



VOICES OF PRACTICE 2021



TFT IN PRACTICE NPC

Table of Contents

SAFE AND ENABLING SPACE IS THE KEY TO CHANGE	3
By Nqobile Masuku, South Africa, Diploma Course 2006-2007	
WORKING WITH HEAD, HEART AND HANDS IN COMMUNITY ORGANISING	6
By Wahyudin Nur, Papua Indonesia, Diploma Course 2016-2017	
MY STORY OF BEING COURAGEOUS	9
By Sr Arestina Gerald, Tanzania, Diploma Course 2017-2018	
WORKING TOWARDS INCLUSIVITY	12
By Sunil Gangavane, India, Diploma Course 2016-2017	
PROTECTING OUR CHILDREN TOGETHER	15
By Sr Mayibongwe, Sharon Ngwenya, Zimbabwe, Diploma Course 2017-2018	
A NEW WORLDVIEW	17
By Warren Leichtle-Chalklen, United States of America, Connecting to Freire and Co-creating Activism Beyond Covid-19 Online Training 2021	
WHY GIRLS NEED THE SAME OPPORTUNITIES AS BOYS	19
By Sr Annacletter Ncube, Zimbabwe, Diploma Course 2017-2018	
CREATING CARING COMMUNITIES	21
By Rebecca Mackett, South Africa, Diploma Course 2017-2018	
WHEN PEOPLE RISE UP AND CHANGE THEIR HISTORY	23
By Bhekumusa Kenneth Maziya, Eswatini (Swaziland), Diploma Course 2010-2011	
BUIDING YOUTH CONFIDENCE, SKILLS AND ABILITY TO DRIVE CHANGE	25
By Chrisserie Niyonsenga, Rwanda, Youth Training Course 2020-2021 and Country Team Coordinator and Facilitator for Youth Training 2021-2022	
LIVING THE LEARNINGS	27
By Shashikant Parmar, India, Diploma Course 2017-2018 and Country Team Coordinator and Facilitator for Youth Training 2020-2021/2021-2022	
TFT: A GREAT FORCE OF CHANGE	29
By Joyce Kampukesa, Zambia, Youth Training 2020-2021	

SAFE AND ENABLING SPACE IS THE KEY TO CHANGE



I am Nqobile Masuku from Sibizane area, a small village in KwaZulu Natal, South Africa. I am a mother of handsome sons and beautiful daughters of Makhumalo and the late Mr. Masuku's grandchildren. I work for the Women's Leadership and Training Programme (WLTP), growing under The Grail International Women's Movement. WLTP's work focuses on girls' and young women's (13-19years) empowerment to enable them to realise their leadership potential to develop their lives and that of their communities. My daily work includes planning, designing, organising, and facilitating meetings, workshops, and campaigns on different issues such as Leadership and Life-skills, Gender, Earth and Environment (Biodiversity and Climate Change), Culture and Heritage, Economic Literacy, Women's Health, Ethics, and Morals.

My Journey with TFT

My journey in the facilitation field started in 2006 when I was granted an opportunity to do the TFT Diploma course. That was an exposure that took me away from my comfort zone. I was exposed to diverse cultures and languages, and I had to adapt. As a rural girl who had hardly been in mixed groups of different colours, my journey was not easy. I had to sacrifice what people would call 'happiness' by reducing socialising activities to catch up with my work. Throughout that period, I was able to trace and reclaim my stolen dreams. I was motivated and learned to not hate but love and be inspired by my past. I learned to see the positive side even on the negative experiences I have encountered.

I was fascinated by the programme, which encompasses engaging processes and holistic education. It recognises the different ways of learning and people's existing knowledge. That enabled me to be myself. Through the process, I acquired different skills such as time management, conflict management, communication, public speaking, and many more which are helping me to do my work effectively.

Today I can engage with people of different ages and backgrounds in the community towards the envisaged vision. I believe that skills are to be shared to create a just community or society. It is because of this belief that girls and young women participating in our Emthonjeni project have started some projects such as streams custodians who raise awareness on the prevention of water pollution. They are also organising different campaigns on issues of concern in the community.

Believing in being the change I want to see as Mahatma Gandhi and Tata Nelson Mandela would say, WLTP influences girls and young women to model authenticity in the era of fake lives through living a code of conduct. This challenged my authenticity as a facilitator too- I could not preach a certain lifestyle while living the opposite one. Accountability has become one of the crucial ingredients in my life.

I would never ask for a better community than the community I am in. It has contributed a lot to who I am. Community members have trusted me with their children and supported me and our girls and young women in different ways in our journeys. Participation has been incredible and recognised in different institutions like schools, Tribal Authorities, and Churches. This is all because of the combined efforts of WLTP, TFT, and the community.

Women's Leadership and Training Programme

TFT trainings have shaped WLTP to be what it is for example to never put things in silos but to see the connection in everything. This is one of the reasons WLTP works on various issues. TFT has deepened our understanding and application of conscientisation tools.

Despite all the tools and resources which I consider as WLTP's wealth, there are challenges, especially on funding. The organisation was affected by a lack of funds even before the existence of the pandemic. However, WLTP has been resilient and never stopped its programmes, but flexibility and adaptation strategies were applied. This is because the organisation is in one of the communities it serves which enabled WLTP to run home-based meetings for different groups. This is an assurance of continuation of the organisation and is a testimony of a correctly done survey. A survey is the key before implementing any project. It is also crucial that conscientisation takes because that results in a community-owned project. This is evident from our experience with the abduction of girls.

Empowered Girls and Women

After raising awareness on gender equity, we no longer have a problem of abduction of girls in Sibizane due to the collective action of girls and the community. Girls and their parents were able to seek help when they were abducted and were fetched from the men's families by the local police and brought back to their homes. This has assured a safe space for girls.

The number of girls who further their studies has increased. All +/- 36 Emthonjeni girls who completed their matric from 2013 -2020 have enrolled and some have graduated from further studies while some are now in workplaces whether in permanent posts or internships. Some of them fell pregnant while in university but they continued with their studies. They were not forced to stay at 'impregnates' by their families which used to happen. In the Amakhuze area when a girl lost her virginity whether pregnant or not, the girl's mother would ask other women to accompany her with the girl to the boy's family. They would leave the girl there regardless of the boy's acceptance of the 'damage' or pregnancy. The girl would stay there as a bride and she would not be asked if she wants to be there or not.

