

Voices of Practice 2023



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THE UNITED WOMEN IN FAITH OF ZIMBABWE



Tendai Gurupira
Zimbabwe

My name is Tendai Gurupira. I have served in various capacities in the United Methodist Church in Zimbabwe since 1990 coordinating the women's wing up to present by the virtue of being a Pastor's wife. I am currently serving as Coordinator of Ministry with Women, Children, and Youth Zimbabwe Episcopal Area since 2013. The work involves policy-making that manages and oversees the programmes and projects for women, children, and youth. I equip them to be leaders in communities, agencies, workplaces, governments, and churches, and to advocate for the oppressed and dispossessed. The Ministry builds supportive communities among women and engages in activities that foster growth in the Christian faith, mission education, and Christian social involvement. In addition, I am a qualified teacher and holder of a Bachelor of Education degree in Educational Administration, Planning, and Policy Studies from the University of Zimbabwe.

TFT Introduction course United Women in Faith

I participated in the Training for Transformation course facilitated by Ntombi Nyathi and Nafatal Guambe from 20 March to 27 March 2022. It prepared me to serve my family, community, and country with the help of others. It helped me to learn the tree of my organisation and to unpack it. I also learnt to work/share with others and not to make my own decisions for the organisations. I got the knowledge to open my eyes to see the needy in my community e.g orphans, the vulnerable etc. I learnt the methodology to reach out.

Dialogue, studying and leaning on each other in the organisation helps to shade off all the burden and bitterness in us. It is easy to change difficult situations into opportunities if I have a positive mind.

I also learnt to avoid wounds in my heart and to forgive and forget as I work with others. I now appropriately address issues. When doing projects, we first make a survey, identification, project implementation, monitoring, and evaluation. Beneficiaries choose the projects they want instead of us choosing for them. There is transparency in decision-making.

Existing Projects

We were doing empowerment projects. We are now using the new approach where we do the survey first, identify the needy and let them identify the project they want which is suitable in their areas or which they will be able to do for example road runners poultry keeping which requires fewer feeds and beneficiaries can also use maize they grow to make homemade feeds. The poultry project in rural areas has been a success as it benefited 1153 women and girls who were trained for poultry keeping and business management. Many women and girls are now self-reliant and empowered which can be seen in the success stories selected below. I have discovered that the fruits of our work are pillared on Prayers. We also started projects on Climate Change, Just Transition, Goat rearing, menstrual hygiene awareness, and Poultry keeping (broilers).

I want to appreciate the training I was given together with my team members because it has improved our thinking, attitude, and behaviours we work to improve the lives of others.

Mrs. Annah Marange's Success Story

When I received my 25 birds, I started to take care of them. I have never bought treatment from the veterinarian, but I used indigenous herbs. When they started laying eggs, I sent a crate of 30 eggs and got 26-day old chicks. This gave me the zeal to do more. Today I have 66 birds of different ages. I know I will not run short of eggs or chicken at home. I am picking 11½ crates of eggs daily and sending them to the hatchery. I have given four people 76 chicks, but all the crates I have sent for hatchery are 11. At Cranborne Circuit there was an agricultural show and I participated. Many people were interested in this project. I also use manure for my horticulture garden. The vegetables are for my home consumption and generate income. I also sell manure and get income. What makes me happy about this project is that I am kept busy and it reduces stress. At one point I had 132 birds. Because my stand is small, I started to sell some birds. I no longer ask for money from my family because I am a retired person. Most of my visitors I give them a bird to eat as a gift.



Reverend Edith Makufa

I am a widow and a pastor at Mainway Meadows Circuit. Being a widow and a clergy member has its share of challenges, but you need to remain an exemplary leader. When I received 25 chicks, I worked very hard. The space at my parsonage is small and I have managed to keep 87 chicks and the other 120 chicks I have sent them at my retiring home. I have produced 6 different batches. Recently one person bought 52-day old chicks at \$0.90 per bird. I have 90 eggs at the hatchery. My family members eat eggs whenever they feel like it.



I also slaughter chickens whenever I feel like it. I have passed on the gift to two people so far. I am happy that the project is self-sustaining. I have managed to buy kitchen utensils and my wish is to improve the fowl run. Many thanks go to United Women in Faith for their kindness and Mrs. Gurupira for standing with us. May God continue to bless them.

I use chicken manure for my horticulture production. I gave my coordinator a bird as a sign of appreciation for the support she rendered.

MY HISTORY OF CHANGE WITH TFT



Peter W. Mshomba
Tanzania

I am Peter Wilhelim Mshomba, residing in the Arusha region of Tanzania. I obtained a Bachelor of Education from St. John's University of Tanzania St. Marks Centre in Dar es Salaam in 2019. Presently, I am engaged in agriculture and conduct seminars for various groups. I also enjoy playing football and exercising during my free time, both in the evening and morning. Additionally, I create short clips shared on different social media platforms such as TikTok, Facebook, and WhatsApp.

Our organization Youth Development and Transformation (YODET-16), focuses on providing education for self-awareness and entrepreneurship skills to different groups. We also make monthly deposits, using the collected money to provide loans to group members in need. Our support extends to various groups, including orphans, street children, and elders. Moreover, we engage in community activities such as environmental cleanliness.

Before undergoing TFT training in 2022, I harbored negative thoughts, lacked self-belief, and was afraid of failure. Public speaking was a daunting prospect, and leadership seemed unattainable. However, TFT changed everything. Previously, I had misconceptions about agriculture being for the poor, TFT broadened my perspective. I now confidently practice cash crops agriculture, growing vegetables for sale. Since my first training, I have been serving people within and outside my community, earning more than some employed individuals per month.

TFT Youth Training 2023

TFT instilled confidence in me. During the training, the facilitator made random selections and pointed at me several times, encouraging me to participate. Group activities involved presenting in front of others, contributing to my newfound confidence. Now, I comfortably stand before large groups and present without hesitation.

