

MOZAMBIQUE ANGOLA PROJECT

Mid-Year Report 2013



1. GENERAL INFORMATION

1.1 Name of the Partner Organization: The Grail in Mozambique and the Grail Centre Trust in Kleinmond (South Africa) developed together the Mozambique Angola Project (MAP). Both organizations worked in partnership with Misereor and with the support of the Portuguese Grail.

1.2 Project Title and Number: Training for Transformation – Project for Southern Africa Continuation of the Training for Transformation Programme, project number 100-900-1455 ZG

1.3 Reporting period: July – December 2013

1.4 Changes occurred on the project

Restriction on funds forced the restructuring of the project and its activities. Aspects like conditions on place, the team assembled dictated that initially the activities were concentrated in Mozambique and not in Angola. However, contacts with the dioceses of the target group were kept, and the same holds interests in the project in Angola.

Thereby, this report focuses on the first time experience of Training for Transformation (TfT) programme in Mozambique.

1.5. Brief Description of the genesis of the Report

This report is compiled by the Training for Transformation (TfT) project manager in Mozambique (Abida Jamal), the resource person of the project (Ines Prata) and the bookkeeper (Orlanda Cumbane). The report input comprise of (i) the observation of the formation and organization team, (ii) conversation with the participants and facilitators during the course, (iii) the debriefing of team formation and organization,(iv) assessment questionnaire completed by the participants, (v) follow-up telephonic conversation with participants.

2. ACTIVITIES IMPLEMENTED IN THE REPORTING PERIOD

This report mirrors on 8 main objectives, (i)Recruitment of the staff for the development TfT programme in Mozambique, (ii) Recruitment for the first Training for Transformation Introduction Course, (iii) Facilitate the First Phase TfT Introduction Course, (iv) Recruitment to Training for Transformation Certificate Course, (v) Participate first in-residence phase of the TfT 2013-2014 Certificate Course, (vi) Monitoring participants on home phase workshop, (vii) Recruitment for the second Training for Transformation Introduction Course, (viii) Fundraising

2.1 Recruitment of the staff for the development TfT programme in Mozambique

According to the proposal a team compose by local logistic manager and bookkeeper should be creating to implement the activities of the TfT programme. The project manager was recruited among the Grail members from Mozambique. The bookkeeper was recruited through a public tender launched via online.

2.2. Recruitment for the first Training for Transformation Introduction Course in Maputo by 1 August 2013

A brochure was produced and circulated to more than 110 people. The TfT received 36 applications responding to the online advertisement. The enrolment has been extended to 10th August. The extension was intended to create more space for people applied and

achieve the target of 30 participants as agreed in the project proposal. The Tft project manager focused on recruiting people from different organizations and different areas of intervention.

Due insufficient financial resources, the Tft team agreed to charge a fee as a symbolic value contribution of 75 euros per participant. Nevertheless, Tft allocate 5 bursaries on total of 30 needed to attend the workshop.

2.3. Facilitate the First Phase Tft Introduction Course in Maputo

The development of Training for Transformation in Mozambique is a new approach to the organizations, it was important to introduce the overall approach in short 5 day introductory course workshop. One Introduction Course was facilitated from 25th to 30th August 2013. The workshop was attended by a total of 24 participants (15 women and 9 men) from 17 organizations with intervention in areas such as: health (HIV/AIDS), education/training/capacity building, water and sanitation, agriculture and food security, social marketing and intervention, natural resource management and environment, activism and advocacy, good governance and auditing.

Out of 30 enrolled 6 participants dropped out due financial constraints. The second phase of Tft Introduction Course was scheduled for May 2014.

2.4 Recruitment to Training for Transformation Certificate Course 2013-2014

One of the purposes of this programme is to build networks of organizations and senior trainers to capacitate their leadership to go further with this approach. To respond to that, the participants of Introduction Course applied for two places allocated to pursuit further Tft Certificate Course 2013 - 2014 in Kleinmond, Cape Town - SA and it was request a contribution on pay full transport cost and the programme will pay the course fees and accommodation.

Initially, 8 participants applied and they dropped out due financial constraints because the organizations lost funding. In the last minute, 2 participants (1 woman and 1 man) made efforts by using their salary to pay their air ticket to attend the Certificate Course.

In total 3 people from Mozambique participated in the Certificate Course.

