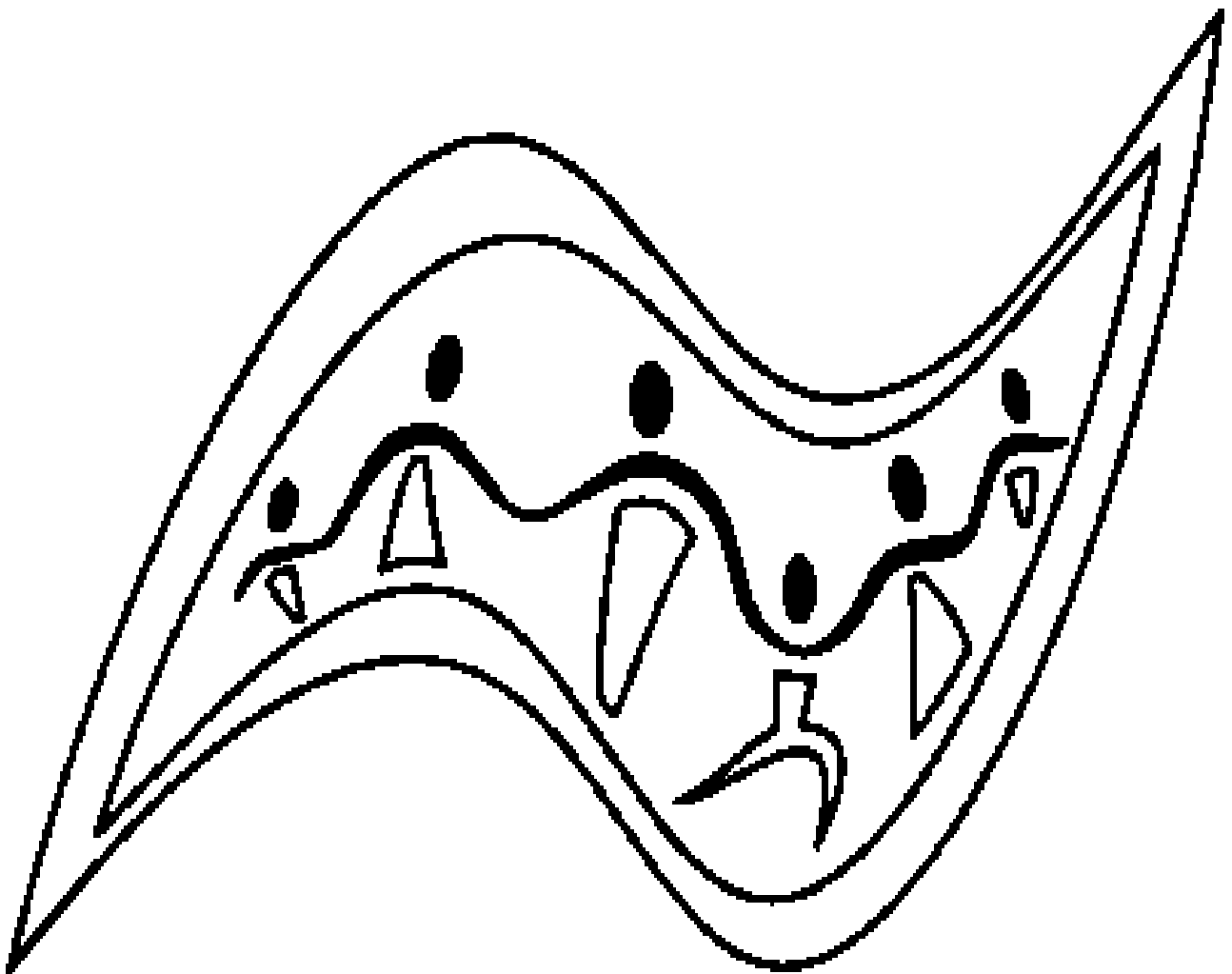


SHINGIRIRAI TRUST

2009 ANNUAL REPORT



Director's Foreword

2009 has proven to be both a challenging and rewarding year for Shingirirai Trust. Our major accomplishment was the acquisition of a home for the organization in the heart of the community. Shingirirai can now move forward with a great deal more security and space for the administration to manage the programs. No more do we have to contend with insecure leases and being asked to vacate tiny, unsuitable and over priced rooms at very short notice. We will have space for the skills development program to host workshops and also space for the fabric printing and youth program to grow. This major step forward was achieved thanks to the sterling fundraising efforts of Zim Relief, Germany. This young and vibrant organization works directly with grassroots organizations such as ours and we are very fortunate indeed to count them as one of our sponsors. They will continue to fund our ECD program in 2010.

Along with so many other NGOs we experienced significant funding cuts in 2009. This is both a challenge and an opportunity for the trust. We need to broaden and expand our funding base in many new directions. There is great potential with the new website of which we are justly proud, developed and introduced in June 2009. Many thanks to the website team in Spain under David Hunt.

The focus, dedication and commitment of our staff and especially that of the ECD program staff need to be highlighted. This came out very strongly in a staff workshop entitled *I, We, Together* in February 2009. The workshop reflected on the major challenges of 2008 and how Shingirirai pulled through on an individual and group basis. It also dealt with looking forward. Shingirirai can be justly proud of its achievement of opening the sixth center in January 2009, thus bringing up the total number of children in the program to 260.

Shingirirai would love to have the opportunity and funds to expand its ECD program to more children and to find ways of sponsoring caregivers to start up small businesses so that they could put food on the table and pay school fees.

Mel O' Gorman

EXECUTIVE SUMMARY

Shingirirai Trust is committed to working towards the mitigation of the impact of HIV/AIDS on children, youth and caregivers of Mabvuku/Tafara/ Caledonia communities and to putting heart back into those communities.