Before the programme, I was hesitant to assume leadership positions. TFT enlightened me on the importance of serving others, enabling me to take on various leadership roles. Currently, I am the secretary of my organization, the youth secretary in my church parish, and the chairman of youth in my community (clan) – all of which occurred soon after my first TFT training.

TFT helped me appreciate the advantages of differences within my organization. Through games played during the sessions, I discovered that our diverse perspectives contribute to creating something unique. All members of my organization underwent TFT training, fostering mutual respect and making collaboration within the organization seamless. TFT also heightened my awareness of the importance of environmental protection, leading my organization to actively engage in environmental cleanliness initiatives.

The impact of TFT on my community was evident after my first training. I returned to





my community, gathered youth from within and outside, and shared my knowledge with them. The shared knowledge enhanced the group's self-awareness.

The following are some of the trainings I have facilitated:

Training on Environmental awareness for 24 youth – Young people realized the importance of keeping the environment clean. They have regular clean-ups and have placed dustbins all over their community where littering was the norm until this intervention.

Self-awareness training was held for different youth groups adding to 137 youth who learned about their strengths and areas of growth and more youth have asked for similar training. An Entrepreneurship training that encouraged 31 youth to use local resources for generating income, inspired a young man to buy a motorbike and start a small transport business.

TFT WITHIN MY PRACTICE AS A PEER SUPPORT WORKER AND APPLIED THEATRE PRACTITIONER



Hannah Matthews
United Kingdom

I am Hannah Matthews, an applied theatre practitioner, born and raised in London. My work is centered around community theatre practices and grassroots activist movements. I have experience working with disenfranchised communities from across the globe. Drawing from my own lived experiences and career centered around mental health, I strive to utilize spoken-word and performing arts as a tool for combating inner struggles. My poetry and facilitation aim to transform, destigmatize, and “give a voice to” misconceptions around mental health. I obtained my undergraduate degree in Theatre Studies in 2014 and a master’s degree in Applied Anthropology and Community Arts in 2020.

I currently work within the NHS Community Mental Health Team for the Early Intervention service. I collectively run a company which uses rap and hip-hop as a basis for the facilitation of workshops geared towards transformative mental health practices for all groups and ages. I look forward to sharing more of how TFT has impacted my practices below.

Since encountering the TFT, I have noticed not only my surroundings change but the surroundings of others I have utilized the TFT methodology with. When I was first introduced to the programme, I was going through mental turmoil, recovering from the disintegration of a long-term relationship and the ending of my masters which I took up over the lockdown period. Below, I pick apart the ways in which TFT has transformed not only my relationship with myself but with others and in turn, theirs too...

Working With The Self To Working With Communities – Changes And Developments

Lockdown and Youth Training 2020-2021

In the spring of 2020 we emerged from a UK lockdown brought on by the Covid-19 pandemic. I had just completed my masters and with that, the ending of the relationship with my partner. I was feeling lost and unsure of myself. Learning with the global TFT community on Zoom for 10 days provided me with a great sense of community. A sharing of globalized trauma was combatted as we were led through different techniques and methodologies which would assist us in transforming that trauma. The methods I found most useful and have utilized on numerous occasions were: ‘the river of life’, ‘the tree of life’, ‘work of my hands’ and ‘Head, heart hands’. Below I outline the ways in which I have used just some of these methods and practitioner’s words (such as Freire, Mandela and Hooks).

In lockdown, the UK were to make “Bubbles”. Those of which consisted of meeting with no more than the same 6 friends. The friends I cohabited with were experiencing an internal struggle. There was a conflict of interest around people living in the house. This inspired my first TFT based workshop. I wanted to show them the conflict resolution tools I had been combatted with. Thus, I persuaded the group to get together and experience the workshop. Utilizing mood board making, river of life drawing 6 months into the future and the work of my hands, I was able to get them to talk calmly with each other and open up. Furthermore, the

wheel of human needs enabled a discussion around how and where people were feeling and where they were lacking. Some noted “this is really useful! I’m going to do a wheel of human needs every month!”. I didn’t follow up on the after-effects of the workshop, however, I noted they resolved their inner conflicts within the house and lived together amicably for the remainder of lockdown.

Tanzania

It was the first time I met with my UK peers in real life. What a fabulous experience to find each other halfway across the globe! We had come together to celebrate 50 years of TFT within a 7-day workshoping session around where we are now. Visioning and re-envisioning the next steps within TFT. We shared and collaborated with our international peers. Offloading our own personal traumas and stories as well as those affecting our communities – it was so cathartic and heart opening.

We found that there were many commonalities amongst us – particularly those which arose from lockdown. Through utilization of the ‘Collective Image’, on the first day, we all conversed around how lockdown affected us and our views on what had actually happened. The majority agreed that we had all been oppressed, however, we could learn from this. The culmination of the sessions resulted in us forming stronger bonds, through the curation of smaller groups which we would continue to work with beyond the week. We now have smaller working groups which meet regularly to discuss the community development work we are doing.

Career Development – The Impact TFT Has Had On My Practice

Theraputix

TheRAPutix is a workshoping company I co-manage. The group utilizes rap, Hip-Hop and spoken word, aiming to empower communities and individuals through self-actualization and creative expression. We strive to provide a service which unites groups and develops confidence in performing and writing. Since working with TFT in Practice, we have utilized animations and writing activities (such as free writing) to aid the groups in which we work with. As such, these techniques have allowed individuals to develop creative works which culminated as performances in front of the wider group. Alongside this, methodologies such as ‘Johari’s window’ and ‘The river of life’ have also enabled us as facilitators to develop the workshops and session plans we provide, as well as develop a progressive structure and business development plan.



Moving beyond our local community and peers, since working in Tanzania with TFT, TheRAPutix has gone on to develop workshops for schools, community centres and cultural festivals. With participants noting the workshops were “Inclusive and heart opening”, they “let go of shyness” and they found “acceptance and inclusivity” as well as that they could “find poetry in everything”. This is how we have created changes and movements within our own community as well as within ourselves and others we come into contact with.

