

# REPORT

JULY - SEPTEMBER 2020



## GENERAL INFORMATION

1.1 Name of Partner Organization - The Grail Centre Trust

1.2 Project Title and Number - Training for Transformation 100 900- 1528ZG

1.3 Reporting Period - July - September 2020

1.4 Legal Holder of the project (organization)

a. Name and legal form as registered: The Grail Centre Trust

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e. Bank details:

Name of Bank: ABSA BANK

Account holder: The Cape Town Grail TFT

Account number /IBAN: 4055411698

SWFIT: ABSAZAJJ

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09 November 2020

Signature of the person responsible for reporting



## 1. REPORT PREPARATION AND WRITING PROCESS

The report was written by Ines Neto - TFT in Practice Chief Executive Officer supported by Ntombi Nyathi - Networking and Resource Mobilization Officer who reviewed and edited the report. Data for TFT practitioners was provided by the Monitoring and Officer who followed-up with 7 TFT graduates and provided information on how the teams adapted to COVID 19. In addition to that, conversations with country team coordinators were facilitated on Zoom by the TFT office during the preparation and planning for the Youth Introduction course. Some of the data used in the report was obtained from social media, for instance, Facebook posts by TFT practitioners. Financial data was provided by Eunice Ndlovu, the TFT accountant.

## 2. CHANGES IN THE PROJECT CONTEXT

COVID-19 keeps affecting all Continents and uniting countries in a harsh situation that no one has immediate solution. In the African continent the death rate is 3.5% of the reported global COVID-19 deaths even though it is where 17% of the global population lives ([www.downtoearth.org.in](http://www.downtoearth.org.in)). As positive as it seems it is not a true picture of the situation as the impact on lockdown measures have been disastrous. Police brutality, loss of income, gender based violence and food insecurity have been major negative effects that people are faced in the majority of African countries.

Beji Jibe from Nigeria reports: *There have been human rights violations because the police arrested people and beat them because of their walking out, but we, a group of civil society, submitted a petition about these violations to the government.* Antony Sungisayi from Zimbabwe states: *We have to lobby and advocate issues on governments use / abuse of Covid 19 donations.* Asjad Mohamed (Sudan) stresses out *that this has been a time to determine the most important and priorities, and to know how to respond to the needs of people in society.*

In South Africa where TFT is based one major side effect is the massive boost to criminal gangs since the ban of alcohol and cigarettes, creating a boom of illicit trade and violence. *South African townships have just become war zone blacks are killing each other - everything you see another day a black poor man you got to praise the opportunity and embrace yourself*, that is what Monde Kula (South Africa) informs on what is happening on the ground in Cape Town.

Taking into account this environment, TFT took up the strategy of online training on request of partners during the COVID 19 pandemic agreed in the TFT in Practice Board meeting, May 2020 and has been implementing since then.

### 2.2 IMPACT ON TARGET GROUPS

There is no defined project area as TFT operates wherever there is a need. In the current pandemic situation the relevance of TFT work grows with the call for tools and methods that can empower activists from NGOs, FBOs and CBOs to be able to engage with communities in addressing the social, political and economic traumatic reality. For instance, in Uganda, the Institute for Social Transformation TFT practitioners worked with market women and set up an app on their mobile phones deliver products to the customers. The Global South TFT community mentioned that at first access to internet was challenging for applying TFT methods, reaching out to their target groups as for example GBV online support initiatives; however, funding partners are now supporting data for outreach programmes.

### 2.3 ORGANIZATIONAL CONTEXT

On the 01 July the TFT in Practice new office was operational with equipment, internet, alarm system, phones and safety measures based on the regulations of the South African Disaster Management Act were implemented.

Two staff members - Carmen Opperman (M& E Officer) and Noksie Booie (Administrator) recovered from Covid-19 and joined the team in Mid August. The team reconnected through a two-day mid-year evaluation and strategic plan adaptation for the second half of the year.

Noksie commented *It was a reconnection time and to reflect on the achievements of the past 6 months. I think what drives us and keep us together is the trust, openness. Planning gives us all hope to move forward.* End August Carmen Opperman went on maternity leave till January 2021.

The Senior Trainer position was filled by two candidates - Jumana Eltijani from Sudan and Naftal Guambe from Mozambique. The rationale for splitting up the position in two facilitators is a strategy to ensure diversity suitable for different regions - for example Jumana can facilitate in both English and Arab speaking countries and is also Muslim. Naftal facilitates in Portuguese and English speaking countries, and is a Christian priest of the United Methodist Church.

