



MASISUKUMENI ANNUAL REPORT



MASISUKUMENI
WOMEN'S CRISIS CENTRE

JANUARY 2014 -DECEMBER 2014

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With the main aim of helping disadvantaged women and girls break the silence about violence and abuse Masisukumeni continues to be a weapon on the side of women who choose to speak out and claim their human and legal rights. Over the past twenty years staffs have been capacitated in order to continually improve the standards of services provided.

Staff development though the support of our partners from Mifumi Uganda and Mifumi Uk continued Involvement and assistance of Trustees in project planning, fundraising and financial management became particularly strong this year. In the face of significant challenges related to funding, staff turnover, resources and infrastructure, the Trustees have shown dedication. Formally they have met four times and informally countless times to address the development and sustainability of the organization. Similarly the management team rallied under severe challenges to keep the flag for women's rights flying. The pace and volume of work intensifies. While working to keep up the services as individual we struggle to make sense of the violence. In partnership with local, national and international organizations to address gender violence we gain strength and learn a lot from each other.

In 2014 a total of **1257** individuals were supported by Masisukumeni trained counsellors and social workers through counselling. Follow ups were also conducted to survivors who had experienced any form of abuse.

MESSAGE FROM THE DIRECTOR

I have had many occasions this year to be proud of the team of staff that make up Masisukumeni. Their commitment, dedication and unflagging spirit are remarkable to survivors, members of the communities they serve and to visitors alike.

Although as a nongovernmental organization we face major challenges to financial sustainability staffs continue to render essential services. Our work with the police to ensure the protection of women and children has resulted in more effective implementation of laws. There has been a big change – cases are being reported and not dealt with behind closed doors! It is worrying that without adequate financial support some programs cannot be guaranteed for long term basis.

But we close the year of 2014 with a feeling that we are making a change in our communities as men were taking lead in organizing marches as well as referring cases to the Centre for further support and healing. Traditional leaders were playing also a major role in mobilizing the community in terms of public awareness and sexual gender based violence

On behalf of the Management, staff and beneficiaries of Masisukumeni I would like to extend our sincere thanks to all funders, supporters and well wishers for their valuable contribution to our solidarity.

Rachel Nsimbini Nkosi

Director Masisukumeni

MESSAGE FROM THE CHAIRPERSON

It is with a sense of pride that I have to write a fore word for the Annual Report of Masisukumeni.

If one looks back at the organization began twenty years go. One has a reason to be positive about the future; this is not to say that there were no challenges along the way. I however regard strides as minor compared to the positive strides that have been made especially during this testing time of “Recession’

The issue of Women’s emancipation and empowerment will remain a central and a focus of Masisukumeni Women’s Crisis Centre. We cannot talk about development and economic empowerment when women and children are still being abused.

Today many rural women who were just statistics of gender based violence are now the focus of the government. Since 1994 to date, we appreciate the government efforts of continuously mobilizing all sectors in the community to participate in the processes of transformation, empowering of women especially on gender based violence issues because “Knowledge is Power” women are now beginning to speak and share their experiences.

I would like to express my greatest gratitude to all donors as well as our partners in Mifumi Uganda for supporting us in all areas. They have played an important role by introducing the Theory of Change to Masisukumeni. This was a big step as all stakeholders are now joining hands in the fight of sexual and gender based violence.

Mr Matikwane (Director) for Roads and Transport have recognize Masisukumeni. The whole Centre was painted and renovated by her staff. We felt very much honored as Masisukumeni Women’s Crisis to such a gesture.

To The Board of Trustees, Management, and staff “Thank You so much for your tireless efforts to make Masisukumeni what it is today. Without your efforts the Centre

Mrs E. Nkuna

Chairperson of the Board (Masisukumeni Women’ Crisis Centre)

ORGANISATIONAL DEVELOPMENT

At the end of a difficult and challenging year it is worth reflecting on where we have come from. Masisukumeni was founded in 1994 by Rachel Nkosi and Tina Sideris who were assisting refugees from Mozambique who had experienced rape during the war of destabilization in their country. While doing this work they realized that local South African women were experiencing rape and abuse in their daily lives. This prompted them to establish a centre to assist women in the Nkomazi area.

Today Masisukumeni has its own site and building with a reception, four offices, four counselling rooms, one board, and one training room as well a shelter which is still under construction. The Centre is providing services to East and West Villages communities free of charge. From its humble beginnings the organization now employs ten permanent staff and has a cadre of 18 volunteers. The volunteers are stationed in their own villages where they lived and from where they provide education on domestic violence, rape, HIV/Aids, and Health and Reproductive rights.