Even without starting up activities in Angola, it was possible to recruit two people for the Tft Certificate Course, who already had been making contacts with institutions in Angola to implement the project.

2.5.Participate first in-residence phase of the Tft 2013-2014 Certificate Course

A total of 5 people from MAP attended the first phase of the Tft Certificate Course, including the two project managers from the programme in Mozambique and Angola. It was possible to have the presence of a facilitator of Portuguese speaking that support learners of Portuguese language, because language barriers remain attached but the problem is to be overcome by the Tft work team.

The MAP participants had engaged with the group of 31 people for 3 weeks (9 – 30 November 2013).

2.6. Monitoring participants on home phase assignment – field work

The learning process initiated by the Tft Introduction course is itself inserted in a process of action and reflection. In that sense, MAP expects each participant to carry out 2 workshops until the next phase of the training. After doing the workshops, the participants must write a brief evaluation report to be sent to the facilitation team. Also, the participants are encouraged to go back to their organizations/institutions or communities and share the learning experience with the rest.

Participants should provide feedback to the facilitators on the results of the workshops and participate in some workshops sessions. It didn't happen at all because of communication problem and availability.

2.7. Recruitment for the second Training for Transformation Introduction Course (Beira)

The Second Phase of Tft Introduction Course was scheduled for May 2014. However, a scheduled meeting arranged with the funder (Anabela Belo) in October 2013, came out with suggestion for training of some of their partners (Diocese and Organizations) in Beira that could combine with the request of translation of Tft Manuals in Portuguese.

Thus, previous plan was changed to respond the suggestion and request. The second First Phase of Tft Introduction Course will be in Beira in February 2014 and the Second Phase of Tft Introduction Course will be in June 2014 in Maputo, bring together the 2 groups of First Phase.

With this situation posed, the recruitment process initiated November 2013, advertises directly with the target group so that it is more effective and personalized once the target group is already identified.

2.8. Fundraising

Due to financial constraints since the beginning of the project, it saw the need to seek other funds to support the grant received from Misereor. Current funding cannot cover the cost, for example for venue and accommodation was miscalculated for reality of Mozambique. Therefore, the Tft local manager decided to approach CAFOD and Trocaire as they are old-time funders of Tft, for financial support on specific expenditure as accommodation, food and venue that cost much than proposal. This approach was not succeeded because in that period, Trocaire closed its work in Mozambique and CAFOD was scaling down its work in Mozambique. The project therefore is short on funds.

3. THE EFFECTS OF PROJECT IMPLEMENTATION

The main general objective of the Tft programme in Mozambique is to introduce the concepts and methodologies of Tft according to Mozambique context. To achieve the objectives a range of activities were implemented over a period of 6 months.

The recruitment process for Tft Introduction Course was successful – 17 NGO's and 24 participants only in a month time period.

The participants evaluated the training in various parameters. The participants felt engaged during the course, accomplishing satisfactory their expectations: the themes approached and the tools shared were considered to be relevant to the interventions of the participants on their organizations, highlighting the good structure of the programme.

Some highlights that came out from the participants' evaluation:

Because it was a very important training to improve the interventions of our organizations, it would be good if more people could participate in this training.
(Lina Ingles)

The more people participating in this course, the closer we will be to transformation.
(António Banze)

It will help me in the work that I do in my community and myself as well.
(Teresa Danásio)

To have experience and help to develop our communities. (Luisa Mogueuene)

I loved this training, the facilitators and their level of discipline, dominance, pedagogy and methodologies applied. I loved the process of interaction and joint construction of knowledge, making it meaningful. I am very clear about how to replicate what I learned here. I have even identified where I must act immediately.
(Cidia Monteiro)

Thank you for the transformation!!!
(Fuva Muiambo)

Extremely interesting. Very important for civil society organizations. Very useful to the work that we do.
(Feliciano dos Santos)

As we highlight some of the immediate results of the project and bearing in mind that transformation is a process, there is some notable aspects occurred after the participants went back their organizations/communities that area highlight below:

