

# ANNUAL REPORT

JANUARY - DECEMBER 2020



## 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 from TFT practitioners was provided by Carmen Opperman - Monitoring and Evaluation Officer who followed-up on 8 TFT graduates who are actively engaging with communities and provided information on how the teams adapted to Covid 19 pandemic. 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 is the lens through which this report is presented, the rationale is that the pandemic challenged our ways of seeing, being and doing development work. This summary provides highlights of significant shifts and the impacted this had on the TFT staff, activists, and coping strategies. 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)).

Police brutality, loss of income, gender-based violence, xenophobia and food insecurity continue to major negative effects in most of the 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 from Sudan stresses out that “this has been a time to determine the most important 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 zones, blacks are killing each other - every day you see another day a black poor man, you got to praise the opportunity and embrace yourself” said Monde Kula from Cape Town.

TFT activists from sub-Saharan Africa reported that COVID 19 testing in some of the countries are too expensive, for instance in Mozambique, Zimbabwe and Sudan it costs between 60 - 100 USD. TFT activists from these countries also confirmed that people whose relatives die in hospital would only know the cause of death through postmortem reports. This distorts the statistics presented in the media; as a result the accurate numbers of COVID 19 cases in Africa will remain unknown to the rest of the world and could impact on the distribution of the vaccine to the continent as it will appear as if the continent is not in dire need of the vaccine. Considering the impact of COVID 19 and the lockdown regulations environment, TFT in Practice NPC was pushed to reimagine the trainings adapting to the environment and initiated online training. This approach was negotiated on request of partners during the COVID 19 pandemic and agreed in the TFT in Practice Board meeting May 2020. The pleasant surprise with the online approach was that it grounded decentralization, for instance the youth training combined three levels of training, country, and regional teams with youth training of trainers.

### 2.2 IMPACT ON TARGET GROUPS

Target groups for TFT in Practice could be defined as the facilitators of the trainings, the country and regional teams, and communities with whom they engage. 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 the Institute for Social Transformation (Uganda) TFT practitioners worked with market women and set up an app on their mobile phones to deliver products to the customers. TFT in Practice country coordinator in Nigeria initiated a food bank that offered meals to 400 homeless women and girls in Lagos.

TFT in Practice activists lamented that access to internet was challenging for applying TFT methods, reaching out to their target groups as for example GBV online support initiatives; however, they further reported that funding partners are now supporting data for outreach programmes.

## 2.3 ORGANIZATIONAL CONTEXT

The most significant shift in the way TFT conducts its business was threefold: working from home, adapting to online training, and organizational structural changes.

When total lockdowns were introduced all the TFT staff members were challenged to find space to continue with [work from home](#). A system of checking in and planning for the weekly activities kept the team connected and implemented most of the programs as scheduled; notwithstanding the fact that some of the staff members were infected by COVID 19 virus. On the other hand, most of the TFT activities were implemented. For example, while most organizations shut down or suspended activities due to total lockdown and lack of income TFT continued with trainings. The first quarter trainings generated (78.67 percent) of the total expenses. By the end of the year TFT generated 59.67 percent of the local contributions and this exceeded the expected third part contributions by 10 percent.

Some of the training programmes had to be [adapted to online](#); this was the case with Mosaiko in Angola, Cordaid in the Netherlands, and youth training of trainers. The youth training of trainers 62 participants attendance corresponded to 248% above the planned because the training was country based and facilitated by regional and country team facilitators. The three tier level training empowered both country and regional team to take autonomy of the process. Even if the youth training had three tiers, conversely, this approach did not reverse the impact on the budget because tickets had been purchased for the training in Tanzania. Out of the ZAR 204,840,19 TFT was refunded ZAR 58,577,91 for accommodation from Consolata Missionaries Centre of Tanzania. The Grail Centre Trust could not reimburse TFT the ZAR 30,000 deposit because the Trust retrenched all the staff and closed the Grail Centre due to lack of occupancy. Airlines did not refund ZAR 116, 262, 28 that was used to purchase tickets for the combined Board meeting and regional and country team couching. However, airlines validated the tickets till December 2021. Trainings with corroborative organizations; the United Methodist Women and the last module of Mosaiko in Angola were postponed to 2021.

[Organizational development and structural changes.](#) TFT in Practice final stage registrations were expected to be completed in the first half of the year but due COVID 19 lockdowns these were only finalised by the end of the year. The last stage, the Public Benefit Organization (PBO) registration, was completed with the assistance of NGOLaw legal consultancy services by the end of the year. This registration allows individuals and organizations that donate money to claim tax rebates from the South African Revenue Authority. It is hoped that through this registration TFT in Practice NPC could attract support from the private sector especially for South African Activities, for example apply to Lotto funding for more youth training in South Africa. (Please see all registration documents attached PBO, NPO and NPC). After the final stages of registration TFT in Practice made structural changes with staffing and space.

