

WOZA MOYA: Team Reflections for 2014

Date: December 2014
Venue: Woza Moya Community Centre
Times: 9 to 11am: Reflection Circles: x5 women's circles and x1 men's circle (Appendix 1)
11:30 am to 3.30pm: General Reflection Meeting
Present: All people at Woza Moya: Director, Managers, Staff, Community Care Workers (CCWs), Management Committee Members, ECD Practitioners, Cooks, Gardener, Securities, Volunteer Peter.
Minutes done by: Sinethemba Ndlovu and Mthobisi Mthembu and Thembelephi Chiliza

HIGHLIGHTS

1. We started the year of 2014 well and we all present, no one was to die which was good.
2. The one CCW reports almost all the families she used to visits are now doing well, reduced illness due to her advices, monitor and support of medications for TB and HIV
3. Was huge help to give some food parcels (c/o Rotary) to the families who are in desperate situation of need. This prevent children from begging to the neighbours for food which make even more households than direct beneficiaries happy and to be relieved
4. The Local Community Childcare Coalition Forum (LCCCF) and the Integrated Management of Childhood Illnesses (IMCI) is working very well to combine these meetings which Woza Moya facilitate, children's problems discovered and good referral has been done for children.
5. Annual baseline Survey use mobile phones. Volunteer Danny from Auastralia is do excellent job for Woza Moya teaching us all how to do survey
6. The good partnership between WM Youth and Community Care Workers while we done survey door to door. Huge long job.
7. After Sue explain hard work Danny doing for us to explain results, she shows everyone the POSTER results. We all discussing the results, agreeing or not; Sue asks questions to us all. Is amazing interesting to see this.
8. Danny and Benson were 2 great volunteers to Woza Moya from Monash University in 2014. They both helping us a lot and we miss them.
9. Excellent trainings we had this year was great. This develops us and makes our team and project and community more empowered to live more fruitful with positive impacts.
10. The good workshop had Sbonelo Ndlovu and Mrs Thembi Mweli our 2 Staffs; they did Gender Based Violence trainings in Pietermaritzburg. And they trained all CCW on GBV.
11. The amazing help for the Mdladla family; this familys situation is totally changed now after the interventions. They can stand for themselves and eat and survive.
12. To have a new crèche start at Sgedleni village supported by Woza Moya.
13. To take children every month to the Creighton disability clinic it's going well and giving children much better quality life than before; now they are referrd to the specialists for good help, andthe primary care givers is learning how to look after disabled children more. This is great service. Thanks to HBC Manager and Debbie Rowes.
14. Parient that were very ill is they much better now, especial the ones who are listen to the CCWs to take the medications the right way.
15. All 4 outlaying crèches at Ufafa has been help by Woza Moya a lot. They are so happy to receive the materials and teaching resources and even more to have the Woza Moya ECD Practitioners to visit them for one hole day every month where they demonstrate
16. To add paralegal services to the all the monthly support groups was working well. Now when the peoples are ended up finishing their circles to share the hearts, move on here with this help. People have a lot of paralegal issues that needing help.

