	Facilities
Selvan Naicker	Brother	Seconded – Goseame
Mapule Pandeka	Father	CEO's office
Viwe Nqebe	Mother	Eastern Cape Regional Office
Mduduzi Dlamini	Deceased	Former SPF Acting Manager
Nthato Makhubo	Sister	Marketing & Communications
Thuli Ndlovu	Brother	Venture Capital Fund
Victor Makwakwa	Dad	SEDU
Andries Dlamini	Mother	uMnotho Fund
Avisha Sookul	Mother	Post Investment
Meryl Moses	Deceased	Former Legal Advisor
Ms Philisiwe Mthethwa	Mother	CEO's Office
Emmanuel Mohamme	Deceased	Marketing & Communications
Mpume Majola	Father	Pre Investment
Solly Mabandla	Mother	uMnotho Fund
Refilwe Tshabalala	Father	Pre Investment
Olga Mogapi	Grandfather, Grandmother, Aunt	Marketing & Communications
Roe Senaoana	Grandmother	Internal Audit
Thandiswa Gede	Aunt	Internal Audit
Melidah Mokwana	Grandmother	Internal Audit
Glory Dzivhani	Mother	Legal Services
Lerato Seleke	Grandmother	CFO's Office
George Rabothata	Sister	Facilities
Lunga Radebe	Father	Facilities
Marcus Mlatha	Mother	Facilities
Sizwe Ngobeni	Grandmother	Post Investment
Lebogang Masilo	Aunt	IST
Lucas Mahlala	Sister	Pre Investment
Mpumemo Mathibe	Father	uMnotho Fund
Joel Mphela	Aunt	uMnotho Fund
Zandile Mhlongo	Aunt, Mother-in-Law	Secretariat
Nhlanganiso Mthombeni	Grandmother	uMnotho Fund

Allow me, colleagues, to acknowledge each one of our bereaved.

- Palesa Mzolo, Nomfundo Fakudze, Nomsa Tjale, **we stand with you.**
- Richard Baloyi, Princess Chauke, Lerato Lekalakala, **si khala nani.**
- Zama Khanyile, Lerato Modise, Patience Dakane, **sithi dudu.**
- Cebo Ntobela, Selvan Naicker, Mapule Pandeka, **we are one with you.**
- Viwe Nqebe, Nthato Makhubo, Thuli Ndlovu, **God has heard your cries.**
- Victor Makwakwa, Andries Dlamini, Avisha Sookul, **your pain is ours too.**
- Mpume Majola, Solly Mabandla, Refilwe Tshabalala, **we carry the anguish with you.**
- Olga Mogapi, Roe Senaoana, Thandiswa Gede, **you will heal because we are one family.**

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From page 2, CEO Address – Ms Philisiwe Mthethwa

- Melidah Mokwana, Glory Dzivhani, Lerato Seleke, **God has seen your hearts.**
- George Rabothata, Lunga Radebe, Marcus Mlatha, **this too shall pass.**
- Siziwe Ngobeni, Lebogang Masilo, Lucas Mahlaula, **your loved ones are with the Lord.**
- Mpumezo Mathibe, Joel Mphela, Zandile Mhlongo and Nhlanganiso Mthombeni, **be assured, you are in our prayers always.**

2020/2021 NEF Bereavements

Colleagues, one of the very first to leave our midst was Sis Thandi Ndlovu, who was one of South Africa’s most daring and outstanding entrepreneurs. Among her distinctions is that she was one of the NEF’s finest and most accomplished investees.

In August last year, one of the region’s most gifted engineers and investment professionals, Mdu Dlamini, went to the Lord after a short illness.

Soon thereafter, in November last year, a Former Trustee and Board Investment Committee Chairman of the NEF, Mr Thabiso Tlelai and his wife, lost their lives in a car accident.

And as the year came to a close, one of our youngest and sharpest legal minds, Meryl Moses, went to her eternal sleep.

Colleagues, it will take a while for the shock and pain to subside, because as this year began, so too did another precious life end. Just last week, we bade farewell to Emmanuel Mohlamme, one of the most talented instruments of the Empowerment Dividend, a brother and friend, a pillar of many among us.