Peer Support And Working Alongside The NHS Mental Health Team

I often utilize the tools provided by my TFT training within my main job too. I am a peer support worker for the early intervention service. I work with people who have experienced an episode of psychosis which resulted in them being detained under the mental health act. Visualizations such as ‘Head, heart, hands’ is a CBT (cognitive behavioural therapy) technique I have found most useful when chatting with people who have issues with anxiety and hearing voices. It allows them to process how a thought feels and, in-turn, act upon it rationally. When it comes to the more practical side of my job, I frequently bring out ‘The work of my hands’ and ‘The river of life’ animations. These enable me to (a) gauge who I am working with and (b) allow them to feel grounded and rooted within the core of who they truly are – beyond their mental health.

Working With Azz

I worked with a client we shall name ‘Azz’ (for the sake of protecting his identity). He is a young man nearing his final months of accessing EIS (early intervention services). We had been working together for three months (at least). In that time, I had success in aiding ‘Azz’s’ capacity to compartmentalise tasks through use of TFT animations such as the ‘River of Life’ and ‘Work of My Hands’. He was able to visualise and illustrate the journey he wanted to take. When working with clients, I always offer them the chance to choose a river of life which explores their past or their future.

Constantly fighting over the possession of a house key with his mother, ‘Azz’ and I worked consistently — meeting fortnightly together. We searched for housing, talked jobs, worked on his rapping and Hip-Hop writing, and discussed practical methods for defusing conflict between he and his mother. By explaining ‘head, heart, hands’, he was able to develop more restraint and thereby gain control over his way of communicating with her. Through use of free writing, I aimed to refocus ‘Azz’ on what he enjoyed most — writing and performing rap. ‘Azz’ would complain to me about having “writers block”, so I presented him with this exercise and was able to reinspire him to begin writing rhymes again. Which undoubtedly led to the development of a new vent, thus coping mechanism for expressing his inner most feelings and thoughts.

Conclusion

It is for the reasons detailed throughout this article, I hope to move forward and promote the TFT practice within the NHS’s ‘Recovery and Wellbeing College’. There is so much to be said for the empowering and ultimately life changing effects these tools have had, not only on my own personal transformative journey, but the journey of those struggling around us.

TFT IS THE WAY TOWARD TRUE LIBERATION



Beda J. Francis
Tanzania

I am Beda John Francis, from the Northern East part of Tanzania East Africa under the roof of Mountain Kilimanjaro. I participated in the TFT Youth Training in Moshi – Tanzania year 2021 – 2022.

I'm confident to say Training for Transformation is the way toward true liberation, the liberation of one's mindset and livelihood at large. Why? Because the base of its approach is in line with the purpose of the creator (God) that "everyone is created according to the image of God and has the power/capacity to influence the world. According to Paulo Freire "True Revolution / Liberation (Transformation) is not raised by pen nor by sword, but via enlightened literacy". If a person is enlightened then they can initiate changes according to capacities and gifts present in them by essence, and then transmit them to their neighbor, family, society,

community, nation, and the world at large. Paulo Freire set a foundation that acknowledges human capacity and from which everything goes.

To me, the two-phase training has initiated and set a new way of thinking and acting. I started discovering my true purpose of living and impacting my community positively. My thinking and conduct have radically changed from ordinary to extraordinary, I'm now the agent of change; my fellow youth appreciate my new lifestyle and when they ask me, I end up telling them that it is because of TFT.

As a product of TFT I with my fellow youth of Tanzania Initiatives for Community Resilience (TICR) have an IT project where we learn, innovate, and create according to the requirements of our community and we give back to the community by training others who are interested. Since January 2023, we trained 20 youths on computer and IT programmes which have led to 4 gaining employment while others joined our team. We are now making a website for our organization, we make websites for commercial purposes, we design and make Digital Management systems eg. Business Management systems, School Management systems, etc. and intend on developing Mobile applications. These are among many successes we have acquired as the outcomes of Training for Transformation.

The TFT approach is now growing in all aspects of my life and my community through me. I'm looking forward to taking new steps into the decision-making space so that this miraculous approach comes into action in the political and leadership context. I have been raising awareness and encouraging over 500 youths in 21 wards in Moshi Electoral Constituency to participate in political activities. I am looking forward to contesting for Constituency Youth General Secretary in my political party and Governmental position as Councilor in Moshi Municipality representing my ward.

Last but not least I would like to extend my sincere thanks to everyone who in one way or the other, day and night ensures the gospel of transformation reaches every individual. I call with all my heart the gospel of transformation to all nations. God bless you all TFT forever.

MY EXPERIENCE WITH TFT



Constantino J. Morais
Angola

I'm Constantino José Morais, a Social Educator and TFT facilitator on Human Rights, Gender and Community Development, and I am currently studying Law. For five years, I worked as a Human Rights Advisor, Trainer, and Project Manager at Mosaiko|Instituto Para Cidadania, an Angolan organisation founded by the Dominican Friars in 1997. The organisation's mission is to promote and defend human rights in Angola by providing training and dissemination, advising local human rights groups, and conducting social research. During my time at Mosaiko, I was involved in a partnership between TFT and Mosaiko on Advocacy for Inclusive Public Policies in Angola from 2019 to 2021. That was when my relationship with training for transformation approaches and processes began.

It was two years of very transformative training where I realized that transformation is a process that must begin with me in other words, the change I want for my community or my country must start with myself, and that's the only way to influence others by example. From the first week of training, I felt very challenged to do exercises to connect with myself and others. I realized that active listening is fundamental to promoting an environment where real dialogue can take place. It was by example that I managed, after the first TFT module, to influence my family to realize that it didn't make any sense to relegate the task of washing the dishes exclusively to the women and girls of the house (I started washing my dishes after the meal). It was an exercise that served as a code, as the family questioned me about what I was doing, and a good debate ensued. From then on, the distribution of tasks at home became as balanced as possible.

As A Trainer

The TFT trainings made us realize that our role in working with communities is to facilitate learning processes, creating space for reflection, dialogue, and sharing experiences between everyone, rather than being an entity that sets itself up as the holder of knowledge, and that places little or no value on what people bring, weigh, feel and have.