In June 2021, I conducted a workshop for 22 girls from AmaKhuze area. Girls were recruited from 6 different schools to address the issue of early marriages. After the workshop, we had a workshop for parents and guardians of girls which was a recommendation from them. On the 15th and 16th, we had workshops for 32 parents and guardians of girls and participation was amazing. We realised that the early marriage rate in the area was high, some parents were worried about it but did not have a platform to express themselves. "Our daughters have suffered through this way of living, as a result, most of us are here as guardians because parents of these girls have died after being infected by diseases". Anonymous



The Future of Our Daughters

Today, most parents encourage and support their girls to go to tertiary institutions before marriage. They have learned to value their daughters and not to consider them as commodities. They are no longer seeing cows when seeing them but girls with intelligence, girls who are capable to bring change in their families and communities. This significant change has proved the power of holon that change begins with an individual and that change inspires others in different sectors like families, communities, and societies.

“Every great dream begins with a dreamer. Always remember, you have within you the strength, patience, and passion to reach for the stars to change the world.” Harriet Tubman

WORKING WITH HEAD, HEART AND HANDS IN COMMUNITY ORGANISING



My name is Wahyudin Nur. I was born in Takalar, South Sulawesi and now live in Bogor, West Java, Indonesia. I came to the TFT Diploma Course of 2016-2017. Having been through TFT, I recognised a substantial change in my life personally and further, in the way I relate to my family and my community.

Building Relationships in a Different Way

Areas and issues in community development such as community organising, culture, and conflict transformation are of great importance to me. After TFT, I spent more quality time working with my family, and together we organised our day-to-day survival activities including financial management, our children's education, and spirituality. I listen to their problems and together, we find solutions.

My relationships with my neighbours have also improved. Just recently, three hundred and fifty people encompassing one hundred and ten families in my neighbourhood entrusted me with the responsibility to co-ordinate day-to-day community affairs on their behalf. I realized the importance of grounding myself in the reality of those I am representing. In so doing, a listening survey was powerful. I listened carefully and discovered broken social relations; lack of waste management and an ineffective spatial plan were among others, issues of concern. Collectively, we worked on these three main issues, and we resolved them, one at a time. A broken relationship between neighbours was mediated through facilitating a process of dialogue. I and a few other community leaders called the two people to sit and listen to each other's stories. Following the stories of the two involved in a conflict, community leaders provided inputs and advice. Holding space for people to listen and to speak freely is a role that I have played many times. It nurtures a sense of respect and trust. The two people who were in conflict are now living together peacefully.

Another issue was waste management, the impact of disorganized waste management in my neighborhood was almost unbearable. The smells and bugs were signals of an unhealthy environment. I was moved by it and initiated an Environmental Education programme through which I worked with fifteen women to take responsibility for their household's waste and trained them to separate organic from non-organic wastes; making compost from the organic wastes. Further, the making of organic compost inspired the planting of organic vegetables whilst non-organic wastes were organized and sold out to recycling companies. It generated additional income leading to the setting up of a waste bank. The education programme has expanded to integrate actions on re-use, reduce and recycle. Women in my neighbourhood are now fully aware of the importance of re-using plastic bags and it has become a day-to-day practice. Significant changes in our environment are obvious because of the process of conscientisation.

Satu-Kata - Making Marginalized Voices Heard

In parallel to working with my neighbours, I and some of my close friends set up SATU KATA, an NGO that is dedicated to working with silenced and marginalized people to make their voices heard. We wrestle with people longing for rights recognition and for making ends meet. Tanakeke, a small island just off Takalar became the place that my colleagues and I decided to engage with. Using listening surveys, we managed to discover the issue that mostly affected the lives of the people. Paying back household debt was the day-to-day struggle of people of this small island alongside degrading coastal and marine ecosystems. They are trapped in an oppressive relationship with local intermediaries whom they are dependent on for initial investments to buy fishing gear, petrol, and other necessities. Fishermen are trapped in debt so deeply that they have no other way than to extensively extract their natural (especially marine) resources. Coastal and Marine degradation were inevitable. We concluded that submitting to modern standards of living and market dependency has underpinned the perpetual economic, social, and environmental crisis. Grounded in people's reality, we decided to focus on economic empowerment as an entry point for community organizing and advocacy. Challenges were inevitable, among others, was the small number of people involved yet, the people were committed to working together. They met regularly to discuss and find solutions to their problems. Limited resources were a challenge and therefore we could only work with two villages. We learned to work slowly and cautiously. We did not force ourselves to work for the community, but we built on what they know, what they have, and what they are struggling with. It felt like putting together a jigsaw puzzle, one piece at a time. Eventually, it took shape. We did not promise anything, but we built knowledge and strengthened the community's ability and confidence to negotiate with and to speak truth to power. Our tools included the use of documentary films and posters and we supported them with skills development to engage the market.

Ten women came together and as a group, they have been very actively producing chips from breadfruits and coconut. Eventually, their household economies improved as they have more skills in savings and financial management. The work of the ten women inspired the rest of the women in the village. Those who were reluctant had joined in as they realized the positive impact of collective efforts particularly in improving the household economy. Furthermore, they realized that collective organizing has many benefits beyond income generation. It enables the improvement of problem-solving skills and strategies. The women group had been very active and were full of hope despite the limited access to the market. It had been a challenge they were wrestling with yet, working together would enable them to move forward.



Transformative Empowerment and Support

In addition to economic and community empowerment, we support active individuals with transformative ideas among village and district governments, local NGOs, and academics. We have been cultivating an emerging network and would hope to consolidate and organise support on issues of community empowerment and a sustainable marine ecosystem. We learned that working with the head, heart and hands are powerful in conflict transformation, community building, and processes of empowerment.

MY STORY OF BEING COURAGEOUS



My name is Arestina Gerald from Tanzania, I am a Catholic Nun. The mission of our congregation is to teach religion in schools. I attended the Diploma TFT course from June 2017 to June 2018 in Kleinmond, South Africa. I am sharing my story of personal change and courage and the work I do with my fellow nuns and young people.

As a Nun, I have grown in an environment of living the virtue of Obedience and mostly saying yes even when inside me there is a big no. This situation hindered my growth and therefore, I used to live with fear of daring to do something new, not fully existing, and not being able to discover my potential. I ended up living in uncertainty because, Nuns are supposed to live in obedience; however, I was not fully happy.