And that, dear colleagues, is why we have convened this session today, because we have suffered beyond measure. We have been maimed beyond belief. The pain we carry is not possible for individuals alone to bear. It is pain so enormous that it needs the gift of oneness.

Colleagues, my family’s wounds are also just as fresh, having been orphaned a few weeks ago by the passing of our mother. What might appear as my strength today has been made possible once again by the Gift of NEF Oneness that has carried us too.

Sonke sizo phola. We will heal because we each carry one another’s agony. We urge that we continue to be the shield and pillar of each and every one of us, regardless of whether one is in the same department as you or not. It matters not the age nor the rank, we are each an extension of the other.

Dr Thandi Ndlovu,
Former investee,
Motheo Construction.

1953/1954
24 August 2019



Mr Mduduzi Dlamini,
Former employee,
Strategic Projects Fund.

08 May 1978
21 August 2020



Mr Thabiso Tlelai,
Former Trustee & Board
Investment Committee
Chairman.

6 January 1964
1 November 2020



Ms Meryl Moses,
Former Legal
Advisor, Legal
Department

09 December 2020



**Mr Emmanuel
Mohlamme**
Deputy Manager:
Marketing &
Communications

26 May 1973
14 January 2021



Izandla ziya gezana / One hand washes the other

Colleagues, on behalf of each one who has lost a mother or father, a grandparent or sibling, an aunt, uncle or in-law, I want to thank the larger NEF family for your kindness and generosity, for reaching far beyond your means to make our burdens lighter. This you have done against the demands of your family obligations, against the weight of your own burdens, and within the context of a troubled economy.

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From page 3, CEO Address – Ms Philisiwe Mthethwa

I am aware that many of you fend for the extended family, and indeed that many of you are parents, uncles and aunts.

That is why together with MANCO, EXCO will develop a bereavement framework that will seek to address contributions in times of loss.

I believe that virtually all departments are in support of the proposal to pledge leave days towards a bereavement fund, and the details thereof will be shared soon.

We recognise and acknowledge the urgency of a sustainable solution, because some of the colleagues who were recently bereaved, are yet to receive the generosity of our hearts, what I prefer to call the NEF gift of oneness.

Staff Wellness Webinar

Colleagues, in addition to today's Grief Recovery webinar, we will soon be implementing other employee wellness initiatives to help staff with the possible challenges of Mental Health or psychological trauma, as well as with related challenges.



Further interventions

Plans are afoot to implement other employee wellness initiatives to help staff deal with Mental Health and other related challenges.

Benefits of one such employee support initiative entail:

- Heightened health and positive energy,
- Reduced levels of anxiety, stress and a sense of helplessness,
- The ability to centre oneself by eliminating body and mind conflict,
- Clarity of mind,
- Revitalisation and released tension,
- Helps bring about holistic relief.

Work From Home Policy

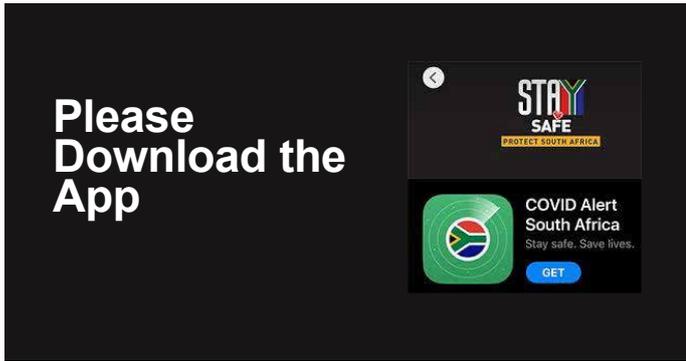
Colleagues, given the challenges that the world and the country continue to face, with over 7 000 new daily infections in South Africa, we have no choice but to continue the Work-From-Home Policy for the period ahead.