In the wider organizational context, the Covid 19 pandemic has delayed procedures of TFT in Practice Public Benefit Organization (PBO) registration status. NGOLaw specialist legal consultant is following up the process and will update TFT as soon as the process is finalized. The current registration enables TFT to implement all the activities legally, but is neither exempted from taxation should the organization make surplus income, nor be able to claim value added tax rebates from goods purchased for the work of TFT.

### 3. IMPLEMENTING THE PROJECT AND ACHIEVED OBJECTIVES

#### OBJECTIVE 1

By the end of the funding period, Training for Transformation (TFT) is decentralized, has increased its percentage of self-sustainability and is more accessible for community workers, NGOs, FBOs and CBOs.

#### INDICATORS

1.1 45% of TFT annual income is generated from training services to local, national and global NGOs and FBOs.

1.2. Members of the Regional and country teams have trained 150 employees from CBOs, FBOs and NGOs to become multipliers for TFT.

#### Activities Implemented

This section will be divided in three main areas: a) Income generated through training conducted, b) Consolidation of regional and country teams towards increased decentralization; c) Youth Introduction course and Training of Trainers preparation to take place from the 26 - 30 October 2020.

#### 1.1. INCOME RECEIVED THROUGH TRAINING AND TRAININGS CONDUCTED

TFT has generated income through online trainings with Mosaiko in Angola and other consultancy services with Cordaid in The Netherlands. This shows a continued demand for TFT services despite COVID-19 as well as sustainability of the project.

Table 1. TFT Income generated through local contributions

LOCAL CONTRIBUTIONS	AMOUNT	PERCENTAGE
Balance carried forward Jan – June	392,581.57	29.17%
Income generated July-Sept	243,764.11	39,18%
<b>Total</b>	<b>636,345.68</b>	<b>68,35%</b>

In the 1st half of the year TFT generated ZAR 1,061,294.61 which translates into 78.87% of the total income raised. For that reason, TFT carried forward ZAR 392,581.57 (29.17%) to the reporting period where generated an income of ZAR 243,764.11 (39,18%). As a result it terms of sustainability the total income generated is 68.35%. Hence it can be concluded that the methods are still relevant this demonstrates that TFT remains financially viable.

Trainings conducted reached out to 77 activists to Mosaiko Angola and with the Cordaid partnership. Below is provided a short description of the Training for Mosaiko Angola and the Partnership with Cordaid online workshop.

Mosaiko Angola Training - 17 Mosaiko staff Angolan activists went through the first TFT online Training that took place from 27 July 04 August under the theme Budget priorities and Redistribution. Participants commented *I was very impressed with the way we were reflecting on Covid-19 and the connection of this theme on national budget issues. It is surprising how TFT could keep its methods online and the deep sharing, grounded in our reality.*

Mosaiko director Julio Candeeiro emphasized he can see the effects of TFT on the staff and work in the communities. Mosaiko run the first field workshop for 31 people (21 women and 8 men) in Kalawenda, Luanda. For community members, the highlight was the listening survey carried out about current concerns and priorities that the Angolan General State Budget should consider (Mosaiko Facebook). Due to lockdown restrictions the other 5 workshops in regions started taking place end of September 2020.

TFT cofacilitated a workshop attended by 60 participants: Cordaid project officers, and civil society leaders from six fragile states Afghanistan, DRC, South Sudan, Mali, Niger Ethiopia and 20 civil society organizations. TFT role was providing consultancy on leading from the South. TFT role was providing consultancy on leading from the South. Ntombi Nyathi who was part of the online facilitation team says: *We have started figuring out how to do development differently, creating new power relations where the agenda is derived from peoples lived reality in a space where people have the power of voice its a new way could be challenging funding partners.*

The Cordaid Partnership contractual agreement with TFT is scheduled from August to November 2020. TFT hopes that this could be extended to working with partners empowering project and field officers with skills and tools to engage with people.

Those two first trainings have proven that TFT is adaptable to the COVID 19 pandemic challenges and spread out its methods and conscientization processes that promote social change in new ways that challenge the status quo. In our evaluation, TFT potential and multiplier effect might be higher and more effective than expected despite the harsh reality of the Covid pandemic both in terms of demand, as well as financial sustainability. For instance, out of the 100 applications received for the youth training 60 were enrolled for the training scheduled for October. This double the number of youth trainers planned for each year.

