



ANNUAL REPORT 2020







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Who We Are and What We Do

Who we are:

The Tree of Life Trust Zimbabwe is a non-governmental organisation whose vision is to create a healed and empowered society that puts its energy into processes of peace, recovery and reconciliation. We provide community-based mental health and psychosocial support (MHPSS) approaches that help communities, families and individuals living with trauma to reconnect with self, nature, family and community. Through a network of over 150 community-based Facilitators, Tree of Life works in ten provinces across Zimbabwe. In 2020 the Tree of Life community reached over 72,000 people with various MHPSS services, most of which focused on Covid-19 psychosocial support.

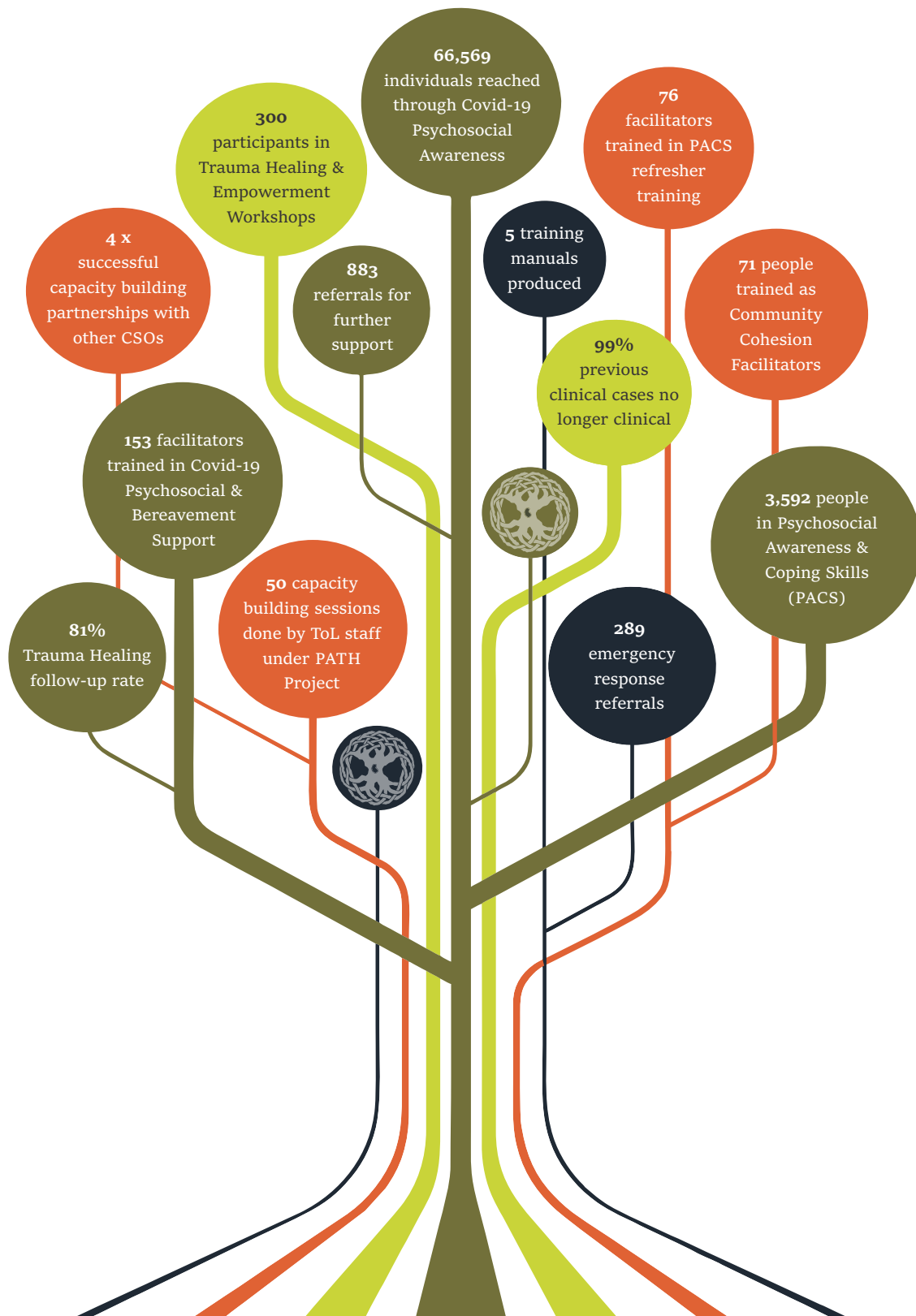
What we do:

- Trauma Healing and Empowerment (TH&E) workshops for victims of violence.
- Psychosocial Awareness and Coping Skills (PACS) workshops to foster effective community engagement, collaboration and cohesion.
- Psychosocial First Aid (PFA) workshops to help communities cope with sudden shocks.
- Covid-19 Psychosocial, and Bereavement and Loss Support to communities.
- Referrals as part of the Mental Health and Psychosocial Support Services (MHPSS) continuum of care.
- Trauma Informed Care and Trauma Awareness workshops for other NGOs.
- Self-Care workshops for organisations working in challenging conditions.
- Training and capacity building for Community-based Facilitators.
- Working with young people to create communities of peace.
- Collaborations with other like-minded organisations.
- Supporting National Healing and Reconciliation processes.

