



Training for
Transformation

Mid-Year Report

January - June 2012



1. GENERAL INFORMATION

1.1 Name of Partner Organisation

The Grail Centre Trust

1.2 Project Title

Training for Transformation

1.3 Reporting period

January 2012 – June 2012

1.4 Person/s responsible for this report:

Ntombi Talent Nyathi

1.5 Brief description of the genesis of the report

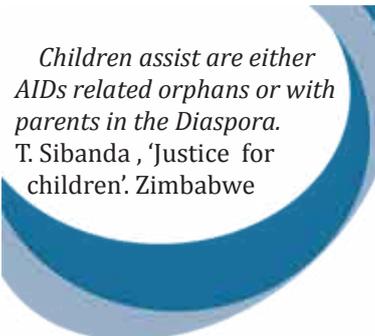
The report input comprises of (i) conversations with participants and facilitators during the course, (ii) telephonic conversations with students, mentors and leadership from the sending organizations, (iii) follow-up telephonic conversation with Tft graduates from previous courses and articles to the newsletter written by students. (iv) Home -phases assignments submitted by students during constitute part of the report as well. (v) This report reflects on discussions with mentors and directors especially during home phases.

This report mirrors on four main objectives, (i) The first in residence phase of the Certificate Course (ii) Follow-up Introduction Courses with Women on Farms and Christian Brothers (iii) Preparation for the second in residence phase for the Certificate Course (iv) Advertizing and recruitment for the Diploma Course 2012-13. Apart from the objectives, external Communication improved through Gr@ailvine Newsletter, radio interviews about Tft (SAFM) and the Kleinmond local newspaper 'The Overstrand Herald'. Tft has also been publishing videos on YouTube.

2. CHANGES IN THE EXTERNAL FRAMEWORK CONDITIONS AND PROJECT ORGANISATION

2.1 Key framework conditions

The world economic crisis continue to impact negatively on the socio-political environment especially in Southern Africa. The overall framework conditions focuses on Zimbabwe and South Africa where the majority of the Tft 2012 course participants came. In South Africa we witness the continual loss of jobs with 51 percent of the unemployed amongst the youth. As a result the country is overwhelmed by corruption, high rate of crime and substance abuse. According to 'Morning Edition' 25 July 300.000 South Africans are infected by HIV virus every year. Out of the 5.5 million infected by the virus only 2 million are on drug treatment.



*Children assist are either
AIDs related orphans or with
parents in the Diaspora.
T. Sibanda , 'Justice for
children'. Zimbabwe*

Zimbabwe is characterized by perpetual simmering political motivated violence. With highest rate of unemployment marked at 80 percent most of the the country's professionals and skilled manpower migrate into the Diaspora. It is estimated that more than 2 million Zimbabwean live in South Africa. The split families leave behind children prone to physical and mental abuse.

Cape Town, home for Tft training, is not only amongst the most violent places of the world but also the highest rates and substance abuse. Lucinda Evans from Lavender Hill (Cape Town South Africa) due to increased gangsterism in her community could not attend the last phase of the training.

Women bear the brunt of the burdens placed on them by systematic exclusion of institutions, (i) they constitute the majority of home based careers for people affected and impacted by HIV and AIDS. (ii) Economic recession increase the prizes of farm inputs crippling women's possibility to grow their own food. (iii) Cultural practices such as polygamy and girl child abduction into early marriages in Kwazulu Natal in South Africa increase the risk of HIV infection among women.



We work in 8 schools with traditional leaders to campaign against girl children abduction. Zanele Ngcobo, 'WLTP'. South Africa

The hope for Southern African countries emerge in Malawi and Mozambique. Malawi has new political dispensation still to be measured and Mozambique strives to merge both economic and political freedoms. The other participants were drawn from countries such as Sudan where people wallow in political and economic struggles. For instance one of the participants from Sudan was unable to attend the second phase of the training due to political incarceration.