Sonia Magaia (ESTAMOS)	Sonia is supervisor at her Organization and she created a space of sharing among colleagues to build a work harmonious environment that permit has substantially improve productivity and good commitment of their activities.
Naftal Guambe (United Methodist Church)	Naftal carried out a listening survey and facilitated a workshop on youth unemployment that unveiled the need for skill training among the youth in coordination with the community leaders to identify mechanisms to create skill training programme. This project is multiplying today in different communities around Maputo town.
Antonia Teixeira (CLED - ADEL)	Antonia facilitated a workshop sharing Tft skills and methods in her community where she works as caregiver for sick people using medicinal plants. Recently she discovered a new medicinal plant and is organizing various workshop using Tft tools to spread the message and conscientatize other to plant in their back yard.
Fuva Muiambo The Grail	Fuva works with girls and young women on issues of human right and empowerment. She organizes workshops on campaigns to fight violence against girls and young women. She launched a group consultation and discussion of young people to issues of MDGs and Post 2015.

It was possible to have a considerable number of participants for certificate course where the 6 planned, 5 attended it, even with the financial difficulties in relation to transport.

During the course of the project was the opportunity to meet with the funder that served to present a brief summary of the activities including the concern of reduced funding in relation to the Mozambique reality.

With the Introductory Course, it emerged the possibility to certify the Tft course in one of the institutions of higher education in Mozambique. It can provide an opportunity for more organizations to participate in the formation. A partnership with some dioceses and organizations of civil society can be an opportunity for collaboration.

Early preparation for Introductory Course workshop in Beira has permitted to see the reality of the target group in relation to knowledge and use of training for transformation tools for the day-to-day activities. Also, suggested establishing a focus group, contextualization and updating of manuals, composed of people who have gone through Tft course.

Even that was not part of this project but connected to that, translations of the Tft books into Portuguese was completed and 1 300 of Books 1 – 3 were shifted to Maputo. The books will be launched in Beira and Maputo.

3.2 Challenges

The financial resources were a great challenge from the beginning of the project. The funds were not made available immediately and, when they were, the amount was too little for the level of costs in Mozambique. The requested to accommodation and venue in the proposal was miscalculated according with South African prices and not Mozambican.

If we think this project in the long-term, the challenge is to ensure that the funding is enough to complete at least the next two phases of the training in the 2014. We highlight the availability of funds to the next two phases of the training. Due to the high costs of food and accommodation, that were underestimated by the original budget in relation to the real cost of life in Mozambique. This can compromise the next phases of programme.

On the other side, it would be crucial to ensure that there are funds available to co-finance air ticket for the participants to the Tft Certificate Course. For the phase one the participants contribute with their salary to pay flight ticket, an option that it was not easy to met.

The availability of funds made also a change in the project. There were not enough funds to pursue activities in Angola and Mozambique.

It has been a challenge to do the monitoring because of the communication problem. This will also commit to follow up the course, seen as a tool to make sustainable the formation.

Money transfers to Mozambique were delayed that made it harder to prepare the course and pay in advance (partially) for the services.

3.3 Important lesson learned

It is important to double check what works financially to avoid being caught short of funds.

Initiate financial transfers to Mozambique several months ahead of the workshops to curb the delays.

The programme of the course must be made clear and available before the course starts, when the advertisement is being made. All the participants felt that they did not know enough about what they were going to learn in the course.

The advertisement must be done more “door to door”, directly with the target groups so that it is more effective and personalized, and also it will help sensibilize people to pay the fees allocate, since it has not been dwelling in Mozambique pay fees to participate in this kind of course models.

3.4 Way Forward

Readjust the funding available to enable the execution of planned activities without restrictions.

Structure the board to allow assistance in the mobilization of funds and ensure the existence of sufficient resources for the execution of the project and evaluate activities implemented. Also, to allow the project to be managed directly in Mozambique future.

Creating more opportunities for facilitators trained and form a team in Mozambique for future courses.

A partnership with some dioceses and organizations of civil society can be an opportunity for collaboration between Maputo and Beira.

4. CONCLUSION

The majority of the feedback appreciated the initiative of the Grail to implement this project in a society who is looking for the ways of answering to the social, economic and political challenges that they currently face.

From the experience of those who attend the Introduction Course, an insight has emerged that the Training for Transformation programme is not simply a method for conscientization that influences development programmes in organizations and moulds participants into leaders, but it is also about inspiring people and communities themselves to accomplish their deeply felt intentions. As a result, the participants of the Introduction Course asked for the Tft books and more phases of training and go to other provinces to be more inclusive.