2009 saw Shingirirai achieving some of its goals especially the expansion of the Early Childhood Development (ECD) program from 220 to over 260 per year and deepening of the level of service to the community. The implementation of planned activities was noted despite the late disbursement of funds from other funders and the limited funding available. There was a change in the set up of the administration team. The Skills Development (SD) program continued to expand with a continuation of the outreach life skills program to more than 280 caregivers and the revival of the fabric printing project. A new life and vocational skills program for 20 young people aged 14-18 years was developed. The Shingirirai staff turnover remains very low despite the fact that there is still very little funding support for staff allowances and salaries. The staff remain committed and dedicated to the development of their community although this situation is not sustainable nor acceptable.

The role of Shingirirai has now been applauded by the community on several levels -for the ECD program that is providing a good head start for the vulnerable children and the SD program equipping the caregivers/community with positive skills to help them contend with the challenges encountered due to HIV/AIDS and the rapid changes in life in Zimbabwe.

Our vision and mission continues to evolve slightly every year as our journey and purpose unfolds.

VISION- the development of a model grassroots community organization through women's empowerment for replication in other communities

MISSION- 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.

OBJECTIVES - to develop appropriate psychosocial support and other technical skills in community leaders so that they can develop programs to respond to the needs of the orphans and vulnerable children (OVC) of the Mabvuku/Tafara/ Caledonia communities using a bottom-up approach

VALUES

- Realizing children's rights
- Bottom-up approach to community development through empowering women
- Accountability and transparency in all aspects of programming
- Commitment and dedication to serving the most vulnerable
- Participatory methodologies
- Quality programming

PROGRAM ACTIVITIES

- Early Childhood Development
- Skills Development including income generation projects
- Capacity Development

EARLY CHILDHOOD DEVELOPMENT PROGRAM

This is the Shingirirai premier program and we are pleased with its steady progress in terms of content and staffing in 2009.

A total of two hundred and sixty children benefited from the program but two hundred and forty-eight managed to complete the program to the end of the year. Those who did not manage to complete the program were mostly due to relocations caused by loss of caregivers.

