



Training for Transformation

REPORT

JULY 2016 – JULY 2017



1. General information

Name of Partner Organization - The Grail Centre Trust

Reporting Period - 1st July 2016 – 31st July 2017

Brief description of how the report was prepared

This report was prepared by the TfT team. The Director compiled the first draft, the Communication Officer edited, design and layout; and the Accountant provided the figures.

2. Changes in the period setting

2.1 Important changes in the project setting

Climate change, terrorism and migration remain the greatest crisis of the period in reporting.

Climate change: During two days of June (17 – 19), 72 people died from wild fires that could be attributed to human error and climate change. In Portugal 64 (www.telegraph.co.uk), in South Africa Knysna, 8 (www.knysnaplettenherald.com).

Terrorism: Wired UK (www.wired.co.uk/article/terrorism-map-global) states that in the first five months January to May of 2017, 535 attacks killed 3,635 people, mostly in Iraq, Syria and Northern Nigeria; the last one 116 people in January. Most disturbing about terror attacks is that 4 per cent are religious motivated and launched against people in their places of worship. In South Africa, home of the Training for Transformation Programme (TfT), terrorism is also manifested through rape and sexual abuse of women and children. Latest statistics reveal that in every 26 seconds a woman or child is raped. This is double the country's murder rate (<http://www.thurdaysin.black.za/shocking-truth-about-rape-south-africa-1032017>).

Migration: More people leave outside their countries than ever before. According to Science Mag (www.sciencemag.org/news2017) the numbers reach nearly 250 million; 60,521 people entered Europe through the Mediterranean Sea between January and May 2017. South Africa is one of the migration destinations. It is estimated that 13 million of its population is made of foreign born migrants especially from the southern part of the continent (<http://africacheck.org/reports/claim>). Responding to migration, countries are closing down their borders and passing anti immigration bills. Consequently xenophobia has increased globally against people of foreign origins. The gloomy situation challenges change agents to search for and create initiatives that restore hope among the people. To this effect TfT experience visa limitations for some of the countries to enter South Africa; for instance participants from Rwanda cannot come to the course because of the diplomatic contentions between the two countries. TfT is a relevant initiative that empowers teams of development practitioners from countries around the world with skills and tools to engage with communities to search for solutions to problems that impact their lives.

2.2 Significant changes within the organization

New auditors Boshoff Visser were appointed by The Grail Centre Trust from 1st of July 2017.

3. Implementing the TfT project and achieving its objectives

3.1 Training for Transformation courses

a) Training for Transformation Diploma Course

36 staff members from NGOs and CBOs are equipped with skills and tools to effectively integrate target groups in planning and implementation of development initiatives and programmes.

29 staff members from 10 countries and 24 organizations enrolled TfT Diploma Course 2017 – 2018.

Although TfT had enrolled 36 participants, 6 participants from the United Church of Zambia (UCZ) dropped out a day before the commencement of the course. This challenged TfT to find replacements. The table below illustrates the countries, organizations and participants by gender.

Table 1. Countries, gender, and organizations

Country	Participants by gender			No of organizations
	Female	Male	Total	
Ecuador	1	-	1	1
India	-	2	2	2
Indonesia	1	1	2	2
Kenya	1	1	2	1
Malawi	1	-	1	1
Nigeria	3	-	3	3
South Africa	7	4	11	8
Sudan	1	-	1	1
Tanzania	2	-	2	1
Zimbabwe	3	1	4	4
Totals	20	9	29	24

The table reveals that the majority of participants and sending organizations are South African. This is attributed to the UCZ one day notice dropout stated in the preceding paragraphs. The UCZ Secretary General Rev. Dr. Mulambya Kabonde wrote a regret note as follows;

“Dear Ntombi

(...) Because of the urgency of the matter, this morning the meeting was called with all synod officials to deliberate on the same issue especially on the possibility of sourcing money elsewhere to enable our Diakonal Workers travel to South Africa (...) The Synod Officials are equally saddened at the turn of events that our partners will not fund this training this year. Equally, the Church has found it impractically impossible to source money elsewhere because of other huge commitments that have legal implications. We are really sorry about this development. Sincerely in Christ,” Rev Dr. Mulambya Kabonde, General Secretary, The United Church of Zambia, Synod Headquarters, Nationalist Road, Off Burma Road.