Finding My Courage with TFT

Before the TFT course, I was asked to go to driving school, but I feared driving in the City of Dar-es-salaam where we witness a lot of car accidents shown in the media. During the course, I gained huge courage and now I am a good driver. I was in an accident in May 2021. The other persons caused it, but on my side, I was really strong and courageous to say that: I am right and you are the ones to send my vehicle for maintenance; which they did.

Training for Transformation facilitated this change in me. The methods used during the training were very powerful. Just the act of inviting each participant to share what she/he feels diplomatic, the style of living with people from different cultures in rooms during the course, and the technique of working in groups until you get consensus; indeed, have helped me to be myself and gain courage that I have never experienced in my life! Now I feel courageous in different situations in my life. I feel daring and confident and I can say no when I want to say it.

Becoming a Leader

After finishing the TFT course, my superior gave me the task of being a leader of five sisters. The first act that surprised me was that I accepted this position with peace; I am sure that if I were given this position before TFT, I would fall sick. Leading these sisters, who have their frustrations, different backgrounds, and who are much older than me, is not easy. But, with this TFT knowledge, I feel capable to stand firm and give guidance and direction where needed. My approach is always that we need to discuss and come out with ideas that will benefit all of us and not make decisions based on personal interest. Though difficulties are there, I feel courageous to lead the group and I believe in my capacity to lead others.

My Community of Sisters

The knowledge I gained during the course which is valuing each person's gifts, allowing sharing, and having skills on how to lead discussions; have helped my community to learn from me and therefore become more flexible and at ease when sharing. The sisters feel at ease by sharing their gifts, exchanging ideas, and accepting each other to live in peace and implement our mission efficiently. My way of living and doing things helps them to accept and appreciate my contributions. I received an inspiring message from one of the community members as follows: "Let me take this opportunity to congratulate and thank you for what you are doing in our community with huge courage to live our mission efficiently. Indeed! It will have no meaning if I start appreciating your capacity after you have died! Thus, Sr., I repeat to say 'congratulations and thank you'. I encourage you to go forward and forward in using your gifts which we see and taste from you!" (Sr. Winfrida). Furthermore, TFT helped me to be creative as before TFT course I did not dare to do things as I am doing now. Thus, my presence in the community has increased a teamwork spirit whereby, each sister is feeling capable to do something in our community. For example: After seeing what I am doing, two sisters dared to establish two projects: making wine and raising rabbits and they are very productive.



Reaching Out to the Youth

The courage in me is motivating me to go out and dare to do things with others to help them discover who they are so that they too can live to their fullest. I managed to identify a group of youth to work with. In collaboration with Sister Magreth Lazaro Mahenge, we have started offering them training on self-discovery, personal management, teamwork, stress management, inner healing, introduction to leadership, and personal vision.

Here Are a Few of the Quotes From Our 92 Participants (37 Girls, 55 Boys)

"I feel like I have been challenged in the way I use my time; most of my time goes to watching TV and scrolling through Facebook. It's time to change this behavior and focus on my development".

I have now understood that not controlling my emotions is a very big problem and my sexual relationship is bringing me problems. Now I am going to work on these areas so that I can have a healthy sexual relationship for me to grow and save money for my development and other important issues"

From the exercise of 'my river of life', I have learned that challenges can strengthen me greatly, what is important is to never give up. I feel invited to leave the past behind me, especially the past wounds and build on the future".

I will continue to encourage my sisters and the youth to discover and become the best versions of themselves.

WORKING TOWARDS INCLUSIVITY



My name is Sunil Gangavane, I am a graduate of the TFT 2016-2017 Diploma course. I work with urban poor youth and other marginalized communities in India. My work focuses on participatory research and facilitating community learning spaces for raising critical consciousness. I strongly believe, by creating safe spaces, and facilitating listening circles, we can sensitize youth. This is a significant process for developing critical and compassionate leaders for the future. In this article, I have charted my reflections on the sensitization of youth on the challenges of India's LGBTIQ+ communities.

Understanding Challenges of the LGBTIQ+ Community in the Indian Context

LGBTIQ+ is the term used for defining individuals who self-identify as Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and Asexual. The LGBTIQ+ community is amongst the most marginalized groups in India. The community faces many challenges including stigmatization, harassment, sexual abuse, violence, and denial of opportunities at school and workplaces because of their sexual orientation. Many individuals are forced to hide their identity and live a dual life resulting in increased stress, loneliness, and suicidal ideations. Due to mental health challenges, bullying and discrimination, many students drop out of school. Due to poverty, illiteracy, lack of access to medicines & health education, many individuals are at high risk of STIs and HIV. Despite the recent decriminalization of homosexuality by the Supreme Court, there is still hostility, discrimination, and non-acceptance of LGBTIQ+ individuals in the country.

COVID-19 Pandemic and LGBTIQ+ Communities in India

The COVID-19 pandemic and subsequent lockdown of economies further exacerbated the challenges of the LGBTIQ+ communities. Many individuals lost their jobs and were forced to migrate to villages from the metro cities, returning to families living in violence and abuse. The minuscule group of people who had stable jobs and security of shelter could continue working from home. However, large sections of people who were poor, Dalit, or belonged to ethnic minorities had to suffer a lot. For example, the transgender groups (also known as Hijra or Kinnar in India) primarily earn their livelihood by begging on the streets or through blessing/entertainment activities. Most of them were staying in rented houses and could only sustain themselves if they get money daily. The sudden announcement of the lockdown and the fearful environment around for months left them with no options for earning money and affording food. They did not have money to pay rent or electricity bills.

Rubina, 25 Years Transgender Recalls The Dreadful Experience of The First Wave: “Everything was happening all sudden, we were hearing a lot of shocking news. I did not know which were true and which were rumours. One day, suddenly the shops were closed, they restricted us from coming out of our homes; if someone used to step out, police were hitting them badly. I had limited groceries and money which sustained me for a week, but after that there was nothing. I started eating only once a day. I had kind neighbours, they offered me food for a few days, but then I used to feel very guilty about eating their share of food”

A few NGOs, like the Humsafar Trust- a leading LGBTIQ+ + NGO in India, came forward and distributed food, grains, masks, soaps, and sanitizers to many marginalized groups. They also started health-awareness rallies, dedicated helplines, and vaccination camps. But even such NGOs had little resources. Many poor LGBTIQ+ individuals are still excluded from the health services, vaccinations, and access to government relief support. Up to this day, the communities do not have full access to employment and health facilities. Nevertheless, in pessimistic times, there are also some hopes.