- As colleagues are aware, the Policy provides guidance to employees on how to continue to deliver on the NEF's objectives effectively, whilst working from home.
- The policy applies to all employees of the NEF during the lockdown period and shall be used in conjunction with existing NEF policies.
- The policy focuses on the following aspects amongst others:
 - Physical working environment – it provides guidance to employees on how to set up an environment that simulates a workplace environment
 - Equipment – it states that employees will be provided with the necessary equipment to assist them execute their duties while working away from the office, eg, laptops, 3G connectivity, cellphone and data allowances.
- EXCO will continue to monitor developments and advise of Return-To-Office protocols, when the time comes.

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From page 4, CEO Address – Ms Philisiwe Mthethwa



Colleagues, as stated during our last webinar, it is critically important that we all download the COVID Alert SA App.

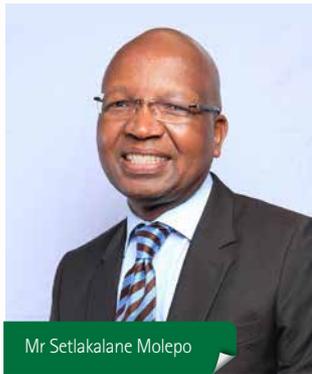
By downloading and using the COVID Alert SA app, we each form a belt of defence across a powerful digital network of app users who choose to work together for the benefit of everyone in the community, while enjoying complete privacy and anonymity.

App users are instantly alerted of their exposure to COVID-19 when they come in proximity with somebody who has tested positive, and this helps to increase our vigilance.

I urge that we all work together to curb the spread of this terrible pandemic, and, ultimately, to save lives.

Nothing can Come Between us and the Love of God – We Won! Romans 8:31-39

³¹ What then shall we say to these things? ^(A)If God is for us, who can be against us? ³² ^(B)He who did not spare His own Son, but ^(C)delivered Him up for us all, how shall He not with Him also freely give us all things? ³³ Who shall bring a charge against God's elect? ^(D)It is God who justifies. ³⁴ ^(E)Who is he who condemns? It is Christ who died, and furthermore is also risen, ^(F)who is even at the right hand of God, ^(G)who also makes intercession for us. ³⁵ Who shall separate us from the love of Christ? Shall tribulation, or distress, or persecution, or famine, or nakedness, or peril, or sword? ³⁶ As it is written: ^(H)"For Your sake we are killed all day long; We are accounted as sheep for the slaughter." ³⁷ ^(I)Yet in all these things we are more than conquerors through Him who loved us. ³⁸ For I am persuaded that neither death nor life, nor angels nor ^(J)principalities nor powers, nor things present nor things to come, ³⁹ nor height nor depth, nor any other created thing, shall be able to separate us from the love of God which is in Christ Jesus our Lord.



1. No matter what the circumstances are, we are "more than conquerors" through Christ who has loved us and died for us.

Let Us Continue to Build Our Economy



Colleagues, while today is a day for softer issues, while today is for healing the heart, I do want you to remember that as we heal, our vocation is to work towards the reconstruction, recovery and development of our economy.

The purpose of our healing is therefore threefold.

Firstly, it is for our own survival and longevity as human beings.

Secondly, we must heal for our families, who need us to be whole and wholesome,

And thirdly, our healing is necessary for our economy, and indeed for our country.

With those words, colleagues, sithi **Phola, Phola NEF.**

2. Is there anything that can defeat God's eternal purpose? Anything? No;

3. Can anything separate us from the love Christ has for us? Paul looks over the full range of life and gives a resounding, "No!" "Nothing!" "No, in all these things we are super-conquerors through Him who loved us.";

4. God will carry us through this pandemic, He Will heal us From the pain of losing loved ones and more than anything He Will give us strength and encouragement to continue.

With these great truths firmly in our minds about God's unwavering love for all of us, the writer of the book of Romans, Apostle Paul ask four unanswerable questions:

FOUR UNANSWERABLE QUESTIONS (8:31-39)

1. "If God is for us, who is against us?" (v. 31)

- Paul's question is "If God is for us" — the God who foreknew, predestined, called, justified, and even glorified us, if that God is for you — "who is against us?"

- New Jerusalem Bible says "With God on our side, who can be against us?"

- Philippians 1:6, "For I am confident of this very thing, that He who began a good work in you will perfect it until the day of Christ Jesus."

