



Training for Transformation

REPORT

JULY – DECEMBER 2018

The Grail Centre Trust



PLANNED AND IMPLEMENTED ACTIVITIES

OBJECTIVE 1: TRAINING FOR TRANSFORMATION (TFT) DIPLOMA TRAININGS

Objective

By the end of the reporting period 36 staff members of NGOs, FBOs and CBOs are empowered with skills to effectively integrate target groups in planning and implementation of development initiatives and programmes.

Indicators

Participants in the Training for Transformation Diploma Training start development initiatives in which local communities actively participate in all phases of the project cycle and document the initiatives.

Activities implemented

24 (80%) aged 23-58 years from 16 organizations and 9 countries 80% female and 55 % youth aged 23-35 years staff members from NGOs, FBOs and CBOs attended the first residential 2018-2019 TFT Diploma Course. South African visa requirements have become more stringent as a result 4 participants were denied visas, 5 other participants could not secure adequate funding for transport to travel to and from South Africa.

This poses a critical challenge for the TFT Diploma Courses in two aspects; whether the trainings should be relocated to countries where visa conditions are flexible, or hosting the TFT Diploma every three years as this will create ample time for organizations to mobilize financial resources.

OBJECTIVE 2: TRAINING FOR TRANSFORMATION INTRODUCTION COURSES

Objective

By the end of the period in reporting 75 staff will be empowered with skills and to facilitate change agents training.

Indicator

Participants in Training for Transformation Introduction Courses use their newly gained knowledge on participatory planning and monitoring of projects in their work with communities.

Activities implemented

Regional teams facilitated 3 x 25 attended by a total of 75 staff members from NGOs, FBOs, and CBOs aged 25-65 years, among whom 55% were female 40% youth aged 25-35 years. Introduction Courses were facilitated in 3 organizations in South Africa and Zimbabwe.

TFT generated ZAR 699,543 which is 42.3% of the total expenditure of the period in reporting from Introduction Courses. Additionally, TFT signed two new long-term contracts with TEKANO South Africa one year (April 2019 – April 2020), and with MOSAIKO Angola two years (January 2019 - January 2021).

Introduction Courses have a dual positive impact, the first is grounding the TFT methods in organizations and the second income generating as indicated in the preceding paragraph. With dwindling funding for NGOs, FBOs and CBOs work, TFT needs to develop a robust marketing strategy to increase the number of partner organizations where training services will be offered sustainably.

OBJECTIVE 3: DECENTRALIZATION OF THE TRAINING FOR TRANSFORMATION

Objective

By the end of the reporting period 3 regional training teams comprising of 5 TFT graduates from are empowered with skills to facilitate change agents training who in turn will facilitate development with people in their communities.

Indicator

By the end of the funding period each regional team has trained 30 change agents from NGOs, FBOs, and CBOs.

Implemented Activities

12 members of the regional teams facilitated 5 change agents trainers workshops and trained 250 participants aged 23-64 years, among whom 90% were women aged 27-64 years; 55% youth aged 23-35 years in three countries; South Gujarati India (50), Western Papua (50), Southern Africa – in Zimbabwe (25). In South Gujarati India the 50 women were also empowered with skills to carryout evaluation and monitoring of their projects. This improved accountability, food security and income generating. In Western Papua 50 women were trained in coffee processing and packaging. The projects have secured national markets for their coffee. This initiative assisted village coffee growers to realise that they can earn income from agricultural activities. This is said to be attracting people to utilize land in their villages and curb rural urban migration.

Another illustration was derived from South Africa where Rebecca Macket organizes gender equity dialogues with 100 women in Johannesburg. From these conversations are women organized into groups or unites of their expertise to support girl children matrix examinations (see attached stories of TFT in practice for details). Documenting these stories enriches both qualitative and quantitative data analysis to measure the impact of the training on individuals, in organizations, communities, and society.

OTHER ACHIEVEMENTS

Misereor External Evaluation

The recommendations of the 2018 external evaluation concluded that TFT was relevant because it offers both tools and skills that capacitate organizations to work for social justice, as such should be more grounded in organizations. Responding to this evaluation it was recommended that TFT register as non-profit company whose focus is to empower staff from civil society organization with skill and tools to engage with people. TFT completed the preliminary registration stage as a Non Profit Company with the name 'TFT in Practice'. To become a fully fledge organization would require technical services from organizational development experts to set up structures with clearly defined roles, policies, and procedures.

Partnership with Arrupe Jesuit University

The BA Transformational Leadership degree partnership with Arrupe Jesuit University (AJU) is scheduled to commence on the 25th of February 2019. The challenge with this course is that both Arrupe and TFT do not have financial resources to subsidize students consequently this may delay the course commencement.

Atlantic Institute Fellowship Programme –Tekano Health Equity

TFT signed another one year (April 2019 - April 2020) contract with Tekano. This contract stipulates that TFT will participate in all the modules of the training. This is has both financial and marketing advantage. Financially TFT remuneration for the training increased; in marketing it is hoped that because this partnership TFT may attract other institutions either through the participants or TEKANO partners.

FEC/Mosaiko Angola partnership

TFT signed a two year (January 2019 - January 2021) contract with Mosaiko Angola. Founded in 1997 Mosaiko uses education ‘finding the root causes of the problem’ aligned with the Paulo Freire methods embedded in TFT as a tool for development on the side of the poor especially women and orphans. In addition to financial benefits, TFT regards the Mosaiko partnership as a breakthrough into Portuguese speaking countries. It is hoped that partnership may extended to other Mosaiko partners in other countries.

Zimbabwe Council of Churches (ZCC)

TFT is in a process of negotiating a long-term Introduction Courses ZCC for the training of the church leadership including the bishops; the clergy and field workers. It is hoped that through this partnership ZCC leaders and development workers will be empowered with skills and tools to engage with political leaders, and people on issues that impact their livelihoods. “We are lost. We need methods that enhance the capacity of the church’s capacity to intervene constructively on the side of the people that are impacted negatively by the socio-economic and political events in this country” said Ngirande, a senior employee of ZCC.

ACKNOWLEDGMENTS

We are grateful to the following donor partners who supported the TFT process

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.

TFT IN PICTURES JULY - DECEMBER 2018



TFT Diploma 2018-19, September 2018. Building a learning community.



TFT Diploma 2018-19, October 2018. Group photo.



Introduction course with Tekano, August 2018.



Introduction course with Leonard Cheshire Disability, November, Zimbabwe.



Sr. Marykutty Mathew (TFT Diploma 2016-17), workshop with women, India.



Rebecca Macket (TFT Diploma 2017-18) organizes gender equity dialogues with women, Johannesburg, South Africa.



Workshop in Papua run by Regional Team Indonesia.



ARRUPE JESUIT
UNIVERSITY



TRAINING FOR
TRANSFORMATION
The Grail Centre Trust

**Bachelor of Arts (Honours) in
Transformational Leadership**

“TRANSFORMATION IS ONLY VALID IF IT IS CARRIED OUT WITH THE PEOPLE, NOT FOR THEM... LIBERATION IS LIKE A CHILDBIRTH, AND A PAINFUL ONE. THE PERSON WHO EMERGES IS A NEW PERSON, NO LONGER OPPRESSOR OR



Arrupe Jesuit University - Partnership with Training for Transformation.



Training for Transformation

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