17. The help has been done to Phoswa family who was suffering before; now they are eating by themselves and more healthy and children back to school
18. Another CCW report the family had received 2nd hand children clothing from Woza Moya, many orphaned and vulnerable in this house wearing the holey clothes only. Woza Moya receive a lot donated (used or new) clothing, blankets, shoes, food parcels, this help the poorest of poor a lot in Ofafa, make huge good impact to their lives. Our good system in place to disbursement, no more conflicts now everyone understand system.
19. The good partnership with Ixopo Dept. of Health has been continued in 2014 to let the ARVs and other medical services to be collected at Woza Moya every month, and the childrens mobile clinic and chronic illnesses at Woza Moya monthly.
20. Woza Moya has grown so much, us people inside, we are getting more knowledge and skills all the time and our work for the community becomes more powerful
21. The ECD Practitioners from across great area (almost 40 people) have received brilliant training, Save the Children SA every month, capacitating our people making improvement services to the young children. We got ECD certificates and great graduation in Durban.
22. The home visit and WASH assessments of Woza Moya assisting different area around Ofafa about water and sanitation issues, this opens our eyes
23. Many peoples now using the Tippy Taps in Ofafa, they know why its important for washing hands for saving lives, the CCWs teach the community well. Good job.
24. The Lifeline trainings, especially around Counselling is excellent so helpful for in homes to talk more easily in difficult times.
25. The good report that has been presented by Sbonelo Ndlovu in the War Rooms. This makes Woza Moya to have a strong voice at Community Meetings with all Ofafa Stakeholders. Well done!
26. The good work that has been done by Star & Dumisile, Woza Moya seamstresses and community seamstresses and crafters is make us proud. The crafts beautiful, everyone even over sees the people buy these. Poor families are benefit a lot due to these craft. People are continue to buying our crafts. New backpacks are bestselling fast. Woza Moya do ELMA Conference in JoBerg with x80 back packs.
27. Every month the Craft volunteers such as Jovita are coming to help us. They do amazing job. And Roy is helping to media one day every month. Wife Sandi is help for monkeys. Sue add Jovita is helping for Woza Moya too many things, all the time
28. The good follow-up has been done by the Program Managers, when the CCWs reporting difficulty situation the Staff listen well to the reports and do the follow ups to some clients who CCWs are not succeeding to.
29. good training children had about hand washing using tippy tap, they children understand why to wash hands all the time, some they even make Tippy taps by themselves
30. Our Wonderful DONORS! 3 leaders that's Sue, Jane, Benedicta, and Management Committe, they share again the great support OXFAM Australia, ELMA Philanthropies, Deichmann, HCI, NACOSA, SCF South Coast Foundation. Sue add the monthly donors list, private peoples who give us amazing, & some local farmers This are the peoples behind us who supporting everything at Woza Moya. God is Good!
31. They add the great conference, workshop, capacity training, providing consultants we needing and everything, especially OXFAM who does a LOT for Woza Moya. In 2014 they take Sue to Australia! S'bonelo to Zambia! Benedicta to East London, Jane to JoBerg, others excellent workshops, is so relevant to our work.
32. Mrs Khanyile (CCW Health supervisor) is happy about the respect she received from other Community Care workers, the time she is following the work to check on them
33. The good partnership and WASH Peer Education we have at Dingizwe School and students. The Grade 8 learners learn a lot and continue nicely

34. The good success has been done about Mrs Khoza (CCW Farming supervisor) by doing follow ups on food gardens. She is so good and kind to the people teaching them many new things about vegetables and chickens
35. The good partnership with afterschool program, we try to start new projects for the kids, library, sports, shine activities
36. The managers help us to call the transport to fetch us, the time taxis let us down, WM gets the private cars because some CCWs stay too far away from here, cannot walk home
37. The CCWS say good working relationship with our managers. Communication, Respect, love trust from top to bottom of Woza Moya, and bottom to top.
38. Is nice to visit in community to have something to give them for example blanket or clothes or a visitor give the family something.
39. Is good that WM is trying working closely with government departments and Municipalities, S'Bonelo attending the Sakhume Skahe meetings in Ixopo and he try hard.
40. Mrs Ngcobo is help to get trainings how to take care of the chickens; this makes a huge difference in, now there is money for school and more food in the household.
41. The community care workers are happy to be guided by Mrs Khoza as elder person; they like and respects Mrs Khoza because she teaching them in the community and helping vulnerable households a lot
42. The good help by Community Care Workers to the homes. They are the ones to do the door to door work and making a big difference. The HBC Manager Jane say well done she is proud to the good work. Keep it up!
43. The CCWs say they get a good respect from the Community because of Woza Moya, the community love Woza Moya and know they do the right work for all people.
44. Mthobisi Mthembu has his driving licence in 2014 and has contributed to his youth program, he drive his peers to do their own work in the community now. He is 1st degree driver his peers say!!
45. The site visit of AACES group from many other countries come to Woza Moya. We are excited and make everything perfect to them. We even take volunteer Peter with us to collect Imbuya (traditional Zulu spinach) Magobogweni area for lunch
46. The hardworking of our Woza Moya Director Sue, every time she try to find money for our stipend and work, project and services for our people. It tough. Don't give up Sue!
47. Our 3 leaders of Sue, Jane and Benedicta are great. We happy to see them working so nice together all the time. They is strong and we love them
48. The good funding of NACOSA. More monies for HIV work
49. The good warm welcome by Woza Moya. We are having too many visitors at WM and WM is always welcoming people they can
50. Sue and Alan to have them both is a blessing to us, they both working hard for our community.
51. We thank the Management Committee to forgive us all our mistakes and our Committee is so good to us. They always support and come to meetings and everything. They are quality leaders for us.
52. The good open communication among Woza Moya team. We are meeting all the time and discussing everythings in our hearts feelings and also our work, good and bad, so we that we end up to have strong love and trust in our team.
53. The Woza Moya internal support groups has a huge impact to our lives to share our difficulties it makes us to feel much better and reduce stress. None can listen like this way, it is unusual.
54. Thembeliphi Chiliza is much happy to join Woza Moya once again. Before she run away. But now Woza Moya give her another chance to start again