[Staffing and Office.](#) Two significant changes were implemented: the first was hiring two senior trainers; this was a strategic move because it facilitated diversity regarding language, gender, and spirituality. Jumana from Sudan is female Muslim, and Arabic, Naftal from Mozambique is Christian and Portuguese speaking. They are both young and can facilitate in English, this is also strategic for the future of the organization. The second was the Director role had to be split into two: the Chief Executive Officer Ines Neto holds the organization keeping the activities aligned to objectives and ensure accountability among the staff; and the Strategic Networking and Resource Mobilization Ntombi Nyathi is focused on decentralization building strong regional and country teams and creating networks with other organizations. This process helps the organizations whose focus is to achieve social just access and afford TFT.

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

### 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.

#### 3.1.1. INCOME GENERATED THROUGH TRAINING CONDUCTED

By the end of the year TFT in Practice had generated ZAR 1,681,495.09 which is equivalent to 59.67 percent and exceeded its contractual obligation of 49.70 percent by 9.97 percent from the 13 Introduction Courses facilitated in South Africa, Sierra Leone, Angola, Mozambique and online. Hence it can be concluded that despite the Covid 19 pandemic, the methods are still relevant and TFT remains financially viable as illustrated in table 1.

**Table 1. TFT Income generated through local contributions**

Income Generated	Amount(ZAR)	% Contributions To Expenditure
TFT (Local Contribution)	1,681,495.09	59.67%
Misereor	1,170,006.00	41.25%
Bread for the World	301,263.40	10.69%
<b>TOTAL</b>	<b>3,152,764.49</b>	<b>111.61%</b>

The Introduction Courses were facilitated using two approaches; the first was training of trainers attended by a total of 172 participants. The second was mentoring trainers by accompanying them when they facilitated in the communities and online (during lockdown restrictions) that reached out to 155 community activists trained. The additional accompanying of the United Methodist Women and Mosaiko activists teams in implementing the skills learned seems to be positive in terms of the process of action, reflection, action, monitoring and evaluation. At the same time, the practice straight after the theory and planning with guidance of the TFT facilitators had a positive outcome. “Facilitating community workshops helps to connect the dots between theory and practice in our own environment and grounds the training in practice” said Kesia UMW from Sierra Leone.

The target groups trained were 70 percent women due to the nature of the organizations, the United Methodist Women and Womans on Farms project were all women; while Tekano and Mosaiko were mixed groups. The groups were either intergenerational or mainly of a younger generation; for instance in Mosaiko staff age rate is mainly 25-35 years old.

Table 2 on the following page provides facts and figures regarding the trainings.

**Table 2. TFT Introduction courses**

Organization	Country	No of trainings	No of participants (direct training)	No of participants (field training)
<b>Tekano Health Equity</b>	South Africa	2	50	-
<b>Women on Farms Project</b>	South Africa	1	11	-
<b>Mosaiko</b>	Angola	6	33	98
<b>Cordaid</b>	Netherlands	1	60	-
<b>United Methodist Women</b>	Mozambique	2	10	20
	Sierra Leona	2	8	37
			<b>172</b>	<b>155</b>
<b>TOTAL</b>	<b>4</b>	<b>13</b>	<b>327</b>	

A brief of the introduction courses below with description and testimonials.

**Tekano Health Equity** - A two-day reflection of previous modules (modules 1-3) workshop was run in January (20-21 January) and Module 4 in Johannesburg from the 3-7 February 2020 to 25 fellows each. Module 4 theme was relational leadership on which individual and collective experiences of the Tekano Fellowship journey were explored. One group mentioned that some fellows had already launched their advocacy project: *“My project Senzokuhle support for the elderly and disabled children in running in Zwelitsha the northern area of Kwazulu Natal”* said Dr. Ganza from Kwazulu Natal.