Between 2003 to 2020 we have:

- Facilitated over 1,800 trauma healing workshops for over 15,000 victims of organised violence and torture.
- Trained over 150 community-based survivors as Community-based trauma healing Facilitators.
- Provided psychoeducation workshops for over 7,900 people, including community leaders, youth, women, communities and NGO staff.
- Trained over 70 community-based survivors to conduct psychoeducation and psychosocial first aid workshops.
- Reached 66,569 people with Covid-19 Psychosocial support and awareness.
- Developed Training modules in: Psychosocial Awareness and Coping Skills (PACS); Psychosocial First Aid (PFA); Trauma Informed Care (TIC) Practices; Self-Care (SC); Covid-19, and Bereavement and Loss support; Training in Mentorship Skills for Mental Health.
- Collaborated with over 40 other Civil Society Organisations (CSOs) and received donor funding from over 20 Donors.





2020 Snapshot Overview

over 72,000 people reached



Chairperson's Letter

2020 was again a year where Tree of Life's work was in demand and where we were required to be flexible and adaptable to the rapidly changing environment. We started the year energised and ready to build on the solid foundation of work already established. The health and social impacts of the Covid-19 pandemic then hit us, and we were forced to rethink our approaches and redesign our programmes.

Tree of Life's approach has always been based on the deep and strong relationships we have with the communities in which we work. These relationships have been established over time and are based on Tree of Life regularly engaging with the community leaders and members, and investing time in building the skills of the Community-based Facilitators. During the extended period when everyone was confined to their homes, and even when the restrictions were relaxed a little, this physical presence and the support it provided was not possible. Within this time, fear of the virus and the loss of livelihoods meant that community members were struggling to survive, both physically and mentally. It was evident that Tree of Life was needed more than ever and that we had to find ways to provide the psychological and social support that was so clearly looked for.

I am full of admiration for the way that the Small Tree core team adapted their work, incorporated technology and found ways to provide that support. This was not easy; we had to learn new skills and develop new training materials. But, with the support of the PATH project and our other funders, we embraced this new challenge and were able to reach out to tens of thousands of struggling citizens whilst maintaining the quality of the work and level of support provided for individuals and groups.



Our sincere appreciation goes out to our 2020 funding partners, in particular United States Agency for International Development (USAID); Brot für die Welt (BfdW); World Food Programme (WFP); Makeway Canada and International Rehabilitation Council for Torture Victims (IRCT), as well as other partner organisations who collaborated with us in various ways.

On behalf of the Board of Trustees, I would like to extend gratitude and appreciation to the Tree of Life core team and the Big Tree of Community Facilitators for the tremendous amount they achieved in such demanding circumstances. Their skill and their commitment to their communities is an inspiration to us all.

Reverend Dr. Raymond Motsi

**"I learnt that health issues start in the mind; stress and trauma affects a person's health"
Zambuko PACS participant, July 2020**

Director's Foreword

For Tree of Life, as with everyone in Zimbabwe and globally, the Covid-19 pandemic dramatically changed every aspect of our programme and challenged us to remain relevant and effective. The pandemic forced us to revisit our commitment to being community-based and required the organisation to find innovative ways to remain connected and “present” in the communities in which we worked. In particular, we were forced to adapt and innovate in order to continue to support and strengthen the vital role of our network of Community Facilitators in building resilience in their communities. It is testament to the agility and adaptability of all parts of the organisation that we emerged at the end of the year having increased the reach and scope of our work, and with an even stronger profile.

The levels of fear and stigma created by the virus, and the fragmentation and disintegration of community support structures caused by the protective “lockdown” measures, exacerbated existing trauma and magnified vulnerabilities in these already socially and economically fragile communities. The effects of the virus threatened to undermine the considerable impact of healing and cohesion-building process established over many years, and to destroy the delicate relationships being gradually rebuilt. Tree of Life - both the core team and the community network - showed in these most demanding of circumstances their capacity to adapt and innovate and overcome the numerous barriers to deliver ground breaking Covid awareness and psycho-education and reach more people despite what might have been seen by some as insurmountable barriers.

Using social media and digital platforms in ways that stayed true to our core principles of inclusion, engagement and participation, we delivered quality Covid-awareness and impactful psychosocial support to over 66,000 people. These activities not only strengthened

the levels of knowledge about how to prevent the virus, they also supported communities to address the stress, fear and loss caused by the pandemic and guided them to find new ways to break down stigma, manage the grieving process, and retain their supportive connections.

