



# Shingirirai Trust 2011 Annual Report



## CHAIRPERSON AND DIRECTOR'S MESSAGES

This year has been a year for consolidation for Shingirirai Trust. Despite a reduced income our small and dedicated management team continues to achieve amazing results and offer a major resource at many levels to the community. It is always gratifying at the annual graduation to see the support and appreciation expressed by all sections of the community as they share in the success of the Early Childhood Development students.

This year we extended our efforts to cover some of our own costs, as we are aware of the impact of the effect that the international economic downturn is having on potential donors. We continue to look for new funding opportunities as well as individual sponsors and local supporters. A loan from a Canadian 'Angel' has enabled us to extend our small business loan project, which has already helped borrowers from staff and caregivers to develop small businesses to give them an on-going income. We also ran workshops to offer money-making and small business management skills to our staff, volunteers, young people and community.

In 2012 we will concentrate on our 'green' credentials, as we look forward to the installation of a office solar system as well as looking at craft and other projects which involve recycling, especially where we can find markets for projects in the community. We will also work towards building our own facilities to house some of our centres and activities.

The Board of Trustees extends thanks for all the achievements by our Director and her dedicated staff and volunteers as well as the very generous support from all our donors -to the growing number of people who give us goods in kind, who act as sponsors or by their involvement and prayer. I thank also all the Board members for their enthusiastic support and engagement throughout the year.

Joy Peacocke

Chairperson, Board of Trustees



Carefully maintaining its mission and despite increased economic challenges, Shingirirai is pleased to report there has been an overall increase in the volume of work achieved in 2011. The Skills Development Programme introduced informal literacy and nutrition training for the out-of-school young people aged eight to nineteen years. The Economic Empowerment Programme stretched out its Small Business Revolving Fund to volunteers and community as well as supporting the income generating projects for the young people.

Due to severe underfunding, however, we failed to increase our caregiver outreach programmes in 2011. Happily, we are now planning to develop low/no cost programmes that will target from zero years upwards so that we will complete the circle of community care and support to all ages.

There was a lot of happiness within the organisation due to the receipt of a major award from Rotary International by the Director in appreciation of outstanding commitment and service to the community whilst the Advisor was invited to represent Shingirirai at the Women and Power Retreat at Omega Institute in the US and she presented the Women's Leadership Institute at Omega with a Shingirirai table cloth for the boardroom.

Our website has been revived and is receiving an increasing stream of hits.

Cecilia P. Masekereya

Director

## VISION

The development of a model community based organisation and processes that transforms communities through learning and developmental opportunities for the vulnerable and marginalised groups.

## OUR OBJECTIVES-

- to empower women and girls with education, life, leadership, management and business skills to enable them to become strong role models to create social and economic development in their communities
- -to develop psychosocial support skills in community leaders to respond to the needs of orphans and vulnerable children in the community of Mabvuku/Tafara/Caledonia using a bottom-up approach

## OUR VALUES:

### Programming in 2011

## MISSION

To develop sustainable community-based programmes led by women and girls at grassroots the will enable them to improve the quality of their lives and their communities.

Realizing human rights, Service to others, Collective decision making, Self and Community Empowerment, Participatory programming. Gender equality, promoting the rights of people with difficulties

## OUR APPROACH

Child focused/Women and girls centred/Community based

Issue	Solution	Achievement and Impact
<b>Early Childhood Development Programme</b>		
Poor early childhood development of the orphaned and vulnerable children due to loss of parents to death, family unit breakdown due to economic constraints and lack of sufficient resources to effectively care for the children.	<i>Providing a structured caring and educational support for the orphaned and vulnerable children whereby their early developmental needs are met to give them a vital head start in life.</i>	Three hundred and forty-nine orphaned and vulnerable children (OVC) aged 3 to 6 years were nurtured and developed physically, intellectually, socially, morally and observed basic health behaviours.
Orphan hood and vulnerability cause psychological and social suffering to children which create emotional setbacks.	<i>Provided psychosocial support interventions with child centred methods that helped the children to cope with life difficulties in their own background and building a sense of belonging.</i>	Two hundred and seventy OVCs gained ability to cope with difficulties to achieve personal and emotional well-being enabling them to hope for a better future.
Orphans and vulnerable children live in extreme poverty due to unemployment of carers whereby they suffer from poor health. Some of them are affected by poor nutrition, HIV/AIDS status etc.	<i>Supplementary feeding was offered in the form of two meals per day to children who were attending early childhood development activities in the centres</i>	Three hundred and forty-nine OVCs nutritional status was improved and upheld.
<b>Skills Development Programme</b>		
Young people aged 8 to 19 are experiencing low levels of formal education having dropped out of school leading to high illiteracy	<i>Established informal basic literacy and numeracy classes for the young people</i>	Twenty-five young people aged 8 to 19 years gained basic literacy and numeracy skills.