55. Woza Moya Director has took youth to swim in the sea after workshop in Durban. Great!
56. To attend monthly ECD Forums in Durban, so to share with other practitioners, we ECD practitioners are learning a lot from this meetings and meet other ECD people in KwaZulu-Natal. Our work is going so well with the children these days
57. The good help from our Managers, Jane and Benedicta with CCWs about NACOSA Reporting. This new reporting was too difficult but now we are getting used to it.
58. Mrs Jane Nxasane acknowledged the Community care Workers for working so hard and improving a lot with NACOSA reporting, donot give up!
59. The Woza Moya director and managers are down to earth.
60. The site visits to Naleni was great , we learn a lot and so interesting to us, we learn about to make quality farming and food by ourselves
61. Alan and Bheki love the permacultures trainings and even now Alan making new permacultures designs rondavel to catch and circle water back into Woza Moya.
62. The AGM was goods this year, we enjoy to see pictures and videos. Congratulations our Youth & Media team, you did great job.
63. We feel happy to have strong clever Accountant like Theresa, she look after our money and say we is short of money for Woza Moya now. We must save because money is short and tough. We must to waste any cent, she is strict but is good that way.
64. Sue explain about monies like great support in 2014: Sandy Dickson friend Mr Arnold Zulman and Kathy Cook of SCF; they in America and helps us a lot. Without them we cannot survive this way. We are so lucky for having them. And other monthly donors in South Africa, they help us a lot and give service for our community and the poorest
65. Christmas Party this year was great. Everyone receive gifts, children, Gogos, team, made by especially donors in Durban, like Jovita, Samantha her Eikos Company and Cheryl and Anglican Women's group. And Taryn and Sandy. Thank you to everyone!!
66. The Mahlathini Gogos excitment love the party, is their turn to come this year. They is singingwonderful songs and dancing too much, by the time they go home their knees is too painful!
67. Volunteer Peter Macfarlane stay well with us for 3 weeks in DEC. We love him and he does excellent job for Father Christmas at our party.
68. Alan says the BRC (Buddhist Retreat Centre) next door is huge help for Woza Moya, espial for beautiful accomodations for them and our visitors to Woza Moya.
69. They big annual clean up, everyone working so hard, no one is sitting down, to clean everywhere inside outside all over to make our home Woza Moya look clean beautiful for new year. It amazing!

CHALLENGES AND SOLUTIONS

1. This year we had first time for ever thieves come to Woza Moya middle night time to try steal our cars. Our security lie down and hide because he alone and no support. He sends whatsapp message lucky we arrive and they runaway.

Alan already add new locks for garage and also to project bakkies. The thieves did come again but cannot break new locks, they give up

2. Mobile clinic were not coming at Woza Moya last months

HBC Manager, Mrs Jane Nxasane need to do follow up, maybe end of year they is busy only

3. Some Mothers not free to talk about their HIV status and their babies and children. Still to hide HIV

CCWs will continue to keep educating this people about HIV and other illnesses and if not successful refer to them to HBC Manager, Mrs Jane Nxasane

4. Money problems is on going so that we end up to stop some services and cancel some meetings. We are short now to do all our work and provide all services. Even persons at WM everyone is earning small stipends, some cannot feed their own families with this small money they say.