Coupling the training activities with regular debriefings and self-care activities assisted the Community Facilitators to carry out their vital work, and enabled the Tree of Life core team to remain responsive to emerging issues in the community that threatened social connections. The training materials were adapted and developed through the feedback processes to help communities respond to increasing levels of desperation and distress, the rising incidence of domestic abuse, and the growing levels of risky behaviours by adults and young people. The success of this is due, in the greater part, to the ability of the Tree of Life programme to build on the solid foundation of community support networks in place before the pandemic hit. We feel that this demonstrated clearly the value and importance of being genuinely community-based and investing in community capacity building in all our work.

During the year, we also commenced a new resilience-building project in Masvingo in partnership with the World Food Programme. This project has shown us all that resilience and development are founded on cohesion and healing, and that these can be strengthened and enhanced even when communities are facing unprecedented challenges.

I want to pay tribute to everyone who contributed to these achievements, the “Big Tree” of Community Facilitators, the “Small Tree” core team in all your roles, the Board of Trustees and the funding partners who gave us the resources and flexibility we needed. Tree of Life is aware that we have a long way to go in this crisis, but end the year confident that we can meet and respond to whatever challenges the new year brings.

Lynn Walker



Covid-19 Psychosocial Support & Awareness

At the end of March 2020, with the rise of the global pandemic, the entire nation of Zimbabwe was placed into a national Covid-19 Lockdown. Throughout the rest of 2020, the nation was forced to live in isolated conditions with most forms of social activities being restricted for health and safety reasons. Schools were closed, most businesses were closed and almost all forms of informal livelihood activities were banned for the larger part of the year. The effects of the pandemic on an already struggling economy had massive mental and psychological repercussions on the mental health status of communities across Zimbabwe.

In April 2020, the Tree of Life team devised innovative ways to provide psychosocial support to communities, to help them cope with the social and psychological effects of Covid-19. 153 Community-based Facilitators were trained to provide one-on-one and virtual support on Covid-19, as well as in bereavement and loss support to families affected by the pandemic. Altogether, in 2020, the Tree of Life Community-based Facilitators, also known as, the “Big Tree” reached 66,569 people with Covid-19 psychosocial support and awareness. Of these, 18,327 people were directly mobilised by ToL (8,877 men and 9,450 women), whilst 48,242 people were mobilised through existing groups such as church meetings and community gatherings.

Themes emanating from Covid-19 sessions

As a result of the massive reach of people throughout our districts, and subsequent feedback from our teams and facilitators, it was observed that a majority of community members had been completely traumatised and were struggling because of the impact of the pandemic. Not only were the effects from loss of life or Covid-19 itself, but the ramifications extended through the gamut of the socio-economic influences from this pandemic. With this in mind, the ToL team initiated a

series of interviews for our trained Community Facilitators to conduct with people in the communities, to discuss and establish any successes, challenges and various themes of impact topical for each person interviewed. A vast range of issues emerged from the interviews held (see table of issues below).

It comes as little surprise that drug, alcohol and substance abuse and mushrooming illegal shabeens in neighbourhoods, represented 14.6% of all responses. This grouping was closely followed by domestic violence and gender-based violence, at 11.5%. It is almost as if these two categories fuelled each other, and the rise of sexual gender-based violence (SGBV) becoming a shocking norm with frustrations, anxieties, depression, fears etc. being activated by dependency and abuse of addictive substances. The mental health issues were grouped and collectively indicate 7.5% of responses from participants. The overall picture of those interviewed in the later part of the year indicates communities of people who have been negatively impacted by the pandemic and the effects of the countrywide lockdown. Economic hardships were also reflected strongly in our results, with poverty, hunger and food shortages demonstrating 8.8% of the total impact. Other issues being reported - and although percentages appear low - with the themes such as early marriages, early pregnancies, child abuse, increasing sex work, sexual harassment and abuse, loss of jobs and schoolchildren dropping out from school, were highlighted. These responses are all symptomatic of the traumatic way in which the pandemic and the lockdown measures have been, and still are, affecting our communities. More and more, Tree of Life sees the need to continue to offer increased coping skills and training systems for people in fragile and stressed environments to offer some means with which to manage, and eventually overcome, these detrimental sociological situations within the country.