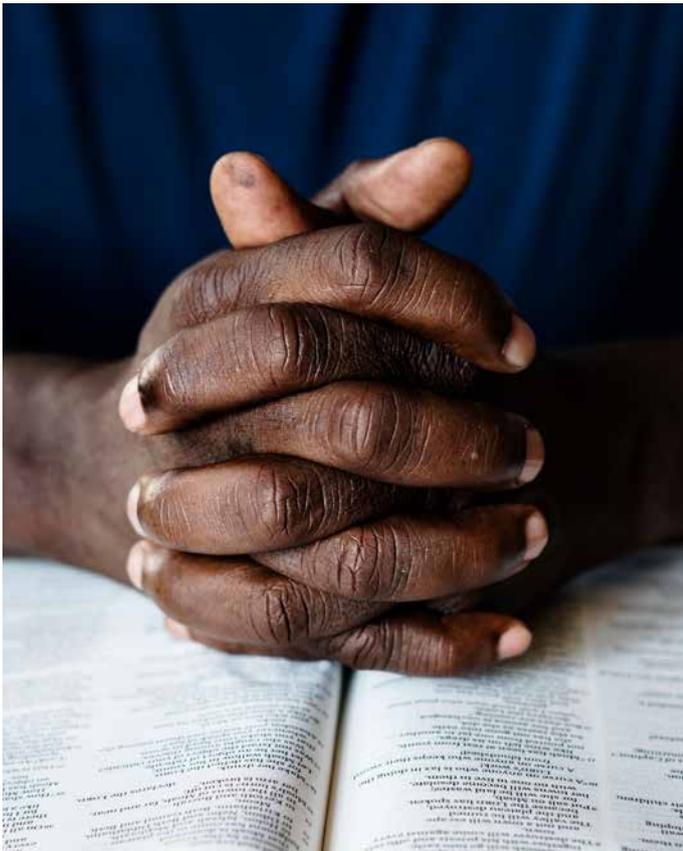
- "God loves us so much, He is not hostile and God is for all people who come to Him just to receive His abundant grace.

- Since God is for us, all things work together for our good.

- King David says "The Lord is my light and my salvation; whom shall I fear? The Lord is the defense of my life; whom shall I dread? (Psalm 27:1).

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From page 5, *Nothing can Come Between us and the Love of God – We Won!*



- No enemy, or sickness can prevail against people who are supported by a God so committed to His people.

2.If God graciously gave His Son for us, will He not freely give us all things? (v. 32).

- How can we be certain God will meet all our needs?
- Well, we are certain because of His supreme act of love.
- "He who did not spare His own Son, but delivered Him over for us all, how will He not also with Him freely give us all things?" (v. 32).
- The cross proves the generosity of God. God gave up His most treasured possession in heaven for us (I Peter 1:18-19).
- Even though there exists a very special relationship between the Father and the Son the Father still "gave Him up for us all."
- Paul speaks clearly about substitutionary atonement because Jesus was delivered up "in our stead" or "in our behalf."
- He took our place on the cross. He died as our substitute.
- We are forever secure in His everlasting love and grace.

3. Who will bring any charge against God's elect?" (v. 33)

- Christ our Advocate pleads our case before the Father. Our conscience accuses us, when our loved ones pass on, at times we remain with guilt in that we could have done such and such, so there has never been a shortage of accusations against all of us.
- Nobody has the right to bring a charge against you as God's children, because it is God who justifies" (v. 33)
- God is the Judge and He has already acquitted you (v. 33) and since "God is the one who justifies" our justification can never be overthrown.
- He is completely satisfied in the righteousness of Jesus Christ, because 2Cor 5:21 says "He made Him who knew no sin to be sin on our behalf, so that we might become the righteousness of God in Him."

