

Semi-Annual Report

Fiscal Year 2011
(October 1, 2010 – April 3, 2011)

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

USAID Cooperative Agreement No.: GHO-A-00-08-00006-00
(April 4, 2008 – April 3, 2011)

Submitted by:
Children's Emergency Relief International

In collaboration with:
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Submitted on:
April 29, 2011

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The project “*National Implementation of Training in Resiliency-Building for Caregivers of Orphans and Vulnerable Children in South Africa*” was funded by the United States Agency for International Development through Cooperative Agreement No: GHO-A-00-08-00006-00 and was implemented by Children’s Emergency Relief International (CERI) in collaboration with the Sinomlando Centre for Oral History and Memory Work in Africa.

This document is made possible by the generous support of the American people through the United States Agency for International Development (USAID). The contents are the responsibility of CERI and do not necessarily reflect the views of USAID or the United States Government.



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III. Acronym & Select Term Definition List:

ARV	Antiretroviral drugs used to treat HIV-positive patients
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.
CERI	Children's Emergency Relief International
CSI	Child Status Index
DSD	Department of Social Development
FBO	Faith-Based Organization
HCBC	Home- and Community-Based Care
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
MoU	Memorandum of Understanding
NGO	Non-Governmental Organization
NuPITA	New Partners Initiative Technical Assistance Project
OVC	Orphans and Vulnerable Children
PEPFAR	U.S. President's Emergency Plan for AIDS Relief
UKZN	University of KwaZulu-Natal
USAID	United States Agency for International Development

IV. Executive Summary

The project has used the Memory Box methodology to render psycho-social rehabilitation services to orphans and vulnerable children (OVC) in six South African provinces identified by the South African government, USAID, and CERI's subgrantee, Sinomlando, as being most in need of services: Eastern Cape, Free State, KwaZulu-Natal, Limpopo, Mpumalanga, and North West.

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 encourage CERI/Sinomlando's partners in South Africa to adopt and integrate the Memory Box approach into their existing programs with a purpose of providing holistic care and treatment services to OVC. This strategy is achieved through the following major goals: (1.) Build the capacity of indigenous NGOs/CBOs/FBOs and appropriate governmental entities to create, manage, evaluate, and sustain the Memory Box intervention within their organizations, and to provide Memory Box training to other organizations in their communities; (2.) Scale up the use of Memory Boxes by partners, with the ultimate goal of building resilience, facilitating identity formation, and increasing intergenerational family dialogue among those affected by HIV/AIDS; (3.) Expand the field for a sustainable use of Memory Boxes via partnership agreements with community-based organizations and provincial government agencies.

In this reporting period, the final CBP Block 7 was completed for community workers who have recently joined the previously trained PEPFAR-OVC partners in the five provinces. As a result of this block, training was provided to 14 Memory Trainers and 236 Memory Facilitators. In addition, seven one-day, follow-up Memory Work conferences were held with 35 partners, whom Sinomlando trained in Memory Work in 2008-2010.¹ (Sixty-one partner organizations were invited to the conferences, and 35 of those attended.)

In November 2010, CERI and Sinomlando finalized a comprehensive grant close-out plan. The majority of close-out activities have been accomplished on time, and the remaining action items will be completed during the remainder of 2011.

¹ The breakdown of seven conferences is as follows: one in Eastern Cape, one in Mpumalanga, two in KwaZulu-Natal, two in Limpopo, and one in Free State. The conference in the North West Province will be held in May 2011 and will be financed by the North West Province's Department of Social Development.

V. Summary Table of PEPFAR and Program-Specific Indicators

Reporting Period Annual: October 2010-April 2011	Indicator	Life of Project	FY08 Target	FY08 Results/ Achieved	FY09 Target	FY09 Results/ Achieved	FY10 Target	FY10 Results/ Achieved	Life of Project Results/ Achieved
Care: Orphans and Vulnerable Children (PEPFAR)	Number of orphans and vulnerable children (OVC) served by an OVC program	3,700	90-135	*	*	*	*	*	*
<u>New generation indicator:</u> PEPFAR 8.1 Number of providers/ caregivers trained in caring for OVC	Number of providers/ caretakers trained in caring for orphans and vulnerable children	2,135	195	209	945	682	1,716	1,806	2,697
<u>FY 2010 indicator:</u> H2.3.D Number of health care workers who successfully completed an in-service training program within the reporting period									
Program-Specific	Number of Memory Trainers Trained	135	15	13	45	42	66	94	149
Program-Specific	Number of Memory Facilitators Trained	2,000	180	196	900	640	1,650	1,712	2,548

* As per our discussions with USAID/Washington 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.

VI. Project Implementation by Strategic Objective

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

CBP Block 7 was designed with the goal of sustaining and institutionalizing the knowledge about Memory Work among the previously trained PEPFAR-OVC partners who had faced high volunteer and staff turnover over the last two years. The Memory Awareness Meetings, which normally serve to introduce the organizations' senior management to the Memory Work concept, were not held with these partners: they were already familiar with the concept and were invited to participate in the CBP training based on their previous discussions with Sinomlando.

2. Enlist prospective MTs from among the staff of OVC partners, and organize and conduct a three-month CBP training session for them.

CBP training participants for Block 7 were recruited based on the feedback and proposed nominations submitted by PEPFAR-OVC partners during the two surveys conducted by Sinomlando in March-June 2010.