The rationale for creating 6 spaces for UCZ emanated from a long term relationship with the organization. It is now 6 years since 2010 when the first group of diaconal workers were enrolled. The agreement was that TfT would create 5 spaces for UCZ in each of the Diploma Course. As a result, 14 diaconal workers have been trained. (See annex 1, Mable Sichali UCZ article). The UCZ withdrawal impacted on the course in twofold; first, short notice for people on the waiting list to prepare ‘visas’ and travel to the course on time; second, financially, even if the diaconal workers were subsidised to participate in the training, UCZ contributed Rand 200.000 each phase.

Three most significant lessons from the UCZ experience for TfT could be summarized as; a) limit spaces for organizations - 2 participants per institution, unless institutions pay a full deposit fee; b) close course enrolment a month before the date of commencement and in turn create ample space for participants on the waiting list to prepare visas and other course requirements; c) cast the net wider, circulate TfT recruitment vouchers through other civil society organizations in each country.

Notwithstanding the encouraging experience of having more South African organizations participating in the TfT course, the challenge is that the organizations are struggling to secure funding to pay for it. They need between 96-100 per cent financial support, as illustrated on the following page.

The fact that all the organizations that sent participants to the TfT course contributed 100 per cent towards transport for the participants demonstrates their commitment and shows the demand and relevance of the programme. However, the high number of financially dependent participants is not sustainable. It is imperative that sending organizations should be obligated to contribute towards boarding and tuition fees. In the 2017-1018, priority was given to numbers consequently increasing subsidy demand. TfT needs to explore marketing strategies to secure more funding. It should consider participatory research approaches in collaboration with universities or other organizations. This is a new approach TfT could benefit from. Professional Board Members and Trustees will have to recommend partners in the field.

The Diploma Course 2017-1018 commenced while the Zimbabwe Certificate Course 2016-17 and 2016-17 Diploma Course were still in the final stages. This exerted pressure on the Director and Academic moderator. TfT could explore either pacing courses such that they do not overlap, or negotiate for none certified Introduction Courses that do not require writing, marking and moderating essays.

b) Training for Transformation Certificate Courses

20 Catholic Commission for Justice and Peace (CCJP) participants from the 7 dioceses of Zimbabwe are empowered with skills and tools to engage with communities using social teachings of the church to confront injustices in the country.

18 participants completed the last phase of TfT Certificate Course in Zimbabwe. Two participants that were volunteers with the CCJP National Office returned to Germany; one got a new job and the other went on maternity leave.

The results of the Certificate Course was summarized in Elias Kambule's article (See annex 2);



“Our training as CCJP was based on traditional approach which is lecturing and the participants taking notes. Whether the participants read those notes after the training or not, we did not know and we had no way of checking. But noticeable was that there was little or no change in behaviors of the people.” Elias Kambule, 2016-17 Zimbabwe Certificate Course.

Elias further points out that with the skills and tools acquired through the TfT Certificate Course, CCJP Bulawayo was revived. He enrolled for the 2017-2018 Diploma to advance the skills.

The most important learning from the CCJP experience is that decentralization outcomes are not short-term, measurable and reach out to more people than training one or two people from the organization. Individuals trained may or may not return to the sending organization.

Of essence from CCJP training experience is that TfT accomplished dual tasks, coaching and setting up regional or country teams. The training was facilitated with the support of Zimbabwean and South African TfT graduates. The South African team members continue to be mentored through the Diploma Course through co-facilitating sessions.

c) Training for Transformation Introduction Courses

By the end of the first year 36 Change Agents are trained and equipped with skills to organize and work with communities in participatory planning, implementation, monitoring and evaluation of programmes that impact their lives. 12 staff members ‘Change Agents’ from Khayalitsha, South Africa, community-based organization were equipped with skills to engage with people.

“This training has challenged Iliso to revise our approach to working with people, to move away from Charity approaches into Development approaches that empower people to do things for themselves. For instance we cook and serve food, never questioning why the people assist with cooking and washing dishes.” Vivian Zilo, Founder and Director of Iliso.



36 Change Agents from South Africa were recruited for the TfT training scheduled for September 2017.

d) Decentralization of the Training for Transformation

Four regional teams consisting of five people each have been set up. One regional team comprising of two South African and three Zimbabwean TfT graduates was established. The two South Africans continue to be mentored through co-facilitating on the Diploma Course.