Our documentation shows that one hundred and forty seven children (57%) in the program did not have a birth certificate. This is a clear indication that accessing a birth certificate is still a great challenge and that without this vital document these children will remain vulnerable for the rest of their lives.

Out of the total number of children thirty one were HIV positive (11%), four were mentally disabled and two had Down's syndrome. There were also seven children who were asthmatic.

Age	Number
3 years	23
4 years	78
5 years	86
6 years	61

The program policy is to admit an equal number of girls and boys per age group. There are still lower number of three year olds and we hope to improve on that with encouraging caregivers to enroll younger children for as long as possible in the program. There are approximately forty five children enrolled per center under the care of three staff members per center. The program day is from 7.30 to 13.30. Our wish is to extend the program to more children in two sessions but we are prevented from doing this due to lack of funding.

The Early Childhood Development Program is focused on the total development of the child that encompasses physical, social, creative, intellectual, emotional and moral development. The program is aimed at three to six year old orphans and vulnerable children (OVC) and provides a stimulating, quality learning environment with love, care, support and fun for the children. It enables children to develop positively in:

- 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, proactive behavior, dealing with emotions

The program encompasses a curriculum detailed below, two nutritionally enhanced meals per day and monthly health checks as well as psychosocial support on a one-to-one basis as needed.

Curriculum	Components
Science & discovery	Children learn to care for their environment, to practice good health and positive behavior
Dramatic play	Children acquire social skills to interact meaningfully in society. They articulate their rights and responsibilities. They practice basic safe social skills and demonstrate ability to control emotions
Manipulative & block play	Children learn creativity, manipulative and innovative skills
Art and craft	Children develop gross and fine motor skills using a variety of art and craft media. Their creativity is encouraged to develop.
Mathematical play	Children develop enquiring minds and ability to solve problems. They develop an understanding of the language of math
Outdoor play	They acknowledge physical development. They develop eye-hand coordination and balance. They develop social skills, leadership skills and self confidence. They develop an understanding of team play.
Music and movement	They appreciate their own culture and other cultures, through music and singing, movement and dance
Language and book play	They develop foundation book & writing skills, oral language and vocabulary and visual discrimination

Psychosocial Support:

The children in the ECD program are orphaned and vulnerable children who have experienced a lot of trauma and stress due to the loss of parents or close caregivers. This affects them mentally and emotionally and as a result they develop often negative attitudes towards themselves and others. Shingirirai realizes the need to offer these children psychosocial support – the loving and caring that they do not always receive in the home. (Indicators are that around 14% of the children we deal with are being abused in the home on one level or another.) Psychosocial support is carried out through using techniques learned in specialized workshops such as *Reaching The Inner Child* and *Connecting with the Children*. These two sets of techniques are carried out with the children on a one-to-one basis to help them to understand death and loss and building resilience so that they can move forward into their future.

PSS Assessment

One of the tools we use to assess a child's progress throughout their time in the ECD program is the psychosocial assessment tool (PAT)

The psychosocial assessment is carried out on a quarterly basis using a form designed to measure the developmental progress of the child. The psychosocial profiling is rated on a scale of 1-5 with one being the lowest and five the highest and results are calculated on average performance of the children. The ECD staff score each child in collaboration with the child and the caregiver and this creates a strong bond of cooperation between the program and family with both sides working consciously for the child's benefit. These quarterly assessments also indicate the need for family follow-up in the case of certain children.

The information from each center is shared on a quarterly basis with all the staff in the program and this provokes discussion on ways of better helping the children on both programming and individual levels.

New developments in the ECD program

1. **Working with children with disabilities.** We consciously decided to take in children with disability in 2009. One example of success is the following story.