Keep on trying. She says its tough world now. All the world charity's like this are funding struggling. Sue say she keeps on trying to enter the Corporate Business of SA because they are rich but not easy if you don't have the friends inside

5. Woza Moya is lost 3 Staff this year 2014 because they say the monies is too small. The one new job as cleaner with money is more, work responsible is less. Big loss to WM because Woza Moya spend many years and lot of money training people (one ECD and one is MEDIA). We now must start again.

Our director and 2 Managers explains that Woza Moya is not business we balance to take money home to support out families a job, but we different because we are calling to help our neighbours like God is calling us. Our 3 leaders say they understand situation, we workers poor, our children must go to school and to feed. some Donors don't accept this and direct strong budgets, they don't like to pay salaries. Our hands is tied.

6. Thembi Mweli, Child and Youth Care Manager is absent this DEC because something happen to her eyes, crisis hospital in Ixopo transfer her to Pietermaritzburg and her phone is not working, we don't know what's going on to her

CCWs from that area will visit her family members to find out more information and We wish a speedy recovery to her

6. Some guardians said they don't want they children to come to Woza Moya play school because others to say they are HIV+. They accuse WM to take pictures they have been photos and labelled as HIV positive

Explain to them about that. CCWs need to help us go door to door to stop this untruth. First of all if child are showing us the signs and symptoms to be HIV we only try to talk to guardian to encourage them to test, we don't force. Second we take sometimes pictures but we do not label any child to be HIV+

7. The CCWs complain new donor NACOSA make such huge work demands they cannot do their other work. Now the CCWs internal monthly support groups stop because there is no time for any more for them to meet like this every month. They miss to share with each other every month about their works in the community. They learning a lot to each other and they was used to support each other a lot. Now they cannot do.

Director, 2 managers and everyone discuss this a lot. Director talk about money side. We maybe bring all CCWs in to Woza Moya Centre extra day but it cost about R3000 p/month, taxi fares and lunch for everyone

8. One of the 4 outlying crèches in Ofafa that Woza Moya supporting was not doing well. The crèche teachers not educated to ECD and doing funny things there

Just go on and educate, include that person to the ECD training at Woza Moya. Sue will continue to request to Mari to Save The Children SA for more training in 2015.

9. Sometimes there is gossip inside our team. It breakdown our unity if someone do that.

Tell the person direct about the mistake don't gossip. We need love support each others because the challenges we face are many in work and also at our own homes

10. Some community members is complain to supervisors, they were not happy because the CCWs don't visit them more

The Managers or supervisors Explain to them about the way we work at Woza Moya. If in serious illness or crisis situation like rape, other abuses, starving kids, etc then the CCW is to spend more time in that home and visit more until situation changed. CCWs cannot just be visit. everyone all the time. They are too busy.

11. Play school kids sometime they coming late at school and being collect late too.

Explain to parent / guardian about important of time, reason book or the parents must meet with the driver or owner. We plan meet taxi driver in 2015 because he is not respect the kids. Sometime he just drop them when is other adults need lift.

12. Parent/Guardians sent kids at school even if they is very sick

Phone them to collect the child or even write a letter. At Guardians meeting in JAN 2015 explain how this is not good

13. People were defaulted on their ARVs. We feel successful when our client is test HIV and get medications but later too many is dropping the medications

CCWs must discuss more deeply to why clients do this. Also Education about important of their lives and treatment. Keep on Check the ARVs then follow up.

14. Others they tell us they HIV negative but Ixopo nurses said she is HIV positive. Our trainings to read the clinic cards we can see in between that many clients is lying to us, they hiding the HIV. Also sometimes sign and symptoms of HIV are showing

Use the counselling training skills, in help clients to feel more easy with you. Keep on teaching about HIV to make it more easy for client to trust you. Refer to HBC Manager is too difficult and PLWAs support groups all around Ofafa.

