

Training For
Transformation



MID-YEAR REPORT 2014



A Programme of The Grail Centre Trust

1. GENERAL INFORMATION

1.1 Name of Partner Organization : The Grail Centre Trust

1.2 Project Title: Training for Transformation

1.3 Reporting Period: January – July 2014

1.4 Reporting Period: The report was compiled by the Training for Transformation (TfT) programme director. The communication officer edited and designed the report. Part of the report data was drafted by Mozambique Angola project manager Abida Jamal. Data presented in this report was compiled from evaluations and reviews between 2014 TfT activities. Reports from participants and telephonic interviews with some of the TfT graduates took place. Internet sources to verify statistics were also used.

2. CHANGES IN THE PERIOD SETTING

2.1 Changes in the political, social and economic context of the project

“Men and women are sacrificed to the idols of profit and consumption: it is the ‘culture of waste’. If a computer breaks it is a tragedy, but poverty, the needs and dramas of so many people end up being considered normal. ... When the stock market drops 10 points in some cities, it constitutes a tragedy. Someone who dies is not news, but lowering income by 10 points is a tragedy! In this way people are thrown aside as if they were trash.” Pope Francis (General audience, June 5, 2013)

The above quote from Pope Francis summarises the political, social and economic context of the project, not only during the period in reporting but also for its future. ‘The culture of waste’ and greed marginalizes the majority of the people. In South Africa – home of TfT – mine workers spent five months striking for better wages. At the end of five months it was shocking to learn through the news that the mine companies had lost 6% of profits in production. On the other hand, the devaluation of the Rand is attributed to low productivity. Consequently, the majority of the people suffer from increase in prices of basic commodities. The increases in prices of basic commodities impact on the budget for the project as we have to pay more for food and accommodation. Additionally, civil society organizations, especially in South Africa, are closing down due to lack of funding. For example, the Institute for Democratic Alternative South Africa (Idasa) had to close down. According to www.dailymaverick.co.za, accessed on 2013-04-3, “Idasa’s rich and important past couldn’t secure its future. After 27 years the organizations is winding up its affairs. On Tuesday, a final liquidation order was granted in the Northern Gauteng High Court.” The impact on smaller NGOs was by far huge. The Grail Centre TfT was not spared of this calamity.

Responding to the funding crisis TfT was challenged to explore alternative funding processes. The approach included re-packaging TfT into ‘Introduction Courses’ that are taken to the organizations.

A historic turning point for TfT was marked when the Christian Brothers Congregation brought together all the African leadership including 5 brothers from Rome to Lusaka [22-27th June]. Out of the workshop they deliberated the desire to commit the Brothers to TfT training within the African Province. The effect of the Lusaka experience was summarised by Br. Tony Shanahan in the Christian Brothers’ East African newsletter edition 298 entitled ‘Training for Transformation for Beginners’. He wrote “The richest day for me was the one we spent on leadership. A viewing of the recent movie on the life of Nelson Mandela, “The Long Walk to Freedom”, provided a powerful and moving start to our exploration of leadership and its relationship to such things as power and love. ...all found it enriching, mind-expanding, challenging and motivating.” After the workshop, TfT committed to create 8 spaces for the

Christian Brothers in the Diploma Courses. Tft perceives this to be a long term partnership for not less than three years. If the need for the Diploma Course increases from the strategic partners, Tft might put its Certificate Course on the periphery and concentrate on the Diploma Courses.

2.2 Important changes within the organization

Changes in the organizations were at two levels, governance and programmes.