Themes And Issues Raised During Covid-19 Awareness Sessions Across All Projects

No.	Top Themes Raised by Community Members (8,786 issues)	Total
1	Alcohol and drug abuse	14.6%
2	Domestic violence and gender based violence (GBV)	11.7%
3	Lack of Covid-19 knowledge and awareness	9.2%
4	Poverty and hunger: shortages of food	8.8%
5	Mental health issues: stress; anxiety; depression; hopelessness; isolation; loneliness	7.5%
6	Fears relating to pandemic: contracting; vaccines; future; education; loss of jobs; death, return to normal?	3.5%
7	Death in a family	3.4%
8	Early marriage	3.3%
9	Unemployment	3.3%
10	Lockdown measures	3.0%
11	Financial shortage; inflation; no money for rentals; education; living expenses	2.9%
12	Robbery; crime; theft	2.7%
13	Child abuse	2.4%
14	Sex work on the increase	2.4%
15	Financial assistance, subsidies wanted: for food; funerals; boreholes; Covid-19 PPE etc	2.2%
16	Early pregnancies	1.7%
17	School dropout	1.6%
18	Covid-19 non compliance: refusal to adhere to rules; disbelief in numbers; virus; cure	1.5%
19	Impunity; corruption; bribery; police harassment	1.4%
20	Appreciation of Covid-19 awareness from ToL and others	1.2%
	Other variables, under 1% per theme (collated)	11.5%
	Total	100.0%



“The most useful thing in the community is to be united and get along with one another”
Zambuko PACS participant, August 2020

Community Healing & Cohesion (CHC) Project

Over 45,000 people reached in 2020

Tree of Life's USAID funded Community Healing and Cohesion (CHC) project runs for 5 years from April 2018 - March 2023. The CHC project largely targets peri-urban and rural communities who have experienced severe stress and trauma and need mental health and psychosocial support services (MHPSS). In 2020, under the CHC project, Tree of Life (ToL) directly reached 45,153 beneficiaries through a variety of MHPSS initiatives. This unprecedented reach was made possible by innovative programming designed to respond to the effects of the Covid-19 pandemic. Prior to the pandemic, the CHC project mainly focused on undertaking physical trauma healing and psychosocial awareness and coping skills (PACS) workshops. In the second quarter of 2020, in order to respond to the restrictions to human interaction, ToL made the strategic decision to provide MHPSS support to communities through social media platforms and, when the restriction eased, through small community gatherings. Key activities in the CHC project throughout 2020 included:

- Covid-19 Psychosocial Support and Awareness
- Psychosocial Awareness and Coping Skills (PACS) workshops
- Trauma Healing and Empowerment workshops
- Referrals for further MHPSS support
- Development of MHPSS training modules
- Collaboration and strategic partnerships with other Civil Society Organisations
- Capacity building and Organisational Development for the 'Small Tree' and the 'Big Tree'

Covid-19 Psychosocial Support and Awareness

In 2020, under the CHC project, 153 Facilitators were trained in Covid-19 Psychosocial Support and Awareness as well as in skills to address

Grief, Loss and Mourning. Altogether 43,474 people were reached with Covid-19 Psychosocial Support and Awareness and the bereavement and loss support. Of these, 11,399 people (5,450 men and 5,949 women) were directly mobilised by Tree of Life Community-based Facilitators. 32,075 people were reached through existing community groups, such as church gatherings, social media groups, community meetings and events. The much-needed provision of MHPSS support has been greatly appreciated by the beneficiaries reached, especially where their existing problems were greatly exacerbated by Covid-19. More details on the effects of the pandemic within our partner communities are found on pages 6 & 7.

Psychosocial Awareness and Coping Skills (PACS)

In 2020, two PACS workshops were held under the CHC project for 157 people (68 men and 89 women) before the lockdown measures were implemented. PACS workshops enable groups of community members and their leaders to build awareness of the impact of trauma on resilience and social cohesion and facilitates constructive and systematic dialogue at community level. Together, communities identify those factors that cause stress, trauma and division and agree ways to cope and move forward. A core purpose of the PACS workshop is to enhance and strengthen social support and resilience at family and community level.

Trauma Healing and Empowerment (TH&E) workshops

One of Tree of Life's core interventions is the Trauma Healing and Empowerment (TH&E) workshop. This is a group-based, community-based approach supporting survivors of organised violence to deal with trauma. Unfortunately, due to very restrictive lockdown regulations, ToL was unable to conduct as many TH&E workshops in 2020 as planned. Over the year, 10 Trauma Healing and Empowerment

workshops were conducted under CHC, with 300 people being 118 men and 182 women. All 300 clients were assessed for levels of trauma before the workshop using the World Health Organisation's SRQ-20 assessment tool. Of these, 243 people (81% being 93 men and 150 women) were followed up with a psychometric assessment. With the SRQ-20 tool, scores of 10 and above indicate that a client is struggling with depression, anxiety and PTSD, and is in need of psychological support. After the ToL TH&E follow-ups, the most common SRQ-20 score dropped from 10 to 4. The average SRQ-20 score dropped from 12 to 4. Of 241 people who were initially clinical cases, 99% (236) were no longer clinical at follow-up. Of 173 people who were initially severe cases, only 3 remained severe at follow up. Before the TH&E workshops 10 people harboured suicidal ideations. At follow-up, none of the clients had suicidal ideations.