The pleasant surprise with the regional teams is that the individual members are hired to facilitate workshops out of their own countries. For instance, Ruth Tosin Oladosu from Nigeria facilitated recycling workshops in India, and Sweden. Jumana Eltigani from Sudan, facilitated an intercultural workshop in Germany, and facilitates TfT Diploma Courses in South Africa.

Monitoring and Evaluation of TfT graduates’ activities, especially the Regional Teams are both a financial and human resource challenge. For this reason TfT is negotiating to get a volunteer from Bread for the World. It is hoped that the volunteer assist with developing monitoring and evaluation instruments. In addition, the volunteer is expected to assist with bridging TfT with potential funding partners, and fundraising. In the meantime, the monitoring is done through qualitative data - TfT graduates ‘Success stories’ (see PDF attached).

3.2 Outputs

a) Training for Transformation Diploma Course

29 staff members from 10 countries 22 NGOs and CBOs were enrolled. Among these organizations are four religious congregations from the Catholic Church; Daughters of Calvary, Immaculate Heart Sisters, Ancilae Mariae Reginae and the Jesuits.

b) Training for Transformation Certificate Courses

18 participants completed the last phase of TfT Certificate Course in Zimbabwe. Participants included; diocesan spiritual directors, lay leadership and CCJP co-coordinators from the 7 dioceses of the country and the CCJP National Office. In addition the CCJP Bulawayo Office was revived. Furthermore, negotiations are underway to house TfT at Arrupe College, the Jesuit School of Philosophy and Humanities of the Africa and Madagascar Region which is based in Zimbabwe.

c) Decentralization of the Training for Transformation

One regional team comprising of two South Africans and three Zimbabweans was set up. The regional team members are mentored through co-facilitating Introduction Courses in their countries and the TfT Diploma Course in South Africa. Some of the regional team members have been hired in other regions.

d) Other achievements

Marketing and promotional strategies in the period reporting such as; Training for Transformation Book 2 translated into Arabic (300 copies), and the video 'TfT - a process of critical conscientization' (see - www.trainingfortransformation.co.za/gallery-2/videos) have been useful tools to spread out the methodology and promote TfT.

4. Conclusions

Training for Transformation Diploma Course: The year ends with two courses running at different levels concurrently; 2016 Diploma Course in its final stages, and TfT 2017-2018 in the commencement stage. The dilemma for TfT is the high demand for the courses, against the acute shortage of financial resources.

Strategic recruitment and participatory research partnerships with higher learning institutions could be explored for generating income.

Training for Transformation Introduction Courses: Training that is facilitated with organizations reaches out to more people and for tangible spinoffs. For instance, CCJP Bulawayo Office was revived and TfT is negotiating training partnership with Arrupe College, the Jesuit School of Philosophy and Humanities of the Africa and Madagascar Region (JESAM) located in Zimbabwe.

Decentralization of the Training for Transformation: Is both exciting and challenging. It requires additional staff because the current TfT core staff is overstretched. It is not only strategic but also effective to combine the establishment of regional teams with coaching. Selected members of the regional teams are coached through co-facilitating workshops with TfT.

ACKNOWLEDGMENTS

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MISEREOR

BREAD FOR THE WORLD

ANNE HOPE LEGACY FUND CONTRIBUTORS

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.

ANNEX 1 - MABLE SICHALI, UNITED CHURCH OF ZAMBIA

Called to serve and selected to lead



The United Church of Zambia (UCZ) is a faith-based organisation which has been in existence for 51 years, with the mandate to preach the gospel. The UCZ created a department for Community Development and Social Justice programmes 11 years ago, with the view to address the many social ills that communities face. For a long time the church preached the gospel without offering practical and psychosocial help to its members and communities. During 2010/2011 the church, with the help of Gossner Mission and Church of Scotland, partnered with Training for Transformation and sent 5 participants to study community development education at TfT. I happened to be among that first group and graduated with a Diploma with good grades. After the training, I continued co-ordinating a congregation and running an organisation I founded in 2007 through the social services committee. I served as an Executive Director and congregation chairperson as well as zone leader for Christian Women Fellowship. Two and half years later, I was appointed as Community Development and Social Justice Secretary, breaking the record because since the church's inception, **I am the first deaconess to hold a senior management position – a position I still hold today; all because of TfT.** They wanted someone with an undergraduate degree or Master's degree, but with my TfT Diploma I surpassed highly qualified Reverends with Master's degrees, emerging as the best candidate and getting the job. I would like to believe that I have proved that indeed I was the best candidate for the job.