- i) Governance – two Trustees also key founders, Anne Hope and Sally Timmel, retired to the Pilgrims Place in the US. New members were recruited to join the Trustees. All the 5 Trustees are Grail Sisters, Ina Conradie, Marylin Aitken, Mary Hlalele, Zodwa Mabaso, Agatha Modise.
- ii) Programmes – The Programme Director of Mthimukulu Community Development and the Accountant resigned the former due to health reasons and latter moved to better opportunities in the private sector. Tft Communication Officer, Inês Neto, will be taking on the senior trainer position. She has worked with the programme for 5 years in training and other capacities. She holds a MA in Publishing, a Certificate in Development Education, and has been working with the International Grail for 15 years. She has enrolled for the Diploma Course 2014-15. Between the courses she will be tasked with documentation, monitoring graduates and students’ work. She will be tasked with editing key documents before publishing on the website, social media or printing.

3. IMPLEMENTING THE PROJECT AND ACHIEVING ITS OBJECTIVES

a) Training for Transformation Courses (these include Diploma, Certificate and Introduction)

TFT COURSES	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
Diploma Course 2012-13	To finalize the 2012/13 Diploma Course and Certification by the end of April	24 participants completed the Diploma Course successfully and received a Certificate in Development Education jointly signed by the Grail Tft and Kimmage Development Studies Centre in Ireland.	As discussed in the 2013 Annual Report most of the participants dropped out 48 hours before the commencement of the course due to lack of funding.	The Certificate Course 2013-14 dropout rates were low because of lessons learnt from the Diploma Course. We adopted a strategy to enroll at least 40 participants for Diploma and Certificate Courses.
Certificate Course 2013-14	To facilitate the final phase of the Certificate Course 2013-2014	34 out of the 36 enrolled participants completed the second phase of the Certificate Course.	2 participants dropped out. Brian Chipango, a Christian Brother, had been waiting for response from the University and was accepted. Therefore, could not come for the second phase. Bashir Ahmed, from Sudan, had an emergency call for family and also missed second phase.	First , none refundable enrolment fees should be introduced to all Tft applicants. Second , participants that are fully funded, especially those from Sudan, should contribute nominally towards transport or other. This increases their level of commitment.

TFT COURSES	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
Certificate Course 2013-14 (cont.)				Further, fully funded participants should be recommended by civil society networks, possibly from East Africa, for instance, from the Institute for Social Transformation based in Kampala. Third , Brothers that are on the waiting list of learning institutions should confirm before they enroll for TFT courses.
Diploma Course 2014-15	To complete recruitment for the 2014-15 Diploma Course by end of July	39 Applications received and 34 accepted. More applications are expected.	Early enrolment was offered to participants outside the SADC region because they need time to process visas.	TFT intends to enroll 40 participants to curb the drop out problem. TFT noted with concern that the number of applications from South Africa is minimal. Efforts will be made to get South African participants.
Introduction Courses	To facilitate three Introduction Courses: Second phase in Ghana with Christian Presentation Brothers Novices Indonesia Papua Provincial Spatial Planning Zambia Lusaka Christian Brothers Leadership	Thw Introduction Courses attended by a total of 118 participants were facilitated.	There is notable increase in Introduction Courses. It is important for TFT to strengthen this base because the Courses contribute towards TFT finances significantly.	There is increase demand for Diploma Courses from The Brothers, Papua Indonesia and The United Church of Zambia. TFT might have to consider suspending the Certificate for the Diploma Courses.

b) Mozambique Angola Project (MAP) This section of the report focuses on 2014 Introduction Courses in the two countries because 2013 report was submitted separately

MAP COURSES	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
To introduce TFT in Portuguese speaking countries	To facilitate Tft Introduction workshops in Mozambique and Angola to be attended by 25-36 civil society activists each	Three workshops were facilitated and attended by 55 participants: 24 in Mozambique among whom 10 were from the Catholic University in Beira;	MAP tariffs were calculated based on South African rates while Mozambique and Angola rates are 40-50 per cent more. As a result the numbers of people attending the workshops had to be decreased.	TFT mobilized funding from the Grail International Leadership Team to cover the 51% requirement in the contract agreement for the first year. The challenge still

MAP COURSES	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
To introduce Tft in Portuguese speaking countries		two workshops with 31 people in Angola – in Luena and Benguela.	Further, it is not possible to set up an office in Angola due to inadequate resources and the people to coordinate the process in Angola are still to be identified.	remains for the rest of the period of the contract. Tft will support one participant from Mozambique in the Diploma Course. Two participants will be supported through MAP. The MAP Mozambican and Angolan chapter is fundraising for the 2014-15 activities.

c) Regional Think Wells This section focuses on the Regional Think Wells because the International Think Well was facilitated in 2013 and a separate report was submitted.