Referrals for further MHPSS Support

Tree of Life utilises a continuum of care, mental health and psychosocial support approach. Clients in need of further MHPSS support within communities are provided with one-on-one support either by our Community-based Facilitators or by our core team. When the ToL team assessed it necessary, clients are then referred on to a psychologist or psychotherapist. In 2020, 625 people were referred to ToL for further MHPSS support. Of these, 248 were men and 377 were women. An additional 289 people were attended to under our emergency response facility.

Development of MHPSS training modules

Over the last few years, ToL has received requests from collaborating Civil Society Organisations (CSOs) to provide training in MHPSS services. In 2020, ToL developed the following training modules in order to support other CSOs to understand the impact of trauma on themselves and their beneficiaries and to provide trauma informed care within their own organisations.

- 1-day Self-Care and Well-being module
- 1-day Trauma Awareness module
- 3-day Trauma Informed Care (TIC) Programming module
- Psychosocial First Aid (PFA) module

Capacity Building to other Civil Society Organisations

In 2020, under the CHC project, Tree of Life provided capacity building to 155 staff members across five organisations. More details of these collaborations are found on page 17:

- ACT Alliance (ACT)
- Adult Rape Clinic (ARC)
- Dialogue on Shelter (DoS)
- Zimbabwe Peace Project (ZPP)
- Zimbabwe Trafficking in Persons Advocacy (ZTIPA)

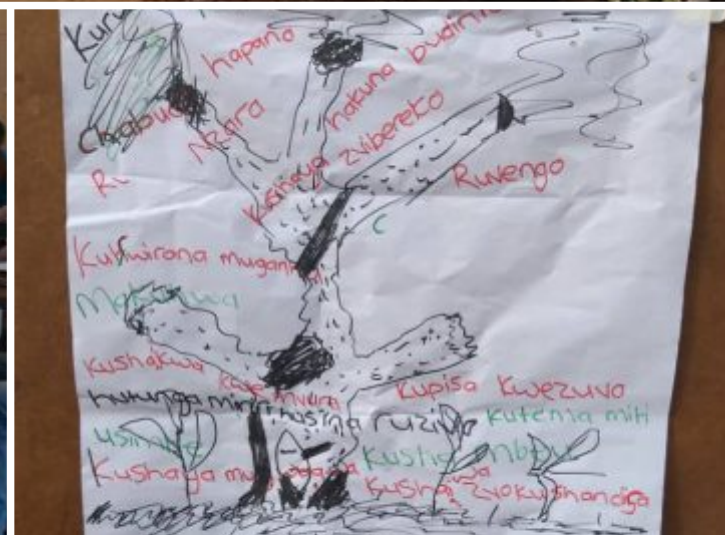


**“I learnt the importance of knowing my background, unity, love, not giving up no matter what.”
Chinhoyi TH&E Participant, February 2020**



Please note: only photo's taken after March 2020 will show people wearing masks.





Zambuko Livelihoods Initiative Project

3,305 direct beneficiaries reached; 3,234 people in PACS workshops; 71 Community Cohesion Facilitators trained, 6 Wards in Masvingo and Mwenezi reached, 6 Community Action plans created.

In 2020, Tree of Life entered into a partnership with the World Food Programme (WFP), under the Zambuko Livelihoods Initiative project. Currently running in Masvingo and Mwenezi, the main purpose of the Zambuko project is to strengthen livelihoods opportunities through improved smallholder production, good governance of community resources, and access to finance and markets. Zambuko aims to help communities develop resilience and economic growth, as they transition from humanitarian assistance to sustainable livelihoods development.

Tree of Life's role in the Zambuko project is to strengthen social cohesion and transformational values within partner communities. In any development initiative, it is vital for communities to engage in a cohesive, mutually respectful and structured manner to achieve sustainable outcomes. The Zambuko Livelihoods Initiative project brings together innovative sustainable livelihoods initiatives such as Village Savings and Lending Schemes (VSALs); Nutrition gardens and horticulture activities, sustainable agricultural practices, livestock management, market linkages, infrastructure development of local resources such as dams and more. To strengthen the sustainability of the interventions, the establishment of support systems in-community to resolve conflicts as they arise is vital.

Prior to ToL's involvement, many challenges and conflicts were present in the various livelihoods projects that hindered community collaboration as well as community development. Conflicts between individuals, families and communities were cited as the biggest barriers. Corruption, nepotism, donor dependency, greed, leadership discrepancies and political individualism were all cited as topical issues that created lack of cooperation and subsequent underdevelopment. In the Zambuko Projects where Tree of Life processes have been incorporated into the livelihoods development initiatives, social cohesion and community collaboration has been reported to have greatly increased.