The negative economic climate continues to impact on many civil society organisations particularly in Southern Africa. Training for Transformation requested contribution from participants in addition to paying for their own transport (total amount of R292 000). We realise how organisations struggle financially because 6 participants from South Africa dropped two days before the course commencement.

2.2 Most important changes that occurred with respect to the organisation

The appointed management team for the three programmes, (a) Community Development Programme, (b) Muthimkhulu Village Centre and, (c) Training for Transformation. The management team is going through a transitional process during which training and coaching for team management skills and methods are explored with professionals.

Like all other not-for-profit organisations, funding remains a challenge and continues to threaten the planned delivery of courses. Lack of sufficient finances leads to a lack in human resources. One fulltime facilitator who also is the director pauses a high risk to the programme and organisation, therefore the need for a senior trainer remains urgent.

3. PROGRESS IN PROJECT IMPLEMENTATION

3.1 Activities implemented in reporting period

This report mirrors on four main objectives, (i) Tft Certificate Course (ii) Follow-up Introduction Courses with Women on Farms and Christian Brothers (iii) Preparation for the second in residence phase for the Certificate Course (iv) Advertising and recruitment for the Diploma Course 2012-13. Apart from the objectives, external Communication improved through Gr@ilvine Newsletter and radio interviews about Tft (SAFM).

3.1.1 Tft Certificate Course

Country	Female	Male	Total
South Africa	7	1	8
Nigeria	2		2
Mozambique		1	1
Malawi	2		2
Portugal	1		1
Sudan	2		2
Zambia	1		1
Zimbabwe	5	2	7
Total participants	20	4	24

Although 36 Participants (30 women and 6 men) were recruited for this course only 24 participants completed the course. (See the table opposite) Because participants were supposed to contribute a minimum of 4.000 rand, eight participants dropped a day or two before the course commencement. Despite the fact that we had started processing the visas in September 2011, two participants from Nigeria could not secure visas on time to come to the course---one of the participants received his visa on the 15th of March.

One of the participants from Sudan showed real commitment by withdrawing her annual salary to come to the course after assurances that we might explore means to support her transportation to the last phase of the course.

It is important to note in this report that even if these organizations are committed to pay for the course, on the other hand, they are still waiting for the disbursements of funds from their funding partners. Training for Transformation received R51.269 from eight participants from six organizations.

Organizations and payment in Rand

Africa Community Publishing	R4.000
Health Communications	R4.000
Philisa Abafazi Bethu	R2.000
Young Africa	R4.000
Graal Portugal	R8.000
Religious Sisters of Charity	R29.269
Total Contributions to date	R51.269

In light of the economic hardships experienced by most civil society organizations we realized that it is significant to acknowledge the transport contributions as illustrated in the table below. The total tuition contributions expected is either R96.000 (at R4.000 each) or R192.000 (at R8.000 each). Adding the total contribution to the transport costs brings the total contributions from organizations to R484.000 of which more than 50 per cent is towards transport. We may therefore conclude that Organizations have contributed more than 50 per cent of required amount.

Travel payment in Rand

Country	First phase	Second phase	Total
South Africa	R17.000	R17.000	R34.000
Nigeria	R28.000	R28.000	R56.000
Mozambique	R4.000	R4.000	R8.000
Malawi	R12.000	R12.000	R24.000
Portugal	R14.000	-*stayed in SA	R14.000
Sudan	R30.000	R30.000	R60.000
Zambia	R6.000	R6.000	R12.000
Zimbabwe	R42.000	R42.000	R84.000
Total contributions	R153.000	R139.000	R292.000

Notable achievements from field practice were improved communication, facilitation skills and demonstrated high self esteem. Although Tft is a process, on the other hand the noted indicators in self-actualization demonstrate the synergy between theory and practice.

We will share more outcomes by the end of the year, because participants will have completed the second home phase.

By the end of the second in residence phase 15 development professionals and practitioners (10 females and 5 males) had engaged with the group. Participants are expected to complete the second home phase consisting of; (1) One workshop with the report to be submitted by mid August and a course integration paper due 23rd September.