4. Who will separate us from Christ's love for us? (v. 35)

- Who is sufficient to come and remove you or me from the hands of God?
- Paul gives a list of struggles in the Christian's life and says "Can life at its worst remove us from Christ?"
- "Who will separate us from the love of Christ?"
 - Will tribulation, or distress, or persecution, or famine, or nakedness, or peril, or sword?" (Romans 8:35).
 - "Tribulations are strong pressures in life, like the treading of grapes in a winery. These are the pressures that burst and trouble us.
 - "Distress" is hardship, outward affliction plus inner stress, anguish. The word was used to describe being caught in a tight place between high rocks.
 - We all feel like we are caught in a tight place? Life is squeezing in on us? We have grown weary of life and feel beaten down by life? We have come to the place where we feel like we cannot take it any more? Life has become an overwhelming burden for many of us?
 - Jesus is saying to you and I, "Come unto me, all you that labor and are heavy laden, and I will give you rest" (Matthew 11:28). He literally says "I will rest you." As we exchange our burden He gives us His rest.
 - "Persecution" is to be hunted down like an animal and killed.
 - "Famine" and hunger are brought on because of many who were breadwinners have been taken away. Many of us worry over what we will eat, drink, or wear tomorrow.
 - God says I will take care of the basic necessities in our daily lives.
 - "Peril" is dangers, perils of any sort.
- Can all these things separate us from the Love of God? NO! God's love toward us never changes. If none of these things can effect a separation then why should we fear? God keeps us secure in His love.
- "But in all these things we overwhelmingly conquer through Him who loved us" (v. 37).
- God says to you this morning that you are "super-conquerors" (hypernikomen). He doesn't say we are copers, but super-conquerors. The word comes from nikao, meaning "to conquer, to carry off the victory, come off victorious," and hyper which means "above." These "super-conquerors" are more than victors; they gain a surpassing victory. We are "more than conquerors," "we are super-conquerors!"
- Nothing in life can stop God from loving us: neither life nor death, or angelic power, no demonic power, no human influence can separate His love from us.
- God accomplishes His eternal purposes in our lives through pain, suffering, affliction, tribulations, stress, etc.
 - He causes us to grow in the likeness of Christ as the pressures of life are applied to us.
 - He does not promise to take us out of our pain, but to fashion and form us like His Son. "We gain a surpassing victory through the one who loved us" (Robertson).
 - The LORD God will accomplish that for which He has purposed and He will not fail.

Life, death, hurts, disappointments, pain, suffering, loss, you name it; cannot separate you from God's unfathomable love. Not even all of life's difficulties put together can separate you from His love. We are dearly loved, completely forgiven, and forever set free through Jesus Christ! We are super over-comers through God's grace in Jesus Christ.

Ms Hlengiwe Makhathini:

Div Exec: Venture Capital & Corporate Finance



At the NEF we are colleagues that have become family. So I thought I would share lived experiences and how to support friends and loved ones during these times. I am always reminded of Romans 8:28 And we know that in all things God works for the good of those who love him, who have been called according to his purpose. We must always remember this when some of these things do not make sense, they are so painful so sad, but in retrospect in the future which we do not know the timing yet, it will work for our good. Grief is difficult and support is critical. Some of the advice that works for me is that you have to be calm when you support a friend or colleague at the point in time, you can't also add to the panic. You have to

be the calm person because they are already dealing with their own anxieties they don't need negativity. Speak positivity and be calm, does not mean you don't have your own anxieties, you can find a different platform to get a support structure. You have to stay calm, positive and clear minded. Offer practical help to people who are undergoing difficulties, and be available and offer the things you are able to deliver on to let them know that they are not alone.

Also offer a listening ear, sometimes people needs to be heard they need someone to listen and allow them to cry and offer words of support and for them to know that you are a shoulder to cry on. It is a very lonely period so be accessible to people and check in on them. Make it a habit to check in with people to see that they are okay. Just knowing that you are not alone gives you that strength to soldier on.

Talk about positive things, have light-hearted moments, laugh and share funny moments. Don't just talk about the heaviness of that moment, allow people to get their load of their shoulders.

Ms Nokuthula Nkomo:

Manager: Socio Economic Development & Asset Management



I would like to thank God to be alive in this season it's an honour and a blessing. I just want to say thank you CEO for allowing us the time to just meet as a family to talk and open up. It's not been an easy journey to have our CEO not well, being a position of being vulnerable and sick and we thank God for healing you. Colleagues I am one of those who survived COVID, I've been out of the quarantine last week Thursday and I just want to say to the CEO thank you for the support. I got my results when the CEO was released from the hospital the day, she lost her mom. It was so difficult I

couldn't even tell her that I've gotten my results I am positive.