**Women on Farms Project** - The Do No Harm training for WFP took place from 5 - 7 February and aimed to introduce a conflict sensitivity approach developed by Collaborative Learning Projects (CDA) to ensure that development efforts create the result intended, by minimizing the potential harmful effects. Colette Solomon, the director, emphasised that *“we always prefer to have the TFT methods in trainings; it is more effective even if the tool is from CDA.”*

**Mosaiko Institute for Citizenship** - TFT facilitated Module 4 on Advocacy and Governance in Angola from the 02 - 15 March and Module 5 on Budget Priorities and Redistribution via Zoom from 27 July - 04 August due to lockdown restrictions. Participants commented: *“It is surprising how TFT could keep its methods online and the deep sharing, grounded in our reality.”*

Most significant findings from interviews to community members were the personal shifts and perceptions of gender, advocacy, and economic empowerment. In Jamba Mineira the local group started a project on food production and 60 families started producing their own vegetable. Community people interviewed revealed that the gardens improved nutrition in the community because they did not need money to buy food. Mosaiko director Julio Candeeiro emphasized seeing *“the effects of TFT on the staff leadership and facilitation skills; and the development approach in the communities shifted.”*

**United Methodist Women (UMW)** - TFT Refresher Courses were requested to up skill the UMW in three pilot countries DRC, Sierra Leone, and Mozambique. The refresher training was designed with a component of field practice in local communities aimed to identify womens needs: economic development needs; priorities and assets in the church and targeted communities. Two trainings were conducted from 17 - 24 February 2020 in Sierra Leone and Mozambique and the TFT Refresher course in DRC was rescheduled to 2021 due to the COVID 19 pandemic.

Participants from Sierra Leone report that contextualized training, connecting theory with practice, and living in the footprints of women in the scriptures was fundamental for the group. *“Grounding the process in our own country made me realize that I could connect the dots between theory and practice”* (Ester). In Mozambique, the UMW evaluation pointed out that it was deep the needs assessment with people in four different areas to determine their socio-economic challenges. And a participant commented *“When practiced being a facilitator, I felt Im capable to do it”*.

Cordaid workshop - TFT co-facilitated an workshop online from 31 August 04 September attended by 60 participants with Cordaid project officers and civil society leaders from six fragile states Afghanistan, DRC, South Sudan, Mali, Niger Ethiopia from 20 civil society organizations. 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 expectation is that the Cordaid Partnership contractual agreement could be extended to working with partners empowering project and field officers with skills and tools to engage with people.

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. Online training potentially turns out to be more accessible for community workers, NGOs, FBOs and CBOs. For instance, out of the 100 applications received for the youth training 62 were enrolled for the training run in October. This was 248 percent of the expected number of youth trainers planned for each year.

### 3.1.2. ESTABLISHING REGIONAL AND COUNTRY TEAMS

12 country teams were established with 12 coordinators and 28 team members. These teams worked together in designing a curriculum for the Youth Training of trainers from 26 - 30 October 2020. The process was meant to up skill 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. The same teams will participate in the second phase of youth training in 2021.

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.”* Note that some of the facilitators represent both country and region. For instance, Dan Glass from the Scotland is a coordinator for Europe, and a country team facilitator for the UK and Scotland. On table 3 a description of the regions, country coordinators and teams established.

**Table 3. Regions, countries, country coordinators and teams**

Region	Country	Country team coordinators	Teams
South East Asia	India	Shasikant Parmar	2
	Indonesia /Papua	Maria Latumahina	2
Southern Africa	South Africa	Noksie Booi	4
	Mozambique	Naftal Guambe	2
	Zimbabwe	Antony Sungisayi	2
	Zambia	Mable Sichali	2
West Africa	Northern Nigeria	Beji Jibe	2
	Southern Nigeria	Ruth Oladosu	5
East Africa	Sudan	Jumana Eltageni	2
	Tanzania*	Gloria Kavishe	1
	Uganda	Moureen Wagubi	3
Europe	UK	Dan Glass	1
<b>5</b>	<b>12</b>	<b>12</b>	<b>28</b>

\*The Tanzanian country coordinator Gloria Kavishe and the team run two Introduction courses during the year; they didnt join the Youth Training due two only few participants have applied from Tanzania.

The overall assessment and positive surprise are 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 where TFT practitioners helped 400 homeless women who benefitted from the food bank to secure land, started producing food for their families, and generated income from some of the produce sold to the public.

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

#### TFT Youth Introduction course and Training of Trainers

The TFT youth workshop was organized and hosted in 12 venues of 11 countries and attended by 62 participants. Among the Youth 70 percent were female and the average age was 25-30 years old. Due to the high number of applications (100) TFT had to discuss and reschedule targeted trainings within organizations for example, in South Africa, Equal Education wanted 12 youth to attend this course. TFT negotiated with the leadership and proposed a separate training in 2021.

The youth training combined virtual and physical facilitation. The virtual space training was facilitated in the United Kingdom because the group could not gather due to COVID 19 restrictions and in Togo because the facilitator was based in Mozambique. Combined virtual and physical facilitation was implemented in three countries: Mozambique, South Africa and Western Papua. The Western Papuan team worked with Maria Latumahina and Adrian Wells based in the UK, and Mizkin Gombo in the physical space. In South Africa Shula Mafokoane facilitated from the virtual space while Noksie Boo, Monde Kula and Phumzile Yawa were in the physical space with the group. In Sudan, South and North Nigeria, Uganda, Zimbabwe, Zambia and India facilitations were implemented in the physical space.