Employees of the following organizations have completed the three-month CBP course during the reporting period:

CBP Block 7, Five Provinces Combined (July 19 - October 9, 2010)

Organization	Trainees	Men	Women	Project	Area, Province
Bethlehem Catholic Diocese	2	1	1	Hlokomela Waheno	Bethlehem, Free State
Bhekuzulu Self-Sufficient Project	2		2		Estcourt, KwaZulu-Natal
Childline Limpopo	2		2		Polokwane, Limpopo
Childline Mpumalanga	2	2			Nelspruit, Mpumalanga
Keiskamma Trust	1		1		Pedi, Eastern Cape
Mpilonhle Project	2		2		Ladysmith, KwaZulu-Natal
Sinosizo	1		1		Durban, KwaZulu-Natal
Tholulwaz'Uzivikele	1		1		Kosi Bay, KwaZulu-Natal
Yomelela	1		1		Matatiele, Eastern Cape
TOTAL MEMORY TRAINERS TRAINED	14	3	11		

3. Each Memory Trainer is to (co-) facilitate a four-day Regional Memory Workshop, mentored by the Sinomlando staff, for up to 15 of his/her coworkers.

Each of the 14 MTs held a workshop in the course of the five-province CBP Block 7, which resulted in the training of 236 Memory Facilitators, as shown below:

BLOCK 7: FIVE PROVINCES COMBINED						
	Dates	Organization	Area, Province	Men	Women	Total
1	Aug. 23-26, 2010	Hlokomela Waheno	Bethlehem, Free State	-	10	10
2	Aug. 23-26, 2010	Hlokomela Waheno	Bethlehem, Free State	3	7	10
3	Aug. 23-26, 2010	Sinosizo	Amanzimtoti, KwaZulu-Natal	-	17	17
4	Aug. 23-26, 2010	Tholulwazi Uzivikele	Manguzi, KwaZulu-Natal	-	20	20
5	Aug. 24-27, 2010	Bhekuzulu Self Sufficient project	Bhekuzulu, KwaZulu-Natal	-	17	17
6	Aug. 24-27, 2010	Yomelela	Matatiele, Eastern Cape	-	17	17
7	Aug. 24-27, 2010	Childline Mpumalanga	Dun Donald, Mpumalanga	2	18	20
8	Aug. 24-27, 2010	Childline Limpopo	Indermark, Limpopo	1	20	21
9	Aug. 24-27, 2010	Keiskamma Trust	Mgababa, Eastern Cape		20	20
10	Aug. 24-27, 2010	Mpilonhle project	Ladysmith, KwaZulu-Natal	1	16	17
11	Aug. 31-Sept. 3, 2010	Bhekuzulu Self Sufficient project	Bhekuzulu, KwaZulu-Natal	-	14	14
12	Aug. 31-Sept. 3, 2010	Childline Limpopo	Mamotintane, Limpopo	2	17	19
13	Aug. 31-Sept. 3, 2010	Childline Mpumalanga	Schoemasdaal, Mpumalanga	2	15	17
14	Aug. 31-Sept. 3, 2010	Mpilonhle Project	Uitval, KwaZulu-Natal	1	16	17
TOTAL				12	224	236

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

As part of their training, the Memory Trainers are required to conduct at least one family intervention and submit a Family Closure Report summarizing the results of the intervention. Closure reports are submitted to the Sinomlando M&E officer during the evaluation workshops. These workshops typically take place three months after the end of a twelve-week CBP training cycle. The data on family interventions conducted in the reporting period is as follows:

CBP Block 6, North West Province: 26
 CBP Block 7, five provinces combined: 14

5. Impact Assessment Study

The baseline part of the impact assessment study in the North West Province, commissioned by CERI/Sinomlando and implemented by an external consultant, took place on May 30-June 5, 2010, prior to the Capacity Building training. The baseline evaluation gauged the extent and quality of psycho-social

rehabilitation services offered in the area. The second, post-training part of the assessment, occurred on November 8-11, 2010, three months after the return of Memory Trainers to their communities.

The interviews conducted in November with beneficiaries, community-based OVC care providers and professional social workers from the North West Department of Social Development demonstrated a marked improvement in the psycho-social well-being of many of the OVC. The Memory Work interventions have improved communication between children and adults, prompting them to talk more openly about the causes and consequences of HIV/AIDS. Emboldened by these discussions and no longer feeling stigmatized by their orphan status, many of the OVC stopped isolating themselves from their peers. The interviewed teachers reported better academic performance by many of the OVC that had benefitted from Memory Work interventions. A number of family members noted that their relationships with the children in their care grew warmer and more respectful, with children being more willing to help adults around the household, feeling more confident about their future, and the entire families paying closer attention to their health and nutrition. Interestingly, numerous youths mentioned that candid conversations about HIV/AIDS encouraged them to be tested for HIV and, having received a negative result, they felt inspired to live more fulfilling and productive lives.

On a larger scale, the Capacity Building Program has produced a cadre of OVC care and treatment workers who have undergone a structured training on culturally-appropriate techniques of psycho-social rehabilitation for families affected by HIV/AIDS. Our baseline evaluation showed that, prior to the CBP training, this type of knowledge was scarce, often non-existent, in the targeted South African communities. The Memory Workers were grateful to the program for equipping them with the skills needed to facilitate the healing process for the children and their families.

6. Conduct Memory Work conferences for all PEPFAR partners

From November 2010 to February 2011, CERI/Sinomlando conducted a total of seven mini-conferences on Memory Work. These conferences were conceived in August 2010 as a more cost-effective and personalized alternative to the annual conference held in 2009. The main goal of the mini-conferences was to ensure the continuity of Memory Work within the PEPFAR-OVC partner organizations.

The mini-conferences allowed Sinomlando to follow up with the PEPFAR partners to review activities conducted in the aftermath of the training, identify obstacles to the implementation of Memory Work, discuss ways to enhance the sustainability of Memory Work in South Africa after the end of this grant, and research possibilities for collaboration in the years to come.

