

SHINGIRIRAI TRUST ANNUAL REPORT 2008

Our Vision: the development of a model grassroots community organization to deliver effective family and community support for orphans and vulnerable children (OVC) infected and affected by HIV/AIDS.

Our Mission: to increase community psychosocial support for orphans and vulnerable children (OVC) through the development of sustainable community based programs with empowered community leaders.

Our Objectives: to develop appropriate psychosocial skills in community leaders to respond to the needs of the orphans and vulnerable children (OVC) of the Mabvuku/Tafara/ Caledonia communities using a bottom-up approach

Our Values:

- Realizing children's rights
- Bottom-up approach to community development
- Accountability and transparency in all aspects of programming
- Commitment and dedication
- Participatory methodologies
- Quality programming

EXECUTIVE SUMMARY

With the approach of 2009 Shingirirai Trust is celebrating six years of being involved in the work of mitigating the impact on the children of the Mabvuku/Tafara/ Caledonia communities.

2008 was an extremely challenging year for the Trust- acute food shortages, severe hyperinflation and lack of access to bank accounts, forced closure of programs over some of the 'election' period, political harassment of staff, and above all the inability of some funders to deliver on committed funds in time resulted in the curtailment of some programming and in staff not receiving salaries for extended periods of time.

The range of challenges however, also brought benefits to Shingirirai in the words of the Programming Coordinator "because they brought a lot of courage, self – confidence,, wisdom and unity of purpose amongst the staff and members of the organization."

A welcome initiative in 2008 was the development of the community- to-community Shamwari Sponsorship program, initiated in Ireland in three communities. Shamwari funds individual children in the ECD program as well as components of the Skills Development (SD) program.

The main thrust of Shingirirai programming is targeting OVC in the Early Childhood Development program (ECD). This has now grown from under 20 children in August 2003 to our target number of 240 children in 2009.

The fabric-printing project also continued as part of the vocational and life skills program for vulnerable teenagers. Two other income- generating projects introduced in the latter part of 2007 had to be curtailed due to lack of funding. The outreach life skills-enhancing program targeting caregivers, however, continued despite major funding problems.

ECLD PROGRAM

The ECLD program reached a total of 227 children with 190 children completing the year. 35 dropped out due to relocation and one child died. The program is focused on the total development of the child encompassing physical, social, creative, intellectual, emotional and moral development through eight learning through play area activities.

Play areas	Key concepts/inputs
Science and discovery	Human body, water, plants, soil, health, weather, air, magnets, light, animals
Music and movement	Rhythm, sounds, melodies, musical instruments, entertainment, culture, learning through music
Language	Oral language, vocabulary development, visual discrimination, auditory memory, visual memory, book skills, writing skills
Outdoor play	Physical exercises, responsibility tasks
Art and craft	Drawing, printing , painting , moulding, construction, modeling, collage
Dramatic	Role play, moral values, emotions, entertainment, different vocations
Manipulative and block play	Construction, sound, matching and fitting, joining, dismantling, reconstruction
Mathematical play	Selecting and sequencing, time, shapes, classifications, measuring, counting up to ten, volume and patterns

Data on children

Center	3 years		4 years		5 years		6 years		Totals/ gender		Total
	F	M	F	M	F	M	F	M	F	M	
One			6	6	6	7	6	6	18	19	37
Two	1	2	2	2	14	8	2	4	23	16	39
Three	2	1	2	6	4	9	6	5	14	21	35
Four	2	0	7	6	4	10	6	5	19	21	40
Five	6	4	4	3	5	7	7	4	22	18	40
Total	11	7	25	23	33	41	27	24	96	95	191

ECLD highlights

- As far as possible Shingirirai strives for a balanced gender blend as well as age blend. We strive increasingly to bring in children at age three and four into the program so that they get a good educational headstart. The Shingirirai management feels that it is important to encourage equal proportions of all four ages into the program and from January 2009 there will be equal numbers in each age group in each center, In order to achieve this the ECD personnel will spend December informing caregivers of the importance of including younger children (3-4 years) in the program.
- Psychosocial support-there are two main aspects to the PSS component in the program.