Surekha, Age 30 Transgender While Sharing Her Experience Of Relief Work, Says: “The pandemic affected everyone. I lost my job, I started begging on street, but no-one could give anything because they too had lost income. I thought everyone was in a similar situation, fearful and helpless. It was painful to see around but I kept doing what I could. With the help of other friends, we organised grains and food for the poor, the stock was insufficient. But I saw people sharing their grains with others. And that was the moment I felt so strong and hopeful”

Resilience, Hope and Solidarity

A few stories of grassroots communities shined in this dark time. Poor people stepped forward to help each other irrespective of caste and community. These were very few but prominent examples. For me, they bring immense hope for our collective future. Of course, it does not mean that we should not make our government accountable for safeguarding the rights of every citizen and providing all the services. We must continue advocating for the human rights of all marginalized groups. In such disastrous situations, we need to put all our energies and resources into protecting people and providing the means to survive at the least.

Apart from all these supports for a humane world, we need to put in more sustained efforts, more people-focused approaches to our development work. I think we need to develop our program approaches based on the existing strengths of the people, their innate human connections, and resilience. I often ask myself; how can we build spaces which are based on empathy and activated for collective change? What are the effective ways in which stories of struggles and hopes can be narrated so that they can touch humanness in others?

The Power of Empathetic Listening

In 2019, my colleagues organized two listening circles with young people 19-35 years of age where members of LGBTIQ+ communities were invited to share their lived experiences with youth groups of 80 (50 girls, 30 boys). Through creative activities like theatre, film screenings, and poster making, the youth got opportunities to listen to real-life stories and to interact with persons who are otherwise excluded from the larger society, so it was impossible to even talk to them. We used to see the fear, curiosity, and questions in the eyes of the youth. After the initial icebreaking, everyone used to feel free and relaxed. We witnessed how quickly the awkward silences were turned into curious questioning spaces. Many of the youth were touched by the stories and could empathize with the pain. They not only became sensitized but also became aware of how hegemonic society sustains oppressive structures. Because this was an experiential process, many youths consciously changed their perspectives and actions towards people who are different from them-becoming more accepting. Many of them participated in the subsequent LGBTIQ+ pride march in the city. They also ensured to talk about human rights with their family and friends.

During the pandemic, I organized nine sessions online with 30 young people (13boys and 17girls). Through the weekly movie club, youth were given the opportunity to watch movies that depicted community issues. Inviting LGBTIQA+ resource persons to facilitate those sessions proved very powerful. They would narrate their own stories of transformation and then connect them to larger issues of equity and the peoples' movement. Many youths mentioned later that they felt reassurance and hope by listening to those stories that one's circumstances and the community can improve. Some of them later asked about online volunteering opportunities - a sincere gesture of solidarity.

I remember Freire, when he says, 'feelings are facts' and 'listening to people are key to any change'. They say one needs to test the theory by putting it to practice. From my experience working with young people, I can strongly vouch for that now.



PROTECTING OUR CHILDREN TOGETHER



My name is Sister Mayibongwe Sharon Ngwenya from Zimbabwe. I belong to the congregation of Missionary Daughters of Calvary (CMFC), and I am the coordinator of a faith-based organisation called Lubhancho House, Hwange. In partnership with various organisations we advocate for Child Protection and seek to eradicate the practice of early child marriages in Hwange Diocese through awareness programs on the importance of education and the dangers associated with early marriages; Resuscitating and capacitating Child Protection Committees and capacitating girls in secondary schools with knowledge on reproductive health and hygiene and capacity-building in making re-usable sanitary pads.

Overcoming Fears and Challenges

When I was told I would be appointed as coordinator for Lubhancho House 3 years ago, I was very unsure of myself. I had to keep reminding myself of the qualities of a good leader which I learned and understood from TFT and it felt like I had none of them. With time, I started reflecting on two important principles of Paulo Freire: Dialogue and Praxis (Reflection and Action). I value and respect these principles a lot and I was reminded of one of them by the Mother General of the Missionary Daughters of Calvary (Sr Ottilia Nyoni). She encouraged me saying: “My sister, remember always to dialogue with others, it will always help you. Where you do not understand please ask, you will not die by asking, this will help you and the whole organisation to go forward”. I still remember and value those words and open conversations have been very helpful for us.

In TFT we learned about the importance of teamwork and I carried this with me. I encourage staff members to work together and our organisation also started working with others. Building partnerships motivated Caritas Hwange to help us tackle the Covid 19 situation by providing us with masks, tap buckets for washing hands, and sanitisers. Another NGO, Jafuta Foundation provided the staff with a five days workshop on how to make re-usable sanitary pads. We could later use these skills to capacitate others –mostly young girls-in need of these skills.

Manfred Max-Neef says that for one to understand and feel what the poor undergo in life; one must remove his shoes and step into the mud where they are stepping so we feel what the poor are feeling. At Lubhancho House we took Max-Neef’s barefoot economics and put it into practice. We went into the communities we work with to understand what they defined as a problem through surveys and community meetings. We realized that communities were challenged by early marriages and a lack of child protection services-especially for vulnerable children. We formulated objectives and are now implementing activities focused on: raising awareness on the importance of education and the dangers associated with early marriage; awareness programs in reproductive health and hygiene with training on making re-usable sanitary pads and resuscitating and capacitating Child Protection Committees.



Raising Awareness to Promote Child Protection

The organization conducted ten ward child protection meetings in the Diocese of Hwange that includes three districts targeting a total of 500 school children in both primary and secondary schools. From the meetings, we went out and trained boys and girls on their rights and responsibilities. One of the boys reported that he appreciated the training and knowing what child abuse is and where to report it.

Practical Skills to Support School Girls in Poverty

Surveys with schools revealed many challenges, especially for schoolgirls. When they are on their menstruation, many use rags and some use cow dung. These are not hygienic or user-friendly and cause many girls to remain at home for the duration of their period. Missing school means girls fall behind and then sometimes drop out of school. We needed to make a difference and in January 2021, we started a project for girls in primary and secondary schools with knowledge on reproductive health and hygiene and training on re-usable sanitary pad-making. The project has reached 1 150 girls in the ten rural schools in the Diocese of Hwange. We are proud of this achievement because girls have been empowered with sustainable life skills that will save them economically. One of the learners noticed that all girls could continue coming to school now, even during their menstruation.