As aforementioned, the training combined regional and country team mentoring and coaching. The TFT core facilitation team comprised of 7 senior trainers and met with the regional and country facilitators to review and plan daily training schedules on virtual space (see table 4 with Regions, countries, country teams trainers, participants, Training of Trainers facilitators). When asked for feedback on the process Josephine Kasande a Senior Facilitator and core TFT team member from 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 utilized.”

The importance of setting up country teams and a critical mass of facilitators through decentralization has been emphasized by country coordinators. Moureen Wagubi from the TFT 2018-19 Diploma course, recently appointed Executive Director of Institute for Social Transformation (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.” The IST was set up by to promote TFT methods of engaging with people focusing on market women in Uganda all the employees are graduates of the TFT Diploma Course.

“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

**Table 4. Regions, countries, country teams trainers, participants, Training of Trainers facilitators**

Region	Country	Teams	Participants	TOT facilitators
East Africa	Sudan	2	5	2
	Uganda	3	5	2
Europe	United Kingdom	1	5	1
West Africa	Southern Nigeria	5	8	1
	Northern Nigeria	2	5	2
	Togo*	-	2	-
Southern Africa	Mozambique	2	5	2
	South Africa	4	5	1
	Zambia	2	5	2
	Zimbabwe	2	6	2
South East Asia	India	2	5	1
	Indonesia	2	6	2
<b>Totals</b>	11	28	62	19

Teams refer to number of TFT activists in attendance, Participants refer the youth trained, TOT facilitators refer to regional and country teams who are being coached to be trainers. (See Annex 1 for youth trained by country, gender and age).

The table demonstrates that 28 members of the country teams were in attendance of the youth training workshops, 62 young people were trained as trainers and 19 members of the regional teams were coached as trainers.

In retrospective, the youth training did not only redefine TFT process but also affirmed that the methods can be adapted to the fourth industrial revolution by facilitating online training. In addition to that the virtual space facilitation reached out to more people and more empowering for regional and country facilitators. The facilitators who were in the physical spaces had the power to make decision about the process without TFT core team watching over them, a process that can be argued to have enhanced their autonomy regarding training and decision-making during the process. The impact of the training was best summarized by few testimonials.

“I thought TFT is magic, now I know there are process and clear steps for making this magic happen and now I know them so I am part of the magic.” - Halima, Uganda

“For me I go with so many questions about me and my life, there is a lot that I need to process within, I know I will immerge bigger and greater and connected.” - Jessica, Uganda

“I have the skill of a catalogue of TFT tools which I am going to integrate into my Adult literacy classes.” Jovia, Uganda

“Training for transformation

Our deep want is to change the world

We join forces in the struggle to transform ourselves and impact our beloved people

We are ready to work hard in this course

World of peace, world of freedom, world of honourable development, world of justice to all nature

That is our fervent hope and faith

Our determination to serve the world shines up

We raise our flag high and the struggle continues for the hopeful vision with the people

Indeed, better living is our ultimate faith

For the people, with the people, deep rooted Transformation will keep lightning lives.”

- Emmanuel Awumey, Togo

“Training for Transformation has been truly, well, transformative! Words cannot express what an important course this is for anyone and everyone working to change this world for the better.

It fuels your fire, opens your mind, supports you to think critically, connects you to thinkers and actors globally and shows you the power of transformative leadership. You will learn through experience and be exposed to a whole world of history and futures of what is possible. You will have a million aha! moments and come out the other side a different person more connected, enlivened, and ready to effect real, radical change in your community and beyond. Thank you, Dan, and the TFT programme!”- Isabel Young, UK

Country coordinators produced reports based on the experience of the week with the training thematic areas highlights, challenges, and recommendations (see annex 2 Summary of Youth Training reports). Below an evaluation extract from the Country Coordinator of Zimbabwe Antony Sungisay report.

“The TFT Introductory Course training for the youth was not only successfully carried out, but it was like a seed sown on fertile ground and is ready to germinate and sprout out to give fruits. The six young and energetic women and man were exposed to the basic tenets of the TFT methodology in an exciting and exceptional way. They demonstrated a lot of talent in leading discussions which no wonder why this training was dubbed a training of trainers. We are glad to have participated in this exciting process of the journey to transform lives and making this weird world a better place to live on.”