levels owing to HIV/AIDS, migration, displacement and poverty.		
The young people often lack parental guidance and are not equipped with approaches to cope with issues that affect them, or guidance concerning choices open to them.	<i>Life skills training were carried out in regard to issues to do with behaviours, beliefs, responsibilities, healing and empowerment as well as skills to interact effectively with the society.</i>	Eighty-six young people aged 8 to 19 years were equipped with life management skills that enable them to make good choices regarding their own lives and in the life of their community.
Young people who fail to access formal education face a bleak future as they do not have opportunities of attaining qualifications and will experience unemployment	<i>Vocational skills training were conducted for the young people to give them skills with which to secure income to support themselves and other members of the household.</i>	Seventeen young people were given skills to secure income to support themselves and their siblings.
The young people have poor understanding of health and nutrition issues.	<i>Nutrition skills trainings were given to the young people</i>	23 young people increased awareness of food elements, their functions and the production of low-cost and well-balanced meals.
<b>Capacity Development Programme</b>		
Teachers need refreshment and in-service training on existing and aspects of ECD new education.	<i>In-service training workshops conducted for ECD staff and volunteers</i>	18 staff members and 7 volunteers were equipped with techniques in enhanced teaching techniques to help children understand more easily
Deficiency in management and report writing skills	<i>Staff members attended various training workshops</i>	Staff members gained management, leadership, report and business writing skills.
Lack of expertise in understanding factors to success	<i>Staff and volunteers trained in what leads to success</i>	Staff and volunteers acquired the traits to enable them to be more successful
<b>Economic Empowerment Programme</b>		
High unemployment and very low levels of income are being experienced by the community	<i>Established small business loans to staff and community</i>	Sixty-two women and two males improved their living standards.
Small business entrepreneurs often lack business management skills	<i>Business management skills training was conducted for the community</i>	Twenty-eight community members gained information and skills on how to plan and operate businesses.
Lack of a future amongst orphaned and vulnerable young people and women	<i>Young people trained in vocational skills and helped in the establishment of income generating projects.</i>	Women and 5 girls and 5 boys engaged in income generating projects

## **PROGRAMMING HIGHLIGHTS**

### **EARLY CHILDHOOD DEVELOPMENT PROGRAMME**

Our ECD programme also saw a rise in numbers – overall we had a total of three hundred and forty nine children going through the programme with a steady two hundred and seventy orphaned and vulnerable children staying throughout the year. A very welcome new development was significant support from the community for this programme. All children paid a small registration fee and seventy-nine children paid monthly fees to support the program. The program followed the newly introduced Ministry of Education Syllabus with five curriculum areas that blended the previously outlined eight curriculum areas. The new syllabus focuses on Arts, Social Sciences, Maths and Science, Language Arts and Information Communication and Technology but faced challenge on the ICT due unavailability of equipment. New teaching techniques were introduced which made teaching easy and helped children understand more easily.

- **Progress Assessments**

Quarterly PSS assessments were carried out on each individual child and young person to monitor their developmental progress on behaviour, attitude and intellectual development

- **Educational Tours**

Seventy-three children benefitted from two educational tours to a game park where they had direct contact with larger animals and learnt more about them. The tour also assisted the children in strengthening their care for one another.

