

Annual Report

Fiscal Year 2009
(October 1, 2008 – September 30, 2009)

National Implementation of Training
in Resiliency-Building for Caregivers
of Orphans and Vulnerable Children
in South Africa

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In collaboration with:
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III. Acronym & Select Term Definition List:

AC	Area Coordinator = A person selectively chosen from among a given group of CBP trainees, who exhibits above-average passion for the plight of OVC and has demonstrated leadership and memory work skills
CBO	Community-Based Organization
CBP	Capacity Building Program = A residential, three-month memory work methodology curriculum program in Pietermaritzburg, South Africa, which has three intake groups of memory students per year, and consists of classroom instruction, supervised field work, and evaluation.
CINDI	Children in Distress database
CERI	Children's Emergency Relief International
FBO	Faith-Based Organization
JSI	John Snow, Inc.
M&E	Monitoring and Evaluation
MF	Memory Facilitator = A person who has participated in at least one four-day memory workshop, facilitated by a Memory Trainer
MT	Memory Trainer = A person who has gone through the three-month, full-time Capacity Building Program in Pietermaritzburg
ND	CERI National Director
NGO	Non-Governmental Organization
NuPITA	New Partners Initiative Technical Assistance Project
OVC	Orphans and Vulnerable Children
PD	Program Director
PEPFAR	U.S. President's Emergency Plan for AIDS Relief
UKZN	University of KwaZulu-Natal

IV. Executive Summary

The project targets orphans and vulnerable children (OVC) in the six South African provinces identified by the South African government, USAID, and CERI's subgrantee, Sinomlando, as being most in need of services: Mpumalanga, Limpopo, Freestate, North West, Eastern Cape, and KwaZulu-Natal.

The Memory Box methodology is a family-centered psychosocial intervention, which facilitates intergenerational dialogue among immediate and extended family members. The purpose of the intervention is to enhance resilience and nurture identity in OVC, who have lost parents or primary caregivers to AIDS. Resilience can be defined as a child's capacity to recover his/her well-being and life potential in spite of suffering through one or more life misfortunes.

The identified strategy is to scale up the use of Memory Boxes within indigenous NGOs, C/FBOs that provide other care and treatment services to OVC. Major goals are to (1) Build the capacity of indigenous NGOs/CBOs/FBOs and appropriate governmental entities to create, manage, evaluate, and sustain Memory Box intervention services within their organizations, and to provide memory box training to other organizations in their communities; (2) Scale up the use of Memory Boxes by indigenous NGOs, CBOs, and FBOs in South Africa so as to provide psychosocial support to OVC, by means of building their resilience, facilitating identity formation, and increasing intergenerational family dialogue among those affected by HIV/AIDS; (3) Expand the field for use of Memory Boxes via additional venues and means.

In fiscal year 2009, CERI and Sinomlando conducted a total of three blocks of the Capacity Building training program, each 12 weeks in duration, in the Eastern Cape, Mpumalanga, and KwaZulu-Natal provinces, with the fourth block in the Limpopo province scheduled for completion at the end of October 2009. In FY 2009, we trained 45 Memory Trainers and 781 Memory Facilitators and have witnessed the highly encouraging examples of our partner organizations incorporating the Memory Work into their ongoing activities and demonstrating a powerful commitment to replicating the training for as many organizations in their communities as possible. Our FY 2009 budget has amounted to \$569,818.51, against \$641,253 in estimated program costs projected at the beginning of the fiscal year.

On a few occasions, we faced challenges in the partner recruitment process as we sought to engage organizations pursuing a multitude of other HIV/AIDS-related projects and restrained by limited budgets, some of whom were not amenable to the idea of psycho-social rehabilitation services being provided to OVC by individuals with no formal training in psychology. We also had to transfer responsibility for the ongoing mentoring of the Memory Workers and the collection of M&E data to the Sinomlando staff, as we realized that employees of our partner organizations recruited to serve as Area Coordinators did not have time or capacity to handle these responsibilities satisfactorily.

In the next six months, we intend to complete CBP blocks 4 and 5 in Limpopo and Freestate, respectively, and present the Memory Box program to prospective CBP block 6 partners in the North West province.

V. Summary Table of PEPFAR and Program-Specific Indicators

Reporting Period	Indicator	Life of Project	FY08 Target	FY08 Results/Achieved	FY09 Target	FY09 Results/Achieved
Annual: October 1, 2008 – September 30, 2009						
Care: Orphans and Vulnerable Children (PEPFAR)	Number of orphans and vulnerable children (OVC) served by an OVC program	3,700*	90-135*	*	*	*
	Number of providers/caretakers trained in caring for orphans and vulnerable children	2,135	195	258	945	826
Program-Specific	Number of Memory Trainers Trained	135	15	19	45	45
Program-Specific	Number of Memory Facilitators Trained	2,000	180	239	900	781**

* As per our discussions with USAID and the USAID/SA Mission regarding their concerns with the possibility of double-counting OVC, it is our understanding that these OVC will be counted by the end-service provider. CERI and Sinomlando will, however, continue to monitor and count OVC reached for internal informational purposes.

** The FY 2009 target for the number of Memory Facilitators was 900, and 781 have been recorded as having been trained as of September 30, 2009. This is due to the fact that the Memory Facilitators trained by Memory Trainers during CBP Block 4, the last block of training launched in FY 2009, will complete their course after September 30. Therefore, these MFs will be counted in FY 2010. The program is on track to fulfill its total numbers of Memory Trainers and Memory Facilitators trained by the end of the program in April 2011.

VI. Project Implementation by Strategic Objective

1. Conduct Memory Awareness Meetings that present the Memory Box program to current and prospective PEPFAR-OVC partners.

Over the last year, the CERI-South Africa National Director (CERI-SA ND) continued conducting Awareness Meetings with the management of possible partner organizations, during which he presented to his counterparts a packet of introductory information about the Memory Box program. The packet includes an overview of the program, a schedule for the upcoming Capacity Building Program (CBP) block, descriptions of the selection criteria and graduation requirements for CBP trainees, and a list of expectations that CERI/Sinomlando jointly hold for their partner organizations. Please refer to Attachment A for a sample of the introductory packet.

Awareness Meetings are typically held two months prior to the start of a CBP block in each province. On average, CERI-SA ND targets 10 to 12 organizations per province through such meetings, with PEPFAR-funded partners, identified in consultation with USAID/South Africa Mission and the U.S. Embassy, being a priority. A month after the initial Awareness Meeting, the CERI-SA ND and Sinomlando staff visit those organizations that have expressed interest in the program and interview prospective students recommended by the organizations. The three-month training session attended by the selected finalists commences one more month later.

Through this process, nine organizations were enlisted in Eastern Cape for CBP Block 1, eight organizations in Mpumalanga for Block 2, eight organizations from KwaZulu-Natal for Block 3, and 12 organizations in Limpopo for Block 4.