With this theoretical and, above all, practical understanding, we created several remarkable moments in the communities, among them a discussion process on budgeting and redistribution. Several practical exercises were carried out, such as the orange code, which



shows in a profound way how the capitalist economy works, the most evident in the Angolan economy, where the generation of profits means that some have more, with the efforts of the most vulnerable.

After these and other exercises during these weeks, there was renewed hope for change among us and the participants, and a commitment was made to better value the consumption of local produce as a way of contributing to improving the local economy. For example, the local human

rights groups of 13 in Jamba Mineira and 6 in Kalawenda began to prioritize purchasing and consuming products from the land for consumption during the training sessions rather than external products. Others join this example, as we can read in the comments below, from people who have benefited from processes led by us. Testimonials are below:

As an advisor to Local Human Rights Groups (henceforth GLDH's): The river code led us to realize that as advisors, our role is not to carry them on our backs to cross the river, but to teach them how to swim so that they can cross the river on their own. The 'river of life' tool led us to question the way we worked to make the groups autonomous. As a result, we began to include members of the GLDHs in the planning processes for the Advisory meetings, as well as in the training teams as co-facilitators. Now we have GLDH members facilitating reflection processes in the communities.

Since I benefited from the training, I started by practicing with my family. I triggered 2 sessions of reflection on their life purposes, their strengths and how they use their talents, and what legacies they want to leave to the world." Teresa do Rosário.

I had a lot of problems in my home. After joining this association, being part of the training, and continuing to do so, today I feel comfortable speaking to people who are different from my level. Woman, member of the AMRV.

We can't just depend on the government, for example in the case of basic sanitation. We've partnered with the administration and the schools to reduce delinquency and illiteracy. First, we meet and then we plan. Woman, member of the AMRV.

In this group there is an age difference, and I learn a lot from the older ones. I used to have a phobia problem and couldn't speak in the middle of more than 10 people, now I can." Women from the GLDH in Jamba.

In Project Management

TFT empowered us to such an extent that we were challenged internally to be the Project Manager for the Defense of Human Rights Project. This project aims to understand the impact of the exploitation of forest resources on the lives of the Bundas community and to influence public decision-makers to make decisions and implement public policies that benefit communities and the environment. We carried out a social diagnosis to understand citizens' access to public services, the results of which were pitiful. An intervention strategy had to be devised to respond to the research challenges. Through various actions, including training sessions, TFT enabled us to mobilize the community to the point where it decided to set up a local environmental protection group, which started to carry out tree-planting campaigns as well as advocacy actions.



Nowadays, although I am not currently working with Mosaiko, I maintain a relationship with TFT. It is integral to my training sessions, whether for church groups, associations, or schools. Due to its uniqueness, it sets me apart from other guest speakers and development teaching practitioners.

UNLEASHING TRANSFORMATION



Shefali S. Parmar
India

I am Shefali Shashikant Parmar, a law graduate from Maharaj Sayajirao University of Baroda. Currently, I am enrolled for a graduate certificate in paralegal studies at Durham College in Canada. I participated in the 2021 TFT Youth Training.

My Key Learnings TFT Yguth Training 2020-2021

The learnings from the TFT workshop, although profound, transformative, and having a lasting impact on me for every aspect of my life, are not confined to the workshop's duration alone but also can extend their impact far beyond those specific sessions. They have the potential to spread through everyday life experiences, shaping perspectives, behaviours, and interactions in variant ways. For instance, “BE YOUNG”; One of the key aspects of being young at heart is maintaining a positive attitude even when facing challenges. The concept of keeping my thoughts young served as a reminder to approach challenges with a fresh and optimistic mindset and it allowed me to embrace setbacks as temporary hurdles which can be overcome rather than dwelling on limitations or failures. I acquired this learning by engaging with fellow coordinators on the opening ceremony of one of the virtual youth trainings.

Similarly, the emphasis on thinking outside the box extends beyond the workshop's discussions to impact problem-solving methods in everyday scenarios. Whether confronting work-related challenges or personal dilemmas, embracing different perspectives resulted in innovative solutions and breakthroughs. It encouraged me to question assumptions and norms and to explore alternative approaches to common problems. During one of our activities, we engaged in challenging assumptions prevalent in society. We explored different perpetuated stereotypes or narrow perspectives. For instance, “Only women can cook well” and “Only painters can paint well”. Looking at cooking skills; is it only for women or is it a skill that transcends societal expectations? Through this discussion, we aimed to tear down stereotypes and encourage critical thinking. This was the most significant and cherished key learning for me. I am quite sure that people in general go by assumptions, they often judge/deal with persons and situations based on the assumptions they carry or have developed. Speaking for myself, I used to assume things about people. After this learning, I started becoming conscious and I started reflecting whether my approach to people is based on assumptions or not. This has helped me understand those around me and has been a great help in maintaining relationships.

Moreover, by reflecting on my strengths, weaknesses, and values, I could make more intentional choices aligned with my aspirations and values. We were introduced to Johari's window: theory of personality traits. By engaging in the exercise of giving and receiving comments on each other's personality in the group I discovered that although I tend to keep negative traits bottled up, it is more beneficial to confront and address them rather than suppress them. This self-awareness prompted authenticity and empowered me to navigate life's complexities with greater clarity and purpose.

Diving deep, the workshop's significance on collective action and responsibility underlines the importance of community engagement and social impact whether through volunteering,

advocacy, or sustainable lifestyle choices, I could and have been contributing to positive changes within my family and maybe beyond. It strengthens the notion that small actions, when multiplied, can lead to significant and lasting impacts.

Small Actions For Positive Change

Since my journey started with TFT I have been actively engaged in various positive changes within my personal life, family and to some extent community. For example, within my family I noticed change spread out; they began fastening their seat belts in the car and stopped bargaining with street vendors because of the awareness that they are merely trying to survive, and we can support them. Furthermore, my friends and I had a habit of not being punctual. After this training, I decided to be on time, and this change was noticed and taken up by others. It has helped us to realize the importance of time.