## 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 8 interviews TFT followed up on how the trained TFT multipliers use the acquired skills, trained others and 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 2071 beneficiaries. The qualitative data shows the impact of training for transformation women initiative as set up organizations and leadership skills (become a politician).

“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. Emotional Intelligence, Johari's 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.”

Rita Atukwasa, Uganda

Table 5. Trained activists use the TFT methodology - by country, trained people

Country	Activities Implemented	Outcomes
<b>India</b> Shashikant Parmar Advocate for Human Rights	6 people were trained to organize food support for the most vulnerable community members.	300 people benefited from food parcels. These were mostly from families whose bread winners had lost employment due to COVID 19 total lockdowns.
<b>Indonesia</b> Miskin Gombo	52 women trained in organic food production.	260 people in the community had food during the total lockdowns. In addition to that women were reported to financial independent and have organized themselves to participate in the decision-making structures of village assemblies.
<b>Nigeria</b> Ruth O. Adebawale Star of Hope Transformation Centre	Food bank for homeless women and girls. Secured land for women to grow their own food.	400 hundred women and girls in Lagos had access to healthy meals. They were later trained to produce food for themselves. These women and girls also generate income from vegetables sales to support their education and other family needs.
<b>Mozambique</b> Naftal Guambe United Methodist Church	23 community activists were trained in urban vegetable farming.	76 people directly benefited from this initiative. In Mozambique they started preparing for lockdowns following the news from Europe such that by the time lockdowns were introduced in Mozambique people in the communities where TFT activists engaged in food security.
<b>South Africa</b> Noluthando Gwelani Mqanduli Community Advice Office	48 women engaged in organic gardening and child grant support	48 families (5 members per family 240) had food security; 670 children had access to grants during total lockdowns.
<b>South Africa</b> Nontutuko Xaba Women's Leadership Training Programme	34 traditional leaders trained on COVID 19 and water security.	100 community members were able to raise awareness about COVID 19 preventative in their communities. It is believed that the process curbed COVID 19 infections in the communities where WLTP is actively engaging with people.
<b>Uganda</b> Institute for Social Transformation	Developed App and Trained women to use the app for marketing their products.	Market women working with IST secure income and continued to provide their families with food and income needed for other provisions.
<b>Zimbabwe</b> Sprout Women Empowerment Trust	10 women trained in urban vegetable farming	265 people in the communities benefitted from the vegetables. Women were empowered with skills to produce organic vegetables and mushrooms as a result provide health meals for their families and generate income to provide for other family needs including school fees for their children's education.

The table demonstrates that TFT methods were adapted to train 173 activists to produce food and respond to COVID 19 challenges that directly benefited 2071 people among them 670 were children who secured child grants in South Africa. For this reason, it can be concluded that TFT activists not only cope with COVID 19 food shortages during strict lockdowns, but also used the acquired skills training and empowering people in the communities, especially women, to launch sustainable agricultural economic activities.

#### 4. OVERALL ACHIEVEMENTS TOWARDS THE PROJECT GOAL

By the end of 2020 TFT in Practice was registered as an NPO and PBO, with credible policies and structures. (See attached TFT in Practice registration certificates, policy documents and organogram). This provided the legal status for TFT in Practice NPC autonomy; as a result the Grail Centre Trust communicated with funding partners requesting for TFT in Practice NPC official separation from the Grail Centre Trust.

TFT adapted to COVID 19 challenges and facilitated the training online. Through the trainings TFT secured 59.67 percent to the overall income and expenditure, evidence that TFT in Practice is relevant and sustainable despite the pandemic challenges.

12 country teams were established with 12 coordinators and 28 team members. The youth training of trainers was combined with country and regional team coaching. Combined physical and virtual space in the training enhanced the country and regional team autonomy to make decisions during the training. Due to overwhelming application and decentralized training 62 youth were trained that was 248 percent of the planned 25 per stream. The training had to be scheduled for two phases of which the second phase will be facilitated in the first quarter of 2021.

8 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 2071 direct beneficiaries.

#### 5. OTHER EFFECTS

The effects were both negative and positive.

COVID 19 had negative effects on the TFT core team in South Africa. The Grail Centre closed and the Grail Centre Trust had to deal with staff retrenchments, all these are people who were supporting TFT during the courses. It was an emotionally challenging process for all. Administratively the office had to close, and the team had to learn working from home. Programs had to be suspended and trainings scheduled with organizations postponed. The suspension resulted in loss of estimated incomes from the trainings, for instance the UMW training in the DRC which was supposed to contribute about ZAR 200.000 to the annual income. The flight bookings could not refund ZAR 167.000, although the airlines extended the bookings to December 2021, conversely due to the slow vaccinations and increase infections travels may not be possible.