Gamuchirai Mutero is a paternal orphan aged four years and she is in the program in Center One. When she was enrolled she was mentally challenged and she could not talk. She also bullied the other children and was always 'messing herself up'(incontinence). Gamuchirai is HIV positive and is on anti- retroviral drugs under the the ARROW program. Through the developmental activities and 'Connecting with the Child' exercises Gamuchirai's mental health has changed. She can now talk to other children and has stopped bullying. She can now visit the toilet on her own and is participating in the activities very well. Her doctor, Dr Mhute, from the ARROW clinic has also noted the changes in her and has expressed his appreciation to the program for its work. Her mother was always worried before. She thought that Gamuchirai would have to be sent to a school of children with mental disabilities but now she is confident that she will be able to attend a primary school in the community.

2. PSS camps

Shingirirai identified the value of holding a special camp for the children in the program away from the community a few years ago and was fortunate to receive funding for that purpose in May 2009. The specific objectives were to strengthen the children's feelings of self confidence, leadership skills, creativity and providing opportunities for fun and entertainment. It was a joint venture between Shingirirai ECD program and Childhood HIV/AIDS in Zimbabwe. A total number of ninety children from the ECD program and ten from CHAZ participated in the camp. The camp was led by the ECD program officer with the assistance of all of the ECD staff and CHAZ facilitated the play therapy. Staff from the Chikurubi Prison Services provided entertainment through horse riding. The camp allowed the staff many opportunities to get closer to the children and discover new ways of being psychosocially supportive. It is hoped that another camp will take place in 2010

3. Supplementary feeding

With the dollarization of the economy in January 2009 more and more families became poorer and were unable to afford the basic food basket. Many children began to suffer from a severe lack of food in the home. Shingirirai managed to get local sponsors to donate food and a supplementary feeding program was set up to continue to enhance the nutritional status of the children. The ECD program also improved the quality of its menu by including nutritious instant mahewu (porridge) on a daily basis and meat once a week. The ECD program attendance was improved as a result of the feeding program. Evidence of the enhanced nutritional status of the children resulted in no referrals being made to clinics or hospital for treatment or therapeutical feeding. The Goodwill program provided food hampers for the most vulnerable children from Caledonia. It also supported with food for the centers and provided assistance for children with health problems with transport costs to clinics and hospitals.

4. Sponsorship

The Shamwari Ireland group continued its valuable sponsorship by sending parcels with a variety of clothing and educational materials to their sponsored children. Shamwari also organized with Brittas Bay Primary School parents for a total of two hundred and sixty t-shirts to be given to the children as Christmas presents and some pants which will be given to the children in the beginning of the coming year. Other vital Shamwari funds were also donated toward the support of the ECD program, for food and allowances and of skills development of the staff and maintenance of the ECD centers. However, the sponsorship program of more individual children has fallen away due to lack of organizational reporting. This valuable source of income needs to be addressed in 2010.

5. Small business development

A new initiative by Jeanne O'Gorman from Shamwari was the funding of a collaboration between a staff member and a caregiver towards the caregiver setting up a new small business. ECD staff members are very concerned at the relatively high numbers of children graduating from the ECD program who are unable to access primary schooling due to lack of school fees. It is hoped that other sponsors will be found to invest in more caregivers so that they can with the support of the ECD staff become economically viable.

6. Community involvement

Six caregivers committees comprising three members of the community were established, one for each center. Monthly meetings were held by the committees for a review of program progress, challenges faced and identifying possible solutions to challenges. The committees were also involved in the planning process and implementing of the psychosocial support camp, skills development for caregivers and the graduation ceremonies.

SKILLS DEVELOPMENT PROGRAM

Due to the horrendous funding challenges of 2008 the Skills Development (SD) program was severely truncated. Most of the caregivers life skills workshops had been cancelled and income generation output suffered. 2009 saw the regeneration of the skills development program for caregivers and the beginning of a new life and vocational skills program for vulnerable youth.

