



20 November 2018

Re: Training for Transformation: from programme to new global NPC

Dear Partners, Friends and Comrades

We write this letter to communicate a momentous new development within Training for Transformation – the transition of TFT from a programme of the Grail Centre Trust to the registration of TFT as an independent, global not-for-profit company. This progression is inspired by the 2018 external evaluation of the TFT programme, where a key finding was that the training taken to organisations was both quantitatively and qualitatively more effective than the longer-term residential Diploma course. Supporting evidence is drawn from Papua Indonesia, India, South Africa and Zimbabwe, where the training empowered groups of community leaders, organisations and religious institutions to actively engage in socio-political and economic issues, as for example, The Catholic Commission for Justice and Peace in Zimbabwe.

Financial implications were also taken into account. For instance, the cost of training one person in the TFT Diploma Course (USD 7.000) could train 12-16 facilitators in a week-long workshop.

It is against this background that our goal is to offer the best and most effective grounded development education and training in transformative leadership. To achieve this goal TFT proposes four approaches.

- i) Country-focused Training-of-Trainers, with TFT graduates comprising and establishing country teams. Trainers from country teams (for instance the United Church of Zambia, which has more than 15 TFT graduates) can benefit from refresher courses and up-skilling facilitated by TFT.
- ii) Regional Training-of-Trainers. This team emerged from the Thinkwell held in August-September 2019 at Consolata Mission, Dar es salaam, Tanzania. The five regional teams include; South East Asia, Scotland, Southern, East and West Africa.
- iii) Cooperation with other institutions of learning. For instance, TFT will be offered as a BA Honours in Transformational Leadership from the 18th of February 2019 in collaboration with Arrupe Jesuit University in Harare, Zimbabwe.

The Grail is an international, ecumenical, spiritual, cultural and social movement of women which is rooted in Christian faith and committed to transformation of the world into a global community of justice and peace.



Training for Transformation

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- iv) Strategic long-term partnerships with civil society organizations using a social business approach to generate income through provision of participatory skills, methods and techniques to engage with communities whom they serve. For instance the partnership with Tekano leadership training for public health in South Africa through which TFT is contracted to mainstream these methods throughout all its four modules in 2019.

Working with targeted country institutions and regional teams TFT will grow a critical mass of development facilitators who through the training will be empowered with skills, tools and methods to engage with people in participatory practices driven and owned by the beneficiaries.

While TFT completes its current contractual agreements with some of the key partners in the first six months of 2018, we will also be embarking upon practical process of registering TFT as a global not for profit company that offers development education and training in leadership and transformation to faith based organizations (FBOs), community based organizations (CBOs) and civil society organizations (CSOs). Defining in this practice is that the training is taken to the organizations and building a movement of development facilitators rooted in the participatory methods offered through the training.

TFT will be approaching you for strategic support in the process of building global movement. We look forward to your support.

Sincerely Yours

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