- **Community Involvement**

Caregivers of the programme beneficiaries and other community members were called in for meetings and educated about ECD issues and planned interventions whilst the Trust received feedback on these interventions. The Trust also involved the caregivers in the psychosocial support activities with children and the planning of open days and the graduation. The caregivers were also called in on a quarterly basis in partnership reviews on the progress of the children and young people bringing out the impact of the programme on each individual child.

- **Open Days**

The caregivers were invited to all centres to a full programme explaining and demonstrating content and approach of the ECD programme. This innovation proved highly successful and will form a vital part of the ECD programme year.

- **Material support**

The children and young people received clothing and blankets whilst the caregivers received a basic food basket on a quarterly basis.

- **End of Year Ceremonies**

Two end of year ceremonies were held which saw one hundred and seventy-one children, who were ready for primary school education, capped and bid farewell to the ECD programme. The activities also helped the community to understand and appreciate the fruitfulness and fertility of the programme.



- **Community acknowledgement/appreciation**

- ❖ The end of 2010 end of year resulted in a group of parents agreeing to bring their children to the program on a small fee paying basis to help cover rentals and other costs. Registration and monthly fees raised US\$11, 205.53 for the operational costs of the program.
- ❖ The increasing number of the handicapped in the program is alleviating the stigma and discrimination of the handicapped. This is much appreciated by the community and testimonies at year end from caregivers on the progress of individual children moved many to tears.
- ❖ The caregivers and community assisted in the provision of clean water and firewood to support the supplementary feeding program

### **SKILLS DEVELOPMENT PROGRAMME**

Introducing the informal literacy and nutrition training for the young people noted an increase in the numbers of out-of-school orphaned and vulnerable young people aged eight to nineteen. The programme also stretched its target to O/V young people in schools as it recognised life management is a vital tool to every individual despite the level of formal education one might have.

- Ten young people cooperated with Vision and Hope and Glen Forest Young People in an HIV/AIDS and communication training workshop.
- The bead making group Kukunda partnered with Promise and exported thousands of their colourful beads to France. They also sold their jewellery in Spain and they exhibited at HIFA.
- The youth group developed a great dance program that entertained the community on several occasions.
- Out-of-school children obtained basic skills on reading and writing as well as basic nutrition.

### **CAPACITY DEVELOPMENT PROGRAMME**

The training workshops conducted each quarter for the staff and volunteers are designed and carried out to enhance capacity both in specific techniques relating to particular programme needs and to overall management of programmes to increase quality of delivery. Shingirirai is proud of the repertoire of workshops that it has developed and looks forward to sharing them with other communities in the future.



### **ECONOMIC EMPOWERMENT PROGRAMME**

The Small Business Revolving Fund stretched out to the larger community targeting mainly women whilst working in collaboration with the Ministry of Gender and Women's Affairs at local level. It also supported the young people strengthening their income generating projects and provided business management skills training to the targeted beneficiaries.



## **ADMINISTRATION**

- There was a change in the administration team in 2011 with the replacement of the ECD programme manager in May. The new manager has settled in well and the team is going from strength to strength. Salaries are at an all-time low and there is an urgent need to increase funding for administration overheads and salaries.
- The administration team visited the Child Protection Society to share information and expertise where they gained awareness on implementing activities at low/no cost.
- The Director attended the four National Aids Council Stakeholders Meetings reviewing activities implemented by organisations in the Eastern District of Harare.
- The administration attended the District Child Protection Committee meetings to share information affecting the children and participating in the income generating project of the committee.
- The administration networked with Glen Forest and Vision & Hope to share 2011 workplans and expertise in implementing activities.

**PARTNERSHIP:** The year 2011 experienced visits by five funding partners - Zim Relief, House of Stone, Firelight Foundation, Zim Arts and the Southern District Ambassador of the Rotarians. All had direct contact with programmes and beneficiaries and witnessed at first hand the impact of the programmes. This helped them to have better understanding of issues being dealt with and to see the impact of their funding.

**MEETINGS:** Meetings were held by the ECD staff on a monthly basis to review activities and share information. Board meetings were held quarterly to review strategies of fundraising and facilitating the advisory role to the administration. The administration met to share reports and evaluate activities and explore challenges.