After having completed each CBP block, CERI-SA ND and Sinomlando trainers hold follow-up meetings with the mid- and high-level management of partner organizations; following this initial post-training visit, we meet with partners at least once every four months. The purpose of these meetings is two-fold. Firstly, we seek to re-confirm the organizations' commitment to Memory Work. Secondly, we determine whether the overall organizational environment is conducive to Memory Trainers fulfilling the obligation they had assumed, at the start of the CBP block, to conduct two post-CBP Memory Workshops to train 30 additional home-based OVC care providers, and to accompany trained volunteers during their visits to families. Because mid-level and senior managers set priorities that drive their employees' daily workload, such follow-up meetings are crucial for ensuring that PEPFAR partners continue to allocate to the Memory Box program the time and resources it requires to be replicated in targeted provinces.

One of the challenges that CERI and Sinomlando have encountered in the process of partner recruitment is the need to identify organizations with a sufficient number of staff present on the ground and able to conduct regular family visits. In addition, because CBP training is geared toward organizations providing home-based care, we evaluate the potential partners' programmatic focus based on this criterion. As a result, we had to turn down organizations such as Childline in Limpopo, which demonstrated keen interest in the Memory Work but focused on individual counseling and children's camps with no direct link to the family-wide psycho-social intervention.

Another challenge we experienced is related to larger PEPFAR-funded organizations, whose tight activity plans and budgets, projected ahead of time for the next fiscal year, precluded them from committing their staff to a new and unanticipated program. These organizations were concerned that the Memory Box program would interfere with their planned activities and were reluctant to send their representatives to a three-month training for that reason. Lastly, we faced resistance to the Memory Box concept from organizations comprised of professional South African social workers, as they opposed the idea of Memory Facilitators with no formal education in psychology offering psycho-social rehabilitation services to OVC.

2. Enlist three more groups of prospective MTs from among the staff and volunteers of OVC partners, one group per province scheduled to receive training in 2009, and organize and conduct a three-month CBP training session for each group.

Tables summarizing the up-to-date information about each of the four CBP training sessions conducted through September 30, 2009 are below. Please note that the completion of CBP Block 3, initially slated for mid-July 2009, occurred instead on August 6, 2009, as a result of CERI's Stop Work Order issued to Sinomlando in June and the subsequent halt of the training activities. (Please see Section VIII (1.) for details on the Stop Work Order.)

While CERI/Sinomlando have been able to meet our goal for the number of MTs and MFs to be trained in fiscal year 2009, we recognize that CBP training represents a significant time commitment on the part of our partners. Some of the entities we approached were unable to designate staff members to attend a three-month training session due to the already extensive project portfolios their employees managed at the time. For instance, a social workers' organization in Limpopo could not commit to attending a full CBP cycle and rejected our proposal, citing other priorities. Representatives of other partners graduated successfully but found it difficult to conduct the Memory Work training for organizations in their communities amidst other pressing initiatives they had to attend to at work. CERI/Sinomlando address this challenge during the Awareness Meetings with prospective partners by emphasizing how the Memory Box program can complement the organization's ongoing HIV/AIDS relief activities by adding a psycho-social rehabilitation component to the organization's 'toolbox', if such component is currently missing.

CBP Block 1, Eastern Cape Province (with participants from Pietermaritzburg, KwaZulu-Natal Province), (July 14-October 3, 2008)			
Organization	Trainees	Project	Area
Masangane AIDS Programme	2		Shiloh
	1		Matatiele
Masikhawulelane	1		Whittlesea
Sinako Wellness and Development Organisation	1		Whittlesea
Soga Clinic	1		Shiloh
Mthatha Anglican Diocese	2		Mthatha
Bathe Ba Khotso Youth Organisation	1		KwanKau
The Catholic Diocese of Port Elisabeth AIDS Committee	1		Uitenhage
AfriCare	1		Whittlesea
The Catholic Diocese of Port	1		King Williams Town

Elisabeth AIDS office			
Keiskamma Trust	2		Hamburg
Thandanani Children's Program	2		Pietermaritzburg
Msunduzi Hospice	1		Pietermaritzburg
Madwalene Hospital	2		Madwalene
TOTAL MEMORY TRAINERS TRAINED	19		
CBP Block 2, Mpumalanga Province (with participants from Pietermaritzburg, KwaZulu-Natal Province), (January 19-April 9, 2009)			
Organization	Trainees	Project	Area
Project Support Association Southern Africa (PSASA)	1		Bethal
	1		Piring
Management Sciences for Health (MSH)	1	Sizanani	Wesselton, Ermelo
	1	Zimeleni	Sheepmoor, Ermelo
Training Institute for Primary Health Care	2		Witbank
Heartbeat Community Development	1		Machdodorp
Hospice Palliative Care Association (HPCA)	2	ACTS Clinic	Hazyview
	2	Hosanna Hospice	Hazyview
Childline Mpumalanga	3		Nelspruit
Catholic Diocese of Witbank	1	Simunye	Malelane
	1	Prayer St. Kizito	Malelane
Sinomlando Hospital Pilot Project	2		Pietermaritzburg
Thandanani Children's Program	1		Pietermaritzburg
TOTAL MEMORY TRAINERS TRAINED	19		
CBP Block 3, KwaZulu-Natal Province (April 27-August 6, 2009)			
Ingwavuma Orphan Care	2		Ingwavuma
Management Sciences for Health (MSH)	2		Empangeni
MSH Bongweni	2		Kokstad
Noah Orphans	2		Durban
Mpilomhle	2		Ladysmith
Lutheran Church	2		Ladysmith
African Medical and Research Foundation (AMREF)	3		Mkuzi
Senzawenzeke	2		Nkandla

Thandanani Children's Program	2		Pietermaritzburg
Umgeni AIDS	2		Mpophomeni
Sinosizo	2		Pietermaritzburg
Sinani	3		Pietermaritzburg
TOTAL MEMORY TRAINERS TRAINED	26		
CBP 4 Block, Limpopo Province (August 10-October 30, 2009)			
Organization	Trainees	Project	Area
African Medical and Research Foundation (AMREF)	3		Marble Hall
Project Support Association Southern Africa (PSASA)	1		Piring
Woz'obona	2	Sekhukhune Educare	Jane Furse
Makhuduchamaga Umbrella Group	2		Jane Furse
Management Sciences for Health (MSH)	1		Direlang
	1		Makotse/Lebowakgomo
	1		Mohlarekoma
Center for Positive Care (Posicare)	4		Sibasa
Ntushexo Health	1		Mninginisi
Holani Health Organization	1		Thomo
	1		Giyani
Salvation Army	1	Muzwali Project	Thohoyandou
Baptist Church	2		Thohoyandou
Elim Care Group	3		Elim
TOTAL MEMORY TRAINERS TRAINED	24		