Such collaboration may take many forms including, but not limited to, technical assistance to be provided by Sinomlando, or a joint project between Sinomlando and a PEPFAR-OVC partner that will aim to access the communities still unfamiliar with the Memory Work approach to mitigating the effects of AIDS. A specific action plan was developed with each partner organization in attendance. These action plans seek to integrate Memory Work into the organizations' current services by means of active networking, technical assistance, and collaboration on resource mobilization with the Sinomlando Centre.

The following action plans have been agreed upon with the organizations that attended Memory Work conferences in each respective province:

6.1. Eastern Cape Province (six partners)

Bathehi Bakgotso Youth Club (District: Alfred Nzo. Area: Matatiele/Nkau. Representatives: Nokwanda Mabhola, Manager; Alice Klaas, Memory Trainer)

- Sinomlando to advise the Youth Club about raising funds to introduce Memory Work in the OVC-focused government and non-governmental organizations operating in adjacent geographic areas. Possible public sector partners may include the provincial Department of Education, police, and correctional services;
- Sinomlando to assist the Youth Club in incorporating Memory Work tools into the curriculum for the Club's children's camps;
- Sinomlando to provide support in training the Youth Club's new caregivers in Memory Work;
- Sinomlando to train the Youth Club's Memory Trainers to serve as Memory Work Mentors.

Donald Woods Foundation (District: Amathole. Area: Madwaleni Hospital. Representative: Thelma Gwadiso, Memory Trainer)

- Sinomlando and the Foundation to jointly raise funds to sustain Memory Work in the Foundation's eight satellite clinics;
- Sinomlando to train additional Memory Facilitators to replace the trained caregivers who have left the Foundation;
- The Foundation to expand the use of Memory Work tools for HIV-positive children who receive ARV drugs.

Keiskamma Trust (District: Amathole: Area: Humburg/Peddie. Representatives: Nosisana Majamani, Manager; Nomathemba Ngqondi and Nozigqibo Sinuka, Memory Trainers)

- Sinomlando to conduct Memory Work refresher courses for the Trust's three MTs, 100 MFs, and 250 OVC beneficiaries;
- The Trust to facilitate networking with relevant partners in other provinces;
- Sinomlando to provide the latest set of Memory Work tools;
- Sinomlando and the Trust to review the Memory Work tools for HIV-positive children who receive ARV drugs;
- Sinomlando to make suggestions regarding debriefing strategies to be used by Memory Work mentors for community workers after the latter have conducted the family visits.

Masangane (District: Whittlesea. Area: Shiloh. Representative: Andiswa Mazwayi, Memory Trainer)

- Masangane to include Memory Work in its annual work plan;
- In collaboration with Sinomlando, Masangane to raise funds to train new Memory Facilitators and conduct additional Memory Workshops;
- Masangane to launch children's camps, and Sinomlando to share Memory Work tools to be used in these camps;
- Sinomlando to assist in conducting Memory Work refresher courses for MFs.

Port Elizabeth Diocese (District: Nelson Mandela Bay Municipality. Area: Uitenhage. Representative: Nobuzwe Mofokeng, Memory Trainer)

- The Diocese will collaborate with Sinomlando in raising funds to continue Memory Work, train additional MTs and MFs, and conduct Memory Work refresher courses;
- Sinomlando to provide pro-bono consultancy on fundraising techniques;
- The Diocese to market Memory Work through Children's Parliament project, which is a community-based gathering allowing children to voice their views on issues of concern to them in the presence of parents, teachers, and government officials;
- Sinomlando to share Memory Work tools for children's camps;
- Sinomlando to explore possibilities for including Memory Work in the Distance Adoption Programme, a decentralized counselling and support initiative for adoptive parents;
- Sinomlando to develop a generic Memory Work Advocacy Program that can be adapted to the needs of specific organizations;
- Sinomlando to assist with internship placement for candidates pursuing advanced degrees in Memory Work or Psychosocial Support. This support will be provided to the Diocese and other partner organizations who wish to sponsor their staff's tertiary education. Sinomlando can help place these students with a pertinent UKZN department (such as Psychology or Social Work), which offers an advanced academic degree.

Yomelela (District: Alfred Nzo. Area: Jabula. Representative: Zoleka Sauli, Manager and Memory Trainer)

- In collaboration with Sinomlando, organize fundraising events to help sustain the Memory Work programs;
- Introduce the Memory Box approach during home visits;
- Network with other organizations that implement Memory Work in nearby locations in order to share best practices and lessons learned regarding program delivery;
- Sinomlando to assist Yomelela in adapting the Memory Work tools (including CSI) to make them compatible with the tools used by the provincial Department of Social Development;
- Sinomlando to work with Yomelela to share the adapted tools with pertinent community stakeholders.

6.2 Mpumalanga Province (four partners)

Hospice Palliative Care Association (HPCA), ACTS Clinic Project (District: Mbombela. Area: White River. Representatives: Megan Dawson and Brian Hayes, Managers; Nonhlanhla Fakude and Edna Hlatshwayo, Memory Trainers)

- Tailor programs and approaches to children's needs based on their age groups;
- Continue soliciting new funding for Memory Work;
- Continue advocating for the inclusion of Memory Work in the Clinic's mainstream programs.

Childline (District: Mbombela. Area: Nelspruit. Representatives: Robert Nyakudya, Manager; Buyisile Shongwe, Chesley Shasangu, and Michael Thulisiwe, Memory Trainers)

- In collaboration with Sinomlando, train additional Memory Facilitators;

- Sinomlando to assist with the development of Memory Work tools, including M&E tools, children's Memory Work manuals, reports on Memory Work conducted in schools, as well as with HIV- positive children on ARV treatment;
- In collaboration with Sinomlando, establish a Memory Work Committee that would bring together the MTs trained by Sinomlando in a certain geographic area;
- Continue raising funds to implement Memory Work.