REGIONAL THINK WELLS	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
To decentralize the Tft process	To facilitate two regional Think Wells attended by 30 Tft graduates each by the end of December	One Think Well was facilitated in Zimbabwe and it was attended by 15 Tft graduates from three countries.	Organizations are struggling with funding; as such they could not afford to contribute towards the Think Wells. Participants were selected by the virtue of their work. Due to minimal resources Tft reduces the days from 5 to 3.	The intention is to build teams that can facilitate Introduction Courses in the countries and create a database for organizations that may need the training within the country. Two more Think Wells will be facilitated before the end of the year.

d) External Impact Study

IMPACT STUDY	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
To assess the impact of the 10 years of Diploma Course	To launch a Tft 10 years Impact Study by May	Two people were identified – Mike Abrams and Kudzai Makoni – and were contracted to carry out the Impact Study. The two are highly experienced in participatory evaluation. Three countries have been visited, 50 graduates attended meetings. 10 projects sites were visited.	Tft suspended the Ugandan Impact Study meetings because of the astronomical costs. Preparations are in progress to move the Impact Study to Rwanda for East African Tft graduates.	Tft noted that when online surveys were sent by a consultant the graduates were reluctant to respond. It is for this reason that all significant communications will be sent from the office. It is hoped that the conclusions of the Impact Study will define the Tft future strategy.

IMPACT STUDY	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
To assess the impact of the 10 years of Diploma Course		The draft report will be ready by end of December and final copy by end of February. An online Impact Study survey was sent to 253 and so far received 62 replied.		

e) Human Resources

HUMAN RESOURCES	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
	To recruit two staff members, a second senior trainer and a part time web manager	Inês Neto, a Tft fulltime staff member, moved to the position of Senior Trainer. (See Inês details under section 2 - 'Changes in the organization') Tft is processing the recruitment of a Web Manager to commence work a month before the Diploma Course.	Most of the expected funding was received June, as such increasing staff could only be effected in the second half of the year.	With two senior trainers in place, Tft will broaden the national, regional and international base through Introduction workshops.
	To recruit 8 facilitators for the 2013-14 Certificate Course second in-residence phase	Tft recruited 8 facilitators focusing on specific modules: <ul style="list-style-type: none"> • Gender, Eco-Spirituality • Political Economy • Transformative Development • Understanding Paulo Freire's • Principles of Adult and Popular Education • Putting Freire into practice: facilitation and animation • Organizational Development • Strategic Planning 	As noted above, Tft relies on outsourced labor from the alumni and professional facilitators on short-term contract.	Short term contracts are strategic because this is the only approach that is effective. The Courses are not longer than 2 months in-residence. The core office staff, director and two senior trainers are tasked with coordinating events post the in-residence phases.
Financial Resources [See Unaudited accounts]	To mobilize adequate financial resources for Tft 2014 programmes	Tft submitted 8 proposals for the following: Introduction Course – 3 proposals are all approved and contracts signed, and all funds received. Translations – first level of the Arabic translation was	Arab speaking countries is a new boundary crossed by Tft. This area needs more attention and support.	Tft created a strategic approach to funding. The Director focuses on International partnerships with one senior trainer; the other senior trainer focuses on national partnerships with civil society