After three weeks Zanele was eloquent in her presentation and facilitation beyond our expectations. S. Mutungwa, WLTP. South Africa

3.1.2 Facilitate Second Phase Introduction Course with Christian Brothers

The second phase introduction course took place from 9 -13th July at the Christian Brothers house in Green Point, Cape Town. Tft worked with the 12 novices supported by the Christian Brothers staff. The Course was attended by 16 people from 7 countries; Zambia, Kenya, Ghana, Tanzania, Cameroon, India, Ireland.

The positive impact of Tft work with Christian Brothers led to their willingness to sponsor 3 Brothers participating in the 2012-2013 Diploma Course. The provincial leadership also invited Tft to facilitate introduction courses in Zambia (still in negotiation for appropriate dates) and probably Ghana in 2013 (working with the novices co-facilitators who can speak the language).

3.1.3 Complete Diploma Course recruitment by 30 July 2012

Tft received 55 applications from eleven countries; Scotland, Portugal, South Africa, Swaziland, Sudan, Nigeria, Zambia, Kenya, Indonesia, Uganda and Zimbabwe. Tft is in the process of entering into a partnership with UNWomen for financial support of specific students from Southern Africa. Current discussions indicate that the support will go beyond course participation to 'journeying with the graduates' when they go back to their organizations, or launch new initiatives. Tft is focusing on recruiting people from new organizations and countries such as Sudan, and Mozambique.

As noted earlier financial and human resources pose the greatest challenge for Tft. Current three year funding agreements cannot cover the costs. Responding to this challenge Tft is only enrolling participants that are in a position to pay R10.000 or more. To date we are engaged in a dialogue for a total amount of R1 858 000 which would need to be split over 2012/2013 to cover the Diploma Course costs. Some of the organisations with whom we are engaging include UN Women, an anonymous sponsor for 3 participants, United Church of Zambia, Christian Brothers and Centre for Human Ecology.

The Diploma Course is scheduled to start on 8th October 2012 with the first phase of the Diploma training. Phase 2 residential training is scheduled for 5 May – 2 July 2013.

3.1.4 Advertise and recruit a senior trainer

A senior trainer was not recruited because the position is dependent upon the availability of financial resources. Discussions were held with a potential applicant who is also part of the outsourced core Tft facilitation team. Even if the position might be advertised a Tft Diploma graduate will be preferable.

3.1.5 Women on Farms Project (WFP)

We learned to demystify legal documents on human rights when working with women on farms through the participatory methods learned from Tft. G. Rhodes, WFP. South Africa

Training for Transformation had scheduled a workshop in April with WFP. The activity was not implemented because of financial constraints within WFP. Telephonic conversation on the follow-up with Collette Solomon the Deputy Director indicated that WFP is exploring long term relationship with Tft. The final phase training with WFP is scheduled for the first quarter of 2013. Further, Glynis Rhodes, the Project Officer communicated that she is facilitating workshops with other organizations using the skills and methods that she learnt during the Tft Introduction Courses. Glynis will share her experience through our Gr@ilvine newsletter.

3.2 Overview of activities implemented since the start of the project

The activities implement during the reporting period were characterised by high deficit in human and financial resources. As highlighted under (3.1) Tft approached organizations to contribute towards the course after a long history of full bursaries. The organizations especially in South Africa a country viewed as middle income by most funding urgencies. Even if Tft is a desperate need for CSOs in South Africa, with most of the organizations having to downsize both activities and personnel it is increasingly impossible to support the staff for Tft. Financial tables under 3.1.1 illustrate that organizations have the potential to pay for Tft. In spite of this, there is need for developing an effective marketing strategy.

Working with local organizations could be further explored as the process seems to pause an opportunity for Tft to generate income. For instance, Tft facilitated two one day leadership training workshops for Catholic Welfare and Development (CWD) 21 participants and People on Sexual Health (PSH) with 24 participants. The two (one day each) workshops generated R27 000 for Tft.