Following the first one, I attended and co-facilitated more than eight TFT trainings. The methodology of TFT is a unique one as it provides the space for the participants to express their views and creates a participatory learning atmosphere – unlike school. By the end of the training, participants are more energetic and confident to ask questions or express their views more boldly without any fear or shyness. Whenever I meet young people who were trained, I can see the positive change and how they are more critical in their opinion. While these changes may seem small, they illustrate how small changes initiated by one individual can influence others. By consistently modelling these behaviours over time these small changes become routine.

In essence, the learnings from the TFT are not confined to a specific time or space; they have the potential to infuse everyday life with meaning, purpose, and growth. By applying the principles of youthfulness, creativity, self-awareness, and collective action, I started navigating complexities with resilience, purpose, and a sense of possibility. TFT has been playing an integral role in my journey of personal and professional development, empowering me to overcome challenges and majorly helping me to become a change agent like my father, I am deeply grateful for the opportunity to share my story and celebrate the successes; big or small does not matter, that TFT has made possible in creating a more just and equitable world.



HOW TFT BECAME MY LIFE TURNING POINT



Ategeka Christopher
Uganda

I am Ategeka Christopher, the Executive Director of Rwenzori Youth Leaders Network (RYLN), 32 and with a BBA in Accounting, married with 2 daughters and residing in the outskirts suburb of Fort Portal Tourism City in the southwestern part of Uganda east Africa.

When I finished school I volunteered with NGOs, mainly in mobilizing and training youth on their civic duties and human rights and engaging them to demand accountability from their leaders/duty bearers. I spearheaded this movement until 2016, when I, with my 4 colleagues, registered an NGO called Rwenzori Youth Leaders Network. This was a platform for all youth leaders in their respective capacities to advocate for youth inclusiveness in national governance and other social, and economic programmes, task duty bearers to address youth pressing issues and connect the adult mainstream leadership and the youth leadership. The organisation reached many milestones, including organising secondary school championship debates, holding the regional youth leaders' dialogue, and forming the youth cluster under the regional development framework, to mention a few. However, many challenges, including resistance from politicians, unfavourable government policies, financial constraints, and lack of teamwork and cohesion, forced us to quit the NGO work soon. I quit the civil society and voluntary work in 2019 after getting a wife and a daughter to take care of. The NGO was demanding full-time and money to sustain the activities throughout the year. I registered a construction company and started taking small building contracts, which would give me some money to take care of my family.

The COVID-19 pandemic lockdown for over 8 months was my downfall, I had over 4 houses with rent and bank loans to pay and was not working. My family lacked food, so I traveled home to Fort Portal City and failed to go back to the capital city. All these challenges continued and grew bigger with lockdown after that. Due to not having work and no revenues, I was eventually forced to sell off one piece of land I had bought to recapitalize my businesses shifted back my family and the salon business to my hometown in Fort Portal Tourism City in 2022 from the capital city Kampala where I had shifted to in 2019 January. I restarted my office and started doing small construction businesses, and my daughter started school again.

TFT Youth Training 2023 Story

In June 2023, my very old friend and mentor, Kasande Josephine, called me for an opportunity to learn from TFT. The training started with us getting introduced to other participants from different countries around the world on Zoom. I was excited to meet and see other youth from the world working towards transformation.

The 5 days of training for transformation changed my thinking; it energized my attitude and reshaped my goals. The HOLON Tool gave me a sense of responsibility and consciousness about my actions, affecting others and vice versa. With the knowledge I picked from "MAP OF MY WORLD," I came to terms with the fact that youth across the world are going through challenges similar to ours here in Uganda. After that, I opened my mind to think big and identify many opportunities in my community and around the world; I have since then aligned my business goals with national, regional, and international markets. I have now registered a tour

and travel company. Using the “WHEEL OF FUNDAMENTAL HUMAN NEEDS”, I have learned to prioritize my expenses both at home and work and following trust-building lessons, the YIN and YEN theories, I have realized the good talents in my wife and have completely resolved the misunderstandings between us. We have opened a joint bank account for our family savings, we have Monday meetings together for budgeting and making all expenditures as a family. We have employed an accountant to manage all our revenues from the salon, the shop, and consultancies. I sometimes work from home, so I help my wife with all home chores like cleaning the house, cooking lunch, and taking care of the young daughter while she manages the business.

TFT Yielding In Development In My Community

Just after the TFT training I was compelled to revamp my NGO and voluntary work as one of my commitments while on training to help the youth from drug abuse and unemployment, which was a big concern in the slums of the town.

With the “WORK OF MY HANDS TOOL” I was able to identify new teammates who are counsellors and mobilisers to work with. I managed to mobilise 28 youths who have serious drug abuse problems from Kisenyi Mugunu, a slum area in Fort Portal City. The mission was to provide counselling, mental therapy and detoxification, and other health livelihood alternatives for employment. We meet every Sunday from 04 pm and beyond, make friendships, and pray together. The group is jobless youth with negative attitudes and always hiding in ghetto areas, taking drugs. We started with 28 youths aged 12-35 and 6 aged 19-28 including 1 person who lives with a physical disability. We castigated the cause of self-hate and abuse of drugs individually, but finally, we realized that the causes are the same, including Domestic violence, poverty, limited parental guidance, peer pressure etc. Thanks to God, the numbers have doubled by today. With continued counselling and follow-ups, now all the 5 boys who resided in video halls have returned to their homes, 3 of our young women are now serving food in small ghetto hotels, and 8 young men are learning but also earning in our carpentry workshop. “May God protect you and provide for your families for the work you have done for my children. They now come home early, buy food, we cook eat and have stories something I never expected to happen again. They praise you that you helped them learn how to make money and love their parents. May God bless you” an appreciation from Miss. Kajoina Margret a mother of Akankiza Swizin and Kebirungi Mercy.

All 6 young women testified to have stopped using drugs, and 10 young boys have quit, especially those in the carpentry workshop. Their attitude and behaviours are very positive, and more recommendations from parents and local leaders keep coming through.