What I want to share with the colleagues firstly what the doctor, the CEO and Hlengiwe said. There is nothing as important as having the support, a support system. Because the moment you get the results, the first thing that comes to mind is "then I'm next". I might be next, or I might be gone. You know the devil will try and play a video in your mind of you being buried, I could see my colleagues, I could see my children without their mom, but being a person who believes in God I immediately I sat with myself and I preached to myself and said 'you are not going to die'. I started to speak the verses and the word and immediately the peace took over. I became peaceful and I started to be calm. I just want to say to colleagues thank you for the support, we speak on language, the word, we speak positive don't be anxious you will be fine. Prayer is very critical it deals with anxiety and gives you strength. I want to say thank you to our executives, to the NEF family thank you, you are the best.

Mr Bongumusa Biyela:

WC Regional Manager



Thank you for this opportunity, to share, I tested positive for COVID-19 while my sister and I were visiting in KZN. The support of everyone around you is extremely important because during this time you need someone on your side, whether it's giving advice. One of those people for me was our administrator Ntombi here in Cape Town. She was very helpful and having gone through it herself, she was able to guide us through sharing remedies, thank you so much Ntombi. We hope that you and your family and everyone at the NEF will be protected throughout this period.



Dealing with Grief and Loss during a Pandemic

Presented by Ms. Khadijah Mia

My Personal Journey with Grief and Loss



LOSS OF BABIES

Still birth
Two miscarriages

LOSS OF PARENTS

In-laws
My dad

MOTHER

My mother experienced 3 strokes and was incapacitated

“HEAVY CLOUD”

I experienced Depression that led to relationship strain

MARRIAGE

Islamic divorce | We went for marital and life coaching

A WAY BACK

With the blessings of our creator, having faith and working on ourselves we miraculously found our way back to each other
Remarriage to my life partner

Grief and Loss

TRIGGER

Any type of loss can trigger grief

STAGES

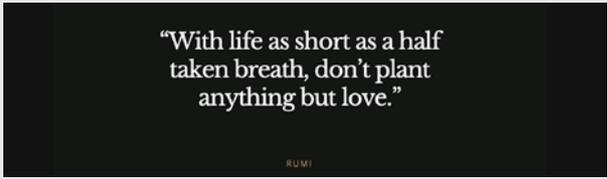
People go through several stages of change when experiencing grief and loss. Each person manages the process accordingly

LOSS

Grief is typically also associated with death, but it can follow any type of loss. For example, people often experience grief after a divorce or a job loss or relationship, illness, etc.

TIMELINE

The time line for recovery is subject to each individuals circumstances



Some of the things that we are grieving as a result of the COVID-19 pandemic include:

EMPLOYMENT

Job Loss
Financial Stress
Worries about how to pay rent, utilities, and other bills
Loss of Job Security

FAMILY RELATIONSHIPS

Worry about and missing of loved ones
Social distancing, quarantine and feelings of isolation

HEALTH

Dealing with an illness
Changes in routine and lifestyle

EXTERNAL

Sadness over how the pandemic will affect the world around you
Fears for the Future

Types of Grief

ANTICIPATORY GRIEF

THE FACTS

Currently, based on research people are not only grappling with the loss of normality, but also the anticipatory grief or the feeling that greater loss is yet to come

AWAITED

Anticipatory grief is a type of grief that occurs before a loss, often after a person has a prolonged illness

PREPARING FOR THE INEVITABLE

The person who is ill and their family and friends may experience a period of grief as they emotionally prepare for the inevitable death

PRE-MOURNING

People who are experiencing this type of grief can feel sadness over the impending loss, fear of what will happen, anger over the situation, and feelings of isolation and loneliness circumstances

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Types of Grief

UNEXPECTED DEATH

THE FACTS

According to research, in addition to the anticipatory grief that people may be experiencing, they may also be struggling with the grief caused by the unexpected death of a loved one

UNPRECEDENTED TIMES

The coronavirus pandemic has impacted on us hugely

Under normal circumstances, we turn to others in our lives for support

LOSS OF TRADITION

This inability to engage in traditions and rituals that support the grieving process can make it that much more difficult to cope and process