- 1) The ECD staff carry out one-on-one counseling (based on 'reaching the inner child' methodology) to help children where necessary to process pain and suffering. It is through these sessions that information about abuse in the home as well as health and other problems are uncovered and children can then be referred on for specialist help. The children are also helped directly in these sessions to cope with grieving issues and to develop self-confidence and future orientation.
 - 2) Shingirirai documents each child in the program on several levels- family background and life circumstances, monthly reporting on progress and quarterly psychosocial assessment carried out with the child's caregiver. This assessment framework allows us to measure the progress of each child during the year in the following areas:
 - a) communication skills- including body language, communication styles and listening style
 - b) interpersonal relationships- involving sociability, relationships with adults, assertiveness, play skills and self-evaluation
 - c) self-esteem and self-confidence- encompassing life focus (past or future), proactive /reactive behavior, dealing with emotions.
 - 3) A new initiative funded by UNICEF in 2008 was the holding of PSS camps in May for fifty children where they spent 24 hours together with involvement from caregivers in a secure setting in the community. The aim of the camp was to "build confidence in the children, establish child to child support in a different educational and development environment and to strengthen community participation in PSS for the OVC" -ECD manager's report. The camp was a major success and three more are planned for 2009.
- Our supplementary feeding program is an essential part of the service we provide to the pre-school child. The children's nutritional status is enormously enhanced because the majority of caregivers are unable to afford basic meals for the children. The children receive nutritionally enhanced porridge at 10 o'clock after the first part of the morning's program and a balanced meal ranging from bean soup, kapenta (dried fish), soya chunks, a variety of seasonal vegetables and sadza (cooked corn meal just before going home at 13.30.
 - The Shamwari Sponsorship program identified fifty two children for assistance in clothing and coverage of their food and educational material costs for one year. Following the initiative of Shirley Farrell and Debbie Dunne of the Dublin branch of the program in sending parcels with a variety of clothing and educational materials to their sponsored children, the Wicklow branch under Jeanne O'Gorman also organized for a total of two hundred children to receive a gift box for Christmas. These boxes bring an enormous boost into the lives of the children and their caregivers and the reception of these is very uplifting.
 - Community involvement: there has been a steady increase in the involvement of the caregivers in the program and they bring not only their input into the

PSS assessment but many also contribute with water and firewood to the daily program.

SKILLS DEVELOPMENT PROGRAM

As part of its objective of community development Shingirirai reaches out to the community and targets vulnerable youth as well as caregivers in its Skills Development (SD) program with a exciting blend of income generation and life skills workshops. There were major funding challenges during 2008 and it is due to outstanding commitment on the part of the management team that they managed to keep the program functioning and move it forward. Shingirirai uses quality training materials developed in the region for its life skills program as well as in- house expertise.

Activity	Time	Input	Output	Outcome
Journey of Life	Feb/ Mar.	In-house facilitators, community donated venue	Fifteen youth trained in leadership skills	Increase in awareness of leadership skills
Psycho-social support	Feb.	Ten new volunteers in ECD methodology	Ten volunteers in psycho-social support	Increase in number of volunteers and increased community support for traumatized children
Low input gardens training	Apr.	Seedlings, tools, training materials, facilitator	Twenty two caregivers trained in low input gardening	Initially very successful and plans for expansion in 2009**
Parent-ing skills	May/ July/ Oct.	Community donated venue, in-house and outside facilitators	One hundred and twenty caregivers trained in good parenting practices	Community equipped with constructive approaches in good parenting
Dress-making	Nov.	Fabric, thread, pins/ needles	Five OVC trained in basic dress making skills	Vulnerable teenage females equipped with self sustaining skills and low level of employment

**The immediate impact was disrupted by the political harassment. The closure of the garden area resulted in death of the planting. There is however, a high level of interest in this and an expansion of the training is planned for 2009.

- **Income generation**

There was a mixed picture in this area throughout 2008 with the fabric production managing to sustain itself and the paper making hitting too many barriers after the successful training of five youth. The peanut butter project with the caregivers progressed very successfully in the first quarter of the year but was then hit by

hyperinflation and unavailability of peanuts. There are plans to revive this in 2009 with Cecilia focusing on the caregivers and peanut butter making and Joseph taking charge of the youth end with the fabric and the paper-making.

Fabric printing- this continued on a smaller basis due to the financial constraints experienced in all sectors. Thanks to the sterling efforts of the financial coordinator in setting up links with ZIM relief in Germany in 2007 a market for the beautiful Shingirirai products continued to flourish on a small scale. A small market opening also started in Spain and Ireland. This needs to be pursued in 2009 after a local textile expert carries out a series of workshops on product improvement and quality control from the end of February.

- **Outreach Program for Caregivers**

The outreach program for caregivers suffered greatly during 2008. Only four sets of workshops took place. These were the low input gardening in April and the parenting skills in May, July and October reaching a total of one hundred and forty four caregivers. This was due to the fall in the value of budgeted money and to tardy release of funds. It is hoped that this program can be greatly extended in 2009. The importance of this program lies in its extension of practical skills in nutrition and parenting to hard-pressed caregivers and this creates strong bonds between Shingirirai and the caregivers to the great benefit of the children.