Resuscitating and Capacitating of Child Protection Committees

One of our objectives was to revive and capacitate Child Protection Committees in the ten areas of operation in the diocese. Most members had moved out and others quit since it was voluntary. Through the help of the Department of Social Development, we have managed to revive the child protection systems in our rural communities. Lubhancho House is well established in Hwange and is always available to ensure that the interventions are sustained, offering to date 20 refresher child protection workshops to 50 local leaders, village structures, Child Care workers, mentor teachers, and orphaned and vulnerable children and their guardians, who have become part of the Child Protection System. The involvement of many different role players in the roll-out of interventions helps to generate a sense of ownership that ensures the sustainability of the project.

In conclusion, I would like to appreciate TFT for how it has impacted me, my organisation and the community we serve. TFT learnings have helped me to step into a leadership position. Understanding the importance of dialogue has encouraged teamwork in our organisation. In communities, we listen before we intervene, and this is how we helped young girls remain in school. It has been a blessing to do this with others. I am because we are.

A NEW WORLDVIEW



I am Warren Leichtle-Chalklen. I am a teacher and board member of Kuluntu Bakery, a South African non-profit bakery run by my partner Stephanie in Dallas, United States of America. Kuluntu's mission is to collectively dismantle the unjust food system and build a transformed, equitable, and dignity-centered system in its place.

My worldview shifted after reading Paulo Freire and the Training for Transformation books in 2014. Specifically, I saw the world not as a naturally occurring place, but as a space that acts upon me and can also be acted upon. This transformed me from a passive consumer to a more conscious producer of the world around me. The importance of this journey was emphasized during the transformative one-week TFT Introductory course in August 2021. I am at the beginning of my journey and practice. In the following sections, I share my process of application up to this point.

The System Works Hard to Divide Us

My community is deeply divided. Political, economic, social, ethnic, and environmental fault lines shape our (dis)connections. White police officers dragged a mentally ill Black resident across a searing hot pavement and dumped him in the middle of a busy intersection. Neighbors swerved by. Some tossed water bottles out their windows. Community members, most of whom are Latinx and who have lived here for over six decades are regularly confronted by developers who are gentrifying the neighborhood by replacing it with their luxury high-rise apartment buildings. In this cauldron, fear of each other fragments our ability to understand what is happening and tap into our collective power to chart our destiny.

Facing Our Fears Together

I designed a two-day board retreat to apply the principles and practices I gleaned from the TFT course. As a board member and facilitator, I carved out spaces for participants to lead discussions and tasks. This shifted the weight of the experience from my shoulders onto the group and opened new insights into our work. The problematizing methodology of posing a problem and allowing participants to explore it for themselves revealed our internal, external, and organizational work.

Anaïs Nin famously asserted, "We see the world not as it is, but as we are." In the act of problematizing, I found myself reacting from my own perspective and drawing from my own conclusions. I initially felt fear because what I was learning conflicted with my own preconceived ideas of the world and my place in it. In our reflection circles, I learned to face my fear, speak my truth, and to engage with what my truth revealed about my inner work.

Problematizing brought us into a collective awareness of one another. We learned about one another's experiences and ways of being, seeing, doing, and relating in the world. In one conversation, we reflected on our individual fears of realizing the change we seek in ourselves and our society. Through deep and authentic listening our dialogue produced raw honesty. One participant remarked, "I have felt afraid to do this work alone. But now, I am no longer afraid because I now know what the work is, and who I will do it with." Emotional vulnerability and truth shifted our process into a deeper relationship with one another. We as a group moved slowly from individuals with a singular mission towards a team with a shared conviction. Our bond stemmed from our vulnerability. For example, I don't feel ashamed to tell my colleagues that I feel afraid of the forces of resistance to initiating this work in our community. They, too, do not feel ashamed to tell me how they are feeling. The trusted bond between us is helping us to act and reflect together. Naming our fears birthed more authentic courage.

This space, like the wheat that transforms into flour and then bread is but a starting point for our organization. Our subsequent meetings and action planning has felt at a higher, and deeper level. For example, we are more careful about our language, and continually question and reflect on our actions. One member remarked, "I have always wanted to work in a way that is from the community, but I never knew how. Now, I am putting what I read about into practice, and this excites me." We have begun our listening surveys as a team committed to authentic, humble, and courageous vulnerability. These characteristics lived in the background of our organization, but through the process became foregrounded. We hope to transform insights into themes, themes into codes and codes into sparks of transformative energy. Our fibers, much like the bread we produce, will continue to undergo a collective process of mixing, shaping, strengthening, transforming, and nurturing our community into the future.



WHY GIRLS NEED THE SAME OPPORTUNITIES AS BOYS



I am Sr. Annacletter Ncube, a religious sister from the congregation of Ancilae Mariae Raginae (AMR) which means Servants of Mary the Queen. This congregation is found in Zimbabwe (Bulawayo Diocese). The daughter of Denis Ncube and Agnes Moyo from a family of nine that is six girls and three boys, I have a Diploma in Development Studies which was attained from Training for Transformation (TFT) at the Grail Centre, Kleinmond in 2018. I also have a Diploma in Education from Hillside Teacher's College in Bulawayo and am currently based in Lupane, teaching English and History at AMR Sisters Secondary School. As I impart knowledge, I share my experiences and apply Training for Transformation (TFT) skills.

Applying TFT in School

As a teacher, I promote transformation because I have a different way of approaching learners in terms of introduction of the lesson, development of the topics, and conclusion of lessons. I do not treat learners as 'tabula rasa' (empty). I treat them as people who have answers and solutions to their problems. I use participatory methods that consolidate learner-to-learner interaction rather than lecturer methods. These include drama, group work, research, and debate to name a few. This motivates learners and my lessons are always lively. The pass rate of my learners has improved compared to their prior results, especially for the girls.