The excellent level of participation was crucial to the success of the course. The intervention along the course, the commitment during the activities and, mainly, the engagement in relation to the programme demonstrated how the initiative was appreciated.

The introductory course was showed to be crucial to the professionals and agents of community development. However, we must require a minimum financial contribution from the participants, in spite of the abandonment of some participants due to financial constraints.

Long term strategic partnership with institutions could be the foundation of Tft sustainability. There is need for more communications between Training for Transformation programme and the organizations whose staff will be participating in the Introduction Course workshop.

Taking into account the number of Introduction Course per year, could be considered this as recruitment for Certificate and Diploma Courses Tft programme.

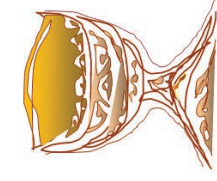
We could safely affirm that something new is happening and has the potential to grow if nurtured.

THE GRAIL CENTRE TRUST – MOZAMBIQUE ANGOLA PROJECT

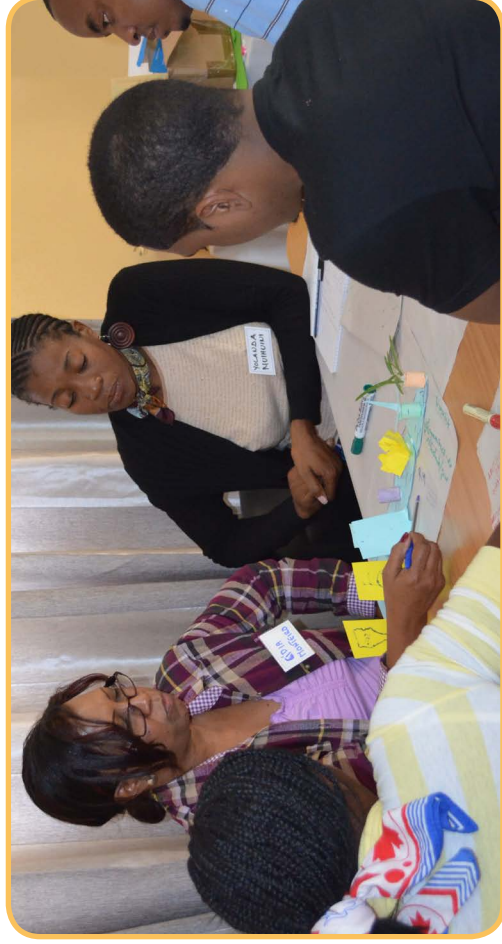
Unaudited accounts as at 31 december 2013

		Annual Budget 2013	YTD Dec 13
INCOME			
Grants	Misereor - MAP	-360,000	-454,112
	Other	-360,000	0
TOTAL INCOME		-720,000	-454,112
EXPENDITURE			
Personnel		340,800	102,146
	Angola logistics manager	86,400	0
	Mozambique logistics manager	86,400	77,146
	2 x Bookkeepers	72,000	0
	2 x Outside trainers	96,000	25,000
Travel		36,000	7,580
	Participants	21,600	0
	Airfare trainers	14,400	7,580
Venue, Accomodation & Food		48,960	116,472
Course materials		6,000	1,669
Certificate course		175,632	58,500
	Tuition fee	72,000	58,500
	Accomodation	78,432	0
	Transport	21,600	0
	Course materials	3,600	0
Administration		107,040	21,986
	Reporting	7,200	0
	Telephone	28,800	601
	General	71,040	21,385
TOTAL EXPENDITURE		714,432	308,352
FUNDS (UNDER) / OVER SPENT		-5,568	-145,760

MAP in Pictures



TRAINING FOR
TRANSFORMATION



Introduction Course, Mozambique, August 2013



**Introduction Course, Mozambique
August 2013**



**Certificate Course
2013-14
Phase I,
Kleinmond
November 2013**



**Tft participants Workshop
14th of December 2013, community of
Xipamanine, Mozambique**



**Tft participants Workshop
14th of December 2013, community of
Xipamanine, Mozambique**



**Introduction Course
Mozambique
August 2013**

**Certificate Course
2013-14 Phase I,
Kleinmond
November 2013**

ACKNOWLEDGEMENTS

We are grateful to the donor and the partners who supported the TFT process in Mozambique and Angola

MISEREOR

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GRAAL MOÇAMBIQUE

TRAINING FOR TRANSFORMATION

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