CAPACITY DEVELOPMENT PROGRAM

As Shingirirai continues to scale up its operations there is a great need for capacity development in the staff. The table below shows the level of capacity building achieved in 2008. It is worth noting that the senior members of the administration used their own initiative to seek out capacity development opportunities as they were unable to access expected training from UNICEF as part of the Program of Support under the National Plan for Action (NPA) for OVC

Type of training	Time	Input	Output	Outcome
HIV/AIDS Programming and Capacity building/ UZ	July	Attendance and transport fees	One member of the admin team equipped with expanded programming and financial management skills	Staff competency improved in programming techniques through in-house peer education training process
Project Management /UZ	Aug	Attendance, transport, stationary fees	One member of the admin team - participatory methodologies in project management	21 ECD staff trained in proper record keeping, evaluation etc
ECD in-service training	Apr	Community donated venue, training materials, handouts, food	Further training in child development/ children with special needs	20 staff using skills to deliver a better managed program.
ECD in-service training	Aug	Community donated venue, food	Song development	20 staff expanding repertoire of action songs etc
ECD in-	Dec	Community	Planning and	20 staff refining

service training		donated venue, food	programming	programming for 2009
------------------	--	---------------------	-------------	----------------------

The extreme financial challenges of 2008 dictated all in-service training for ECLD staff in 2008 as being in-house. Although this worked out well, all staff members of the ECLD program have asked for funding for some outside facilitation in 2009. It is hoped that the organization will access further training in counseling skills through Musasa and Childline Zimbabwe as well as skills development in child abuse and child rights issues. It is noteworthy that the new ECLD manager paid for the first part of advanced training in ECLD from her own pocket in 2008. However, she is unable to continue in 2009 without funding and therefore funds will be released from the emergency fund in early 2009 until a sponsor is found for this vital training. Another member of the ECLD team is also hoping to receive funding to start the same course in 2009. The initiative by all these members of staff in searching and realizing capacity development opportunities is to be commended and deserves every support. All of the capacity development investment stays in the community as there is very little turnover in the organization and the potential of these newly developed community leaders is significant.

NETWORKING

A major part of the work in developing community organizations is bound up with successful networking with other organizations in the community. The following are the organizations that Shingirirai actively networks and cooperates with on a regular basis:

- Eastern District AIDS Action Committee- this committee is coordinated by the National AIDS Council and comprises around fifteen local organizations dealing with HIV/AIDS issues. It meets on a monthly basis and each organization reports on its work towards the mitigation of the pandemic.
- Eastern District Child Protection Committee- up to 12 organizations dealing with OVC issues meet monthly to coordinate activities on child abuse and child rights issues.
- Eastern District Social Services Committee- chaired by the Ministry of Social Services to deal with community social issues
- Ministry of Education- provided a series of three workshops with minimal resources on ECD topics throughout the year.
- Groots Zimbabwe- is part of Groots International, a network of grassroots women's organizations. Shingirirai became a committee member in this exciting new development . Unfortunately the political scene intervened on its development in 2008 and a revival is expected in 2009.
- Exchange visits with Glen Forest – a well-established development organization in another part of Harare focusing on areas of ECD,youth empowerment and income generation. There were exchange visits in 2008 and further cooperation is expected in 2009.
- Exchange visits with Vision and Hope- a youth program focusing on HIV/AIDS awareness and empowerment through art and craft
- Referral system with other organizations working in the community of Mabvuku and Tafara: Mavambo Trust, Harvest Trust, Inzwa Shoko Trust, ZRP Mabvuku Child Friendly Unit (deals with child abuse) , Youth Friendly

corners- work here involves referrals for assistance with school fees, medication and other social assistance

- Funding partner forums- Caring for Caregivers workshop facilitated by the Firelight Foundation one of our chief donors

ADMINISTRATION

Shingirirai faced another upheaval in its unforeseen vacating of its second office facility in the women's center as the space was needed by the Harvest Trust. Continually rising renting costs and insecure accommodation indicate the need to seriously fundraise for the purchase of Shingirirai's own premises- housing market prices indicate at end of 2008 that a small house could be purchased for around US\$30,000. This would seem to be an achievable priority for the organization in the short to medium term.