STAFFING

Masisukumeni is staffed by the director, Deputy Director, senior counsellor, counselors, receptionist, bookkeeper, fundraiser, driver, 9 counsellors, 10 community advocacy officers, one cleaner, IT officer, one grounds man, one security one database as well as 12 safety nets.

An ongoing problem has been staff turnover which is directly related to insecurity of funding. Trained staff leaves the organization for more secure employment usually in local government and many more other organizations

POLICIES AND PROCEDURES

Particular attention was given to financial procedures. A consultant from Mabuza Associates in Nelspruit was engaged to review existing procedures and produce a financial policy to ensure proper and effective accounting controls. A qualified bookkeeper with his assistant was hired was Masisukumeni to assist the organization with financial management and financial controls.

The two are also playing an important role in the Human Resource part.

MASISUKUMENI PROGRAMMES

COUNSELLING PROGRAMME

In keeping with the work plan counselors and volunteers successfully receives in service training on gender based violence linked with HIV/AIDS, Life skills and Health and reproductive rights.

Social Auxiliary workers are daily supervised by qualified social workers when referring cases to them. They are trained on how to do follow supervised on a monthly basis by qualified social workers on child abuse cases, how to conduct follow ups, doing home visits, distributing food

Paralegals are also monitored on how to follow up cases in court only on sexual and gender based violence. They also assist survivors to give evidence in court.

EDUCATION PROGRAMME

A cadre of 10 community advocacy officers are receiving and ongoing training on conducting community workshops, community dialogues, as well as networking with government organizations as well as nonprofit making organizations.

For 2014 total of 18 000 people have received information on sexual and gender based violence.

SELF DEFENCE PROGRAMME

One dedicated trainer is responsible for training grannies, women and young girls. For the past twelve months 1274 individuals were trained on how to defend themselves in terms of danger.

ADVOCAY AND LOBBYING

A total of 456 cases were supported by a qualified paralegal officer through pre court trainings. Through her support 134 were successfully closed in court.

TRAININGS

The finance assistant attended a one day training on financial management as well as how to be financial smart. The workshop was hosted in Nelspruit and was conducted by local FNB.

A Media Training was conducted by Sonke Gender Justice to Masisukumeni. This was a way giving Masisukumeni a direction the ways and means on how to publish anything.

A one day training was conducted by Department of Social Development on how to fill the Business Plan.

Awards

For 2014 Masisukumeni was awarded with two certificates of appreciations. One was given by Phambanisa Primary school and one was from TSB Malelane Mill for outstanding achievement in the community.

Capacity Building

There is a great need from Masisukumeni to capacitate all staff in all different areas.

All our activities are community based and we aim to promote participation of community members at all levels and to empower them through trainings and sensitization, involving many home based cares in all activities.

Of particular importance in counseling is the realization that many people are now seeking help not just enquiring about services.

Testimonials written by clients are a symbol of thanking the service of the Centre.

The statistics on self referrals shows that the information received from volunteers and counselors is fruitful to the community. The high number of victims seeking help from the Centre indicates that the services are community based.

2014 has been a very busy year for Masisukumeni given that the number of victims seen at the Centre has increased tremendously. It is an indication that the role played by the volunteers in the communities is fruitful and useful. A total number of **2198** victims were assisted in face to face counseling, and **12** victims receive telephone counseling that is provided by the Centre. A number of victims exceeding **7000** are flocking to the Centre for information especially the Mozambicans and Swaziland with problems of legal documents.

Averages of **65%** have experienced gender based violence and have received counseling, and **35%** have been assisted with social problems related to child support grants and foster care grants.

Case Recording

Case recording in the intake forms for each individual assisted is ongoing process to help tracking of cases and compiling statistics on a monthly basis.

Internal Debriefing



Counselors and volunteers receive a refresher session each and every month.

Counseling Supervision

Counselors met on set out dates monthly to thrash out issues that impacted on them professionally and otherwise. It afforded them an opportunity to air their views, concerns and it is an opportunity time to speak about difficult cases that they have come across during their work. Difficult cases continue to be the highlight of these sessions as the counselors got a chance to help each with some of the cases. Case supervision is used to ensure good quality service.

Thirty seven **57** home based cares have received information on gender based violence.

Soccer teams have received information of gender based violence, health and reproductive rights.

Twenty two churches have received information on gender based violence, maintenance, health and reproductive rights.

Campaigns

Following the series of national campaigns on child abuse, several campaigns were held in 49 schools. The main aim of the campaign was to sensate children on issues of abuse particularly on child sexual abuse that is rifle in the country. During the campaigns children had an opportunity to do presentations on abuse which depicted how they are directly and indirectly affected by abuse in their daily lives.