3.3 Other actors involved in similar projects

The partnership between Tft and Christian Brothers is being further developed; Tft will be facilitating Introduction Courses in Zambia and possibly Ghana in 2013. WFP is engaging Tft for the final phase of the Introduction Course during the first quarter of 2013 and possible long-term collaboration. Tft envisions more Introduction Courses in South Africa with some of the Bread for World partners. Joint funding prospects are under exploration with Kimmage Development Studies Centre in Dublin Ireland. Kimmage Development Studies Centre partnered with Tft since the launch of the first course in 2002. In this partnership we explore two strategic approaches, (i) recruitment of Development studies students for Kimmage and, (ii) possible joint mentoring of students at a fee discussed and agreed to by both parties.

4. THE EFFECTS ACHIEVED BY THE PROJECT

4.1 Achievement of the project objectives

While we highlight some of the immediate effects of the project objectives, we are cautious of the fact that transformation is a process. These highlights will be monitored during the last home phase---and visible transformation could be measured after a period of not less than two years.

Raashida Ahmed, from 'Grifina' (english translation 'We Are Fed Up'). Sudan	Through the workshops facilitated by Rashida in Sudan three women will be supported to attend the 2012-2013 Diploma Course.
Gildo Nhapuala, 'Health Communications'. Mozambique	Gildo facilitated a workshop sharing Tft skills and methods in N'weto – Health Communication (NWH). As a result space was created for him to share Tft skills and methods once a month with all the employees. We are still to monitor the results of these one day seminars in NWH.
Susan Madodo, 'Young Africa Centre'. Zimbabwe	Susan reorganized the Young Africa Centre. She is responsible for in Epworth such that other centres send staff to learn from her.
Mary Balogun and the other 'Sisters of Charity'. Malawi	Carried out a listen survey and facilitated a workshop that unveiled the need for skills training among the youth. The revelation shifted the Sister's intention to build a school and clinic in the area to setting up a committee comprising of (i) the youth (ii) Parents (iii) traditional leadership (iv) local government (v) Ministry of Education to explore and set up a skills training programme in the area.
Lucinda Evans, 'Philisa Abafazi Women's Programme'. South Africa	Secured shelter for abused women and children in Lavender Hill. She also started two projects with women: recycling and growing vegetables. Lucinda is leading in the campaign against gangs, drug and substance abuse in her community.

The Christian Brothers were very impressed with the impact of even the first phase of the Introduction Course on the participants. The novitiates highlighted that, listening and questions for digging deep helped them not to prescribe solutions to the communities during the missionary months. In the words of Humphrey Mulenga: *"...Transformation begins with "self" because I cannot transform people if I am not transformed myself. Thus, the programme helped us to realise that when we reach out to people we should help them to find their own solutions to their problems, rather than trying to impose "our" solutions on them. This change of attitude was an important learning for all of us."* Christian Brothers are seconding 3 brothers to the Diploma Course. The Brothers will be resources people in the congregation's Tft programmes.

4.2 Observation of additional important effects

Participants from various organisations bring with themselves new opportunities. Halima Rahman is a Director of World Pulse (www.worldpulse.com) an organisation that uses the power of interactive media to build a network connecting the world of women – one voice at a time. With a network of trained and supported women citizen journalists, we are exploring various mutually beneficial partnership opportunities.

The Introduction Courses are a strategic recruitment process for Tft. More courses could be organized with CSOs that are funded by the same partners. For instance, when Tft made a presentation at Bread for the World seminar there was a spark of enthusiasm that can be taped on.

Partnership with religious congregations such as The Christian Brothers and the United Church of Zambia are not only strong bases, but also pause an opportunity for a long – term collaboration and possible sustainability for Tft to reach out to the majority of the poor.

5. CONCLUSIONS

5.1 Course of the project, approach, strategy, methodology and effects

Introduction courses pose the possibility for generating income demonstrated by the almost 50 per cent contribution towards the course at short notice. The challenge for Tft is twofold, human and financial resources. The programme is currently outsourcing facilitators; this might pose a challenge as the desired facilitators may not always be available. Tft needs to develop a marketing strategy and recruit a senior trainer before the end of the year.