Each training block followed a pre-determined instruction schedule outlined below:

Residential Training	Week 1	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		Orientation	Orientation/ Counseling Skills	Counseling Skills	Counseling Skills	Interviewing Skills	Interviewing Skills
	Week 2	Interviewing Skills	Initial Memory Work Workshop	Initial Memory Work Workshop	Initial Memory Work Workshop	Initial Memory Work Workshop	Initial Memory Work Workshop
	Week 3	Play Skills	Play Skills	Play Skills	HIV and AIDS	HIV and AIDS	HIV and AIDS
Week 4	M&E/ Facilitation Skills	Memory Work	Memory Work	Memory Work	Memory Work/ Evaluation	Depart to Field	

Field Work	Week 5	Sinomlando organizes Memory Work Training Workshops Trainees take a home break					
	Week 6	Four-day Memory Work Training Workshop conducted (each Memory Trainer trains 15 Memory Facilitators from his/her organization)					
	Week 7	Memory Work Training Workshops continue Management teams of partner organizations attend a meeting with CERIS/Sinomlando to learn about principles of Memory Work and receive a CBP Manual					
	Week 8	Memory Trainers conduct family visits and hold Awareness Meetings with prospective partner organizations whom they will train					
	Week 9	Memory Trainers conduct family visits and hold Awareness Meetings with prospective partner organizations whom they will train					
	Week 10	Memory Trainers conduct family visits and hold Awareness Meetings with prospective partner organizations whom they will train					
Technical Debrief/ Assessment	Week 11	Fieldwork Review	Fieldwork Review	Non-Profit Organization (NPO) Management	NPO Management	NPO Management	NPO Management
	Week 12	Summative Assessment	Summative Assessment	Summative Assessment	Return Home		

3. Conduct 30 five-day Regional Memory Workshops, facilitated by the MTs and mentored by the Sinomlando staff, resulting in the equipping of 450 Memory Facilitators (30 workshops (x) 15 trainees per workshop)

51 Regional Memory Workshops have been conducted to-date, including 41 workshops that occurred in FY 2009. The workshops conducted in the Eastern Cape resulted in the training of 137 new Memory Facilitators. As part of CBP Blocks 2 and 3, the MTs returned to their home organizations and each conducted training workshops for a minimum of fifteen of their organizational colleagues, with the help of Sinomlando mentors. These workshops resulted in the training of 262 new Memory Facilitators in Mpumalanga and 382 Memory Facilitators in KwaZulu-Natal.

Regional Memory Workshops in Limpopo will be conducted from November 2009 to February 2010, following the completion of CBP Block 4 in October. This data will be reported in the semi-annual report for FY 2010.

One challenge we have encountered in Limpopo is the language barrier. Sinomlando Mentors speak Zulu and English but cannot converse in Pedi, the predominant language of the province.

In addition, various parts of Limpopo feature their own dialects: Venda in the north and Tsonga in the east. The approach we have chosen to overcome this obstacle is to hold briefings after each session of the training, whereby Mentors and Memory Trainers meet at the hotel where they all stay together, and the MTs, who are fluent both in English and the local vernacular, bring the Mentors up to speed as to what was discussed during the training.

A detailed breakdown of the Regional Memory Workshops conducted in fiscal year 2009 appears below.

Regional Memory Workshops (October 1, 2008-September 30, 2009)

Date	Organization	Area(s) of Operation	Men	Women	Total Trained
<i>EASTERN CAPE PROVINCE</i>					
Oct. 24-27	Keiskama Trust	Legeni/Peddie	2	15	17
Oct. 27-30	AfriCare	Whittlesea	3	24	27
Nov. 17-20	AfriCare	Whittlesea	3	30	33
Feb. 2-5	AfriCare	Whittlesea	5	24	29
Feb. 2-5	AfriCare	Whittlesea	4	27	31
			17	120	137
<i>MPUMALANGA PROVINCE</i>					
Feb. 23-26	Zimeleni HBC	Sheepmoor	2	13	15
Feb. 23-26	Childline	Nelspruit	3	17	20
Feb. 23-26	Simunye	Sschoemansdal	0	20	20
Feb. 23-26	Hosana	Nelspruit	0	23	23
Feb. 23-27	Heartbeat	Machadodorp	3	14	17
Feb. 24-27	TIPHC	Witbank	0	20	20
Feb. 24-27	Acts Clinic	White River	1	11	12
Mar. 2-5	Sizanani HBC	Thuthukani/Ermelo	0	19	19
Mar. 2-5	TIPHC	Witbank	0	17	17
Mar. 2-5	ACTS Clinic	White River	0	15	15
Mar. 2-5	Matibidi/PSA	Matibidi	0	15	15
Mar. 2-5	Childline	Nelspruit	2	16	18
Mar. 2-5	Prayer Saint Kizito	Malelane	1	17	18
Mar. 2-5	Hosana	Nelspruit	0	15	15
Mar. 23-26	Buthanani	Witbank	0	18	18
			12	250	262
<i>KWAZULU-NATAL PROVINCE</i>					
June 8-11	Mpilonhle	Ladysmith	3	18	21
June 8-11	Lifeline	Eastwood	0	16	16
June 8-11	Khanyiselani	Kokstad	2	16	18
June 8-11	Thembalesizwe	Mtubatuba	1	19	20
June 8-11	Nikosinathi	Ekuphumuleni	0	16	16
June 8-11	Senzakwenzeke	Nkandla	3	17	20
June 8-12	Sikhona	Zakheni	2	12	14

June 8-12	Sinosizo	Ozwothiki	1	17	18
June 8-12	Noah Orphans	Durban	2	15	17
June 9-12	Sibani Sethemba	Ngwavuma	1	20	21
June 15-19	Noah Orphans	Eshowe	0	18	18
June 15-19	Lifeline	Willowfontein	0	19	19
June 15-19	Sibani Sethemba	Ngwavuma	0	23	23
June 15-19	Mpilonhle	Ladysmith	1	18	19
June 15-19	Sikhona	Zakheni	1	17	18
June 15-19	Khanyiselani	Kokstad	1	15	16
June 15-19	Ubombo	Jozini	1	19	20
June 15-19	Sibambisene	Mpangeni	0	20	20
June 15-19	Senzakwenzeke	Nkandla	2	18	20
June 22-25	Thandanani	Richmond	0	9	9
June 23-26	Thandanani	France PMB	0	19	19
			21	361	382

4. Conduct family interventions with a view to reach two to three children per family.

As described in Section VI (1.), CERI/Sinomlando meet with the management of partner organizations two months after the completion of each CBP block to ensure that MTs receive the support they need to incorporate Memory Work into their organizations' existing activities and to continue the family visits they began conducting during Weeks 8-10 of CBP training. Our experience has shown that, at a minimum, ten visits are necessary in order to allow the MTs/MFs adequate time to present the information and guide the Memory Box intervention, and to allow the family members ample time to process the information they received.