1. Caregivers Life Skills Program- a total of two hundred and eighty caregivers were trained in a variety of skills that encompassed psychosocial support, parenting and nutrition skills in eight separate workshops. Many thanks to Harvest Trust, a partner organization, for their workshop on soya products.

Area of skills development	No. of wks	No. of participants	Objectives	Outcomes
Psycho-social support	1	20	To focus participants' attention on the real heart of psychosocial support, feeling and emotions To ensure that volunteers have a clear understanding of psychosocial support and to clarify the main terms To develop an understanding of how bereavement and loss can affect children of all ages .	Enhanced support by caregivers of the orphaned and vulnerable children in the community
Parenting	4	200	To understand that life is made up of decisions To understand that learning to make a decision is a part of growing up and begin thinking about responsibilities To encourage caregivers to explore and acknowledge their attitude and values in relation to parenthood To assist caregivers to become aware of the maturing and growth they have experienced in their lives so far	Enhanced understanding of one's continuing ability to grow and change Caregivers more aware of respecting children's rights.
Nutrition	2	40	To help the community to recognize factors which contribute to good nutrition and the prevention of diseases To encourage community to take responsibility for their own health and that of others in their families and community at large	Improved general health of the whole family unit including growing children, pregnant and feeding mothers, working adults, elderly and the sick.
Nutrition	1	20	Nutrition training with Harvest Trust on processing soya beans into a variety of products ranging from soya meat, eggs, milk and sausages	Ability to promote self production of basic needs of the food basket

2. Income Generation -the fabric printing saw itself thriving during the year even though the dollarization of the economy had complicated matters in terms of pricing. The group continued marketing at a low pace locally and continued to send some products regionally and to Germany. They also had an opportunity of sending some goods to Canada and the market proved successful. The group has introduced new products of muslins, mazambia, outfits, bantana and hope to develop a definitive range of designs and colors unique to Shingirirai.

3. Youth Life and Vocational Skills Program

Around twenty youths participated in the program that started in March and was funded by Zim Relief, Germany.

“Life is a journey that require certain skills to navigate the different terrains one encounters”. The youth life skills program aims to equip young people aged 13- 20 years with knowledge and skills to deal with the challenges of HIV/AIDS, poverty and constant changes in their economic and social environment. It has the following components:

- a). Life skills training- this focuses on addressing communication problems about sexual attitude and behavior amongst the youth. It uses training materials such as *Stepping Stones* (communication and relationship skills), *Auntie Stella* (teenagers talk about sex, life and relationships), *Journey of Life* (identifying common problems and solutions to them through developing leadership skills and life choices) and *Young People We Care* (HIV/AIDS and community involvement)
- b). Vocational skills training - to empower young people to be economically self-reliant and skilled in business management. The youth were trained in jewelry making (beads from recycled paper and wild fruit seeds) for local and export markets. They were also trained in handcrafting kitchenware like sugar basins and shakers using wild fruits for the local market.
- c). Exchange visits- The youth experienced exchange visits with Vision and Hope, an organization with expertise in HIV/AIDS and skills development issues so they could learn and share knowledge and information.

CAPACITY DEVELOPMENT PROGRAM

Capacity development for staff continues to be a major aspect of Shingirirai's business. It is about developing both leadership and technical skills within the organization and putting these to use in the community. It has two components:

- a) In-service training and skills sharing within the organization for the even development of all personnel and to allow a fluid interchange of roles and competencies within the organization
- b) access to specialized training provided by other organizations to enhance the technical skills of Shingirirai staff

A) In-Service Training

Four workshops were conducted in 2009 to develop and strengthen skills amongst the ECD staff