5.2 Conclusions for further planning

The Tft results and impact prove that the methodology and strategy is appropriate and relevant.

The processes and approach need to be adapted to optimise the current funding landscape. We will pursue and refine the strategy to fundraise for specific participants to attend the training. We are looking forward to more joint effort to raise funds as we realise that Training for Transformation is a means to an end, not a goal in itself. This will impact planning, as the application process would need to be revised to allow enough time to do the fundraising.

At the same time, we will prepare a marketing strategy for Introduction Courses, as this could be one way to afford additional resources on the team.

With limited financial and human resources we realise that monitoring and evaluation of impact is not optimal. We are developing plans to improve impact measurement.

5.3 Additional important lessons

The conscientization tools and methods that Tft offers participants prove to be more relevant means for development practitioners to respond to the current socio-economic and political challenges of our times.

Working with local organizations we learned that with minimum resources organizations prefer Introduction Courses because they can give the fundamentals for community conscientization to more staff members 12 -15 people at the cost of (R60.000) for one person to attend the Diploma Course.

South Africa is considered a middle income country from which most funding urgencies are withdrawing. Tft needs a strategic approach to work with CSOs to develop cluster funding for local organization from each specific country. For instance, Tft could work with Sudan or Mozambican organizations to get bursaries for groups of participants (not less than 3).

Facilitating two courses Diploma and Certificate overlapping annually places overwhelming pressure on the minimal human and financial resources of Tft. The Diploma Course might be considered for every third year, and more time may perhaps be allocated to Introduction Courses because they can serve as both recruitment and remuneration base for Tft. One of the main challenges for Tft is monitoring and evaluation of graduates' work. In addition to the Facebook, Newsletter, YouTft may consider other cyberspace means of communication such as twitter.

Training for Transformation January – June 2012



Certificate Course 2012
Welcome Celebration



Certificate Course 2012
Tutorial



Certificate Course 2012 - Final Celebration
'Certificate of attendance'



Certificate Course 2012
Mentoring



Introduction Course - Phase II
Christian Brothers



Introduction Course - Phase II
Christian Brothers - Group Discussion

Training for Transformation January – June 2012



People on Sexual Health (PSH)
Leadership discussion



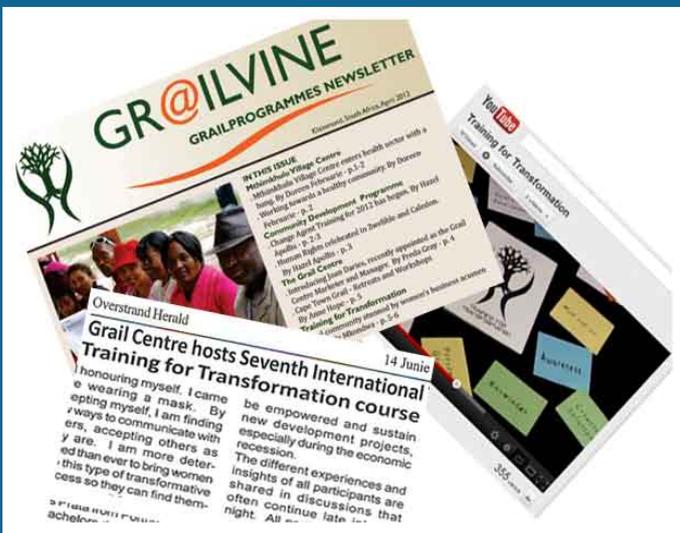
People on Sexual Health (PSH)
Leadership discussion



Growing vegetables project with women in
Lavender Hill, Cape Town



TfT Home Phase workshop about
'Gangsterism'



Gr@ilvine Newsletter, TfT on
'The Overstrand Herald' and on YouTube



Radio interview about TfT
(SAFM)