COMPLICATIONS

Factors associated with the nature of the virus itself can also complicate the emotions that people experience

Emotions Due to the Pandemic



FEELINGS OF GUILT



LACK OF CLOSURE



FEELINGS OF ISOLATION



LOSS OF TRADITIONS AND CONVENTIONAL RELIGIOUS PRACTICES



DEEP SADNESS



LONELINESS

Signs You May Not Be Coping

PHYSICAL

- Sleeping much more or less than usual
- You may have contracted COVID-19 and need to recover
- Headaches and upset stomach
- Fatigue or low energy

MENTAL

- Trouble focusing on normal tasks
- Panic Attacks
- Anxiety
- Extreme Stress

EMOTIONAL

- Depression
- Feelings of anger and irritability
- Re-experiencing feelings of past grief or loss
- Unable to experience the present moment "as in the NOW ..."

BEHAVIOURAL

- Engaging in activities that could be addictive behaviours ... such as eating, drinking, or online shopping to cope with anxiety
- Avoiding to focus on risks and the pandemic in general

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Dealing with Grief and Loss

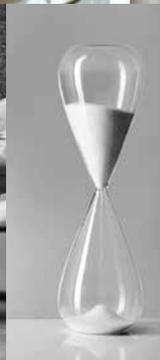
THERE ARE WAYS TO COPE

No matter what type of loss you have experienced, it is important to remember that your feelings are valid and that you are not alone

If you are not sure how to manage your feelings of grief, there are some things that you can do that may help

COPING MECHANISMS & ENABLERS

- PRACTICE SELF-CARE
- GIVE YOURSELF TIME
- UNDERSTAND THAT YOU ARE GOING THROUGH CHANGE AND YOUR FEELINGS ARE VALID (CHANGE CYCLE)
- GET SUPPORT FROM FAMILY AND FRIENDS
- DEAL WITH EMOTIONS AND FEELINGS
- UNDERSTAND THAT IT IS OK NOT TO BE OK
- GET PROFESSIONAL SUPPORT IF NEEDED
- EXERCISE
- PRACTICING MINDFULNESS
- VISUALISATION EXERCISES
- MEDITATION
- PRAYER
- BREATH WORK
- JOURNALING
- CHECK IN WITH OTHERS
- GIVING BACK
- PRACTICE GRATITUDE



Grief is a normal response to loss

CHANGED PROCESS

COVID-19 pandemic has really “changed” many aspects of the normal grieving process

AFFECTS EVERYONE

Even if you have not yet experienced a direct loss, don't assume that what you are feeling is not grief

COPING MECHANISMS

How you deal with what you are feeling can depend on a many factors including your overall resilience and the social support systems in your life

TREAT YOURSELF WITH COMPASSION

Give yourself permission to mourn and treat yourself and others with kindness during this difficult time

A Poem

By Khadijah Mia

*Grief feels like the seasons.
It evolves ...
Some days are dark & sombre.
Others, are submissive.
It's ok not to be ok.
You're not forced to
“get over” it, in a heartbeat.
Just know that you will
“get through” it.*

*Have faith.
One heartbeat at a time.*

kaelolifestyle

family wellbeing: **AskNelson**

“In this world nothing can be said to be certain, except death and taxes”

Benjamin Franklin

2020 has been a year of drastic lifestyle changes due to the international COVID-19 pandemic, this has also resulted in thousands of deaths worldwide. South Africa has not been excluded from this tragic pandemic and losing a loved one is never easy, irrespective of the cause of death, and we all deal with loss in our own way

Why not **#ShoutOut** to AskNelson? A qualified counsellor can assist you to deal with any loss that you may have suffered, irrespective of when or how this occurs this occurred.

Remember;

AskNelson is available to you and your immediate family members
AskNelson is available 24/7/365
AskNelson assists in 11 official South African languages
Your confidentiality is guaranteed!



Give us a **SHOUT**
to confide in a
dependable
**Family
Wellbeing
and Lifestyle
Programme
You Can
Trust!**

#ShoutOut
to our 24/7 contact centre

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