Hospice Palliative Care Association (HPCA), Hosanna Hospice Project (District: Ehlanzeni. Area: Ehlanzeni. Representatives: Spiwe Solomon, Manager; Portia Ngomane, Memory Trainer)

- In collaboration with Sinomlando, provide Memory Work mentorship for caregivers at other program sites;
- Solicit media slots for Memory Work-related announcements at a local radio station
- Continue raising awareness about Memory Work among the community members, including school administration, police, social workers, clinical staff, and home-based care workers;
- Acquire the tribal authorities' permission to meet with traditional healers to inform them about Memory Work.

People Against Human Rights Abuse (District: Ehlanzeni. Area: Hazyview. Representatives: Self Lubisi, Manager; Portia Ngomane, Memory Trainer)

- In collaboration with Sinomlando, continue exploring fundraising opportunities to sustain the Memory Work;
- In collaboration with Sinomlando, refine and introduce the Memory Work tools.

6.3 KwaZulu-Natal Province (six partners)

Bhekuzulu Self-Sufficient Project (District: Mbombela. Area: Bhekuzulu. Representatives: Fezile Hadebe, Manager; Zodwa Phakathi and Khethiwe Mkwanzu, Memory Trainers)

- Sinomlando to facilitate Memory Work refresher courses for the 30 previously trained MFs;
- In collaboration with Sinomlando, initiate fundraising efforts to integrate Memory Work into Bhekuzulu's ongoing services to OVC;
- Introduce Memory Work at local schools and churches;
- Train field workers from other local partner organizations in Memory Work;
- In collaboration with Sinomlando, conduct Memory Work camps during school holidays, four times a year;
- Introduce government agencies, including correctional services, South African National Defense Force (SANDF) and Department of Social Development, to Memory Work.

Khanyiselani Community Care Centre (District: Greater Kokstad. Area: Kokstad. Representatives: Sibongile Makhaula, Manager; Xoliswa Mjoli and Nomlindo Ntsevu, Memory Trainers)

- With support from Sinomlando, submit funding proposals on Memory Work to relevant funding agencies;
- Sinomlando to conduct a graduation ceremony for MFs trained in October 2010, and make suggestions for future trainings;
- Sinomlando to train five additional field workers as Memory Trainers.

Mpilonhle (District: Ennabithi. Area: Ladysmith. Representatives: N. P. Zwane, N. C. Mtshali, Managers; Primrose Mohlakoane, Slindile Buthelezi, and Fikile Ngwenya, Memory Trainers)

- Appoint a master Memory Trainer for the uThukela district;
- Train field workers and childcare providers in Memory Work;
- Expand Memory Work to include schools, churches, and provincial government departments;
- Explore the possibility of conducting Memory Work training for the Department of Education (DOE) employees in KwaZulu-Natal;
- Sinomlando to help Mpilonhle tailor the Memory Work curriculum to DOE's needs, and provide support during the training process;
- Sinomlando and Mpilonhle to submit joint funding proposals for Memory Work with other organizations in the district;
- In partnership with Sinomlando, conduct Memory Work refresher courses, and train and mentor two additional Memory Trainers.

Noah Orphans (District: Ethekwini. Area: Durban. Representatives: Nco Blose, Manager; Nomusa Mithethwa and Bongwe Shandu, Memory Trainers)

- Budget funding for Memory Work training and children's camps;
- In collaboration with Sinomlando, train more community-based organizations in Memory Work;
- In consultation with Sinomlando, design approaches addressing cultural practices barring children's participation in HIV/AIDS-related family discussions and highlight the advantages of involving children in such conversations;
- In consultation with Sinomlando, research how a child's psycho-social wellbeing is affected by the absence of significant family members due to their working away from home, and design approaches alleviating the harmful consequences of such situations.

Sikhona Care Centre (District: Ennabithi. Area: Zakheni. Representatives: L. R. Mazibuko, Manager; Ntombifuthi Malinga, Mbali Sikhakhane, and Thabiso Hadebe, Memory Trainers)

- Identify donor agencies interested in Memory Work and submit funding proposals with support from Sinomlando;
- Train government employees in Memory Work, including the staff of the Department of Education and Department of Social Development;
- Conduct additional Memory Work Awareness Workshops to recruit new trainees;
- Sinomlando to train new Memory Trainers;
- Conduct children's camps for OVC in partnership with Sinomlando;
- Conduct Memory Work refresher courses for the previously trained MTs; invite Sinomlando to facilitate the courses;
- Sinomlando to communicate with Umgungundlovu district submitting funding applications to government departments.

Thandanani Children's Foundation (District: Msunduzi. Area: Indaleni. Representative: Smangele Ngwenya, Memory Trainer)

- Sinomlando to continue regular meetings and follow-up visits to ensure that the partnership remains strong;
- Sinomlando to facilitate Memory Work refresher courses for MFs.

6.4 Free State Province (nine partners)

Banapele (District: Motheo. Area: Botshabelo. Representative: Sylvia Helesi, Memory Trainer)

- In collaboration with Sinomlando, conduct Memory Work training for newly-hired OVC caretakers and home-based care providers in Botshabelo, including those from Banapele's partner organizations;
- In partnership with Sinomlando, conduct a family conference for adoptive parents facilitated by Banapele's social workers.

Child Welfare - South Africa (District: Thabo Mofutsanyane. Areas: Bethlehem, Sasolburg, Thabanchu, Virginia, and Wepenaar. Representatives: Rodney Makumbe, June Ruwando, Portia Mangas, Managers; Jabulani Ngomane, John Modihe, Neo Hlaole, Thembi Mokothu, and Stephen Rakhunoane, Memory Trainers)

- Train site managers in Memory Work in February 2011;
- With assistance from Sinomlando, organize Memory Work camps for children during the March 2011 school spring break;
- Train foster parents in Memory Work in March 2011;
- Promote community awareness of cultural beliefs that may hinder the development of psycho-social resilience in children.