During follow-up visits with management officials of partner organizations, we also met with staff members in charge of M&E activities to discuss how CERI/Sinomlando can collect information about successes and challenges experienced by Memory Facilitators in the course of conducting their family visits. Because we have no control over the intervention process after the training finishes, we rely on partner organizations to provide us with quantitative and qualitative data emerging from home visits, such as number of families visited, number of children reached per family, the family's demographic profile, the emotional well-being of children before and after the intervention, etc. We have found that discussing our informational needs with the M&E focal points at each organization directly, and following up through e-mails, phone calls, and subsequent meetings, results in the required information being provided to us in a more timely and consistent manner.

With Round I NPI partners' funding coming to an end, the Memory Box program in their communities is being sustained through Memory Facilitators trained in the previous CBP blocks. While CERI and Sinomlando are very grateful for these individuals' selfless commitment to Memory Work, we also recognize the difficulty this arrangement poses for data collection. It is virtually impossible for us to connect with those MFs directly, but we do stay in

touch with Memory Trainers in each province and, through them, do our best to gather the data supplied by the MFs.

5. Enlist Area Coordinators for follow-up and long-term sustainability of memory work

In the first few months of FY 2009, we had a chance to observe the functioning of Area Coordinators in practice and have ultimately concluded that this approach is not feasible. As employees of partner organizations actively involved in other projects, Area Coordinators have been unable to dedicate sufficient time to coordinating and enhancing the sustainability of Memory Work among organizations dispersed across their respective provinces. It is important to note that Area Coordinators were expected to carry out these functions in addition to their ongoing memory work, to which they committed upon graduating from the CBP training. We have, therefore, determined that the functions previously assigned to Area Coordinators will best be handled by our own mentors directly.

CERI/Sinomlando mentors are intimately familiar with the Memory Box approach and are best positioned to educate communities at large about its benefits for the families of the HIV/AIDS-affected population. Mentors have accompanied the memory workers throughout the entire training and intervention process, educating and coaching them about the appropriate techniques for coping with the grief and trauma at every stage of the way. In the process, they have built a significant body of expertise in memory work that they have imparted to our partner organizations, both at the time of the training as well as in subsequent periodic visits, by coaching memory workers themselves to overcome the distress inherent in this line of work. As part of these follow-up visits, mentors are also able to collect success stories, lessons learned and M&E data from partner organizations and ensure its timely delivery to CERI and Sinomlando for further recording, analysis, and reporting.

6. Conduct an Annual Memory Work Conference in Pietermaritzburg providing refresher courses, training manual updates, best practices, and “lessons learned”

On September 7-9, 2009, 140 memory workers hailing from provinces where CBP trainings were conducted, both as part of this project and before its inception, attended a joint CERI/Sinomlando Conference on Memory Work and Psychosocial Support to Orphans and Vulnerable Children at Ascott Inn Conference Center in Pietermaritzburg.



Photo: Sinomlando M&E Officer, Radikobo Ntsimane, and Memory Program Manager, Nokhaya Makiwane, facilitate a session at the Annual Memory Conference.

Among the participants of this first annual conference organized by CERI and Sinomlando collectively were management officials of many of our PEPFAR partner organizations. In the opening speech, the Premier of the KwaZulu-Natal Province, Dr. Zweli Lawrence Mkhize,

called for a partnership between the government and the civil society sector to respond to the needs of the disadvantaged children. The keynote speaker, Dr. Vincent Sezibera, the Head of the Department of Clinical Psychology at the National University of Rwanda, talked about the adverse effect of psychological trauma on children affected by the 1994 genocide in his country.

During the conference, 19 community workers from the Mpumalanga Province were awarded certificates of graduation after having completed the requirements of the three-month CBP training. The graduation ceremony was chaired by Prof. J. Kunnie, the Deputy Dean of the Faculty of Humanities, Social Science and Development at the University of KwaZulu-Natal. The conference program is enclosed in Attachment B.

7. Activities Planned for the Next Six Months

- CBP Block 4 in Limpopo, launched on August 10, will be completed on October 30, 2009.
- CERI-South Africa National Director and one of Sinomlando's senior managers will attend NuPITA's Level II M&E training in Cape Town, South Africa, on November 23-26, 2009.
- Block 5 partner organizations will be identified in the Freestate Province and potential trainees will be interviewed and selected.
- Organizational Capacity Assessment (OCA) meetings for Sinomlando and CERI-South Africa have been tentatively scheduled for mid-January 2010.
- CBP Block 5 in Freestate will commence on January 18, 2010 and end on April 9, 2010.
- Awareness Meetings will be conducted with Block 6 partner organizations in the North West Province.

VII. Monitoring and Evaluation

1. Overview of M&E Activities

In the spring, CERI requested NuPITA's technical assistance for the purpose of streamlining CERI/Sinomlando data collection and reporting tools and practices. The main challenges we faced in the M&E area included the need to tailor the Children in Distress (CINDI) database, recommended by USAID/South Africa for use by Sinomlando, to the type of data collected in this project; to clarify M&E roles and responsibilities between CERI and Sinomlando and within Sinomlando itself; and to develop clear data collection and reporting mechanisms that would clearly delineate the flow of M&E information from the field to Sinomlando and, ultimately, to CERI-USA headquarters and identify staff members responsible for specific tasks at every stage of the process.

NuPITA's M&E consultant, Dr. Nelson Kamoga, paid two visits to Sinomlando offices in Pietermaritzburg and met with Sinomlando's M&E Officer, Radikobo Ntsimane, and with CERI-

SA and CERl-USA staff in June and September 2009. In his subsequent trip reports, Dr. Kamoga provided several recommendations to address the challenges described above. While we have found Dr. Kamoga's assistance very useful, some of his recommendations were difficult for us to implement. For instance, partner organizations complained to us that combining the Family Visit form with the Closure Report is impractical, as the former reflects repetitive visits, while the latter is intended to provide a family profile at the end of the intervention. Furthermore, some community members trained as Memory Facilitators are illiterate and are thus unable to capture the narratives conveyed by the family.

CERl/Sinomlando will examine the areas identified by Dr. Kamoga during his September 2009 trip as our weaknesses in M&E, discuss ways to address them given our operational constraints mentioned above, identify and prioritize action items, and begin their implementation immediately. It is our goal to be able to demonstrate in the next semi-annual report the progress we will have made in the areas needing improvement. We intend to stay in close contact with our colleagues at NuPITA in order to leverage the technical assistance we may require to accomplish this goal in a timely and effective fashion.

2. Results of Surveys, Studies, Needs Assessments or Evaluations Conducted During Reporting Period

Dr. Nelson Kamoga's evaluation of CERl and Sinomlando M&E capacity and capabilities and our ensuing action plan are described in Section VII (1.) above.