## 1.2. ESTABLISHING REGIONAL AND COUNTRY TEAMS

12 country teams were established with 12 coordinators and 29 team members. These teams worked together in designing a curriculum for the Training for Transformation Youth Introduction course scheduled for 26 - 30 October 2020. The process was meant to upskill the trainers on curriculum design, adaptation of methods, sharpening concepts, facilitation skills and possibilities under the current reality to be able to run TFT Introduction courses.

All established teams were tasked to organize venues, find suitable Youth working on development field for the Introduction course and engage in planning sessions with the TFT core team. For Shasikant Parmar (India) *it was a wonderful the TFT team bringing together different countries on a virtual platform to prepare more Agent of Change to create together a better world.*

Table 2 illustrate the regions, countries, coordinators and country teams established. Note that some of the participants represent both country and region. For instance Dan Glass from the Scotland is a co-ordinator for Europe, and a country team facilitator for the UK and Scotland.

Table 2. Regions, countries, coordinators and country teams

Region	Country	Coordinator	Country teams	Total facilitators
South East Asia	India	Shasikant Parmar	Kirit Mahida	2
	Indonesia /Papua	Maria Latumahina	Miskin Gombo	2
Southern Africa	South Africa	Noksie Booie	Phumzile Yawa Shula Mafokoane Monde Kula	4
	Mozambique	Naftal Guambe	Sonia Magaia	2
	Zimbabwe	Antony Sungisayi	Caroline Mutimbanyoka	2
	Zambia	Mable Sichali	Mishek Jonas	2
East Africa	Northern Nigeria	Beji Jibe	Mary James	2
	Southern Nigeria	Ruth Oladosu	Rachael Bamise Ese Ajuyah Ekenechukwu Onwuanum Elizabeth Sowho	5
West Africa	Sudan	Jumana Eltageni	Asjad Baha	2
	Tanzania	Gloria Kavishe		1
	Uganda	Moureen Wagubi	Sylvia Kyomuhendo Mawadri Stalin Josephine Kasande	4
Europe	UK	Dan Glass		1
	<b>5</b>	<b>12</b>	<b>12</b>	<b>17</b>
				<b>29</b>

The overall assessment and positive surprise is the realization that country and regional teams are highly committed, prepared and recruited thoroughly in their home countries, meeting deadlines and showing a high level of accountability. To highlight Nigeria context where TFT practitioners helped homeless women who benefitted from the food bank to secure land and started producing food for their families, and generated income from some of the food they sold to the public.

The importance of setting up country teams and a critical mass of facilitators through decentralization has been emphasized by country coordinators. Moureen Wangari from the TFT 2018-19 Diploma course, recently appointed Executive Director of IST in Uganda states *The process of mentorship from the Ugandan TFT teams was the best. I was mentored and coached by others who had gone through TFT in past years.* At the same time, she greatly attributes her leadership skills to TFT. Below her testimonial.

*Through the training I was able to discover all my leadership abilities from the methodologies that TFT applies in the course of the training particularly self-discovery.*

*It was through the engagement with TFT that I was able to network and connect with other leaders from other countries and I managed to learn from them and we kept connected for continuous learning and support.*

*The mere fact that even the leadership space I am currently occupying was for a TFT practitioner still links us to the sisterhood support and the mentor to mentee approach that TFT amplifies.*

*I am now infusing the transformative leadership approaches within my leadership journey.*

*Moureen Wangari, Executive Director of IST*

## 1.2.2. TRAINING 75 YOUTH LEADERS & TRAINING OF TRAINERS

**TFT Youth Introduction course & Training of Trainers** - 100 applications received for the Youth Introduction course to take place from 26 - 30 October 2020 and 60 applicants from 12 countries were accepted. Among the Youth 75% were female and the average age rate was 25-30 years old. Due to the high number of applications TFT had to discuss and reschedule targeted trainings for specific organizations. For example, in Southern African, Equal Education of South Africa that wanted 12 youth to attend this course, TFT will facilitate a separate training with this group in the first quarter of 2021. In East Africa, Tanzanian TFT is working with the Grail assisting them to mobilize resources for the TFT Introduction training incorporating participants from other organizations.

In preparation for the Youth TFT training, the TFT office engaged successfully with funding partners to adapt the budget reallocation to COVID 19 demands such as credit for online training data and hiring technical equipment where necessary.

The approach to be used is a blended version of physical and online space. As a way of illustration, the country facilitators would be in the same space with youth. The facilitators would be coached online by the TFT core team to review and plan the training. Using this approach TFT combined then the Youth Introduction course and building up regional and country teams with a Training of Trainers workshop.