Using TFT Skills To Improve My Business

Using the CENTERING TOOL, we now plan and strategies as a team at work and are more productive than before. With “CRITICAL THINKING TOOL” we have been able to identify and solve a problem by opening up a new website to handle projects for people working from abroad but investing their money and developing at home in our new project dubbed EKYEO FUND INVEST.

I have also trained 3 women groups in financial literacy, bookkeeping, and group management. 3 groups accessed the government loan facility (Emyooga) to boost their businesses, one group of salon owners and operators with 30 members, another one of 105 members dealing in second-hand clothes, and 82 members dealing in craft making. I took them through trust building “WORK OF MY HANDS TOOL” to help them assign different roles to people with different talents and gifts if they were to grow their groups. I have also written a proposal for a group of 30 youth with disabilities, and they accessed a government fund for people with disabilities (youth livelihood funds)

More is being done.

THE COURAGE TO WIN AND TO ACCEPT BEING TRANSFORMED



Filipe P. Cândido
Angola

I am Filipe Pedro Cândido, an article writer and local facilitator in Education for Development in Angola and Coordinator of TFT trainings organized in Angola.

It all started in 2019 with the TFT certificate training, which significantly changed my approaches to development education, gender, culture, and the environment. The way I look at my community's problems today, the idea that collective situations should be solved by everyone, was thanks to TFT, which allowed me to question more, reflect, and provoke more discussions with the communities we work with.

Talking about the TFT's impact on my personal, professional, or even academic life is joyful because I consider TFT in Practice to be one of the best international institutions with powerful tools that captivate people and communities about their needs, inspire social change, and generate positive transformation in society.

Personal Changes

The reflections made on gender issues, helped me to share with the communities to adopt new working methodologies to ensure the participation of women in the decisions of community life. In addition, TFT has helped me in the way I facilitate trainings. Before I relied more on powerpoint, but thanks to TFT I can facilitate trainings based on participatory methodologies, without using powerpoint.

Professional Changes

TFT has helped me improve the way I supervise ICRA's curricular internships. Before, supervision visits were done in a scholastic way, but today, they are done using the TFT methodology, where the students' appreciation, contributions, and participation are crucial to the success of the internship. Students adopt the map of my world tool as a diagnostic tool to identify the main problems in the community.

Working with the TFT in the communities led me to take a holistic view of people's lives and gave me a number of challenges, one of which was how to help people become the protagonists of their own development without external intervention from an entity, organization, etc.

Training for Transformation is a reference for the young people of today and the next generations, who are strongly dedicated to community development and who believe in a more just and equitable world, based on the "ideology of understanding that there is a need for a new generation of leaders in development who are self-motivated and whose thinking and practice are based on the reality of the communities with which they work".

However, education for transformation is a bridge to building a fairer and more balanced society, bearing in mind that knowledge must be built by everyone, without discrimination based on race, religion, gender, etc.

Below are some testimonials from the participants who attended our training sessions.

“It makes me think that what we offer is not always what communities really need most, no matter how good our intentions are, if we don’t listen to people about what they feel and think about the issue, we always run the risk of satisfying a false need.”

“We have to start changing the world with what we are and what we have.” “Activism starts with us. If we want to make an impact, we have to be that impact first. Anyone who sees us will feel the same need.”

“With the knowledge acquired at TFT, today I have become a great activist in my church on gender issues. Currently, Alberto takes part in domestic chores at home, work that he never did.



YP3SP (TFT PAPUA) IS A HEALING SPACE



Ester L. Latumahina
Western Papua

My name is Ester Linda Latumahina, I am from West Papua, and I attended the Diploma 2022 -2023. YP3SP has been a healing space for me. I say that because of what I have experienced in my work as a Finance consultant for the West Papuan People's Assembly (MRPB), a government organisation where I work in addition to my responsibilities with TFT Papua.

Let me explain a little about the MRPB. Since 2002, Papua has enjoyed a form of Special Autonomy (OTSUS) within the Republic of Indonesia, the main aim of which is to improve the quality of life of Indigenous Papuans. MRPB is a government organization established under the Special Autonomy Law. Its purpose is as a cultural representative of indigenous Papuans and it has certain powers to protect their rights based on respect for customs and culture, women's empowerment, and religious harmony. The main task of the MRPB is to ensure that government policy PROTECTS and EMPOWERS indigenous Papuans. When policies issued by the government do not have that positive impact, the MRP can evaluate, provide consideration, and even refuse to give approval to the policies in question.

Each year, the MRPB receives funds from the government through the MRPB Secretariat. The amounts involved are sizable, ranging between USD 465,000 and USD 665,000. Yes, funding from the government, to assess whether government policies (the funders) adequately protect and empower indigenous people. There are now 6 such MRP institutions in place as a result of Papua's recent subdivision into Papua, West Papua, South Papua, Central Papua, Highlands Papua, and Southwest Papua Provinces.

I have been contracted as a financial consultant to the West Papua Province People's Assembly (MRPB) since 2012, with the task of providing advice regarding the institution's finances, starting with budget planning, to how funds are used and accounted for. I have since seen how funds are often used for personal gain which ultimately impact the activities MRPB members should otherwise have carried out with the communities they represent. Funding for activities such as Screening Community Aspirations, Conflict Resolution, and Advisory Work has not, therefore, had the impact it should have. A work programme's success is only measured by the percentage absorption of the overall budget, not its impact on, especially indigenous Papuan, communities.

I have several times tried to provide input regarding how these funds should be used to better reach grassroots communities, especially the Papuan people, but have never been successful. I am left witnessing the same thing happening over and over again, year after year, and I have started to feel increasingly guilty about being part of a system that does not take the side of, protect, and empower Papuans.

TFT Papua (YP3SP)

In 2019, I was invited to join TFT Papua (YP3SP) to manage their finances. We started by participating in a process to shape the Vision and Mission of the Organisation and which was facilitated in a way that was completely new to me: each of us was asked to convey what we wanted regarding Papua in the future.



What do we want to see happen in Papua? Our thoughts and dreams then poured into YP3SP's vision and mission. I can see myself in YP3SP's Vision and Mission.