In 2020 Tree of Life redesigned the Psychosocial Awareness and Coping Skills (PACS) workshops, and added additional sessions on “Barriers and Enablers”, “Broad Community Visioning” and “Community Action Planning”. Despite having to conduct physical workshops under very stringent Covid-19 conditions (with no more than 50 participants per workshop), ToL were able to conduct 72 (6 x 12) workshops for 3,234 people (773 men and 2,461 women). In addition, 71 community members were trained as Community Cohesion Facilitators (CCF's); 25 in Mwenezi and 46 in Masvingo. The role of the CCF's is to monitor the progress of the various Community Action Plans and help resolve any conflicts that may arise. The feedback on the results of the PACS workshops and the support of the CCF's have shown an impressive impact albeit with difficulties.

In all six wards trained to date, the CCF's are working very closely with the local community leaders, and with the

participating direct and indirect community beneficiaries. Another positive development is that Village Heads, Local Councillors and Chiefs intentionally invite CCF's whenever there are local meetings or gatherings, and they then give them a slot to discuss updates on the various Community Action Plans (CAPs). CCF's also take the opportunity to discuss the benefits of working together and initiating developmental activities with or without donor support. Both the CCF's and community leaders noted that many projects that had been stuck are finally being activated, now that people are finally willing to work together and not in isolation. Above all, they are motivated to develop themselves and not wait for donor handouts.

By the end of 2020, work on 5 of the 6 Community Action Plans had started. The Community Cohesion Facilitators continue to play a vital role in monitoring the progress of each Action Plan and are available to the participating communities to resolve conflicts as they arise. Community leaders are extremely grateful for the ToL processes, and have hailed the introduction of a social cohesion element into the WFP resilience programming (See pages 19 and 20 for brief testimonies).

CAPs created during the Zambuko PACS workshops across 6 wards

Ward 12 - Masvingo	Ward 13 - Masvingo	Ward 15 - Masvingo
Dam construction. Garden. Drilling boreholes. Poultry production. Savings groups.	Borehole drilling & wetlands protection. Fish pond resuscitation. Dam & irrigation (for community gardens). Small livestock production. Small grain production. Nutrition Gardens. Market place. Bridges & road construction. Apiculture (Honey production).	Road maintenance. Dam construction. Drilling Boreholes. Small livestock production. Secondary school. Community Garden. Identification of market place in the ward. Savings clubs (VSALs). Irrigation.
Ward 7 - Masvingo	Ward 6 - Mwenezi	Ward 10 - Mwenezi
Road Refurbishment. Irrigation. Market place. Clinic. Driptank refurbishment. Poultry and small livestock (goats, chickens). Fish farming. Dam construction. Borehole drilling.	Road maintenance. Dam construction in villages far from Domboshava Dam. Mukando (VSALs). Market places for products. Boreholes. Scooping dams. Fencing of dams. Form small groups for small projects.	Improving roads. Dam scooping. Drilling boreholes. Water harvesting. Refurbish cracked dam. Repair & restore fence at dam & garden. Nutrition gardens. Savings Clubs (VSALs). Gully reclamations.

“I learnt that I should work for myself not just to sit and wait to be given things, also to collaborate with others on developmental issues”. Zambuko PACS participant, July 2020

Youth Engagement for Peace Project (YEPP)

23,095 people reached with Covid-19 Psychosocial Awareness, 36 youth trained in Covid-19 Psychosocial Support (PSS)

Since 2017, Tree of Life has been running the Youth Engagement for Peace Project (YEPP) with the aim to equip young people to address the many challenges they face, both economically and socially. The YEPP project has, over the years, equipped young people to become role models in their community who, advocate for peace, social cohesion and sustainable livelihoods development. After undergoing intensive training in psychoeducation, groups dynamics, livelihoods development and community mobilisation, the YEPP youth teams had the opportunity to showcase their skills in 2020, in very practical ways.

In the first quarter, the youth groups conducted a series of peacebuilding and awareness raising initiatives. These were initiated by themselves

and delivered through partnerships with local community leaders and other community-based organisations. Youth-led activities included:

- Clean-up campaigns
- Visits to Old Age homes
- Visits to Children's Homes
- Sexual Reproductive Health Rights (SRHR) Awareness
- Menstrual Health Awareness and sanitary wear handouts
- Community “Mukando” Internal Savings and lending groups
- Donate-a-mask campaigns (at the end of the quarter)

The Covid-19 pandemic came as a shock to the young people, as it had to the whole nation, and these activities had to cease. Initially, the YEPP youth teams were either in denial or extremely afraid of the virus, particularly because of the lack of clarity surrounding how it was spread or could be prevented. Within about one month of the national lockdown, however, the YEPP youth underwent a series of training sessions



YEPP youths conduct a Clean-up campaign in collaboration with their local Council

on Covid-19 awareness. This awareness was then cascaded to other young people and community members accompanied by educative awareness materials. Very rapidly, the YEPP youth became recognised and respected awareness agents on Covid-19. Aside from spreading information on how to stay safe and avoid the disease, the youth also underwent training on how to provide psychosocial support and coping mechanisms in response to the increasing conflict and protection risks emerging due to the pandemic. Community members were given the opportunity to offload their stress and trauma created by the pandemic and the stringent lockdown conditions. This was done through a variety of methods including socially distanced one-on-one sessions, small group meetings and virtual discussions on WhatsApp. The youth were also trained to provide Bereavement, Grief and Loss support to families who had lost loved ones in 2020.