16. Management Committee were not happy because Woza Moya missed invitation date to them on Christmas party.

Miscommunication about the dates and the letters that is hand delivered in community not to reach Committee before party. Apology accepted.

17. Partnerships with others NGOs can be difficult for example One Voice South Africa is to change staff a lot this last year. As are getting used to the person he is gone, we start again

Just be patient. Is not in our control

18. Everyone at Woza Moya (55 peoples) we have no new Work uniform for more than 5 years now. Our red T-Shirst we keep for our WM meeting so that they is last long. But now we buy our own new shoes for walking, rainjackets because we out in rain and misty and cold days, skirst, trousers, we are buying all by ourselves from our small money.

Its on the website request to ask for donors but so far we haven't got. Still looking for donation to buy uniforms, rain jackets, shoes, etc for all team

20. One of the family not communicates well with CCW. They is rude and demanding that she do everything, like collect firewood and water, sweep ect.

CCW must explain well our role and the family responsibility, if they not listen well the HBC Manager is coming to that home and tell them. They choose the one Primary Care Giver in their home. The CCW work together support that Primary Care Giver for everything they need who belong to that family.

24. One CCW asks Where does the grant money for orphans goes?

Paralegal explains That money it for children to their studies after high school

25. Volunteers are great but sometime is hard work because we have must our own work and also be looking to them all the time. They cannot speak isiZulu

3 leaders reply that they try make sure we choose volunteers who easy to help us and not that we must be always looking after, but not easy because we only know the type of person after they start here. The easy volunteer is the ones like Peter, whose happy to do any work like weeding the garden and do onz.

26. Gender based Violence is big problem in our communities. Mens and boys is abusing women and children especial the most vulnerable who have no parents and/or is very poor

Yes, We are doing more work on GBV like joining national Shukumisa Campaign and 16 Days of Activism, 2 Managers more training for GBV and teaching CCWs and also Community Learning Workshop to address, but is difficult to takes time. Mens think its their right to abuse

27. Afterschool program, kids come to Woza Moya after school is hungry. Woza Moya gives maxcifood kids don't want it they say it tastes bad, they want bread and peanut butter jam

Managers is fed up. Maxifood is healthy nutrition inside. All support groups around Ofafa is eat Maxifood and never complaining. Maxifood is also costing much less money than bread peanut butter etc. We cannot do.

28. Discrimination to HIV +, TB, Disability Peoples, Orphans, is all continues in our communities.

Yes, but remember before it was too bad worse than before. Sometimes people were killing others for this now that can not happen. Peoples are changing to be more open but others wont change. We continue to follow our work and shone our lights to these dark places, we win this campaign.

Support Group Guidelines

1. Sit in a **CIRCLE** (light incense, candle, gong, talking stone)
2. Sit in **SILENCE** for 1-2 minutes
3. **WARM UP** (various ways e.g. body scan, song, chant, prayer)
4. Begin with **HIGHLIGHTS** and **HEADLINES** (quick go around)
 - a. How do I feel in my life right now? (news & feelings)
 - b. Pass the watch/timer – One minute each
 - c. Really **LISTEN** to each other
5. What's working well for me – **POSITIVE** (1-2mins each)
 - a. Start with the words: 'I feel good about....'
 - b. Something positive
 - c. Only the person holding the talking stone speaks
 - d. Others listen
 - e. Person to left of speaker **REFLECTS** back to group on what has just been said (not to add any words, simple reflection)
6. What is not working well – **CHALLENGES** (1-2mins each)
 - a. Start with the words: 'I feel bad about....'
 - b. Only the person holding the talking stone speaks
 - c. Others listen
 - d. Person to left of the speaker **REFLECTS** back to the group what has just been said
7. **OPEN CIRCLE**
 - a. Facilitator places talking stone in middle
 - b. Open invitation to take stone and talk further
 - c. Only person holding the stone may talk
 - d. Everyone else remains silent and **LISTENS**
 - e. Responses **IF** anyone feels the need – try not to give advice
9. **ENDING** (quick go around)
 - a. 'In this meeting I felt
 - b. warm down e.g. body scan
 - c. Sit quietly in circle for a few minutes