Adapting to online spaces had technical glitches because in some countries participants struggled with network due to limited electricity. The TFT norm of trainings maximize impact in the physical space; the virtual space compromises building relationships with people.

The positive effects include TFT adaptations and increased partnerships:

TFT adapted to virtual spaces training and increased the number of participants, for instance the youth training was scheduled for 25 young people annually hosted 62 young people in 12 countries. This process coached both country and regional teams building strong teams that offer trainings to NGOs CBOs and FBOs affordably.

Partnerships with organizations are being revive:

**Tekano Partnership** -Tekano is an initiative focusing on health equity in South Africa sponsored by Atlantic Philanthropist. TFT offers skills and tools of how to engage with communities to access health services. The partnership is still under negotiations.

**Arrupe Jesuit University (AJU) partnership** - TFT and AJU jointly wrote up a Memorandum of Agreement to formalize the partnership. It was agreed that the Training for Transformation Diploma course will have academic AJU recognition; meanwhile AJU will process the TFT Diploma Registration with the Zimbabwe Council of Higher Education. This partnership was necessitated by the loss of Kimmage Development Studies certification because it merged with Maynooth as a faculty of International Studies. Participants who complete the TFT Diploma course successfully will qualify for the third year of the BA Honors Degree in Transformational Leadership. 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 to mainstream TFT in the formation of new and other Grail members in the 18 countries where the Grail is present. The proposal to be assessed is yet to be finalized before the end 2021.

**The Grail Centre Trust (GCT)** - TFT in Practice NPC has been supported by the Trust to grow as an organization and will sign a memorandum of cooperation in future activities.

## 6. INTERIM CONCLUSIONS

TFT has evolved and adapted to the COVID19 to facilitate trainings online engaging with new partnership agreements and completed the registration as Not-for Profit Organization.

By the end of the year TFT contributed 59.67 percent to the expenditure which was almost 10 percent above the estimated third part contribution, hence it can be concluded that despite COVID 19 TFT demonstrated that it can be sustainable.

The approach of combined TFT Youth Introduction course in a blended version of online and training in local venues in 11 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.

The challenge with virtual training is that it compromises access to participants in countries that poor internet connection and network. TFT process require deep listening, relational learning and participants full presence only online learning could have compromised learnings.

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. For instance, the youth training doubled the number of youth trainers planned for each year (25) having 62 being trained in October.

The regional and country teams adaptations to COVID 19 by engaging with communities on food security, gender based violence through training 173 activists who in turn reached out to 2071 direct beneficiary is evident that the TFT methods remain relevant and can be adapted to help people find solutions to their problems.

Finally, the trained TFT multipliers use the acquired skills and TFT methodology addressing the emergent issues and reading the reality by adaptations to COVID 19. TFT activists engaged with communities on food security, gender based violence through training 173 activists who in turn reached out to 2071 direct beneficiary is evident that the TFT methods remain relevant and can be adapted to help people find solutions to their problems. 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."*

## ANNEXES

### ANNEX 1 - Youth Training Statistics by Gender and Age

Country	Gender		Age
<b>India</b>			
Dhruvi Patni	F		22
Pratik Parmar	F		24
Ripalben Dabhi	F		22
Shefali Parmar	F		22
Vatsal Priyadarshi	F		28
<b>Indonesia Western Papua</b>			
Berlando Siburian		M	52
Elizabeth Karma	F		35
Ester Linda Marleen Latumahina	F		46
Dorci Sarlotha Sabarofek	F		
Yakoba Dasem	F		63
Wiwin Sanrawati Palele	F		
<b>Mozambique</b>			
Abilio Fernando Malhaeie		M	23
David Bicula Simango		M	31
Lilio Candido Tivane		M	26
Lucia Xavier Tamele	F		21
Pedro Manchil Nhaca		M	36
<b>Northern Nigeria</b>			
Abiodun A. Hammed		M	33
Charles Polok		M	
Joseph Ovey Kuje		M	33
Loise Okoro	F		31
Juliet Ekpegbue	F		28
<b>Southern Nigeria</b>			
Adamu Bashiru		M	41
Ifunaya Iyiegbuniwe	F		
Esther Oluwabummi Kujembole	F		30
Gbolabo Femi -Jolayemi		M	22
Mary Asanga	F		26
Michael Chidi Dike		M	36
Tinuola Oladebo	F		28
Odumeya Walson		M	43
<b>South Africa</b>			
Lwandlekazi Ntantiso	F		23
Ronia Magondo	F		38
Sikelelwa Mdoda	F		22
Moses Gavini		M	39
Mongikazi Vava	F		22
<b>Sudan</b>			
Eiman Abudamir	F		42
Eman Assad	F		31
Kawther Hussein Nalokorey Kabey	F		35
Khadiga Mohamed	F		27
Manaf Mohamed		M	27