HUMAN RESOURCES	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
Financial Resources [See Unaudited accounts]		approved, Tft is preparing contracts and final documents with Misereor. The translation for Book 4 into Portuguese is still to be approved. Impact Study, Regional Think Wells, Diploma and Certificate Courses – 4 proposals: 2 approved, 1 declined, 1 in waiting.		organizations in South Africa.

f) Monitoring and Evaluation

MONITORING AND EVALUATION	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
	To follow up with Tft alumni through the email, Skype, and 'success stories' to put on our Newsletter and website	6 articles from 6 countries with "success stories" were posted on Facebook and on our website blog on the reporting period. Christian Brothers leadership (Zambia), Maria Latumahina (Papua Indonesia), Xavier Manjoran (India), Nobuntu Mazeka (South Africa), Dan Glass (Scotland), Talent Jumo (Zimbabwe). 2 Gr@ilvine newsletters were sent (May and June) to 1000 people.	There weren't Skype interviews, mainly because we are still to create a Tft Skype network before the end of the year.	Tft needs to develop a monitoring and evaluation instruments for Introduction Courses. The instruments will be in place by December 2014.

g) Marketing 'Communications'

MARKETING	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
	To produce brochures for Diploma Course 2014-15 by end of March and Introduction Courses To update the website and create new content	Printed 50 copies for regional and international marketing of Tft courses brochures, and circulated more than 300 individuals and organizations through the internet. A brochure was sent to Mozambique and	There weren't any YouTube movies due time constrains. Tft noticed increased demand for the courses due to the information accessed through Facebook and Newsletter.	Tft plans to publish 12 best practices from the alumni annually on the blog and short videos.

MARKETING	Planned Activities	Implemented Activities	Reasons for deviations	Comments intended adjustments
		<p>circulated among 110 people.</p> <p>A donate bottom was inserted, a facilitators page was created and the website has always the latest information.</p> <p>The Facebook page gets as average 500 hits per week and it reaches 35 countries.</p> <p>The most hits go for articles and pictures of courses.</p>		

3.2 Outputs

Under this section, we share 4 stories selected from Training for Transformation graduates. The rationale was the outstanding impact that the initiatives had in empowering women and communities.

- Talent Jumo (Zimbabwe) started an organization that works with young women for full attainment of sexual and reproductive health. The reproductive health dialogues with young women and it is organized by 60 facilitators every fortnight. The discussions are attended by 14-30 women each, reaching out to 1 800 women per fortnight.
- Maria Latumahina (Papua – Indonesia) organized a three year process to promote citizen's participation in local government, food security, poverty reduction, deforestation and climate change with Training for Transformation. After the first year the communities planted more than 2 000 trees and produced a five year development plan [2015 – 2020].
- Evernice Munando (Zimbabwe) registered a Female Student Network to advocate for female students' rights and curb female student's abuse in tertiary institutions. The network has a membership of more than 35 000 young women among them 15 are presidents of the Students' Unions at tertiary institutions in Zimbabwe. Three women are part of the National Students' Union as Deputy Chairperson, Secretary General and Treasurer.
- Training for Transformation has taken off in Mozambique where a second Introduction Course was facilitated in Beira with 24 participants among whom 10 were from the Catholic University. Mozambique is exploring the possibility of Tft introduction in Teachers' especially at Pedagogy University where Gildo Nhapuala (one of the Tft graduates) works.
- Loretta Josephs (South Africa) started an organization in the Western Cape with an office in Caledon just outside Cape Town. Women Empowered Committed Against Negativity (We Can) aims to support women to find their voice and purpose in life. This means addressing issues of violence against women, reproductive choice, parenting skills.

The training for transformation programme had come at no better time as this. As the United Church of Zambia, we have been running the theme “seeking the church transformed for three (3) years now”. It was The Grail Centre Trust that responded to our cry and became our angel of light when the centre decisively came along... since the training of these workers the church has seen the holding of workshops for women and youth. There has been more community participation and a rise in self help groups establishment where ever these workers are. We have also seen proactivity in resource mobilization. There is also tremendous improvement in their research skills. For your own information sir, it is gratifying to note that one of your graduates has even been appointed head of department for community development and social justice.