On the table below the description of regions, countries, Country teams trainers, participants, Training of Trainers facilitators involved in the TFT Youth Introduction course and Training of Trainers.

**Table 3. Regions, countries, Country teams trainers, n. of participants, Training of Trainers facilitators**

Region	Country	Country teams trainers	N. of participants	Training of Trainers facilitators
<b>South East Asia</b>	India	2	5	1
	Indonesia /Papua	2	6	
<b>Southern Africa</b>	South Africa	4	5	3
	Mozambique	2	5	1
	Zimbabwe	2	6	
	Zambia	2	5	
<b>East Africa</b>	Northern Nigeria	2	5	
	Southern Nigeria	5	7	
	Togo*	2	2	
<b>West Africa</b>	Sudan	1	5	1
	Uganda	4	5	1
<b>Europe</b>	UK	1	5	
		<b>12</b>	<b>29</b>	<b>60</b>

\*Note that TFT got for the first time two participants from Togo that worked closely with the Mozambican coordinator Naftal Guambe; as a follow up of previous missionary work with the Youth done by the facilitator in Togo.

The 7 Training of Trainers senior facilitators from South Africa, Uganda, Mozambique, Sudan and India produced a TFT Youth Training curriculum draft to be discussed with and finalized with the country teams before training. The senior facilitators accompanied and mentoring different country teams in planning, reflections, adaptations of the curriculum to the context. When asked for feedback on the preparation month process Josephine Kasende (Senior Facilitator, Uganda) said *the preparation process has given adequate time, content was generated together for on across a wide environmental context and I felt my knowledge and expertise was utilised.*"

To sum up, TFT provided its first trainings online to Angolan Mosaiko staff and facilitation services to Cordaid under a new partnership agreement. Both provided to be effective and successful.

The period strengthened regional and country teams that are operating in a coordinated manner and further mentored. The fact that travelling became a challenge with the Covid 19 pandemic had the positive side effect of country teams becoming more autonomous and in charge of their own TFT Introduction course preparation and implementation processes.

The huge demand of applicants for the Youth Training reaffirms the need of working hand in hand globally with the younger generation tapping into their creativity and channelling their energy towards organizing interventions for sustainable development projects in a critical time that are living in of a worldwide paradigm shift.

## OBJECTIVE 2

By the end of the funding period, the groups and organisations that were trained through TFT are empowered to shape development initiatives that impact their lives.

## INDICATORS

2.1 70% of the trained TFT multipliers use the acquired skills to train 1,890 Community Activists in the use of the TFT methodology.

2.2 60% of the 1,890 trained Community Activists use the TFT methodology to engage with their communities and constituencies on development issues affecting them.

## Activities Implemented

Through 7 interviews TFT followed up on how the trained TFT multipliers use the acquired skills, trained others and in the use of the TFT methodology. The data below is under the pandemic set up; it includes measurable quantitative data of trained people and beneficiaries; in other cases is qualitative data for example, becoming a candidate to the Parliament; useful for assessing impact especially in processes of gender equality.

The findings of the sample reveal that the interventions focus on food security, especially women in the forefront of projects. The total trained community activists are 173 reaching out to 1719 beneficiaries. The qualitative data shows the impact of training for transformation women initiative as set up organizations and leadership skills (become a politician).

Table 4. in the following page will show **Trained activists use the TFT methodology - by country, trained people, number of beneficiaries and testimonials.**