3. Descriptions of New Monitoring Tools and Methods Created by the Program

As part of our decision to discontinue the use of Area Coordinators explained in Section VI (5.), we have transferred the responsibility for ensuring the collection of M&E data back to CERl-South Africa and Sinomlando. Previously, the expectation was that Area Coordinators in each province would gather information on family visits and the OVC reached during their follow-up visits with Memory Trainers. This approach has proved to be impractical in that it essentially assigned this important function to our partner organizations, which had no vested interest in the timely collection and reporting of these data to us. As a result, significant backlogs in the M&E data collection were created.

As mentioned earlier in this report, CERl-South Africa and Sinomlando are currently in the process of re-establishing direct links to the M&E focal points in each partner organization in order to remove the backlogs and facilitate future collection and reporting of the M&E data.

VIII. Program Management

1. Stop Work Order to Sinomlando

Following the review of Sinomlando's accounting practices conducted in April by NuPITA's Compliance Advisor, Agnes Barungi, questions were raised about the fact that UKZN used a

cost center as opposed to a designated bank account to receive and draw down USAID funds provided under this subagreement and University funds from other sources. In addition, due to a misunderstanding on the part of UKZN accountants, CERI became aware that the University had erroneously levied taxes on USAID funds for this project. In order to facilitate the redemption of the amount taxed, clarify for UKZN the origin of the funds, and explain USAID policies prohibiting the commingling of USAID funds, CERI-USA issued a Stop Work Order to Sinomlando on June 19, 2009. In the course of the subsequent review of Sinomlando's project spending to-date, CERI and Sinomlando have been able to fully reconcile their financial records, and UKZN has reimbursed CERI/Sinomlando for the amounts deducted for taxes. The Stop Work Order was fully rescinded on August 28, 2009 after the issues of concern to CERI and USAID were addressed and resolved.

In addition, as of October 1, 2009, all project procurement in South Africa has been carried out through CERI South Africa's newly opened bank account, as part of CERI's new cooperative subagreement with Sinomlando. Please refer to Section IX (1.) for additional detail regarding this new arrangement.

2. Organizational Restructuring and the Addition of Mentors to Sinomlando Staff

As explained in detail in the semi-annual report for October 2008-March 2009, Sinomlando finalized the revision of its organizational structure in January 2009 to take into consideration the comments it received during the Organizational Capacity Assessment conducted by NuPITA in July 2008. The staffing changes implemented by Sinomlando included the addition of three mid-level management positions and the clarification of the staff's reporting structure and job responsibilities.

The resulting structure is as follows:

- Philippe Denis Sinomlando Program Director
- Radikobo Ntsimane Sinomlando Deputy Director/M&E Officer/Oral History Program Manager
- Nokhaya Makiwane Memory Program Manager
- Lois Moyo CBP Manager (reports to Memory Program Manager)
- Clifford Madondo Memory Work Manager (reports to Memory Program Manager)

As a result of this process, several Sinomlando staff members, who previously mentored CBP trainees in the field, were promoted to management positions and assumed logistical and technical oversight responsibilities for the escalating CBP training program. To fill the gap in mentoring personnel created by this shift, Sinomlando has hired four full-time Memory Work Mentors from the pool of experienced workers who, in the past, helped Sinomlando trainers coach and motivate the trainees during the fieldwork portion of each CBP session. To pay salaries to these Mentors, we utilized budget savings created by the elimination of the incentive stipends, which were determined to be counter-productive to project sustainability.

3. Establishment of New CERI-South Africa Office

CERI-South Africa has established an office apart from the UKZN campus at 30 Phipson Road in Pietermaritzburg. The management and administration of the project on the South Africa side is conducted from this location. Housed in the new office currently are Dan Le Cordeur, CERI-South Africa National Director, and Ntombenhle Mkhize, CERI-South Africa Administrative Assistant. The Sinomlando Administrator, Sarah Omany, employed by UKZN but working exclusively on this project, has relocated from the CERI-South Africa office back to Sinomlando offices at UKZN in order to facilitate her interaction with the rest of the Sinomlando project team.

4. Changes in Key Personnel

Dan Le Cordeur, who assumed the position of CERI-South Africa National Director in February 2009, submitted his resignation letter at the end of August, stating his desire to continue with the project (possibly as a Sinomlando employee) but in a technical, rather than an administrative, capacity. Mr. Le Cordeur has agreed to stay with CERI in an interim capacity until his replacement is hired. CERI-USA has advertized the opening for the National Director position through a number of South African and one international recruitment outlet, and CERI-USA Contract Administrator, Marianna Gurtovnik, and Executive Assistant, Trey Stiles, traveled to South Africa in September to interview the short-listed candidates. We have identified Ms. Natasha Parkins-Maliko as our finalist, vetted her with Sinomlando, and submitted her resume and proposed salary to USAID/Washington for approval on October 21.

5. Hiring of Additional Staff

In March 2009, Ms. Ntombenhle Mkhize assumed the position of CERI-South Africa Administrative Assistant.

In June 2009, Ms. Marianna Gurtovnik started in her role as a new full-time CERI-USA Contract Administrator for this project. Ms. Gurtovnik was hired after Ms. Diana Bass, who served in this capacity since August 2008, had expressed an interest in dedicating more time to CERI's other international activities, while continuing to assist this project at 30% of her time. Ms. Bass's new title is Assistant Contract Administrator.

Simultaneously with the CERI-SA National Director recruitment, CERI-USA advertized and interviewed applicants in South Africa for the position of CERI-South Africa Administration and Finance Manager. We have created this position to enhance CERI-South Africa's capacity to deal with, and properly account for, an increased volume of program costs following the transfer of the entire field program budget from Sinomlando to CERI-South Africa effective October 1, 2009. In the interest of team-building, we plan to have the new National Director interview the short-listed applicants we have selected and make a hiring decision in consultation with CERI-USA by the end of November.

IX. Budget

1. Preparation for the New Subagreement and the Restructuring of Program Budget

The need for Sinomlando to follow UKZN’s procurement policies and use the University’s network of preferred vendors to purchase travel, supplies, and other services required under this subagreement resulted in significant backlogs in the submission of Sinomlando expense reports to CERI-USA. In consultation with NuPITA and USAID, CERI and Sinomlando have agreed that the best way to rectify these delays is to transfer responsibility for all field-level program expenditures (except for Sinomlando personnel) to the CERI-South Africa Office, and to have Sinomlando invoice CERI-USA for its labor costs on a monthly basis.