His honorable Synod Bishop, Reverend Mutale Mulumbwa

3.3 Evaluation

An evaluation process “External Impact Study” is in process. Two people were contracted, Kudzai Makoni, and Mike Abrams (see annex resumes and terms of reference attached). 253 questionnaires were sent to Tft graduates, 62 responses received, 50 Tft graduates attended the Impact Study and 13 organizations in four countries: Zambia, Zimbabwe, Malawi and South Africa. The landscape of organizational planning transformed to be grounded in people’s needs. Tft enhanced women empowerment agenda; not only are the majority of participants are women but these women launched new initiatives to support women as illustrated under section 3.2.

4. CONCLUSIONS

- Tft needs to keep the demand of Introduction Courses high as its sustainability and recruitment strategy. The employment of two fulltime senior trainers is strategic for national and international Introduction Courses. National and international courses could be facilitated simultaneously by teams. The dual approach would increase both income and number of people with the skills for transformational education.
- The South African civil society is challenged; as a result the number of Tft participants from the country is declining alarmingly. There is an urgent need to explore funding support for participants from these organizations.
- Cluster funding from partner organizations should be increased, for example, direct support for Sudanese participants in the Tft Course, resulted in need for Arabic translations of the books.
- Strategic partners such as Christian Brothers, The United Church of Zambia and Papua Provincial Planning Agency of Indonesia should be prioritized for the Tft Courses. This means that if there increased demand for the Diploma Courses Tft might have to put the Certificate Course on the periphery.
- Calculating the MAP costs using the South African tariffs created budgetary constraints for implementing the project as the costs in Mozambique and Angola are much higher. Tft is still struggling to get a coordinator for Angola. Inês Prata and Catarina Dias, Tft graduates from Portugal, facilitated the first Introduction Courses. There is urgent need to identify local persons to work with the team. This project may need to apply for reserved funding since the expected funding from other partners did not pull through.

5. INTERNAL AND EXTERNAL ACTORS AND STAKEHOLDERS

Another senior trainer is groomed from among the staff. Inês Neto, currently Communication Officer, enrolled for the Diploma Course to prepare her for the training position. Inês is a graduate of 2009-2010 Certificate Course. She is an experienced editor who will be tasked with documenting the most significant Tft practices in addition to training.

A part time web manager will be recruited to maintain the Tft website and social media twice per week.

5.1 Co-operation with other partners

Tft continued nurturing partnerships with three strategic partners, i) the Christian Brothers African Province, ii) the United Church of Zambia, and iii) Papua Provincial Planning Agency (BAPPEDA) Indonesia. Since 2011 Training for Transformation generated R1 671. This is a positive trend towards sustainability.

Additionally, partnership with Context International from the Netherlands is mainstreamed in Tft process. Context facilitates sessions on social business as part of Transformative development module to assist organization explore sustainability approaches in development work.

6. PLANNING, MONITORING AND EVALUATION

6.1 Actors and procedures of project steering

The project has five significant areas:

- a) **Tft Diploma, Certificate and Introduction Courses** – teams from civil society organizations get skills and tools to engage with communities. The three approaches to Training for Transformation Courses are divided into two segments, i) the theoretical study of skills, methods and tools. ii) Practical implementation with mentors in own organizations and communities with whom they engage illustrated under the table below.