Country	Trained	Beneficiaries	Testimonial
<b>South Africa</b> <b>Noluthando</b> <b>Gwelani</b>  Mqanduli community Advice Office	48 women in organic gardening projects and child support	48 families 670 children grant during Covid	"Women started to establish vegetable growing projects. TFT gave me knowledge on how to tackle complex cases and community development issues. Our approach is people must start doing something where they are. I have assisted 670 children who don't have birth certificates to access child support grant during this time."
<b>Nontuthuko</b> <b>Xaba</b>  Women Leadership Training Programme	34 traditional leaders trained on Covid 19 and water scarcity	100	"Lockdown was challenging and the issue of water scarcity has been major. We battled with funding but still manage to do activities. We met with traditional leaders to conscientize on the Covid 19 regulations and thereafter we continued meetings on water issues in the communities."
<b>Zimbabwe</b> <b>Caroline</b> <b>Mutimbanyoka</b>  Sprout Women Empowerment Trust	10 Women trained on urban vegetable farming project	265	"The urban vegetable farming project has 265 beneficiaries. Caroline states: "Our work focuses on how home gardens and mushroom growing can fit into the livelihood system of the peri urban poor in the communities to meet interrelated concerns of food security, nutrition, health and economic security."
<b>Uganda</b> <b>Rita Atukwasa</b>  <b>Politician</b>	Candidate for the National Parliament	Not measurable	"As a candidate for the National Parliament seat in Uganda, for sure TFT taught me to dream big and take up challenging tasks striving higher and higher for promotion of gender equality and equity a cause I enhance. TFT is hugely responsible for my leadership growth potential and skills to deal with interpersonal relations, socio political and economic analysis's. Emotional Intelligence, Joharis' window, dynamic model, the power of questioning, and the Myers Briggs are a few of many tools that have led me to this. The duty to expand this knowledge I hold it dear."
<b>Papua</b> <b>Indonesia</b> <b>Maria</b> <b>Latumahina</b> YP3SP - Papua TfT	Set up TFT Papua NGO during Covid pandemic	Not measurable	"The pandemic created space for setting up structures that will enable building up TFT in the region more effectively. "YP3SP (Papua TfT) is a newly set up NGO dedicated to support the existing struggle for justice and environmental sustainability of West Papua, the most eastern region in Indonesia."
<b>Miskin Gombo</b> YP3SP - Papua TfT	52 trained on organic food production	260	Miskin Gombo kept working with women to produce food training a total of 52 people youth and families. She is growing more crops now for food security of communities that are battling with hunger.
<b>Mozambique</b> <b>Naftal Guambe</b>  Methodist Church Pastor	23 trained community activists on Vegetable gardens and organic farming	76	"The project started to secure food during the COVID-19 restrictions and lockdown. In Mozambique we started preparing for COVID 19 following the news from Europe. We turned the urban flower gardens into food gardens, such that by the time the government introduced lockdowns people had food to eat".
<b>India</b> <b>Shashikant</b> <b>Parmar</b>  Advocate for Human Rights	6 people organized food support for most vulnerable	300	We raised funds among a small group and made kits to 60 families (5 pp per family) and distributed on the need base for those who were without income – people who work as domestic workers i.e washing clothes, Vessels, Cleaning house etc., some of the migrated families who solely involved in construction works and not able to go back to their home.

## OVERALL ACHIEVEMENTS TOWARDS THE PROJECT GOAL

The overall achievements towards the project goal include:

Training services of skills, tools, and methods to engage with communities to partner organizations reached to 77 activists to Mosaiko Angola and within Cordaid partnership. To emphasize the success of the methods even with the Digital platforms constrains that can be technological as for instance poor network; or methodological being Training for Transformation and Freires approach people-centred, participatory with experiential teaching methods and principles. As an assessment adapting the method to virtual space was challenging but doable. The fact that the Cordaid agreement took place during lockdown is a sign that TFT in Practice has sustainable demand even during unfavourable conditions.

The methods are relevant and continued request on trainings and services is financial sustainable. In the 1st half of the year TFT generated ZAR 1,061,294.61 which translates into 78.87% of the total income raised. For that reason, TFT carried forward ZAR 392,581.57 (29.17%) to the reporting period income of ZAR 243,764.11 (39,18%). As a result it terms of sustainability the total income generated is 68.35%.

12 country teams were established with 12 coordinators and 29 team members. These teams worked with a core team of 7 senior facilitators in designing a draft curriculum for the Training for Transformation Youth Introduction course scheduled for October 2020. The participatory process allowed country team members to be mentored, coached and up skill their facilitation by senior facilitators providing the ground for a decentralized and vibrant movement of TFT facilitators.

7 interviews to TFT graduates conclude that food security is the major need during the Covid 19 pandemic lockdown restrictions. All interviewees kept their activism, 173 community members were involved in trainings that reached up to 1719 beneficiaries. Also relevant is the impact on women leadership skills of Training for Transformation affirmed by Rita Atukwasa, candidate to the National Parliament in Uganda.

### 3.3 Other effects

The positive effects on the current period are the set up and deepening partnerships.

**Tekano Partnership** - TFT and Tekano entered into a new partnership for the October selection of 20-25 Fellows for the 2021 cohort.

**Arrupe Jesuit University (AJU) partnership** - TFT and Arrupe Jesuit University (AJU) jointly wrote up a Memorandum of Agreement to formalize the partnership. It was agreed that the Training for Transformation Diploma course will have the AJU accreditation and those that completed the TFT Diploma course will have the entry level on the third year of the BA Hounours Degree in Transformational Leadership. Furthermore, AJU and TFT will jointly design short Introduction courses and a Certificate course. These courses as well as the Diploma carry credit points for the BA Honours Degree in Transformational Leadership.