In preparation for this new arrangement that became effective on October 1, 2009, CERI-USA began reorganizing the program budget for fiscal years 2010 and 2011 and issued a preliminary subagreement modification to Sinomlando, which both parties signed in early October 2009. (A revised full subagreement, reflecting changes in other clauses affected by the restructuring of the budget, will follow in November 2009.) Further, the CERI-USA/BCFS team comprised of the Contract Administrator, Marianna Gurtovnik, Executive Assistant, Trey Stiles, and BCFS Acting Chief Financial Officer, Tony Tomandl, spent a week in Pietermaritzburg from September 24-October 2 preparing the CERI-South Africa and Sinomlando teams for transition to the new operating mode. With assistance from NuPITA’s Agnes Barungi, the team has designed interim standard operating procedures and procurement and financial management forms to be used by CERI-SA and Sinomlando as of October 1. Our plan is to have these operating procedures further revised and finalized by the new CERI-SA National Director and Administration and Finance Manager, with assistance from CERI-USA and, possibly, NuPITA.

2. BCFS’s New NICRA Rate

CERI’s parent organization, Baptist Child and Family Services (BCFS), has introduced a new NICRA rate of 9.7 percent that became effective on September 1, 2009 and, as such, replaced the previous provisional rate of 13.4 percent. The new rate, approved by BCFS’s cognizant federal agency, the U.S. Department for Health and Human Services, also applies to CERI as one of BCFS’s affiliate organizations. We have calculated the indirect cost base in our FY 2009 budget (see below) by applying the 9.7% rate to the modified total direct costs incurred in September 2009. We request that USAID include this new rate in a modification to CERI’s cooperative agreement with USAID.

FY 2009 Actual Spending

	Year 2
	Actual
A. Personnel	\$109,630.55
B. Fringe Benefits	\$8,993.31
C. Travel	\$30,526.74

D. Equipment	\$7,236.22
E. Supplies	\$4,894.28
F. Contractual Services	\$340,842.81
G. Program Costs	\$0
H. Other Expenses	\$41,325.84
Total Direct Project Costs	\$543,449.75
Modified Total Direct Costs (MTDC)	\$202,606.94
Indirect Costs (13.4% of MTDC)	\$26,368.76
TOTAL PROJECT COSTS	\$569,818.51

The complete project budget reflecting actual expenditures for fiscal years 2008 and 2009 and projected expenditures for fiscal years 2010 and 2011 will be submitted along with the revised FY2010 Work Plan.

3. Clarified Indirect Cost Allocation Base

The FY 2009 actuals have also been adjusted to reflect the recently clarified formula for indirect cost calculation under CERI's cooperative agreement with USAID. Specifically, as confirmed by the BCFS Chief Financial Officer, CERI should only charge indirect costs using the allocation base formula that includes direct project costs plus the first \$25,000 in contractual services for the life of this grant, and not per a U.S. Government fiscal year, as CERI/BCFS had previously understood.

X. Other Issues

1. Sustainability and Transition

1.1 Increased Sustainability through the Removal of Incentive Stipends

As explained in our last semi-annual report, we have discontinued the payment of incentive stipends to Memory Workers employed by our partner organizations after having discovered that this arrangement promoted inequality in pay within the organizations, required that we provide financial supporting documentation that would be logistically impossible for us to obtain and, most importantly, was not conducive to increasing the sustainability of Memory Work in South African communities. The funds that became available as a result of the removal of incentive stipends have been reallocated, with the approval of USAID-Washington, to pay the salaries of Sinomlando Mentors.

1.2 Sustainability through the Buy-in of Partner Organizations

Our experience has shown that partner organizations that were truly committed to the Memory Box program have exceeded the targets we set for the numbers of MFs trained and home visits conducted, as well as provided quality M&E data in a timely and consistent manner. These champions have exhibited strong commitment to Memory Work both at the senior management level that drives the organization's agenda and among the MTs, who are responsible for the daily implementation of the program.

The success we have witnessed at the ACTS Clinic in Mpumalanga is a case in point. After meeting with the CERI-SA National Director and learning about the Memory Box program, the Hospice Palliative Care Association's (HPCA) AIDS Care, Training and Support (ACTS) Clinic sent two of its home-based care providers, Ednah Hlatshwayo and Nonhlanhla Fakude, to CBP Block 2 training in Mpumalanga. The Clinic came to appreciate the Memory Work approach so much that, after Ednah and Nonhlanhla had completed the training, the Clinic's management designated them the organization's key staffers for psycho-social support to OVC. With Ednah and Nonhlanhla's new roles came increased responsibilities and the need for additional resources to capacitate them to carry out the Memory Work. The Clinic assigned a separate telephone line and computer for Ednah and Nonhlanhla and increased their salaries to reflect their new status. Although Edna and Nonhlanhla will need Sinomlando's support for a while, the commitment the ACTS Clinic's management has made to providing Memory Work services for OVC is a clear and encouraging indication of the program's sustainability.

In an effort to facilitate the smooth incorporation of the Memory Work approach into the partner organizations' existing portfolios, CERI and Sinomlando have developed a Memory Trainer Manual which we introduced to partners during our first CBP Block in Eastern Cape and have continued doing so for all organizations, whom we have trained since. We emphasize that the manual explains the benefits of the program and sets its basic parameters, which are important for partners to comprehend fully before they embark on this program. At the same time, we encourage our colleagues to adapt the Memory Work methodology to their specific needs and to the cultures and values of the communities they serve. It is our firm belief that such adaptation, and the resulting sense of ownership on the part of the partners, would contribute greatly to making the Memory Work a sustainable activity throughout South Africa.

2. Coordination with In-Country team, Host Government, and Local Partners

During visits to the USAID/South Africa Mission in Pretoria for training and workshops, the National Director has taken the opportunity to discuss with our counterparts at the Mission, Cephias Goldman, the Mission Activity Manager, and Anita Sampson, Prevention and OVC Team Leader, the PEPFAR-funded organizations that would be likely partners for Sinomlando in the respective provinces. On October 28, 2008, the National Director attended a CINDI database training at USAID/SA. On February 20, 2009 he attended a training session on the Data Warehouse system in Pretoria, where he was able to discuss with Cephias and Anita our progress in the Memory Work Program.

CERI and Sinomlando staff have also received technical assistance from JSI/NuPITA and benefitted from the training workshops they organized in Kampala, Uganda and Nairobi, Kenya. On January 28 and April 3, 2009, CERI and Sinomlando held follow-up meetings with NuPITA

to review the progress made in our OCA action plan developed with NuPITA's assistance in July 2008. In October 2008, the CERl Executive Director, CERl Contract Administrator, and the Sinomlando Administrator attended the compliance training in Kampala; CERl's new Contract Administrator attended the same training in July 2009. The CERl National Director and Sinomlando M&E Officer participated in the M&E training workshop in Kampala. In April 2009, the CERl Executive Director and CERl-South Africa National Director attended the Subgrant Management and Monitoring workshop in Nairobi. During the last week of July 2009, the Sinomlando Program Director and the CERl Executive Director attended USAID's State of the Art (SOTA) workshop in Cape Town.