**PARTNERS APPRECIATION:** The Director was awarded the international highest award of the Rotarians in recognition for devoted and unselfish 'Service Above Self'

## **Challenges**

- Although the year experienced varied achievements, there was an underdelivery in some programme areas and fewer targeted beneficiaries due to various challenges.
- Underfunding particularly affected the psychosocial support, parenting and nutrition trainings of the caregivers and community which are of a paramount effect in this changing world. We desperately need new funding for this vital area of work.
- Unavailability of required material resources affected the ability to implement all planned activities.
- The increase in the range of our activities in the four programs has overloaded the staff. Shingirirai needs to review its staffing structure so that it grows without obstructing responsiveness to issues and effectiveness of interventions.
- Load shedding of power by relevant authorities affect all the documentation that has to be done. A back-up system should be put in place.

- Although the levels of HIV/AIDS are reducing, we noted that levels of illnesses are still high therefore Shingirirai needs to partner with more medical institutions.

### New Developments for 2012

- Targeting young mothers for training in child care and nutrition and establishing young mothers support groups..
- Establishing low cost psycho-social support training for the caregivers and establishing caregivers support groups.
- Facilitating family fun fair at community level for fundraising and sensitization.
- Providing educational assistance to the most vulnerable graduates of the programme
- Linking in with other youth programs
- Outreaching to other communities with the Shingirirai model
- Finding a research body to look at our ECD programme

### **CONCLUSION**

The year 2011 has been another year of challenges due to underfunding but we are intensified to trek on and meet them so that we will overcome them in the coming year. Regarding our commitment and eagerness in community development we are looking forward to a year of more achievements than challenges.

### 2011 FINANCIAL REPORT

INCOME		EXPEENDITURE	
Funding organisations	\$33, 413.40	Program costs	\$48, 365.9
Individual/group	\$10, 229.15	Administrative costs	\$ 2360.16
Community	\$11, 205.50		
<b>Total</b>	<b>\$54, 848.05</b>	<b>Total</b>	<b>\$50, 726.06</b>

Our total projected budget was \$112.095 and we managed to secure 48% which saw most of the skills development activities implemented at very lost cost for achievement of planned activities. The revolving loan fund to staff stimulated their commitment and dedication to their work.

### APPRECIATION

We thank all our individual and fundingorganisations for their generous support which make it possible for the development of our community. Many thanks goes to the Board of Trustees for their continued committment especially in this economic downturn environment. To the staff and volunteers we acknowledge their treasured passion for the development of the community.



**Funding Partners:** Zim Relief, Firelight Foundation, House of Stone, Jesuits Relief Services, Zim Arts, Rotary Club,

**Groups/Individual:** Just Children Charities UK, sponsors and supporters in Ireland, Spain, UK, New Zealand, Canada, US, Fiona, Clare and Tim Cole, Ondine Francis, Annie Allport and all those we did not mention

**Board of Trustees:** Joy Peacocke, Deborah Barron, Simon Nyakudya, Darlington Musingwini, Peggy T. Rambanapasi, Pepertua Chakara, Virginia Muguyo,

Advisor: Mel O’Gorman

**Administration:** Cecilia P. Masekereya, Edith Tiki, Rumbidzai Maputi and Felistus Tizola

**Early Childhood Development Staff:** Esther Muunganirwa, Rudo Chiwaula, Martha Mutunami, Anesu Chitema, Esinala Solomon, Stella Moyo, Rachel Jonga, Loveness Makwetse, Loice Kausiyo, Margaret Sakurangaranga, Ability Chauruka, Tando Masuku, Tandiwe Makarawo, Maria Meki, Maude Gurure, Esinath Maunga, Mupukeyi Daimon and Universe Choga

**Volunteers:** Barbra Dzuda, Rudo Nyakupinda, Funwell Makanya, Epiphania Chareka, Tendai Chikoto, Elizabeth Zinatsa, Steven Chihota, Tabitha Chiwaura, Concilia Sibanda, Sarah Chakumhara, Emilia Dalikeni, Virginia Ushe, Thandiwe Kambarami and Tsitsi Matiza