<b>Togo</b>			
Amegan Cherif		M	31
Kumatse Mawuli Awumey		M	31
<b>Uganda</b>			
Abduk Ssewanyana		M	26
Halimah Nakayiza	F		21
Jovia Namuyiga	F		32
Patience Kemigisha	F		26
Jesca Tuhaise	F		29
<b>United Kingdom</b>			
Daniel Oliver		M	25
Belmiro Matos da Costa		M	
Hannah Cassidy- Matthew	F		28
Isabel Young	F		31
Lita Wallis	F		32
<b>Zambia</b>			
Fancy Chilufya Mwenya	F		23
Martin Zulu		M	20
Joyce Kampukesa	F		27
Susan Autherbell Nanyangwe	F		33
Funwell		M	23
<b>Zimbabwe</b>			
Natalie Jane Machipisa	F		22
Nyasha Magwenzi	F		29
Pamela Elitah Sungisayi	F		24
Tariro Nomatter Chikunda	F		29
Moses Hodzi		M	28
Blessing Talent Tsabola	F		21

## ANNEX 2 - Youth Training Report (Summary compiled by Jumana Eltijani)

### Introduction

The Training for Transformation Youth Introduction hosted in 12 countries and attended by 62 participants from 26-30 Oct. 2020 aimed at empowering the participants with skills and knowledge to organize, facilitate conversations, identify challenges, and design interventions in response to these challenges in their communities.

The youth training combined virtual and physical facilitations. The virtual space training was facilitated in the United Kingdom and Togo. Combined virtual and physical facilitation was implemented in three countries: Mozambique, South Africa, and Western Papua. In Sudan, South and North Nigeria, and Uganda facilitations were implemented in the physical space. The youth training affirmed that TFT methodology can be adapted to the fourth industrial revolution by successfully facilitating online training. In addition to that, the virtual space facilitation reached out to more people and more empowering for regional and country facilitators.

### Themes and insights

The five days of the training started by building a learning community, then it introduced transformative development, gender and culture, adult education and listening survey, and it concluded by practicing facilitation and home phase planning.

All participants stated that “connecting to 62 youth around the world was an awakening experience.”

Most significant learning from all the groups on the day [on transformative development](#) was the self-discovery session (s), the Holon as it enhanced participants to understand that meaningful change starts with the Self and all things are connected. The day also helped the participants to name challenges that impacting youth in their communities such as drug abuse in South Africa, brutality of states through the militarization of public services in Nigeria and Zimbabwe, harassing and killing young people engaged in peaceful demonstrations in Nigeria and Uganda.

The day [on culture and gender](#) highlighted gender inequalities for the Indian participants after using the 24 hours tool. Participants from South Africa, Western Papua, India, and Uganda agreed that the inequalities are systemic, and the Ugandans added that these inequalities can be internalized and normalized. In Sudan the participants most significant learning was linking the personal gendered stories to the concepts of gender in the theoretical level. This was also highlighted in Nigeria where reflection on self-experiences of gender awareness was an eye opener. Different discussions took place in different venues such as discussing issues around LGBTQI+ in the UK and India and the importance of women active participation in the political and economic activities in Zambia with recognition of the reproductive role that women play. In Zimbabwe, the experience was fairly similar to the one in Zambia where the AHA moment was on the awareness of womens reproductive and nurturing roles as an unpaid labour.

The discussion [on Paulo Freires insights](#) was an experience of sharpening activism for the participants from Western Papua. In India, Nigeria, South Africa, Zambia, and Zimbabwe, participants commended the conscientization as imperative not only to inject new energy, but to awaken the spirit of activism among the youth to be central in search for their voice and position in transformative processes.

[Generative themes from listening surveys](#) were grounded in the participants realities. Draught, unemployment, Police and Military brutality were cross cutting issues that mirror the socio-economic and political situation in Zimbabwe. The Nigerian group was able to help participants facilitation dialogues based on selected generative themes, brutality against citizens of Nigeria and ethnic violence two issues grounded in the participants lived reality triggered emotions and commitment to do more work with young people, engage and challenge the government leaders to transform their ways of engaging with citizens.

Reflecting on the steps for digging deeper participants realized that emotions that are directed into action may increase the problem. Asking the right questions was the most important learning from facilitation. All the country plans prioritized listening surveys as process to identify generative themes and facilitate conversations with young people guided by their mentors.