In the fiscal year 2009, the Sinomlando Program Director and the Memory Work Program Manager met with the officials of the KwaZulu-Natal Health Department in Pietermaritzburg, as well as with the representatives of the Special Needs Sub-Directorate in the Department of Education of Umgungundlovu District to discuss future cooperation. Furthermore, as a result of the participation of KwaZulu-Natal's Provincial Premier, Dr. Zweli L. Mkhize, in the CERl/Sinomlando Annual Conference in September 2009, we were able to reach out and connect with other government institutions in the province. Recently, the Sinomlando management team met with Dr. Sandile Buthelezi, the General Manager for Strategic Health Programs at the KwaZulu-Natal Health Department, to discuss possible ways to incorporate the Memory Work into the department's programs.

XI. Success Stories

The case of the ACTS Clinic in Mpumalanga, described in Section X (1.2) under *Sustainability and Transition*, illustrates our success in obtaining the partner organization's buy-in for the program.

Another success we have achieved is in Sheepmoor, a small rural dormitory village in the Mpumalanga Province. A product of the apartheid system of forced removals, Sheepmoor has scant infrastructure and is far removed from local job opportunities. However, the village has been fortunate to have Mama Vilakazi as its resident. With the outbreak of HIV/AIDS in the late 1990s and the growing number of orphans, the retired Mrs. Vilakazi took vulnerable children into her home and fostered them. When she became overwhelmed by the sheer number of children being orphaned by the epidemic in the district, she started a community-based organization called Zimeleni (Zulu for "to be independent"). With a little bit of training and scarce resources, Zimeleni launched a preschool program and began working with the government's social development workers.

One of Zimeleni's volunteers, Phindile Vilakazi, was chosen to attend Sinomlando's three-month Memory Work training course. Upon returning to Sheepmoor, she ran a four-day workshop, which was attended by the rest of Zimeleni's volunteers, local counselors, and a social worker from the local Department of Social Development.

During a follow-up evaluation visit two months later, the CERl/Sinomlando team interviewed Mama Vilakazi. She was ecstatic at the change, which has taken place in her own home, and the new level of awareness in her relationship with children in her care. In her own words, it felt "as

if someone has switched on a light.” For the first time, Mrs. Vilakazi said, she realized the importance of listening to children and recording their stories. It occurred to her that the orphans did not even have any official identification documents, such as birth certificates, which made the process of reconnecting with their family roots even more complicated for them. Mama Vilakazi said she personally witnessed the increase in her foster children’s self-esteem and resilience through the process of Memory Work, and noted that she wished the same for all other OVC. She now wants Phindile to train all of the other partner organizations working in the adjacent villages, so that they, too, can benefit from the training.

List of Attachments

Attachment A: Introductory Packet for Awareness Meetings with Partners

Attachment B: September 2009 Annual Conference Program



Sinomlando Centre
UKZN, Pietermaritzburg 3201
Phone 033 260-5511 Fax -5858
E-mail sinomlando@ukzn.ac.za

Sinomlando is a training and research programme based in the University of KwaZulu-Natal Pietermaritzburg. Its vision is to assist people with silenced and stigmatised memories to take ownership of their history and gain strength in the process. In isiZulu *sinomlando* means "We have a History".

The objective of the Sinomlando Memory Box Programme is to increase the capacity to give psycho-social support to orphans and vulnerable children (OVCs) in the people who give them care. The programme was started in 2000 and has been documented in various popular and academic papers as well as in a book (*Never too small to remember*, Pietermaritzburg, Cluster Publications). These together with training materials are available on the Sinomlando website (www.sinomlando.org).

PEPFAR through Children's Emergency Relief International (CERI) is funding Sinomlando to train OVC carers in the OVC programs of the PEPFAR partners in at least five provinces of South Africa. Three times a year a group of fifteen to twenty people from one province, preferably two per OVC organisation, is trained to do memory work.

These memory work trainers are given four weeks technical training based on the memory-box methodology in Pietermaritzburg, five weeks mentoring in the field and two weeks training back in Pietermaritzburg. They are mentored into training 15 people in their area in memory work. Sinomlando will continue to monitor and mentor these memory work trainers as they continue to train new OVC carers. It is envisioned that two additional training sessions per year organised by the partner organisations and funded through Sinomlando will be run by these trainers in their respective areas.

Contracts will be signed between Sinomlando and the prospective partners to ensure the sustainability of the OVC psychosocial support programme within the partner organisations through continued monitoring, mentorship and training support by Sinomlando.





CERI/SINOMLANDO

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CBP Trainee and Partners' Profile and Responsibilities

“Financial Support is provided by the United States Agency for International Development President’s Emergency Plan for AIDS Relief (PEPFAR). The project “National Implementation of Training in Resiliency-Building for Caregivers of Orphans and Vulnerable Children in South Africa” (CERI) is implemented by Children’s Emergency Relief International in collaboration with Sinomlando Centre for Oral History and Memory Work in Africa”.

The purpose of the CERI/Sinomlando Memory Work Training program is to equip two OVC Home Based Carers from each of the PEPFAR funded OVC support organisations in each province to train fellow OVC carers to provide OVCs with psychosocial support through Memory Work.

Prospective candidates ought to have:

- Experience in community work home-based care of orphans and vulnerable children.
- A passion for working with OVCs, self-motivated and eager for self-development.
- Recommendation by the organization
- A commitment to working with orphans and vulnerable children
- The ability to speak, read and write in English
- Pass an entrance test to demonstrate language and communication skills
- Preferably Grade 12, but minimum Grade 10
- A commitment to complete the three-month CBP course.
- Commitment to the requirement to implement a minimum of two memory workshops of 15 fellow OVC home based carers on behalf of Sinomlando and their respective supporting organization, and monitor family visits for the trained volunteers.

Outcome requirements for graduation as Sinomlando Memory Trainer:

1. Assessment aggregate of 50% on completion of the following courses:
 - Child counselling
 - Memory work
 - Interviewing skills
 - Play skills
 - HIV/AIDS literacy
 - Non profit organisation (NPO) management
2. Evaluation in the field including following:
 - Evaluation of transfer of above skills to fellow OVC carers in a four day workshop.
 - Completion of at least one “closure report” recording trainees visits to an OVC household.





Sinomlando Centre
UKZN, Pietermaritzburg 3201
Phone 033 260-5861 Fax -5511
E-mail sinomlando@ukzn.ac.za

Expectations for Partner Organizations:

1. Commitment to providing ongoing psychosocial support to orphans and vulnerable children.
2. Commitment to enable and nurture the CBP trainee.
3. Commitment to providing an opportunity for the trainee to conduct at least two memory box workshops in the first year following the three-month CBP training
4. Organizational and encouragement support for memory box workshops and family visits conducted by the CBP- trainee.