Dihlabeng Development Initiative (District: Thabo Mofutsanyane. Area: Bethlehem. Representatives: Ntsebe Mofokeng, Manager; Touch Ndaba, Memory Trainer)

- Train Dihlabeng's sub-partners in Fouriesburg, Clarens, and Rosendal in Memory Work;
- Conduct children's Memory Work camps for OVC during the spring break;
- Train two additional Memory Trainers;
- Expand resource mobilization efforts with support from Sinomlando;
- Dihlabeng to acquire a Memory Work toolkit and therapeutic play equipment for OVC;
- Fully integrate Memory Work into Dihlabeng's OVC and home-based care programs by mid-2011.

Gethsemane Health Care Centre (District: Thabo Mofutsanyane. Area: Fouriesburg. Representatives: David Mokotjo, Manager; Michael T. Moloko and Nozindaba Radebe, Memory Trainers)

- Designate the organization's two Memory Trainers as Memory Work Coordinators responsible for integrating Memory Work into Gethsemane's existing programs;
- Conduct Memory Box camps twice a year (June and December);
- Provide Memory Work training for OVC caregivers;
- In partnership with Sinomlando, conduct Memory Work refresher courses in April and August 2011;
- Memory Trainers to conduct monthly evaluations of OVC caregivers trained in Memory Work.

Health and Development Africa (District: Lejweleputswa. Area: Welkom. Representatives: Vusi Shongwe, Lucia Mfenyana, Managers; Portia Mpambaniso, Kagiso Padi, and Nicholas Mkabane, Memory Trainers)

- Introduce Memory Work in Legwele and Putsva, publicly-funded primary and high schools;

- In collaboration with Sinomlando, train additional Memory Trainers;
- Sinomlando to train school personnel to serve as school-based Memory Facilitators;
- Conduct Memory Work training for the provincial Department of Education personnel collaborating with Health and Development Africa;
- Conduct periodic children's camps;
- Network with like-minded organizations in the area.

Heartbeat (District: Motheo. Area: Botshabelo. Representatives: Mamithi Tali, Manager; Nombulelo Sphamla, Memory Trainer)

- Acquire Memory Work manuals and training materials from Sinomlando;
- With support from Sinomlando, launch fundraising activities to help sustain Memory Work in the organization;
- Network with other organizations with similar missions in Free State and beyond.

Ntsoanatsatsi Educare Trust (District: Thabo Mofutsanyane. Area: Qwa Qwa. Representatives: Kate Molefe, Manager; Chonesoa Monaone and Lerato Moshoeshe, Memory Trainers)

- Train additional Memory Facilitators in Early Education Centers;
- Sinomlando to mentor and counsel the Trust's Memory Trainers;
- Conduct refresher workshops with trained Memory Facilitators;
- Introduce Memory Work in children's camps;
- Acquire a Memory Work toolkit;
- Acquire therapeutic play equipment for OVC;
- Deal with cultural challenges, e.g. reluctance to talk about ancestors and about the past;
- Involve other community-based stakeholders in supporting and sustaining the Memory Work;
- Network with like-minded organizations in the community;
- Adopt and integrate Memory Work into Ntsoanatsatsi's other OVC care and treatment programs;
- Continue and strengthen the partnership with Sinomlando.

St. Elizabeth AIDS Project (District: Fezile Dabi. Area: Reitz. Representative: Miriam Mollo, Memory Trainer)

- In partnership with Sinomlando, provide mentorship to Memory Facilitators;
- In partnership with Sinomlando, train new Memory Trainers.

World Vision (District: Motheo. Area: Botsahbelo. Representatives: Xolile Mbi, Manager; Khethiwe Dashe and Stephen Monosi, Memory Trainers)

- In partnership with Sinomlando, train 150 new Memory Facilitators;
- Designate a full-time staffer to support the implementation of Memory Work;
- In partnership with Sinomlando, conduct two Memory Work Awareness Workshops;
- Write a funding proposal on Memory Work in collaboration with Sinomlando.

6.5. Limpopo Province (ten partners)

African Medical and Research Foundation (AMREF). (District: Greater Sekhukhune. Area: Mouts. Representatives: July Sekele, Sarah Mashengo, Managers; Sharon Mthimunye, Mpo Maila, and Emmah Mthombeni, Memory Trainers)

- Conduct additional Memory Work workshops and family visits;
- In collaboration with Sinomlando, conduct refresher Memory Work courses to enhance the sustainability of Memory Work among OVC caregivers;
- Sinomlando to develop and share Memory Work tools with AMREF.

Management Sciences for Health, Direlang Project (District: Thabamooopoo. Area: Lenting. Representative: Sharlotte Legkao, Memory Trainer)

- Generate income to support Memory Work by selling vegetables and hand-made garments;
- Expand Memory Work activities to reach a nearby, previously targeted village;
- With support from Sinomlando, conduct additional Memory Work training sessions.

Management Sciences for Health, Makotse Women's Club Project (District: Capricorn. Area: Makotse. Representative: Patricia Mello, Memory Trainer)

- Conduct additional Memory Work workshops in the community;
- In cooperation with Sinomlando, train caregivers in other villages in Memory Work
- Sinomlando to develop brochures to clarify Memory Work concepts;
- In partnership with Sinomlando, approach relevant funding agencies, including the Department of Health and Department of Social Development, to discuss expansion of the Memory Work program;
- Develop a Monitoring and Evaluation (M&E) Plan for the Memory Work Program and obtain assistance from Sinomlando in designing simplified M&E tools.

Makhuduthamaga Umbrella Group, Masakhane Home-Based Care (District: Greater Sekhukune. Area: Monsterlaus. Representative: Elsie Kobo, Memory Trainer)

- Jointly with Sinomlando, approach the National Lottery to solicit funds as part of the Lottery's charitable giving initiatives;
- Develop a strategic plan for Masakhane's Memory Work program.