Challenges

My challenges go back to when I was in South Africa during TfT. Many people back home were not happy and questioned the integrity of the criteria used for my selection. Some of the respected leaders were so annoyed that my education was never recognised.

Also, while I was being trained at TfT, our domestic worker accidentally dropped my baby daughter without disclosing this unfortunate incident. This led to an injury that developed into a serious brain tumour.

We struggled with the illness for a year, during which I was reduced to pleading for help to

take my daughter for an operation in India.

Because all my financial resources were going towards my child's medical care, my financial status grouped me amongst poor women, even though I had worked for many years. Tragically, my baby girl died. I remember that I was hospitalised in the University Teaching Hospital for four months before she died and that I was writing my research paper while in the hospital. This was the hardest moment for me and during this time I saw dozens and dozens of children die hour after hour. I saw the abuse of women by some medical personnel. I remember one day crying to God that I had seen enough. That experience has deeply impacted me in many ways.

Through the skills and knowledge I gained from TfT, I have become brave to face the challenges with boldness. My dialogue, advocacy and facilitation skills have improved tremendously. My writing and English language has also improved, I am no longer ashamed to speak in public and I am able to address any audience. I am more focused than ever. I always have relevant information at my fingertips and am ready for any situation. My research and public speaking skills have greatly improved and have enabled me to represent the church in high profile meetings, both at local and international levels. Below is an excerpt from the conversation between one international partner and my immediate manager, Peggy: "Dear Peggy, I wanted to write to let you know that Mable did a fabulous job in representing the UCZ. I am grateful to you for sending her to take part in our conference. The Church of Scotland has truly been blessed. Mable interacted with many people whilst she was here and all were taken with her commitment, dedication and ability. We are thankful to you and UCZ for the work that you do." And Peggy's reply: "Dear Jennie, we thank God for the good report about Mable..."

she has also shared with us the good program that you put in place for her and that she was enriched by her interaction with a lot of people”.

My facilitation skills have given me a platform to conduct workshops in many places. My negotiations skills have also given me an opportunity to work with different partners both at local and international level and one such interaction resulted in me sourcing funding to buy a wafer-making machine. I recently also found sponsors for the construction of a ‘Child and Mother Care Centre’, to mitigate the impact of teenage pregnancies and early marriage. The project will receive 120,000 pounds over three years.

From the time of my daughter’s death, I have developed a passion for children. I have become an activist and initiated the formulation of a child protection policy which my church has never had. I now speak with so much passion and dedication all because of TtT. In November 2015, I lobbied to go to Geneva to high profile meeting, for a stronger voice for Children’s Rights. I went with my 6 month old baby and was the only African woman challenging the activists (and doing so with my baby on my back!). My son was one of the delegates representing children the world over.

It is gratifying to say that during my tenure of office, UCZ has more community projects than before and I have managed to send 9 Deaconesses for TtT, with 6 ready for the 2017 intake. I supervise more than 50 deaconesses.

I am now a member of a circle of African women theologians. My preaching is no longer that of control. I am very practical. I now listen a lot and respect everyone. I work with more satisfaction now than before. TtT made me discover myself. I have found meaning for all that I do now and I feel called to serve.



Under my leadership UCZ have more than 200 self-help groups of between 15 to 20 members each. I have managed to train 720 leaders in missional congregations, among which are 30 reverends and 50 deaconesses.

ANNEX 2 - ELIAS KUMBULE CCJP-ZIMBABWE

Training for Transformation Life Changing Experiences



This narrative is about how the 2016 -2017 TtT Certificate Course is transforming Catholic Commission for Justice and Peace programmes and work in Zimbabwe.

The Training for Transformation Certificate Course was run by Ntombi Nyathi and her team from the Grail Centre which is based in South Africa. The course was conducted in Zimbabwe from May 2016 to April 2017 on two weeks block programme and a six-months release home phase.

The programme was aimed at helping the Catholic Commission for Justice and Peace in Zimbabwe (CCJP-Z) to reflect on their values, programme priorities, strategies and methodologies in order to strengthen their work. The course was attended by members of all the seven CCJP committees of the Catholic dioceses. Each diocese seconded two people. The Catholic dioceses who participated are Archdioceses of Harare, Archdiocese of Bulawayo, and the dioceses of Mutare, Masvingo, Gweru, Chinhoi, Hwange and Gokwe.