Commitment to establish and maintain communication with Sinomlando, particularly with respect to:

1. Statistical data/information for the purpose of Monitoring & Evaluation;
2. Maintaining performance standards of both the CBP graduate and memory work implementation;
3. Suggesting ways through which memory work and methodology can be adapted to accommodate local needs and cultures;
4. How the memory training has capacitated or incapacitated the overall effectiveness/health of the organisation;
5. Providing Sinomlando with referral linkages to other NGO/CBO/FBO/governmental OVC-focused entities within the community and/or work-focused area.

The agreement is entered into with the sole purpose of meeting the psychosocial needs of orphaned and vulnerable children.



**Sinomlando Capacity Building Program: Children Emergency Relief International
(CERI) Block 4
Training Schedule for LIMPOPO**

3-Month Course Breakdown

Dates	Activities	Duration
Monday 10 August to Friday 4 September	Initial residential training PMBurg	4 weeks
Monday 7 September to Friday 11 September	Home 4 day Workshop Preparation	1 week
Monday 14 September to Friday 16 October	Fieldwork	5 weeks
Monday 19 October to Friday 30 October	Final residential slot PMBurg	2 weeks

Technical Instruction Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Week 1	Introd.	Introd/C S	C S	C S	IS	IS
Week 2	IS	IMWW	IMWW	IMWW	IMWW	IMWW
Week 3	PS	PS	PS	HIV&AIDS	HIV&AIDS	HIV&AIDS
Week 4	M&E/FS	MW	MW	MW	MW/Eval.	Depart to field
Week 11	FR	FR	NPO Man.	NPO Man.	NPO Man.	NPO Man.
Week 12	CS	PS	M&E	SA	SA	Back to field

CS- Counseling Skills
FR- Fieldwork Review
Organization Management
FS- Facilitation Skills
Summative Assessment

IMWW-Initial Memory Work Workshop
IS-Interviewing Skills

M&E-Monitoring and Evaluation

MW-Memory Work
NPO Man.- Non-profit

PS-Play Skills SA-

Candidate Interviews	Limpopo 23-26 June 2009 Limpopo 1 – 3 July 2009	Nokhaya, Clifford, Lois and Dan
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Memory work and psychosocial support to orphans and vulnerable children

REGISTRATION FORM

(due by Tuesday 1 September 2009)

NAME:

ORGANISATION:

PHONE:

EMAIL:

ADDRESS:

.....

CITY:

I shall attend:

- Entire conference
- Monday 7 September only
- Tuesday 8 September morning only
- Tuesday 8 September afternoon only
- Wednesday 9 September morning only
- Wednesday 9 September afternoon only

Click where appropriate

Fax or e-mail this form to:

Fax: 033-386 2299

E-mail: nmkhize@cerikids.org



Conference Venue

Ascot Conference Centre,
210 Woodhouse Road, Scottsville, Pietermaritzburg
Tel: 033-386 2226 Fax: 033-346 2940



Conference Secretariat

CERI - South Africa
30 Phipson Road, Scottsville, Pietermaritzburg
Tel: 033-386 6005



Memory work and psychosocial support to orphans and vulnerable children

First CERI / Sinomlando Annual Conference



Pietermaritzburg
7-9 September 2009

	Monday 7 September	Tuesday 8 September	Wednesday 9 September
0900: – 11:00		<p>Research in Progress – Part 1</p> <p>9:00 Beverley Killian (University of KwaZulu-Natal), “Resilience in children: what it is and how to build it”</p> <p>10:00 Glynis Clacherty (Clacherty & Associates) “Memory work with refugees in Johannesburg”</p>	<p>Research in Progress – Part 2</p> <p>9:00 Radikobo Ntsimane and Nokhaya Makiwane (Sinomlando Centre) – “Oral history and memory work: Two complementary approaches”</p> <p>10:00 Vincent Sezibera (National University of Rwanda) – “How children cope with trauma exposure: The case of Rwanda”</p>
11.30 – 13:00		<p>Best practices – Part 1</p> <p>11:30 Bansambi Project, Kinshasa and Mbuji Mayi, DRC (Jeanne d’Arc Kengne)</p> <p>12:00 Highway Hospice and Msunduzi Hospice (Phindile Shoba and Elmarie Wichmann)</p> <p>12:30 Onjengami Project, Sinomlando Centre (Anni Tonin and Zandile Mkize)</p>	<p>Best practices – Part 2</p> <p>11:30 Rob Smetherham Bereavement Service for Children, PMB (Rachel Rozentals-Thresher & Angela Hough)</p> <p>12:00: Distance learning for caregivers of children at risk (Fiona Bulman)</p> <p>12:30 Keiskamma Trust, Hamburg, Eastern Cape (Nomathemba Ngqondi and Colette Tilley)</p>
14:00 – 15:30	Registration and Welcome of Delegates	<p>Children’s Parliament</p> <p>Memory work and child participation – Intergenerational process facilitated by Glynis Clacherty and Nokhaya Makiwane</p>	<p>Fieldwork Review</p> <p>The CERI/Sinomlando scaling up programme: Lessons learned, challenges, strategic decisions (with Radikobo Ntsimane and Clifford Madondo).</p>
16:00 – 17:30		<p>Graduation Ceremony</p> <p>CERI/Sinomlando Capacity Building Programme – 3rd intake (Mpumalanga Province)</p>	<p>Way Forward</p> <p>Conclusions & recommendations</p>
18:00 – 20:00	<p>Prof Philippe Denis (Sinomlando Centre) “Memory work and OVC psychosocial support in South Africa today”</p> <p>Dr Zweli Mkhize, Premier of KwaZulu-Natal, “Welcome”</p> <p>Dr N’Sambuka Badibanga (Belgian Technical Cooperation, Kinshasa), Keynote address: “OVCS in Africa: the cry of the heart”</p> <p>Dinner</p>	<p>Dinner</p> <p>Music</p>	<p>Braai</p> <p>Cultural programme</p>

Jointly organised by Children’s Emergency Relief International (CERI) and the Sinomlando Centre for Oral History and Memory Work in Africa, University of KwaZulu-Natal, this conference is open to all community workers and other professionals wishing to enhance their experience of memory work and psychosocial support to orphans and vulnerable children in Africa. Memory workers from nearly all South African provinces and several African countries are expected to attend the conference. This event is part of a three-year memory work scaling up programme jointly run by CERI and the Sinomlando Centre with the support of USAID, PEPFAR and UKZN.

CERI is a global health and human service organisation dedicated to caring for vulnerable children and families in crisis throughout the world (www.cerikids.org). It is the overseas service division of Baptist Child & Family Services (BCFS), an organisation based in San Antonio, Texas (www.bcfs.net).

The Sinomlando Centre is a project of the School of Religion and Theology, University of KwaZulu-Natal, aiming at building capacity in oral history and memory work in partner organisations reaching out to communities (www.sinomlando.org.za). Its vision is that people with forgotten, silenced and traumatised memories retrieve their history and develop resilience.