Type of Course	Course main schedules	Course main schedules
Diploma Course A one year study in Development Education	2 x 8 weeks in-residence to study development theory 2 x 4 months home phases. Participants put into practice skills and tools supervised by mentors who are conversant with Tft methods Key area of learning include: <ul style="list-style-type: none"> Written essays, design and facilitate learning events during the in-residence and home phases A research project based on a generative theme that would inform the organization's work in the future 	Participants receive a Diploma in Development Education signed by Kimmage Development Study Centre. Kimmage is accredited by the Higher Education Training Council (HETAC), a full member of the European Association for Quality Assurance in Higher Education (ANQA).
Certificate Course A nine months study of Development Education	2 x 3 weeks in-residence as above 2 x 3 months home phases as above Written Essays, design and facilitation of learning events during the in-residence and home phases	Successful candidates receive a Certificate in Development Education as above.
Introduction Courses Designed with organizations to meet their specific needs Fully sponsored by hosting organizations –this includes full board and remuneration for Tft facilitators	2 x 7 days introduction to Paulo Freire methods of Popular and Adult Education Key learning areas focus on practical skills to organize communities such as; listening surveys, designing codes, and facilitation	Participants get a Certificate of Competence if they successfully complete all the assignments. Candidates at the Introduction Courses could be recommended for either the Certificate or Diploma Courses.

b) **Mozambique Angola Project (MAP)**

To introduce Tft in Portuguese speaking countries, i) Distribute the Tft books translated in Portuguese in both countries, ii) Facilitating Tft Introduction Courses in Mozambique and Angola, iii) Building the capacity of Mozambican and Angolan facilitators by supporting them to participate in Tft Diploma and Certificate Courses.

c) **Regional Think Wells**

To decentralize Tft by building the capacity of local teams to facilitate Introduction Courses in their countries. Think Wells will be facilitated by Tft Grail Centre Team.

d) **International Think Well**

To bring together people that have been using the Tft methods for 40 years, share experience, and discuss the Tft future. The International Think Well was held in September 2013. The group wrote their experiences and 300 copies of the book "*Training for Transformation in Practice*" were printed and distributed. Also terms of reference for Tft External Impact Study were developed.

e) **Impact Study**

To assess the impact of the Tft 10 years Diploma Course on graduates, organizations and communities with whom they engage. Teams of Graduates are being visited in their countries and the consultants visit organizations and communities with whom the graduates engage. Online questionnaires were circulated to organizations and Tft graduates.

7. OUTLOOK SUSTAINABILITY

7.1 Sustainability of positive effects

Re-packaging the Tft into Introduction Courses attracts more organizations. During the period in report, Tft generated Rand 756 000 from Introduction Courses. This approach should be diversified for national and international organizations. Courses modules and outcomes will be articulated in the Tft website. This type of programme will continue to need financial inputs other than the participants from marginal and poor countries/communities. We are aware that if all participants had to pay the full cost of this programme, we would be catering for those at the 'elites' than those who need the skills.

Sending organizations contribute 100 per cent transport and 15 per cent towards boarding and tuition fees. Training for Transformation will be increasing the fees gradually.

7.2 Sustainability for of the continuation of the measures

Training for Transformation is negotiating three year partnership with three strategic partners, Christian Brothers, The United Church of Zambia Papua Provincial Planning Agency (BAPPEDA) Indonesia. After three years [2014-2017] the organizations will have established teams of trainers to facilitate training with minimal support from Training for Transformation.

7.3 Activities for fundraising and to increase self-financing

The Introduction Courses are fully sponsored by hosting organizations. In some cases Tft corroborates with sending organizations to fundraise. For instance, the partnership with Western Papua that will generate more than Rand 500.000 annually through Introduction Courses needs to be strengthened.

Secure cluster funding for civil society organizations in countries needy such as Sudan.

Participants from these countries would be funded full board and lodging to participate in the Tft courses. More cluster funding could be explored through partners such as UN Women and Open Society.

8. SUMMARY ASSESSMENTS

8.1

- Increased demand for Tft Introduction Courses into new geographic areas such as Scotland, Indonesia ‘Western Papua’, Sudan, Angola and Mozambique. Translation of Tft books into Arabic and introducing Tft into Arab speaking countries.
- Institutional long-term partnerships in Tft a strategy for sustainability.
- Two senior trainers increasing Tft capacity to deliver courses.
- Website and social media are an effective marketing strategy that increased demand for the courses Facebook receives minimum 50 hits per day.
- Published “*Training for Transformation in Practice*” and printed 300 copies.
- External Impact Study in process. 50 graduates face to face interviewed, 62 online questionnaires submitted, 13 organizations and 3 countries visited.