## Challenges

The online facilitations were challenged by technical problems and transportation to the venue was difficult in some countries. Another challenge was the difference in time zones especially during the opening and closing ceremony which was done with the whole group.

## Recommendations

1. All facilitators recommended that the opening and closing rituals should be separated from the training days. They also recommended that more listening surveys should take place followed by activities organized by the youth with youth.
2. The youth participants appreciated and highlighted the need for more interactions among the youth during the training not only for opening and closing ceremonies.
3. Indian facilitators encouraged other countries to use the same resources but increase the number of participants as they said this will be strategic for building a movement of young people who question inequalities.
4. Streamline communications ensure that the method used is accessed by all facilitators.
5. In UK All groups recommended raising awareness with young people to engage with local leadership.

## PICTURES JANUARY - MARCH 2021



Women on Farms Project Do no Harm, TFT Refresher Course, 19-23 January, Grail Centre.



United Methodist Women, TFT Refresher course Mozambique 17 - 24 February 2020.



United Methodist Women, TFT Refresher course Sierra Leona 17 - 24 February 2020.



Mosaiko Institute of Citizenship Module 4 Advocacy and Participatory Governance 2- 13 March 2020.



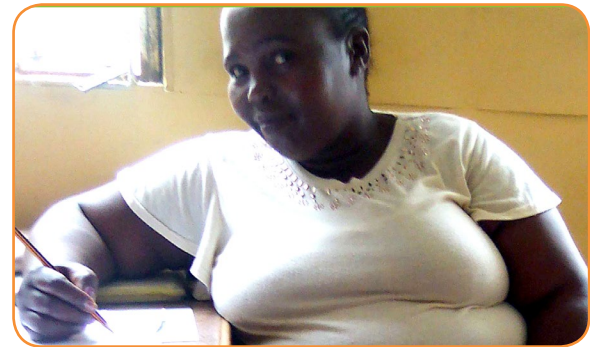
Ruth Olutosin Oladosu Adebawale launched a food bank in Lagos Nigeria reaching out to 400 women and girls.



Miskin Gombo from Western Papua started food security project reaching out to 52 people among them youth and families.

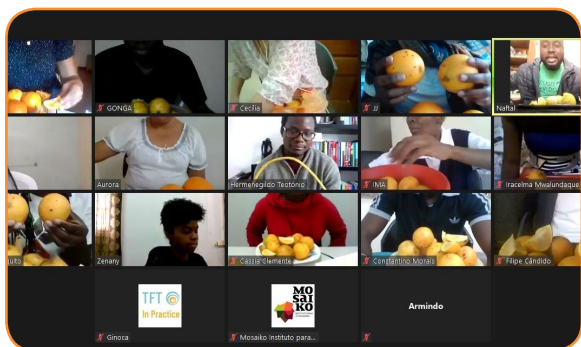


Naftal Guambe from Mozambique running a workshop during Covid-19



Noluthando Gwelani from South Africa assisted 670 children who dont have birth certificates to access child support grant during this time.

## PICTURES JULY - DECEMBER 2020



TFT Mosaiko online Module 5 Budget Priorities and Redistribution held from 27 July - 04 August 2020.



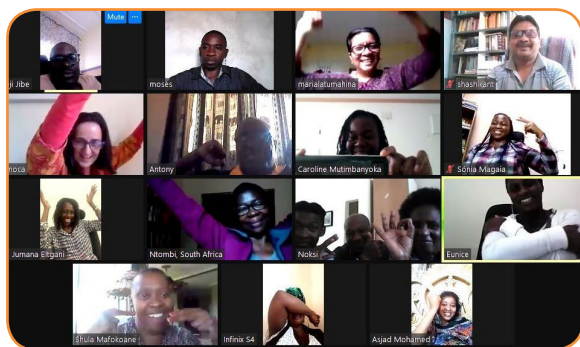
TFT and Cordaid partnership held from 31 August - 04 September 2020 on the strategy of Development on Southern fragile countries.



Mosaiko TFT implementation workshop during COVID-19, in August 2020 in Luanda, Angola.



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.



TFT online Youth Introduction course 26 - 30 October 2020.



TFT Youth Introduction course 26 - 30 October, Uganda.



TFT Youth Introduction course 26 - 30 October, South Africa, Kleinmond - Mthimkhulu Village.

## ACKNOWLEDGMENTS

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The Grail Centre, 13th Avenue, Kleinmond 7195, South Africa

Tel: +27 (0)28 271 5999 Email: [info@tftinpractice.org](mailto:info@tftinpractice.org)

Website: [www.tftinpractice.org](http://www.tftinpractice.org) Facebook: [www.facebook.com/TFTinPractice](https://www.facebook.com/TFTinPractice)

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