In 2020, 36 YEPP facilitators (16 men and 20 women) were trained in Covid-19 related Psychosocial Support (PSS) Awareness.

Altogether, they reached 23,095 people with this PSS Awareness. Of these, 6,928 (3,427 men and 3,501 women) were directly mobilised by the youth. A further 16,167 people were reached through existing groups such as church and community groups whom they had an opportunity to address and support. This mammoth achievement was made possible to the previous years' training the youth had undergone during the YEPP programme, showing the value of capacity building and response capabilities in the time of crisis.



Youths from Chitungwiza, Mabvuku and Epworth together donating masks and raising awareness on the Covid-19 pandemic

Capacity Building Developments

As a learning organisation, Tree of Life considers capacity building and organisational development as an integral part of the growth of the organisation. In 2020, the Covid-19 lockdown environment provided the ideal opportunity for staff to engage in internal and on-line learning initiatives. 2020 also saw the final year of ToL's capacity building partnership with the Center for Victims of Torture (CVT) Partners in Trauma Healing (PATH Project).

Training modules developed by Tree of Life:

Aside from participating in these capacity-building programmes, Tree of Life also provides training to like-minded partners. Again, the cessation of our in-person training enabled ToL to develop training modules for use with partners and interested Civil Society Organisations. The Training Team developed the following materials:

- 1-day Self-Care and Well-being module
- 1-day Trauma Awareness module
- 3-day Trauma Informed Care (TIC) Programming module
- Psychosocial First Aid (PFA) module

Capacity Building Initiatives and Organisational Development in 2020

Bereavement and Loss, Grief and Mourning Training of Trainers

Centre for the Study of Violence and Reconciliation (CSVR) trauma intervention trainings

Clinical Boundaries Training

Collective Trauma Integration Process (CTIP) Training

Communications Strategy Design Training

Covid-19 Psychosocial Support Training of Trainers

Crisis Management and Telephone Counselling

Focus Group discussions & Story Collection Training

Healing and Rebuilding our Communities (HROC) Training in Rwanda

Mental State Examination (MSE) training for all staff

Mentorship Skills for Mental Health Clinical Supervision

Motivational Interviewing

Myths and Facts about Covid-19 training

Narrative Therapy and Motivational Therapy practicals

Narrative Therapy Key principles

Prevention of Sexual Exploitation and Abuse (PSEA) Training

Quantitative Data Analysis Training & Data Visualisation

Risky Behaviour in Young People Training

Self Care capacity building and debriefing

Telephone Counselling Training

The Body Keeps the Score Training

Trauma Informed Care (TIC) Practices - Training of Trainers

Collaborations with Other Organisations

Through strategic partnerships, Tree of Life provides various psychoeducation capacity building and support to other organisations. Now more than ever, development organisations are beginning to acknowledge that trauma is a barrier to development and, if left unaddressed, will hinder progress in overall programming. In addition, there is a growing recognition that it is important for organisations working with trauma victims and in difficult situations to take care of themselves through self-care and wellness practices. Using the modules outlined above, Tree of Life intentionally collaborated with the following Civil Society Organisations in 2020:

Act Alliance – Dan Church Aid (DCA) is a global coalition consisting of 151 Faith-based organisations and churches (including DCA) who cooperate on matters of advocacy, development and humanitarian assistance across 140 different countries. In 2020, Tree of Life conducted Psychosocial First Aid (PFA) and Self-Care workshops for ACT Alliance Faith leaders. The purpose of the workshop was to expose faith leaders to PFA and self-care strategies to help them as they conduct their demanding work with various communities across Zimbabwe.

Adult Rape Clinic (ARC) - was established as a response to the need for appropriate facilities for a comprehensive and sensitive response for rape survivors in Government hospitals in Harare. ARC aims to establish a model for replication throughout the country. In 2020, ToL conducted Trauma Informed Care (TIC), Trauma Awareness and Self Care workshops for ARC staff.

Dialogue on Shelter (DoS) – works in partnership with the Zimbabwe Homeless People's Federation to address issues facing residents in informal settlements and impoverished communities. In 2020, Tree of Life provided telephonic counselling services to

DoS beneficiaries who were displaced from their homes or were facing other distressing situations linked to their precarious residence status (see page 12).

Ukuthula Trust is a Bulawayo based non-profit organisation committed to deepening democracy in Matabeleland and Zimbabwe by empowering people towards taking an active part in the development and governance of their communities. In 2020, ToL collaborated with Ukuthula by providing psychoeducation and self-care training to Community Facilitators working in communities where victims are planning to provide testimonies to the National Peace and Reconciliation Commission (NPRC).