Promoting Gender Equity in School

During one workshop, I facilitated a debate between girls and boys. The notion read, "This house believes that girls should be given the same opportunities as boys". The debate was tense. Some learners strongly disagreed on a just treatment while others said that boys must be honoured more than girls. The debaters were one hundred. From this number I selected twenty girls and twenty boys that is ten from each form and taught them about gender balance. My emphasis was on the value of girls at school. This was successful and learners felt enlightened. In a second workshop, I asked for volunteers who will present their work in the form of poems. By so doing they will be teaching others during assemblies. This was done so that all learners may have an understanding of gender balance and equity. Two learners from form three and three from form one were willing to do this. The other thirty-five did not volunteer and I did not force them. I believe that as time goes on they will willingly join the small group if they see our progress. I helped to prepare the five girls, starting with a code. I told them the story of baboons and dogs' invitations to a banquet. The opportunity to eat was granted equally. The challenge was the place where food was served. The venue was in the trees. Dogs could not climb the trees hence this disadvantaged them. Learners were able to identify the problem and related it to their experiences at school. Bongumusa said, "We write the same examination with boys but we are not allowed to remain at school studying while boys are allowed". This is a disadvantage to the girls. The rule was made to protect girls yet it suppresses them. Learners managed to dig deeper, and they discovered that they are deprived of their privileges because of the perception that they are vulnerable. Therefore, they concluded that the teacher on duty must monitor them so that they can benefit from the studies as boys do. Girls suggested that they will use all the opportunities they get and strive for the best. Learners went on to prepare poems in line with the learnings. The first poem they wrote was entitled, "My best mom". The second was on, "Myself as the best". This was presented after doing appreciation of the self as a girl child. Their poems were appealing and challenged other learners to discover their areas of strength or their abilities.

Quotations from two poems:

A Stanza From Noluthando :

I am proud of what I am today.

An African kind heart.

A bold brave girl bred with delicacy capable of doing anything good.

I see myself as a princess, with red lips as blood and teeth white as snow.

A Stanza From Immaculate:

I am an author, I write poems.

I even present them concerning the best life, girls have ever lived.

I am very important, unique, and special because I have many talents that encourage people, especially girls to pursue their dreams.

These poems encourage other girls to have pride and feel that they are capable of being innovative. This brings out the purpose of the club: to help and encourage learners to be confident and innovative, especially the girl child. These girls believe in equity.

Moving Forward

The workshops help volunteers to be good public speakers and improve their expressions in writing. I am looking forward that learners involved may get an opportunity to present their work in the neighbouring schools so that they can also be motivated. I greatly appreciate TFT members for imparting the skills that help me to be unique and facilitate the development of young girls.



CREATING CARING COMMUNITIES



I am Rebecca Mackett, director of Lead Purple Leaders in the Making NPC. We aim at creating change through capacity development, healing, and reconciliation sessions. Furthermore, we embrace moral excellence and want to eradicate social ills like Gender-Based Violence.

My passion to encourage, support, and accompany people in finding solutions or managing themselves in adversity was the driving force behind serving in the community. Training for Transformation equipped me with knowledge and tools to work within the community. With my research paper done in 2018 'The impact of living with substance abuse on women' gave me insight into the suffering of women within the community. However, because of the shame they endured, most women were hiding their experiences and accepted them as part of life. Covid-19 exacerbated the situation and, there was a rise in Gender-based and Domestic Violence cases in the area. The community safety forum mentioned they needed help with the high levels of intimate partner violence cases and we as an organization offered counselling services and created awareness of the service within the community WhatsApp groups. We called on women that would like to support other women to come forth and join the group in making the community a safer place for all. Within the first month, we had a few counselling sessions, but it was not easy because we had to wait for church venues to become available. We created an online group and spread the word about the gender-based support group.

Caring for the Carers

Early 2021 when we had our strategy session, we looked at building trust and we used exercises from the TFT books that looked at our past, present, and future. Thinking of the future, many of the women mentioned that they would really like to go somewhere and just take care of themselves because there are so many issues they are dealing with that they do not always know how to manage. We decided to work towards a weekend away- a healing weekend. We did some fundraising- a high tea and smaller fundraisers and booked ourselves for a Wellness weekend looking at healing the inner child.

After the weekend I could see there was a closer relationship between the ladies. We began starting our weeks by checking in on each other more often and ladies shared more freely what they themselves are dealing with and how they feel about dealing with their children's issues. That really shifted the ladies and it also made them more committed to the project.

We were given an office but it's in a dire state and we've been doing some fundraising to help clean and fix it up. What also came up is that the ladies really need to be supported themselves. They are supporting their children and their neighbor's children, but they don't have enough support and they lack tools to support themselves.

Moving Forward in Spite of Challenges

Despite being challenged by a lack of support and infrastructure we continue with the resources we have. We are currently busy with two new groups of 8 women each that come for some of the leadership workshops. The two groups are from two different areas in Johannesburg. In our last workshop, we looked at how we can combine values as a system to create a better space for us within our family for example shared responsibilities and our next workshop will look at crucial communication, building on the different levels of listening from the TFT books.



WHEN PEOPLE RISE UP AND CHANGE THEIR STORY



I am Bhekumusa Kenneth Maziya from the Northerly part of Swaziland now called Eswatini at a place called eNtfontjeni at the verge of the boundaries of Swaziland and the Republic of South Africa. I am a former TFT participant (2010 -2011) at the Grail Centre, Cape Town, South Africa. I have been an Independent Development Worker since 2012 and I have been working with the community on a voluntary basis using TFT methodologies and tools to dig deep into the issues affecting the community. Problems are like weeds- If we only cut off their heads they will soon be back, but if we dig deep and get out the roots, they will not grow again. (Hope & Timmel)

TFT helped me understand which are the forces that are enabling life or development and those that are against me. Paulo Freire's principles and insights have helped me awaken and see the world differently, understanding how many fractures have been caused by capitalism and at the same time look for an entry point for intervention.

Electrification of Households

In the rural settings, there was an outcry over the migration of youth to the urban areas. Some left in search of employment but then did not come back home because there is poverty and unlike the urban areas, there was no electricity.

The situation motivated me to participate in the formation of 3 group schemes with a total of 132 Households. On average each household has 10 people which makes up to 1320 people. We then prepared the necessary documentation needed when you apply for assistance with Micro Projects (Parastatal) housed in the Ministry of Economic Planning and Development. If you apply here, you contribute 10% and above of the total project cost, capital expenditure. Then Micro Projects would contribute the remaining 90%. We managed to get the groups and communities to contribute the 10% and proceeded with the process of applying for assistance. In the end, the poorest of the poor who were unable to contribute was also able to benefit from the newly gained electricity supply. The project was much needed especially because women and girls no longer walk kilometers into the forests to fetch firewood and risk being raped. Now that they have more time, small income-generating activities have sprung up and thereby assist women who in most cases are the ones who provide for the family. The success of this project was a motivation to me and the communities and has been a steppingstone to meet other needs like a lack of access to clean water.