**International Grail Partnership** - TFT worked jointly with members of the International Grail and launched a proposal to the Grail International Council that TFT methods be mainstreamed in the formation of new and other Grail members in the 18 countries where the Grail is present. The proposal to be assessed in November ensures the continuation of the TFT founders legacy within the Movement and furthers TFT decentralization process.

**The Grail Centre Trust (GCT)** TFT in Practice NPC received the drafted MOA document by the GCT, gave feedback and is waiting to receive it back. Thereafter, the document will be aligned within the framework with the TFT in Practice MOA partnerships.

#### 4. INTERIM CONCLUSIONS

TFT has evolved and adapted to the current circumstances keeping its activities and engaging with new partnership agreements.

TFT self-sustainability is shown by the 77 activists trained online through Introduction courses and partner agreements that include consultancy services to Cordaid that requested input from TFT on how to redefine Development work in the 21st century. Till end September, financial sustainability continues very positive translating into 68.35% of the total income generated.

The approach of combined TFT Youth Introduction course in a blended version of online and training in local venues in 12 countries, allowing local TFT graduates to be in the forefront of TFT Introduction courses shows innovation, tapping into skills on the ground and furthering the decentralization process in a far-sighted manner. Firstly, in countries that poor internet connection and network is a reality, with methods that require deep listening, relational learning and participants full presence only online learning could have compromised learnings. Secondly, TFT created an opportunity to train trainers and the response and commitment in preparation reveal the high interest in moving towards the building up a global movement with fully set up regional and country teams. Thirdly, this approach will double the number of youth trainers planned for each year (25) having 60 enrolled for the training scheduled for October.

Finally, the trained TFT multipliers use the acquired skills and TFT methodology addressing the emergent issues and reading the reality. The example of Noluthando Gwelani, South Africa, is unique combating hunger by following-up and assisting 670 children grant during Covid that have no birth certificates. As she affirms: *TFT gave me knowledge on how to tackle complex cases and community development issues.*

### ACKNOWLEDGMENTS

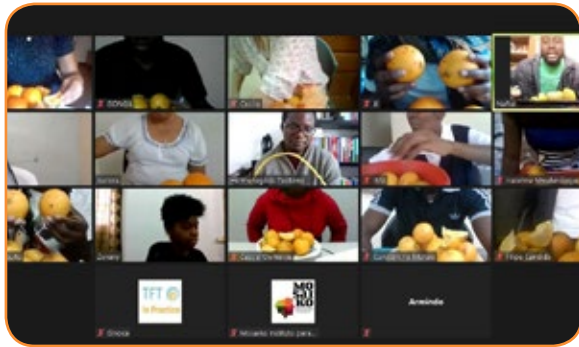
We are grateful to the following donor partners who supported the TFT process

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## PICTURES JULY - SEPTEMBER 2020



TFT Mosaiko online Module 5 Budget Priorities and Redistribution held from 27 July - 04 August.



TFT and Cordaid partnership held from 31 August - 04 September on the strategy of Development on Southern fragile countries.



Mosaiko TFT implementation workshop during COVID-19, in August in Luanda, Angola.



TFT core team meeting with the new Senior Trainers Jumana Eltageni and Naftal Guambe.



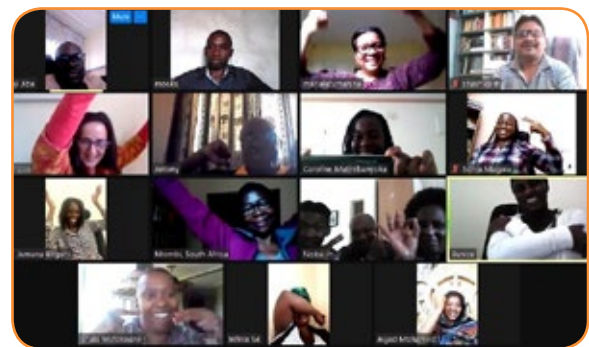
Caroline Mutimbanyoka from Zimbabwe urban vegetable farming project that reaches 265 beneficiaries.



Noluthando Gwelani from South Africa assisted 670 children who don't have birth certificates to access child support grant during this time.



Rita Atukwasa, Candidate for the National Parliament in Uganda states *TFT is hugely responsible for my leadership growth potential and skills.*



Country teams coordinators and TFT core team preparing the Youth Introduction course scheduled for 26 - 30 October 2020.