8.2 Effectiveness

- Tft achieved its objectives. Responding to the financial challenges the project initiated Introduction Courses that increased the project outcomes and effect on the target groups.
- Tft successfully organized cluster funding for 8 women from Southern Africa from UN Women to participate in the 2012-2013 Diploma Course and 2013-14 Certificate Course.
- Two courses, a Diploma and a Certificate course, overlap each other annually and Introduction Courses are also calendared between. The approach increases the number of people trained to not less than a 100 per year. From 2011 – 2013, 273 people were trained through 161 of the trainees are from Introduction Courses.

8.3 Additional Effects

- Introduction Courses have the potential to impact significantly on Tft marketing and recruitment. Tft is discussing three year agreements with Western Papua. Tft will be working with Kimmage Development Studies Centre and Christian Brothers to set up a Tft Institute for the Christian Brothers Congregation.
- MAP project is broad in scope as such deserves more space in reporting, it is for this reason that Tft will attach and annex of this report.

8.4 Longer-term impact

- Tft could be rated at 70 per cent long-term impact. The rationale being the fact that graduates initiate new process that respond to the needs of the communities with whom they engage without financial support from The Grail Centre Trust. Such initiatives resulted in Wild Coast protection in the Eastern Cape South Africa; graduates appointed in national Institutional Leadership as on The United Church of Zambia; graduates setting up alternatives to promote Gender Equity, WE CAN in the Western Cape South Africa;

Katswe Sisterhood and Zimbabwe Female Students Network in Zimbabwe to mention but a few.

- The Regional Think Wells is a strategy to decentralize Tft. It will result in more training accessed to community activists, consequently active citizenship holding officials accountable to the people whom they save.

8.5 Sustainability

- We would rate sustainability on the training at 55 per cent because Tft generated more than a quarter of the budget through Introduction Courses during the first half of the year Rand 756 000. Sustainability structure is rated at 65.5 per cent because Tft has two Senior Trainers; as a result it will return most of the financial resources generated from the Introduction Courses.
- Tft is aware of the fact that education could never be 100 per cent self-sustaining. It is for this reason that we will continue to fundraise for the courses need to explore alternative sources of income. For instance, cluster funding for participants, and partnership with other organizations such as Christian Brothers, the United Church of Zambia and Western Papua.

TFT
in Pictures



Mozambique Angola Project
Beira, Mozambique, February 2014



Certificate Course 2013-14, Phase II
Kleinmond, March - April 2014



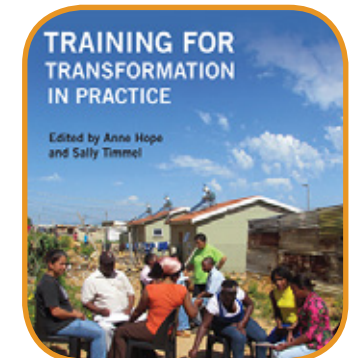
Mozambique Angola Project
Benguela, Angola, May 2014



Christian Brothers
Ghana, May 2014



Christian Brothers Leadership
Zambia, June 2014



Training for Transformation
In Practice book



TfT Regional Think Well
Zimbabwe, August 2014

Christian Brothers
Ghana, May 2014



Papua (Indonesia)
May - June 2014

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BREAD FOR THE WORLD

MISEREOR

UN WOMEN

ANONYMOUS

We are grateful to Paddy Reilly and the team at Kimmage Development Study Centre for the continued support and mentorship to ensure that the course delivers credible acceptable learning standards in development education.

Report prepared by Talent Ntombi Nyathi, Director of Training for Transformation



Training For Transformation

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