Makhuduthamaga Umbrella Group, Masemola Community Home-Based Care Project (District: Greater Sekhukune. Area: Gamasemola. Representative: Mamogobane Matsekoleng, Memory Trainer and Manager)

- Jointly with Sinomlando, raise funds for Memory Work;
- Sinomlando to support Masemola in adapting the Memory Work toolkit to Masemola's needs;
- Include Memory Work in the organization's operational plan.

Makhuduthamaga Umbrella Group, Mohlarekoma Home-Based Care Project (District: Groblersdal. Area: Phokwane. Representative: Meisie Phala, Memory Trainer)

- Jointly with Sinomlando, procure funding for Memory Work;
- Include Memory Work in the organization's strategic plan;
- Engage Sinomlando in providing technical assistance to incorporate Memory Work into Mohlarekoma's existing OVC programs.

Project Support Association Southern Africa (PSASA) (District: Greater Sekhukune. Area: Phiring. Representative: Thalita Kgoete, Memory Trainer)

- Recruit staff to be assigned exclusively to Memory Work activities;
- In collaboration with Sinomlando, apply for funding for the Memory Box Program;
- Sinomlando to suggest debriefing techniques and strategies for community workers who conduct family visits.

Sekhukhune Educare Project (District: Greater Sekhukune. Area: Jane Furse. Representatives: Tercia Moshabane and Mmathaphelo Motubase, Memory Trainers)

- In cooperation with Sinomlando, continue Memory Work at care provision sites and drop-in centres, in the after-care centre, as well as within the children's support group;
- Give children a chance to engage in recreational activities and attend pre-school;
- Sinomlando to identify the Memory Work tools that may be used for Sekhukhune's beneficiaries.

Centre for Positive Care (Districts: Malamulele. Area: Tshififi. Representatives: Rendani Tshivhase and Livhuwani Ramunenyiwa, Memory Trainers; Aluwani Masindi, Manager and Memory Trainer)

- Train other nearby organizations in Memory Work;
- Solicit donations from churches, schools, and municipal authorities;
- Sinomlando to facilitate a refresher course in Memory Work for the Centre's MTs;
- Sinomlando to create a mini-manual on Memory Work for Drop-in-Centres;
- Sinomlando to provide Memory Work tools to be used for the Centre's funding proposals.

Elim Care Group (District: Makhado. Areas: Altein, Mapata, Nkabanko, Nwamitwa, Tzaneen. Representatives: Olga Baloyi and Sindisiwe Mathebula, Memory Trainers; Doris Mashimbye, Memory Trainer and Manager; Evelyn Rikhotso, Manager)

- Raise the community stakeholders' awareness of Memory Work;
- Explore partnership with the provincial Department of Social Development;
- Sinomlando to mentor Elim Care in grant proposal writing skills;
- Sinomlando to facilitate a refresher course in Memory Work for Elim's MTs.

Holani Drop-in Centre (District: Greater Giyani. Area: Mninginisi. Representatives: Mercy Mabasa, Memory Trainer; Nogunda Magezi, Manager)

- Explore with Holani's management the possibility of providing Memory Work training for all of Holani's caregivers and the OVC;
- Explore prospective funders for Memory Work projects;
- Sinomlando to mentor Holani in effective grant proposal writing skills;
- Sinomlando to provide Memory Work refresher courses for Holani's MTs.

Ntshuxeko Health Development (District: Greater Giyani. Area: Thomo in Giyani. Representatives: Vongai Shiviti, Memory Trainer; Rejoice Mashele, Manager)

- Conduct additional campaigns to advocate the use of Memory Work;
- Conduct Memory Work training sessions in the adjacent communities;
- With assistance from Sinomlando, solicit donations for Memory Work;

- In collaboration with Sinomlando, facilitate networking with the Department of Social Development;
- Sinomlando to conduct Memory Work refresher courses for Ntshuxeko's MTs.

Salvation Army, Vusanani Home-Based Care Project (District: Malamulele. Area: Sambandou. Representative; Joyce Tshandule, Memory Trainer and Manager)

- In partnership with Sinomlando, provide a more intensive Memory Work training to new Drop-in-Centre staff;
- Encourage appreciation for Memory Work among various stakeholders in the community;
- In collaboration with Sinomlando, raise funds to expand Memory Box operations in and around Sambandou;
- Sinomlando to assist Vusanani in facilitating networks with government departments;
- Sinomlando to conduct Memory Work refresher course for Vusanani's MTs.

6.6 North West Province

The Department of Social Development (DSD) of the North West Province has proposed to combine, and cover the costs of, the graduation ceremony for its Sinomlando-trained Memory Trainers and the upcoming Memory Work mini-conference with Sinomlando scheduled to take place in May 2011. Sinomlando's Program Director and Senior Memory Work Program Manager visited Rustenburg, North West Province, on March 9, 2011, to address a group of DSD's social workers and negotiate a budget and an MoU ensuing from this partnership, which seeks to sustain Memory Work in the province.

VII. Activities Planned for the Next Six Months

1. CERl-USA's Close-Out Activities

- Submit annual VAT report for FY 2010 to USAID by April 16
- Close CERl-South Africa bank account; arrange for the remaining balance to be transferred to CERl-USA bank account
- Arrange for the storage of project documentation (including documentation shipped from CERl-South Africa) for up to three years following the submission of final invoice to USAID
- UKZN confirmed that the entire University has spent over \$300,000 under USAID grants and cost-reimbursable contracts in FY 2010 (January-December 2010). CERl is to ensure that UKZN conducts an OIG-contracted audit for foreign recipients and provides the final audit report to CERl once complete.
- Submit final performance report to USAID by June 30, 2011 and post the report on USAID's Development Experience Clearinghouse (DEC) website
- Submit final invoice and close-out information sheet to USAID by June 30, 2011
- Return any excess funds to USAID by June 30, 2011
- Submit the final VAT claim to the South African Revenue Service (SARS)

2. Follow-on Memory Work Activities

- Sinomlando to continue technical assistance and collaboration on Memory Work with PEPFAR OVC partners and other OVC care and treatment organizations in South Africa that have received Capacity Building training from 2008 through 2010, as well as with the pertinent provincial government agencies.