CCJP Work

Previously, the training of CCJP committee members was based on traditional approaches of lecturing the participants whose main role was taking notes. Whether the participants read those notes after the training was not clear and there was no way of checking. However, it was noticeable that there was little or no improvement in the work of the CCJP committees and there was little noticeable impact in the communities in which they worked. Year after year CCJP trained new members but not tangible results were recorded, hence the need to invite TtT to help change the methodology of operating and training.

Training for Transformation methodology

The Tft methodology is based on Paulo Freire's popular education that aims at the transformation of communities through cultivating critical consciousness. This method taught us that we are responsible for changing the world in which we live. Our world is full of social injustices and we need to take responsibility of collectively fighting for justice. Freire's principles which we were exposed to in the Training for Transformation training will be helpful to our struggle to transform our societies in our respective dioceses. Freire strongly believed that popular education is not neutral. It must work towards justice and peace for the people. He believed that communities can work towards justice by questioning their situation and going deeper to understand the root causes of their unjust situations.

Our previous training approaches were not participatory. Neither did they encourage participants to be critical and questioning. We relied on exposing the CCJP members to uncritically accept the principles of the social teachings of the church without giving the training participants a chance to question and assess the relevance of the principles in their own lives and communities.

Tft taught us the processes of listening and identifying the issues that are important to communities referred to in the training as generating themes that the communities. This helped us realize that communities will only take action on those themes they see as important for them. It is important that communities identify their priorities themselves. Freire also taught the principle of dialogue. This principle exposed the weaknesses of the CCJP strategies of wanting to introduce development to the people and to impose what our programme officers thought were important social issues. We used to assume that communities need our skills and expertise. We used not to dialogue with the communities to find out what they could do for themselves. The Tft training taught us to involve communities and let them find solutions for themselves. This was liberating.

The CCJP Bulawayo Office

The Bulawayo CCJP Office which had been closed for a number of years has now been re-opened. Tft Certificate graduates have made it possible as they are available to revive the office. The office will take up the responsibility of stimulating communities, especially marginalized ones in the Archdiocese of Bulawayo to begin organizing for transformational development. This is consistent with the social teaching of the church which Pope Francis has been promoting since his ascendance to his current position in the Vatican.

The CCJP teams that participated in the training were impressed by the Training for Transformation approach to training and conducting workshops. It emphasizes experiential learning and involves practical exercises and codes that help participants. We were practically guided to run workshops and to train using participatory methods. The experience was very rewarding and inspiring. Our theoretical knowledge and practical skills were consolidated through writing assignments and through running home-based workshops under the supervision of a Tft appointed mentor. CCJP-Z have now officially adopted this methodology and are looking forward to producing the much needed outcomes in their work.

TFT IN PICTURES 2016-17



Tft Diploma 2016-17, October 2016. Group Photo.



Tft Diploma 2016-17, October 2016. Final Celebration



Tft Zimbabwe Certificate Course, May 2017.



Tft Zimbabwe Certificate Course, May 2017. Group discussion.



Tft Diploma 2017-18, June 2017.



Tft Diploma 2017-18, June 2017. Robben Island.



Iliso Introduction course, April 2017.

هذه الطريقة تساعد أعضاء المجموعة الصغيرة للتعرف على بعضهم البعض، وكذلك تساعد المجموعة كاملة لمعرفة القليل عن كل شخص، قيادة الطريقة تعيل أكثر الرسمية و قليلاً من "الإعلاء" للمشاركين، وإيها تعطى نظرة عامة عن من هم أعضاء المجموعة ومن أين هم أتوا.

الطريقة 1:

أ. اطلب من مجموعات معينة لتكوين مجموعات معاً (مجموعات إقليمية، أو أعضاء منظمة معينة) وذلك للتعرف على كل شخص في المجموعة، ويجب بعد ذلك اختيار شخص واحد من المجموعة ليكون المتحدث نيابة عنهم.

ب. بعد أن أخذت المجموعة الصغيرة الفرصة لمشاركة المعلومات عن كل شخص، يُطلب من المجموعات الصغيرة الرجوع للمجموعة الكبيرة حيث يقوم المتحدث بإسم أي مجموعة بتقديم كل شخص في المجموعة الصغيرة إلى المجموعة الكاملة.

الزمن: زمن هذه الطريقة يعتمد على عددية المجموعات

Tft Book Two - Arabic.