2020 was my first time facilitating a grassroots community – to be precise, the Fyarkin community group on Numfor Island, Papua. My first facilitation process related to household and business group financial management. I still remember how nervous I was at that time. Finance is not new to me, I have

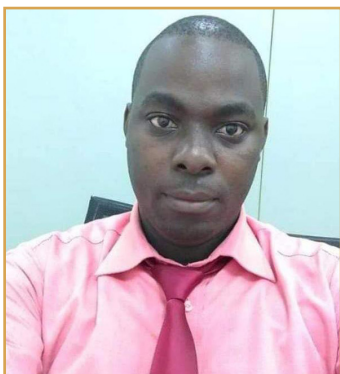
years of experience but, at that time, I did not know how to deal with the community in the village. I spent weeks creating learning modules that could also be of use in people's daily lives. I even practiced facilitating these modules in front of my family at home. Those were tense moments for me.

I still remember, however, how I felt a few months later when I returned to Numfor and heard them tell me how they had practiced what I said in their daily lives. I felt a mixture of joy and pride. Many community members started producing, for example, coconut oil not only for consumption anymore, but also for selling. One woman was able to extend her house, which she had never thought possible before. Although it was small, I felt that I had finally given something to this land. That feeling still lingers with me today.

This is my fourth year working with YP3SP. I watched the Fyarkin group become more confident in making important decisions as individuals and as a group. How they wholeheartedly believe in the “end result” of the process they are currently living in, and the dreams and desires they have to change their lives, are like specks of fire that give light to a large room. The flame is small, almost invisible, but it is there. Fyarkin themselves decided to light that small fire and to keep it alive in the hope that one day the fire might grow larger and light up the whole room. That is also what I feel. I realize that we face a system that is difficult to push back against and, without us realizing it, makes us see ourselves as victims. I have, however, come to believe that, once I believe in my struggle with all my heart - when I know what I stand for – I will struggle in earnest. Because of all of this, YP3SP is a healing space for me — it is where I learned to accept myself: to not only appreciate my work and efforts but also accept my shortcomings and failures. I have learned to reflect on what I have done and to plan my next steps. I have learned that my shadow will always follow me and that is what signifies that I am alive.

[Ester Linda Latumahina's Testimonial on Changes in the Community reported To TFT](#) — I have been part of the facilitation team working in 5 villages with a minimum of 20 people per village, meaning I have engaged with at least 100 people. Over those four years, I have learned and witnessed a lot: Improved food security, household debt reduction, growth in self-awareness and potential, regular reflection and greater collaboration, revitalization of indigenous identities and newfound abilities to question and hold village leaders accountable.

IDENTIFICATION



Dino A. Lázaro
Mozambique

My name is Dino Adventino Lázaro. I was born on 26/06/1985 in the Mussama district of Inhassunge Province of Zambezia, central Mozambique. I have a degree in Accounting and Auditing from the Pedagogical University Delegation of Quelimane, a postgraduate degree in Teaching and Learning Methodologies from the Licungo University in Quelimane and a Diploma in Development Education from TFT In Practice in Maputo, Mozambique.

TFT became to me a light that illuminated my heart, my being, and my family. I met TFT in 2022 at a time without anyone who believed in me anymore, when I found myself completely at rock bottom after the end of a professional career that lasted around 11 years with the Commercial and Investment Bank. TFT transformed my life, my way of being, thinking, and acting. Out of all the trainings I've participated in, this one stands out because it has given me the ability to see what is beyond the ordinary eye, wherever I am. I live with the Why of things and am in search in my everyday life.

Diploma 2022 - 2023

I found warmth, familiarity, compassion, and, above all, love in my trainers Ginoca, Sónia Magaia, and mentor Naftal Guambe (Nafito). Taking the diploma course was more than a school, it was a true blessing, and I successfully completed the Diploma in Development Education training in 2023 in Maputo.

During my Diploma Research Project, I faced several difficulties in the field when collecting data, but thanks to the experience gained during the training, I overcame them. I had to use Paulo Freire's seven steps for them to tell their lived stories related to the trafficking and consumption of alcoholic beverages and other drugs adolescents and young people use.

We faced challenges at the organizational level when presenting our project to partners. Government entities had a weak understanding of the current challenges we face in the fight against drugs and that it is responsible for the deaths of more than 320,000 people globally every year. It is not just Mozambique being considered a drug corridor but also a consumer of drugs. This problem clearly highlights the relevance and magnitude of the issue.

Current Job and Impact

I work at the Sinergia Moçambique Organization as Provincial Coordinator of Zambezia province, in the project ELE FOR EXAMPLO/ HIM BY EXAMPLE, which aims to contribute to the elimination of trafficking and consumption of alcoholic beverages and other drugs in young adolescents in school, family, and community environments. The project significantly impacted both the Government of Mozambique and the community.

Government – The Government's impact is visible, as my organization signed a memorandum that allowed us to work in seven provinces of Mozambique. Additionally, the project has helped education authorities develop an action plan to prevent trafficking, consumption of alcoholic beverages, and drug use in schools.

Community – In the community, the impact is notable through the massive involvement of

young people in disseminating messages to change behaviour. Despite the lack of financial resources, they have worked tirelessly under the sun and rain to spread the good news to the direct beneficiaries, who are teenagers and young people. Also, young adolescents have been involved in youth-to-youth replication; in 2023, around 12,000 adolescents and young people were reached. The goal is to reach around 252,000 in the seven provinces by the end of 2025.

TFT tools have been my allies in my day-to-day work. Holon is the tool I use most in my work for promoting behaviour change, and it has become key for transformative changes in the community. From the moment when a facilitator starts by stating that Change begins with the individual, it raises his/her consciousness, and they incorporate it.

I also use Paulo Freire's 'steps of digging deeper' tool to listen to the challenges and have stories experienced by the community and, at the same time, create an opportunity for them to feel engaged in the search for a solution to the problem that concerns them. I thank TFT for the opportunity to learn these tools that I take with me for growth as a professional and allow my organisation, Sinergia Moçambique to grow.