VIII. Monitoring and Evaluation

In the fall of 2010, Sinomlando completed the audit of the data on MTs and MFs trained that had been collected over the course of the program. As a result of this audit, we were able to update the information on OVC caretakers trained from 2008 through 2010 (please see Section V for details). For instance, existing data were corrected to exclude Memory Trainers who did not graduate from the CBP program (i.e., dropped out from the course or failed to fully meet the training requirements) and thus should not have been counted as part of the targets achieved. Sinomlando has entered the revised data into the CINDI database.

Between November 2010 and February 2011, Sinomlando conducted seven conferences in five provinces to evaluate the post-training Memory Work implementation and agree on an action plan for each organization in attendance. These action plans are described in detail in Section VI (6.) above.

IX. Management and Staffing

1. Staffing Changes

In December 2010, CERI eliminated the key personnel position of CERI-South Africa National Director due to funding constraints. The retrenchment of the incumbent, Natasha Parkins-Maliko, was conducted in close consultation with a labor attorney in South Africa. USAID/Washington and USAID/South Africa were duly informed about the process. The remaining close-out activities in South Africa were completed by CERI's in-country Administration and Finance Manager in consultation with CERI-USA headquarters.

2. Close-Out Organizational Assessment (CLOCA) and Final Program Evaluation

On February 21-22, 2011, CERI-South Africa, the CERI Executive Director, Dearing Garner, and Sinomlando staff participated in the CLOCA facilitated by NuPITA and attended by USAID representatives, Rebekah Krimmel and Callie Curtis. On March 14-15, 2011, NuPITA and USAID led the CLOCA exercise for CERI's headquarters in Houston, USA. The CLOCAs reviewed CERI's and Sinomlando's end-of-program progress in establishing and enhancing organizational and program management systems, and discussed both organizations' plans to continue this process in the future. The CLOCA in South Africa was followed by the final program evaluation on February 23-25, during which the USAID personnel visited beneficiary families and met with the staff of several PEPFAR OVC partners who had completed the CERI/Sinomlando Capacity Building training program.

3. Challenges/Constraints

A number of PEPFAR OVC partners interviewed by Sinomlando during provincial Memory Work conferences have noted that the geographic areas where they operate are widely spread out. As a result, properly sustaining and broadening the Memory Work in such communities requires a much greater investment of time, funding, equipment, and personnel than these organizations are currently able to afford. While resource constraints were less of a deterrent for well-established organizations, they limited the capacity of smaller partners, as well as of those international NGOs that are in the process of closing down or downsizing their offices in South Africa due to diminished funding and/or shifts in program priorities.

The shortage of resources is amplified by the highly sensitive and labor-intensive nature of Memory Work interventions, as acknowledged by many OVC caretakers trained by Sinomlando. Typically, up to ten emotionally-charged encounters with the members of each household are necessary in order for the family to fully appreciate the necessity of Memory Work, and to enable the Memory Worker to develop a personalized approach that takes into account each family's unique history and situation. It was not uncommon for Memory Workers to have to navigate, with varying degrees of success, deep-seated cultural taboos, such as the refusal to retain the memorabilia of a deceased relative.

Some of these challenges impeding the continuation of Memory Work in South Africa are beyond CERI/Sinomlando's control, while others can be mitigated with proper organizational capacity building. For instance, Sinomlando has developed a standardized Memory Work toolkit, which it plans to share with all of the interested partners. The toolkit, which includes templates of M&E forms, descriptions of procedures and other helpful tips, intends to facilitate the implementation of Memory Work by the partner organizations.

4. Achievements

Despite the challenges described in previous reports to USAID, CERI and Sinomlando believe that, overall, this program has been a success. Specifically, we are proud to report the following achievements:

- The Sinomlando Centre, as an organization, benefited enormously from this opportunity. It has improved its management practices by introducing a streamlined organizational structure and refined vision and mission. It now has more viable M&E systems and tools, including the Child Status Index, and a functional database of projects. Further, the Centre has improved its methodology by placing a stronger emphasis on working with managers of partner organizations, as opposed to staff and volunteers alone. Lastly, the three Organizational Capacity Assessment (OCA) workshops have also helped Sinomlando become more focused and efficient.
- CERI and Sinomlando have exceeded the targets set at the beginning of the program. We were able to do so without compromising the quality of our trainings; on the contrary, we have strengthened the contents and methodology of the three-month CBP training program. Sinomlando is now in a much better position to report on the achievements of the trainees. The fact that some MTs did not receive certificates of graduation but only certificates of attendance is a testimony to the fact that trainees must fulfill rigorous requirements before they can officially graduate from the program.

- All along, CERI and Sinomlando have actively sought and implemented strategies aimed at increasing the sustainability of Memory Work. During the last phase of the program, Sinomlando launched an extensive evaluation exercise comprised of seven provincial conferences on Memory Work involving 35 partner organizations. This exercise revealed that more than 60 percent of our partners are integrating Memory Work into their existing programs. This, in our view, is a remarkable achievement.

X. Budget

CERI received its final funding advance from USAID in April of 2011. As demonstrated below, we have expended our total obligated funding for the project.