- 25 ECD staff members were trained in Art Production and Self Awareness in April 2009. They were exposed to theater skills, script writing, acting, story telling and self evaluation and were equipped with comprehensive art production skills and the importance of self-evaluation.
- A one day Math Workshop was conducted to strengthen the math play component in the ECD curriculum, to develop confidence in the language of math and to give initial training in the use of the Math Set, developed by the workshop facilitator Candice Prinsloo. Candice also donated six Math Sets, one to each center, worth in total over \$1500.
- *Reaching the Inner Child*, a Shingirirai workshop developed in 2004-2005, was updated and expanded and conducted over two days in August to 25 participants. The staff gained a much deeper understanding of death and grief and how it affects children and have been enabled to connect with the children more effectively.
- A one day workshop on strategic planning was held in December using a format developed by Firelight Foundation

B) 2009 has seen Shingirirai staff members attending the following training:

- Financial management including the following- why financial management is important for NGOs, defining internal controls, defining segregation of duties, keeping books of accounts etc
- OVC programming: increasing organization knowledge about key OVC programming areas as well as increasing participants' technical skills on OVC programming.

- Child protection mainstreaming : participants were supported in mainstreaming child protection into OVC programming to enable them to reduce harm to children through program design and implementation and awareness on developing and implementing systems to ensure that organizations were safe for children
- IT technology: Five staff members accessed IT and computer literacy training . They included two people from the ECD program, one from the IG project and one member from the administration team
- Two members of the ECD staff are enrolled in the first year of a two year diploma course in Early Childhood Development

ACHIEVEMENTS OF 2009

- Expansion of the ECD program from five centers to six centers– 200 to 260 children enrolled in the program.
- Provision of appropriate and adequate teaching and educational materials for the centers
- Acquisition of a house for the administration and workshop programs in December
- Redesign of the Skills Development program and introduction of a youth program
- Development of the Shingirirai website – information on the organizations , its activities, staff, sponsors etc are now being shared with the world-- www.shingirirai.org
- New partnership with Mercy Corps- a locally based funding organization

Network Development

- Childhood HIV/AIDS in Zimbabwe (CHAZ) expertise in play therapy for traumatized and withdrawn children- provided facilitation of the psychosocial support camp.
- Harvest Trust: referral for school fees assistance, medication assistance and skills development activities
- CAP: networking and capacitating staff in theatre production skills
- Mavambo Trust: referral for educational assistances and facilitation of birth registration
- Family Support Trust: referrals for specialized care in sexual abuse cases.
- Childline: working with their community based workers specialized in all forms of child abuse
- Moyo Munyoro Group: group of mothers of the disabled children networking with the ECD program
- Eastern District Child Protection Committee: coordination of organization on the fight against HIV/AIDS
- Vision and Hope: a youth organization working in HIV/AIDS issues and skills development for youth.
- Glen Forest: for expertise and information sharing

Major Challenges

One of the major priorities of Shingirirai in 2009 was to develop a new Board of Trustees. Other administrative issues had to take priority and it is scheduled to come into being in January 2010

There were some changes in the structure of the administration team during the year. These changes, however, were not successful and there is need again to revise the structure due to some challenges experienced in the past year. A finance consultant was engaged on a quarterly basis to carry out internal audit in preparations of the annual audit.

The coordinator managed to secure a permanent home after many months of work for Shingirirai thanks to generous funding from Zim Relief Germany. This facility will enable us to house the administration offices, the income generating projects, meetings and small workshops and provide a sense of stability in the organization that has been missing for many years. Shingirirai has finally established a home in the community and can thus continue to work into the future on behalf of the most vulnerable.

The continuing late disbursement of funds by UNICEF in particular affected the smooth implementation of activities and has resulted in many activities being postponed to the coming year

Staff allowances for both the ECD program and administration are still at very low levels. Funding for improved salaries is a priority in 2010.

Shortages in office furniture, ECD furniture and cooking equipment still continue to hinder progress.

FINANCIAL REPORT

There were many financial challenges in 2009 including the continuation of funding delays that impacted on the delivery of programs. More importantly, the finance assistant appointed singularly failed in the performance of her duties. She has since been replaced and both better procedures and a restructuring in financial accounting have taken place.