Shingirirai set up a management committee structure in 2006 to oversee the work of the administration and to encourage a climate of accountability. However, by the beginning of 2008 it became obvious that this structure does not work as the members of the management committee are now all employees and therefore it has been decided with the pending approval of the Board of Trustees that the management committee be declared defunct. This should be carried out in early 2009.

As all functioning members of Shingirirai are now absorbed in the programming activities the functioning of the Shingirirai General Council is also declared defunct.

A draft financial and administration and security procedures manual has been developed and is awaiting approval from the Board of Trustees.

A major source of concern is the non -functioning of the partnership of the consortium headed by FOST that formed to avail of funding under the POS to OVC. There were only two meetings in 2008 and many budgeting and planning/programming issues were left completely undone. It is hoped that this situation will be urgently dealt with in conjunction with the UNICEF liaison officer Gift Kajawu in the early part of 2009 so that Shingirirai as well as the other consortium partners can access funds allocated in good time and not in arrears.

ACHIEVEMENTS

- Expansion of the ECD program from four to five centers – 160 to 200 children and ground work for further expansion to accommodate 240 in the program in early 2009.
- Financial management and filing systems put in place
- Full audit carried out
- Some capacity development achieved

CHALLENGES

- Shingirirai continues to face the unpredictability of rising costs for its administration offices and of the church halls for the ECD program.
- The late disbursement of funds hindered the implementation of all planned activities throughout the year

- Staff allowances were very low and are at unsustainable rates in a rising cost scenario.
- Shingirirai is very under-equipped in office furniture, ECD furniture and in equipment for cooking, mats for the kids to sit on (our center floors are all hard concrete), educational materials etc
- Communication: very under- resourced. There is no office internet connection so the administration staff have to travel long distances to access internet
- Transport- now very under-budgeted. This impacts especially on networking and partnering and access to capacity development training
- Monetary policy- a disastrous government monetary policy meant that for most of the year access to the bank account was severely limited.

FINANCIAL

For the reasons stated above costs in 2008 were kept to a minimum and notably the CD program has suffered.

Budget 2008

ECLD program costs	\$12,962.4
SD program costs	\$8,843.30
CD program costs	\$500
Salaries and allowances	\$20,041.28
Operational costs	\$3598.73
Total	\$45,945.71

Budget for 2009

Because of the dollarization of the economy the costs of all inputs is expected to increase. Below is the projected budget for 2009.

ECLD program	\$18,704
SD program	\$6000
CD program	\$3500
Salaries and allowances	\$39,600
Operational costs	\$6840
Total	\$74,644

Budget break down for 2009

ECLD program	Center per month	Child per year	Child per month	Total
Food	\$186	\$42	\$5	\$10,044*
Educational materials	\$68	\$15	\$2	\$3700*
Operational costs	\$92	\$21	\$2.2	\$4960*
Salaries	350	105	12	25, 200
Total	\$609	\$182	\$15	43, 904

* calculated on nine months

Administration	Per month	Per year
Salaries	\$1200	\$14,400

Operational costs	\$570	\$6840
Total	\$1770	\$21,240

Skills development program	Per month	Per year
Youth life skills/IGP	\$250	\$3000
Outreach to caregivers	\$250	\$3000
Total	\$500	\$6000

Capacity development	Per month	Per year
IT	\$83	\$1000
Leadership and management	\$208	\$2500
Total	\$291	\$3500

Grand total	Per month	Per year
	\$6220	\$74,644

The salaries and allowances category has grown with the regularization and increase of staff from 23 to 28 to support principally the expansion of the ECLD program.

Acknowledgements:

To all our partners especially the Firelight Foundation, the House of Stone, UNICEF, UNESA, Zim Relief, Jesuit Relief, Just Children Charities (UK), Hope Foundation, Ireland, Shamwari sponsors in Ireland and Spain and to the following individuals who come to our aid in emergency situations- the O’Neill family Lisvernane, Tipperary, Ireland, the O’ Gorman family Lisvernane, Tipperary, the Wilkinson family, Queenstown, New Zealand, Mairead Sorenson, Ireland

Many thanks also to Latter Day Saints Church, Methodist Church in Zimbabwe, African Methodist Episcopal Church, the Mabvuku Bible Centre, Rekai Tangwena Housing Cooperative for providing venues for workshops and for the ECD program.

Also thanks to the Makina Carey Trust for providing facilities for workshops, meetings, income generation projects and administration and to the Ministry of Education for its valued advisory and supportive role.

Report by:
 Cecilia Masekereya, Programming Coordinator,
 Mel O’ Gorman, Director of Shingirirai Trust
 January 2009