Children's Emergency Relief International - 4-Year Budget

	Year 1	Year 2	Year 3	Year 4	4-Year Total	4-Year Total	Grand Total
	Actual	Actual	Actual	Actual	USAID	NGO	
A. Personnel	\$17,307.59	\$109,630.55	\$164,570.87	\$63,584.85	\$355,094	\$0	\$355,094
B. Fringe Benefits	\$1,871.38	\$8,993.31	\$11,319.93	\$37,526.21	\$59,711	\$0	\$59,711
C. Travel	\$9,306.73	\$30,526.74	\$70,056.71	\$7,615.12	\$117,505	\$0	\$117,505
D. Equipment	\$6,896.11	\$7,236.22	\$4,497.01	\$0.00	\$18,629	\$0	\$18,629
E. Supplies	\$1,495.61	\$4,894.28	\$5,173.96	\$213.69	\$11,778	\$0	\$11,778
F. Contractual Services	\$87,437.30	\$340,842.81	\$107,710.17	\$41,068.39	\$577,059	\$0	\$577,059
G. Program Costs	\$0.00	\$0.00	\$369,375.71	\$41,384.06	\$410,760	\$0	\$410,760
H. Other Expenses	\$10,104.93	\$41,325.84	\$51,700.32	\$15,360.57	\$118,492	\$0	\$118,492
Total Direct Project Costs	\$134,419.65	\$543,449.75	\$784,404.68	\$206,752.89	\$1,669,027	\$0	\$1,669,027
Modified Total Direct Costs (MTDC)	\$71,982.35	\$202,606.94	\$676,694.51	\$165,684.50	\$1,116,968	\$0	\$1,116,968
Indirect Costs (13.4% of MTDC through 8/31/09; 9.7% of MTDC as of 9/1/09; 12% of MTDC as of 3/1/2010)	\$9,645.63	\$26,368.76	\$74,871.20	\$14,477.87	\$125,363	\$0	\$125,363
TOTAL PROJECT COSTS	\$144,065.28	\$569,818.51	\$859,275.88	\$221,230.76	\$1,794,390	\$0	\$1,794,390

XI. Other Issues

NuPITA's Technical Assistance

On January 19-21, 2011, NuPITA's compliance specialists, Katrina Kruhm and Judith Oki, facilitated an Organizational Capacity/Pre-Award Assessment workshop for CERI-USA staff. The workshop, requested by CERI, educated the agency's employees about the techniques used by NuPITA to evaluate an organization's capacity to manage all aspects of a grant-funded program, both at the pre-award and post-award stages. In the course of the workshop, CERI staff learned about the best practices of managing human resource operations, strengthening financial management capacity, and recruiting and proactively engaging the Board of Directors in promoting organizational growth, to mention just a few.

On February 16-18, 2011, NuPITA's advisor, Jen Capell, conducted a Monitoring and Evaluation training for CERI-USA staff. CERI staff requested NuPITA's assistance in M&E in order to enhance their skills in developing effective funding proposals, collecting, managing and analyzing program

data, as well as evaluating progress toward the objectives set for CERI's existing programs in Moldova, Sri Lanka and Mexico. CERI plans to replicate the M&E training for all of the agency's National Directors later in 2011. In addition to CERI staff, the M&E training participants included a U.S.-based Senior Vice President of International Needs Network, a faith-based NGO with offices in over 20 countries worldwide and CERI's prospective partner.

XII. Success Stories

1. Memory Work Reconnects a Lonely Teen with Relatives

A caregiver from Madikwe Uitkyk Home-Based Care, interviewed last November during the impact assessment study in the North West Province, told a story of a 12-year-old boy who moved in with his maternal grandmother after his mother died of AIDS. Having lost the only parent he has ever known (he never met his father), the boy felt bitter and sad. He befriended rowdy teenagers from a local gang, oftentimes not showing up at home for days on end and missing classes at school. He was never told that his mother was dead, and was thus convinced that she had betrayed her only child by abandoning him without any explanation. The boy's relationship with his grandmother turned rocky, and he even stabbed her with a knife during a particularly heated altercation. The injury was not grave, but the violence in the family attracted the attention of local social service agencies.

When the Madikwe caretaker met the family, she introduced the concerned grandmother to six basic needs of a child, as laid out in the Child Status Index, and encouraged her to talk frankly to her grandson about his parents. The elderly woman revealed the truth about her daughter's death to her grandson, emphasizing that what happened to her daughter was a tragic incident that had nothing to do with the boy's behavior. She then connected the boy with his father and paternal relatives, who lived nearby.

During his most recent conversation with Madikwe's Memory Trainer, the boy said that he now felt much happier and more eager to do well in school. By finally getting to know his father and realizing that his mother's untimely passing was not his fault, he developed greater self-confidence and a sense of belonging to his newly-expanded family.

2. Memory Work Enables Grieving Relatives to Acknowledge Their Feelings

An OVC caregiver from Tigane, North West Province, recounted a story of a 14-year-old girl who was taken in by her grandmother after the girl's mother passed away from AIDS. The girl shied away from participating in group discussions about Memory Work with other children. She also refused to compose a "family tree," an exercise that helps children identify important people in their lives, as part of the Memory Work intervention.

When the caregiver approached the reticent teenager with questions about her family, the girl confessed to a difficult relationship with her grandmother. The grandmother often shouted at the girl and found fault with everything the girl did, from school homework to house chores to her behavior. Her confidence shattered, the girl felt reluctant to befriend her peers and invite them to her place.

When the caretaker discussed the situation with the grandmother, the latter acknowledged her mistakes and agreed to prepare a Memory Box with her granddaughter. The process of putting the box together has helped the two women bond and voice their fears and concerns. Both realized that the frustration they were experiencing was caused by their mourning of the loss of their daughter and mother, respectively. They promised each other to always do their best to discuss things openly and be tolerant of each other's flaws.