2009 EXPENDITURE

Salaries	\$28, 932.40
Admin Op Costs	\$6,000.21
ECD Program	\$16,018.29
SD Program	\$3,732.53
CD Program	\$3,573.51
House purchase	\$20,000.00
Total	\$78,256.94

2009 INCOME

DONOR	AMOUNT in US \$
Zim Relief	\$30,000.00
UNICEF	\$15, 047
Shamwari Ireland	\$9,548.87
Firelight Foundation	\$9,000.00
Jesuit Relief	\$7,627.06
House of Stone	\$4,000.00
Other	\$3034.01.00
Total	\$78,256.94

We would like to take this opportunity to thank all of our donors and sponsors big and small for funding our work now

and into the future. A projected budget for the three years 2010-2012 is outlined below.

Strategic Plan for 2010

- Finalizing appointment of board members and bringing the new Board of Trustees into being
- Restructuring the administration team into a team of three- two coordinators with Cecilia Masekereya taking charge of finance and capacity development and another person to be appointed as manager to take charge of ECD and SD programs. A new accounts clerk will be appointed.
- An organizational strategic development workshop to plan for the period 2010-2013 will be held in March 2010
- Strengthening fund raising strategies to include a focus on sponsorship for enhancing staff capacity and the development of small businesses
- Reaching out to other communities and moving on to step 3 in the Shingirirai STEP model
- Prioritizing the economic needs of youth in the youth program

Shingirirai Trust Annual Projected Budget for 2010-2012

	Per month	Per year
Administration		
Salaries	\$1,200.00	\$14,400.00
Operational costs	\$570.00	\$6,840.00
Sub Total	\$1,770.00	\$21,240.00
Skills Development Program		
Youth life skills/IGP	\$250.00	\$3,000.00
Outreach to caregivers	\$250.00	\$3,000.00
Sub Total	\$500.00	\$6,000.00
Capacity Development Program		
IT	\$100.00	\$1,200.00
Leadership and management	\$210.00	\$2,520.00
SubTotal	\$310.00	\$3,720.00
Early Childhood Development Program subtotal	\$4,380.00	\$52,570.00
GRAND TOTAL	\$6,960.00	\$83,530.00

ECD program	Center per month	Child per year	Child per month	Total
Food *	\$216.00	\$45.00	\$5.00	\$11, 700
Educational* materials	\$65.00	\$13.50	\$1.50	\$3,510.00
Operational costs	\$83.00	\$21.00	\$2.20	\$4,960.00
Salaries	\$450.00	\$120.00	\$10.00	\$32, 400.00
Total	\$814.00	\$199.50	\$18.70	\$52, 570.00

* ECD is a 9 month program- i.e. no food or educational costs during the school holidays

Acknowledgements

The staff and children of Shingirirai Trust would like to extend their gratitude to the following organizations and individuals for funding our programs on many levels-

Zim Relief, UNICEF, Firelight Foundation, House of Stone, Mercy Corps, Shamwari Ireland, Jesuits Relief Fund, Just Children's Charities UK, Greek Embassy, UN Spouses, Candice Prinsloo, Rotary Club, Goodwill Group, Hope Foundation, the O'Gorman and O'Neill families in Tipperary, Hubert O'Driscoll, and members of EYM, WomenWorks and ICS in Spain.

We would also like to acknowledge the technical support from Joy Peacocke with the IG fabric project, the website team of David Hunt, Michelle Rumney, Arpi Shively and Caroline Hanna in Spain, and not least Russell and Charles Davies.

We would also like to express our appreciation to the following churches for providing us with venues for our centers and workshops - Latter Day Saints Church, Methodist Church in Zimbabwe, African Methodist Episcopal Church, the Mabvuku Bible Centre, Rekai Tangwena Housing Cooperative and the Church of Christ Tafara.

On behalf of Shingirirai Trust,

Cecilia Masekereya, Coordinator

Mel O' Gorman Davies, Director

January 2010