Water Project

I was privileged to be assigned by the community to join in a water project which had been stalled for a long time. I was elected Vice Chairperson in the Development Committee of the area so, we worked directly with the project Committee to mobilize the people in making their contributions (10%) as per the requirements of the funders. The project was made up of four chiefdoms, namely: Lomshiyo, Mayangeni, Ndwandwa, and Hhelehhele. Lomshiyo had around 455 households. We had to raise something like E52 000 as its 10% and it had a lot of beneficiaries compared to the other chiefdoms. I was squarely asked to lead the project Committee and draw the constitution of the project which would then be presented to the general assembly which upon satisfaction would adopt it as the constitution of the project. The government through Micro Project injected over E24 million in this project which brings water from over 23 km away (water source) to our places of abode. The water project had many of the same benefits as the electricity project. In addition, it improved people's overall well-being.

Women use to walk for up to 1.2 km to fetch dirty water that caused water-borne diseases such as diarrhea and cholera. Families would spend much of their time and income seeking medical attention and, in the process, have little to produce for their livelihoods. Now each household has a tap within its yard with access to clean and healthy water. It benefits the economy because government spending can be redirected from its focus on outbreaks to other developmental projects that can revive the local economy. At a personal level, I have also started looking at the household economy, working with a group of men.

Men's Club

I am currently working with a men's club in the area doing savings and credit in a bid to change our financial situation. We started as men in the church - Lomshiyo Alliance Church, but we opened for those who feel they can closely associate themselves with the objective of the club. We are around 20 and we have shared 2 times with the highest getting over E5700 and the lowest pocketing E2300. We all agreed to take all the money and give it to our wives. News started circulating in the community as the women discovered that each man had given his spouse all the money he shared from the club. It was interesting that if a man needed money, he would request it from his wife. On another note, our loan policy requires each member to seek consent from his spouse if he wants to make a loan from the club. We are trying to discourage men from taking loans for nefarious desires without the knowledge of their wives. We wanted to appreciate the women who were in support of our endeavors of saving money. We also wanted to break the practice by most men that money should not be given to women but rather be used secretly for alcoholic beverages and concubines while the family is starving. We are writing our own history.

We want to leave a mark and not repeat the mistakes of yesterday when women were not treated as full human beings. We are looking forward to growing in numbers and in our work in general as we build our communities in different ways, socially and economically.

Conclusion

Being a Development Worker who is not working for any organization becomes very difficult in terms of resources. We are always limited to what is around us to help, but the successes we have made cannot be undermined and credit is given to the TFT programme for sharing insights, tools, and methods when put to practice work wonders.

BUILDING YOUTH CONFIDENCE, SKILLS AND ABILITY TO DRIVE CHANGE



Name: Chrisserie Niyonsenga

Country: Rwanda

TFT Course: TFT Diploma Course 2004-2005 and Country Team Coordinator and Facilitator for Youth Training 2021-2022

Please describe your experience of being a facilitator during the 2021 Youth Training.

I learned a lot from the Youth Training. Normally I am a facilitator and trainer in different domains of life, but this was my first time facilitating for youth only. In the training, I listened to the ideas and thoughts of youth. The group was very active, creative, and innovative in everything during training. It was amazing and strengthened me in how I can prepare and manage youth training in the future.

What were some of the highlights you experienced as a facilitator in the TFT Youth Training?

I enjoyed the entire week. TFT training is the best process. It is very inspirational and energising, bringing lots of ideas for young people. The training built on the group's knowledge and the experience was fully action-oriented and young people learned skills that can contribute toward their overall well-being and a sense of ownership that creates a feeling of belonging.

Why do you think the training contributed to young people's overall well-being and a sense of ownership?

In our group, young people made a commitment to take their lives into their own hands. Through activities like Work of my hands, most youths realized that they have the potential and talents to create better lives for themselves. They also realized that they could change life starting by themselves. I received a message from one.

Winnie Munezero said:

The training has enabled me to understand myself. This has made me self-confident. I have learned to be the start of change I want to see and to always take part in teamwork. I realized I have to change my ways of being, thinking and doing if I want to reach greater things and never to give up until I have successfully reached where I want to be. Thi straining helped me understand that change starts with me and then it will affect my family, society and the world at large. I have learned to be myself because I have the ability to do anything that I want to do, therefore I may do things in my own way and succeed. My mind has really developed in a way that I am able to analyze everything I see and hear critically.

What were your key learnings?

I realized that youth influence on organizations can contribute to review projects, policies and systems that affect young people's lives to adequately address their needs and contribute to the organization's success.

The voices of the youth can drive social change and inspire all members of their respective communities. We must engage them in processes of empowerment to make them strong actors that can play key roles in their communities. Youth influence on organisations can also contribute to review projects, policies, and systems that affect young people's lives to adequately address their needs and contribute to the success of the organisations and the communities they serve.

How do you see the way forward for the Youth Training?

The seven youth from our group will start facilitating trainings from March 2022. Association pour le Developpement et la Transformation Sociale (ADTS) will continue to coach, mentor, and support them in facilitating changes in their communities. Overall, the collaboration between youth from different countries with strong communication, information, knowledge, and skills can help youth to engage as active citizens and lead TFT in becoming a recognized global movement.



LIVING THE LEARNINGS



Name: Shashikant Parmar

Country: India

TFT Course: TFT Diploma Course 2017-2018 and Country Team
Coordinator and Facilitator for Youth Training 2020-2021 and 2021-2022

What were some of the highlights you experienced as a facilitator in The TFT Youth Trainings?

To be part of the Youth Training programme was a highlight in itself. When we work with the youth it provides us positive energy and hopes that we are all looking for, for a better future, for a better nation, and for a better world.

I had facilitated several workshops and seminars but being a facilitator for the TFT workshop was a highlight because we used the methodology we learned in our practical training during the Diploma course in Kleinmond. This was the platform where we exchanged learning, learning tools, the knowledge acquired, and experience gained.

Interaction with the youth of other nations was one of the most beautiful things as it provided an opportunity and the global platform to all of us to share our common problems, to share difficulties, and to exchange cultural values.

What were your key learnings?

Everyone has something to contribute. No one is an empty bottle, and no one is complete. Together we can create a better, just, and peaceful society.