T V Talks

For 2014 Masisukumeni was allowed to give 30 minutes talk on SABC 1 about the services of Masisukumeni Centre. The talks were presented at 13HOOPM and repeated in the evenings. The TV Talks allowed many people to call the Centre and ask many question. For the past year people were phoning and seeking advice from all over Mpumalanga and nationally.

MEN'S INDABA

In March 2014 Masisukumeni hosted a Men's Indaba Event. The event was attended by representatives from community based organization and government departments. The aim of the event was to let men speak about their health and reproductive rights. Representatives from Ipas South Africa and Sonke Gender Justice and Network were also part of the gathering.

16 Days of Activism

In collaboration with local home based cares, Masisukumeni participated in the campaign of 16 Days of Activism." This year's theme was " I am Also Inn" During the campaign men, women and children were given T-shirts, pens and pamphlets. The main aim of the campaign was to address issues on gender based violence. To mark the end of the 16 Days of Activism against Gender Based Violence a Door to Door Campaign was done to disadvantaged and isolated villages. The main aim of the Door to Door Campaign was to raise awareness and address issues related to child abuse, domestic violence rape and to inform people how to use Masisukumeni services and many more stakeholders.

Eleven villages were targeted during the campaign and many more people were informed about the services rendered at Masisukumeni Women's Crisis Centre.

As part of raising awareness, various 3500 educational materials were produced distributed to the community at large



150 T-shirts with different messages were produced and distributed during the Sixteen Days of Activism .



Pamphlets were distributed to the community members in an aim of addressing gender based violence which is a major problem in the Nkomazi area.

Networking

Masisukumeni has developed a very strong partnership with Masiphuthumeni, Save the Children, Sonke Gender Justice and Network Mifumi Uganda. Home Based Cares and many more local and provincial government departments. Some organizations mentioned above are dealing with similar issues of bride price and gender based violence.

Support Groups

Two sets of support groups were formed in 2013 which continued till 2014 one group was for the middle aged women who have experienced gender base violence. The women were trained on how to make Vaseline and polish in order to be economic independent.

The girls were trained to take pictures with cameras; the photos were used to design postcards. The project went smooth and they all enjoyed the project.

FUNDERS 2014

NACOSA

First National Bank

African Women's Development Fund

Social Development

Comic Relief

IOM

EXECUTIVE BOARD OF TRUSTEES

Chairperson:	Ms E. Nkuna
Vice Chairperson	Mr J.Khoza
Secretary	Mr E. Khoza
Vice secretary	Ms S. Shongwe
Finance	Mr J. Makhubela
Member	Mr F. Mashele
Member	Mrs R.N. Nkosi

STAFF MEMBERS

Director:	Mrs R. Nkosi
Deputy Director:	Ms A. Nyambi
Office Assistant:	Mrs: T. Manonga
Database Capturer:	Ms: N. Zitha
Paralegal Officer:	Mr K. Mathebula
Finance Officer:	Mr S. Mathebula
Finance Assistant	Ms V. Mkhabela
IT. Officer:	Mr N. Zitha
Office Assistant:	Mr L Mntambo
Social Worker	Mr S. Shabangu
Social Auxillary	Mrs. B. Aphane
Social Auxiliary:	Ms S. Lubisi
Social Auxiliary:	Ms T. Maziya
Social Auxiliary	Mrs G. Mashaba
Social Auxillary	Ms G. Mkhonto

Social Auxillary
Social Auxillary

Ms S. Lubisi
Ms D. Ngomane

Senior Counselor:
Self Defence Trainer
Care room Staff:
Care room Staff:
Care room Staff

Mrs M. Mashaba
Ms T. Sibiya
Ms L. Lubisi
Ms N. Lamula
Ms D. Mahlalela

Cleaner:
Groundsman :
Security:
Driver

Ms M. Mabuza
Mr. L. Khoza
Mr M. Nhlambo
Mr P. Sambo

COMMUNITY ADVOCAY OFFICERS

Ms C. Nkosi
Ms N. Sambo
Ms Z. Mnisi
Ms. V. Ndlovu
Ms I Mbebe
Ms G. Ngcane
Mr W. Sibiya
Mr L. Mtshabi

BORDER ADVOCAY OFFICERS

Mrs S. Mabuza
Ms. L. Sibiya
Ms. K. Mhaule
Ms W. Mtshali

COMMUNITY VOLUNTEERS

30 members

GREEN DOORS

12 Women