TRANSFORMATION IN ACTION

Interview by Carmen Opperman



Eunice Ndlovu
Zimbabwe / South Africa

I am Eunice Ndlovu, the accountant at TFT in Practice NPC. I have been with Training for Transformation for 10 years. I am passionate about helping people and sharing information that has made an impact on my life and would like in turn to make a change in other people's lives.

Why did you enrol the TFT Diploma course in 2022 -2023?

I was curious to know more after I had a taste of a one-week introduction course that I attended in 2017 and the online platform was a great opportunity to participate in all phases without affecting my work. Attending the Diploma course opened my eyes to the realities I was not aware of, and it transformed the way I do things, and changed the perception I had of people and my ways of doing

things. TFT has given direction to my life.

What changes have you experienced? (Please explain by first telling us what insights you gained, where the insights came from, and what you decided to do with this knowledge)

Insights

- For transformation to take place it begins with me. Understanding who I am and how other people see me helps me in turn to understand them better.
- I came to understand how everything in this world is connected through the holon. This tool helped me to understand how the actions of an individual have an impact on the immediate family and later the community at large. To see a change in my community it begins with me. Since then, I have been more conscious of what I do, and this is helping me to teach values to my children that I want to see in my community.
- I came to understand gender and how to change the way we were made to believe the roles of girls and boys at home.
- I learned how to identify myself in a drama triangle which helped me to understand the impact of not empowering others.
- I learned how to listen to others, and this has helped me to be more open when others want to talk and to listen carefully.
- I came to understand the importance of questioning to create awareness.

Actions

- I am equipping my son with the house chores from cleaning his room to doing dishes daily.
- I have a stokvel with a group of women from my community and women from church I have delegated tasks that I used to do to others and give them a chance to speak and I listen.
- I have stopped from imposing myself on my friend's issues.
- I do reflection exercises with the women from the church which helps them see their growth.
- I ask questions, especially to my husband for him to be aware of his decisions and how they impact the family.

What impact have the changes you made (or actions you have taken) had on yourself/family/others?

Self

- I now believe everyone can do anything given the appropriate nurturing and empowerment. I see value in everyone I interact with.
- I have confidence to speak and in myself as a person.
- It gave my life meaning and I found my purpose which is to serve and make a difference in other people's lives.
- I constantly reflect on my life and look for alternatives or better ways of doing things.

Family

- Shared roles – I used to do everything by myself and now we share responsibilities. I liberated myself from the gender roles. It has helped, I have time for other things and at the same time it's empowering them to do chores on their own and not to believe that the house chores are for girls and women only.
- Improved relations in how I engage with my family, I listen carefully to the conversation, ask questions to get deeper to the core of the issue and we find solutions together.
- I have enlarged my scope of family in that I have taken in children that I have met as my own.

Church group of 10 members weekly meetings

Before the Diploma: I used to follow the church guide in facilitating the meetings, when women in our circles didn't respond to questions I would share the answers, it was more of a religious practice.

After the Diploma: I use the TFT approach of questioning to get them to get to the core of the issue. Tools used include Holon, Power & Love, River of Life, Letting in/Letting Go Tree, Reflecting on actions.

- It is no longer a religious practice for me Diploma Course gave meaning to life and purpose. I now know my purpose is to serve and for me.
- It changed how I do things that will make an impact in their lives. As the Bible says in James 1:22 "But be ye doers of the word, and not hearers only, deceiving your own selves". And James 2:17 "Even so faith, if it hath not works, is dead, being alone." I realized that these scriptures were not in practice in my life which made me start working within myself and now I am sharing with others how we need to make practical steps to walk our spiritual journeys. I am using TFT approaches as icebreakers to ground the women, to find out how they are, and for deep reflections on their personal lives.
- I facilitate the conversation and they do more of the sharing, and this has made women to be confident in themselves and able to handle the meetings in my absence.
- Relationships have strengthened in that whoever does not come, I check on them just to find out if all is well.
- I allow others to lead our weekly meetings and the feedback from the lady I asked "Thank you for choosing me and today the turnout was great" I could sense the excitement of taking the lead amongst other women.
- There is consistency in attendance and confidence in sharing.
- Understanding the concept of power and love helped me the power that I have that can change the way things are done to adapt to what can make an impact and in the process you love everyone no matter who they are, their background and they feel the sense of belonging.

REFLECTION ON THE GROWING IN THE GRAIL TFT TRAINING COURSE



Joan Daries
South Africa

I am Joan Daries, Manager Mthimkhulu Community Development, South Africa and it was a great privilege for me to participate in the training programme which took place in two sessions of 5 days each. I was not able to attend all the days of the second workshop due to work commitments. Nevertheless, the workshop was profoundly beneficial for me to network with participants from South Africa and other countries as well. It was affirming to know that we have partners in other parts of the world who deal with the same kind of community issues and how much we could learn from each other.

- The most valuable aspect of the training for me was that it gave me time to do very deep personal reflection in relation to my own mental and spiritual well-being, as there is little time for such reflection in all the pressures of one's life. I now understand that transformation starts with the individual and if I am not transformed in my thinking and approaches, then I cannot be a good facilitator for transformation which requires very deep listening, questioning, action and reflection and learning as the constant in my life.
- Secondly was the recognition that much of the funded work that we do is developmental and not transformational. This is critical to understand that if we are just caught up in the developmental work that gets funded much more easily than transformation work, transformation will not take place as long as we remain on the developmental track.
- Thirdly, there has to be a balance between the hands-on practical community work and the theoretical and academic work that is more focused on advocacy and lobbying. Both are important, even though academia seems to want to hold the upper hand. Indigenous knowledge and wisdom are critical to transformation in the world.

The best lessons learnt do not compare to the value of the friendships that the training helped us to build as we went through exercises that got to the heart of how we can transform the world. Thank you to TFT for this amazing opportunity.

Our work wouldn't be possible without the generosity of

**MISEREOR
BREAD FOR THE WORLD
ANNE HOPE LEGACY FUND CONTRIBUTORS**

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