If the needs of the people in general and more particularly of the youth are explored, understood, and attended to, the co-operation and support will come from them.

As a facilitator, the new tools we used were very helpful in terms of planning, conducting, and reflecting when youth practiced their facilitation skills.

The training benefited the entire group including facilitators. Learning took place at individual and group levels. All of them are students and I saw and observed at least four of them after the course. I have had the opportunity to observe the changes in their actions, behaviours, and attitudes. Whenever I have discussions with participants from the first youth training, they mention TFT, they talk about the learnings, and they ask questions. In my view, this is the process of change, and we shall have fruits in the future. The training has been over long, but they have not left the training there. They are now living the training, trying to assimilate and implement what they learned in their daily lives.

What changes in actions, behaviours and attitudes have you noticed?

I could see changes with my son, daughter, and interns easily. They see a problem not as it is but what look beyond what is easily seen-they go to the root cause. That came from TFT. They use this approach at work, with family, and with friends. Furthermore, they also see situations differently. If they see someone or something they don't like, they try to see why the person behaves that way. This also clearly comes from TFT.

How do you see the way forward for the Youth Training?

Locally, one of the youths conducted a workshop with 8 girls and 5 boys- 13 children aged 12 to 15 years on discipline and self-discipline. The children enjoyed the workshop and said they liked that there was no right or wrong and they could ask questions because they are not used to these practices in school. The rest of the group will start having workshops in May when it is summer vacation for them as students.

In the bigger context, some of the youths have exchanged contact details with each other where they share what is happening in each other's context, country, and community so it is an exchange program that continues other platforms.

The goal of TFT is to create more agents of change. Today crossing boundaries, we have TFT members in many countries. Every year, it gets increased by participating in the programs, word of mouth, and the objectives and practice of TFT continue. Today, let's say my son in the UK will spread the ideologies of TFT and Paulo Freire and the name of TFT, the work of TFT. He will share with his roommates, classmates and this will grow.

Is There Anything You Wish to Add?

The youth training programme is an Aha and the credit goes to TFT that during the pandemic found an innovative way to approach more people, expanding the ideology, philosophy, approach, and practice of TFT. It is remarkable and on behalf of the group and as an individual and facilitator I thank each one of the TFT team members who make effort in every TFT workshop and make it a success.



TFT: A GREAT FORCE OF CHANGE



My name is Joyce Kampukesa, the second born in a family of seven, raised by a single divorced mother. I recently graduated as a Secondary School Special Education Teacher for visually impaired learners (mathematics and Braille) from Zambia Institute of Special Education (ZAMISE) College in Lusaka province. I attended the Training for Transformation Youth Introduction course the first phase held from 26 – 30 Oct 2020 and phase two held from 11-17 April 2021 in Lusaka Kabwata Town.

Inspired to Help Myself

TFT has impacted me in many ways which I cannot count. It boosted my knowledge and confidence, motivated me to get creative in times of trouble, and inspired me to seek balance and inner peace. This has been very helpful, especially in the time of Covid.

My mother, a street vendor, stopped selling produce due to Covid-19 restrictions and it became difficult for her to buy food and pay tuition fees. I was in college and the situation was beyond my control. My aunt started paying my college fees but I struggled to buy necessities until I applied the knowledge from TFT. I learned how to make mats from used jerseys and I started selling them. I had money to buy things for myself and I could help my mother to start selling her vegetables again. Even as I am writing this, she can buy food for the family.

TFT taught me that traditional education only promotes remembering instead of thinking for oneself like Paulo Freire's philosophy suggests. Despite my profession, this inspires me to enjoy and love what I do instead of just dreaming of getting a white-collar job after my studies.

To show my appreciation for the knowledge I gained at TFT, I made a mat with the colors of Zambia's flag with TFT in the center. It symbolizes the power of TFT in transformation that starts with the self and eventually reaches thousands.

Sharing is Caring

I know I cannot help everybody but I will share this knowledge with others, especially people living with disabilities and the vulnerable who can be in my situation of limited support. The knowledge I gained at TFT has helped me and changed my story. From the same money for mats, I have started selling shoes in partner with a friend who is also paying for himself at Mukinge College of Nursing - he started school in September 2021 and our dream is to see progress in the business so that he can finish his studies and create jobs for the youth.

I trained a friend who managed to train her cousin in making mats. I am also training another two youths; one has just completed her secondary school and is waiting for her results. We have even started making mats together and after selling, we share anything we make so that sooner or later she can start doing her own business.

The other one completed school last year and plans to go to university or college if she manages to find a scholarship. I am still teaching her because it takes more time since she stays in a distant place.

In addition to capacitating myself and other young people, I have also reached out to people living with disabilities.

Workshop for People Living with Disabilities

After the first phase of TFT training, Fancy a fellow participant and I conducted a listening survey where we became aware of the lack of knowledge and understanding, struggles, and fears of families with disabled members. We held a workshop to raise awareness of the rights of people who are differently abled on the 14th October 2021 in the Kanyama community at St. Philips United Church of Zambia in Lusaka. 27 mothers of children who are differently-abled and 5 children attended.

The knowledge gained at TFT helped us to organize the workshop. We saw a positive response from the community especially from the parents and some people living with disabilities - one among them is now rearing chickens and he is contributing to the household, financially. This motivated several parents who showed interest to support the independence of their children and relatives with disabilities. Some requested wheelchairs which can help them to take their children to a nearby special school for sign language and Braille lessons and sign language church interpreters so that even the people with hearing impairments can attend the church services and socialize with family and friends, and have independent lives. People appreciated the heart of not leaving anyone behind and putting into consideration people with disabilities who are stigmatized and discriminated against. Parents felt that the facilitators created a positive move towards community integration. “The community learned an awful lot about disabilities and the more we separate people with disabilities from society, the fewer people have contact with it and they don’t know how to handle it or behave around it, but also they miss out on the beauty of contact with differently-abled persons,”said one of the parents



Challenges and Covid-19

This workshop was not easy but it was beneficial to all who attended and to the larger community. The workshop was planned to be held with the Chilanga congregation but due to Covid-19 restrictions, facilitators were told to wait upon the church leader's response. Unfortunately, no feedback was given. Instead, it was held in Kanyama and made possible through the help from the country coordinator, church leaders, mothers, and training facilitators.

As the saying goes *“knowledge is power” indeed there is power in the knowledge of TFT unless you don't put them into practice. Practice and you will testify!*