World Food Programme (WFP) – In 2020, Tree of Life entered into a Field Level Agreement to work in partnership with WFP on the R4 Zambuko Livelihoods Project (see page 12).

Zimbabwe Peace Project (ZPP) is a human rights organisation that monitors and documents politically motivated human rights violations in Zimbabwe. In 2020, ToL conducted Psychosocial First Aid (PFA); Self-care and Stress and Trauma Awareness Workshops for ZPP beneficiaries. The self-care workshops helped the ZPP partners to learn practical ways to self-monitor secondary trauma, burnout and compassion fatigue.

Zimbabwe Trafficking in Persons Advocacy (ZTIPA) – is a network of women who were trafficked to Kuwait between 2016-2018 and were safely repatriated back home to Zimbabwe. In 2020, ToL provided ART therapy workshops to 14 of the survivors to help them to deal with the traumatic effects of their trafficking experience.



Stories from the Field

ToL Community Facilitator and local Chief team up to fight for the rights of the Girl Child

Story by Jane Mashonganyika (ToL Field Officer) and Chitungwiza Chiedza Community Facilitators

Since the onset of the Covid-19 pandemic and lockdown restrictions, children in Zimbabwe have been facing devastating life challenges. Some of the challenges include child abuse, gender-based violence, school drop-outs, early marriages and early child pregnancies. In mining areas where artisanal mining has been gaining increased popularity, growing numbers of young girls are being exploited. In some cases, parents are ‘selling off’ their children for sex, either into early marriage or giving into transactional sex to earn a daily income which can provide a meal. George, a Facilitator with Chiedza Chitungwiza CBO has been volunteering as a Tree of Life Community-based volunteer since 2009. Until today, he is completely passionate about his community work and, in particular, has always had a specific passion for helping vulnerable children. As such, he is currently working with children in Shamva, in collaboration with one of the Chiefs in Bindura. George noted that many young girls are at risk of abuse. Their families have no money to buy food or to send them to school.

In Shamva numerous girls have fallen into exploitation by artisanal miners. Many men are flocking to the mining town to make money and, because the girls are impoverished, they fall into transactional sex with the “makorokoza” miners. Large numbers of these girls end up pregnant, leading to early marriages. Parents are sometimes colluding with this practice, allowing children to marry early. Community members in general noted the growth of anti-social behaviours linked to this situation and the explosion in substance abuse, which has led to risky behaviour that

threaten the safety and future of young people. Through a friend, George met the Chief (Bindura) where he raised the concerns of the girl-children who are compromising themselves. The Chief has since agreed that together they should help the girls and that early marriages should come to an end. To reduce child marriages they suggested that the parents, the in-laws and the husband of the minor, have to be punished or fined. Such punishment will be in form of money or cattle. The fine is being put to a trust fund that will benefit the exposed girl-child. The aim is to resend any girls who have been forced into early marriage to school, recognising that these kind of marriages are not lasting. One notable achievement of this Trust Fund is a girl who was returned to school using this fund. She has attained 12 points and wants to pursue Law Studies. Facilitators in the Chiedza team encouraged more people to work with the girl child before it is too late.



Social Cohesion comes alive in Masvingo and Mwenezi as Community Leaders applaud the addition of ToL PACS workshops to the Zambuko Livelihoods Initiative

The USAID Funded Zambuko Livelihood Initiative is currently being implemented in Masvingo and Mwenezi, with the support of the United Nations World Food Programme (WFP), in partnership with the Government of Zimbabwe and Tree of Life. Between the months of June to December 2020, Tree of Life has conducted 72 Psychosocial Awareness and Coping Skills (PACS) workshops across six Wards for 3,234 people. Six Ward Community Action plans were developed and of those, five have since started.

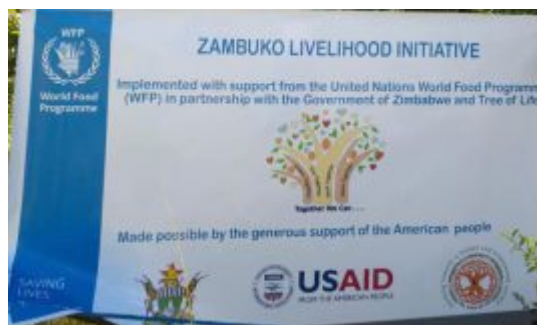
Issues around community collaboration that emerged during the PACS workshops included, amongst others: no collaboration; unresolved conflicts from the past; wastages of donor funding; sabotage; people having no voice in community initiatives; lack of effort to work together on community assets; polarisation; leadership wrangles; corruption at all levels; theft; groups not being able to organise themselves properly; not understanding each other; not supporting each other, witchcraft fears; poverty; being taken advantage of by the 'haves' of the community; culture and tradition suppressing some groups such as women and youth; gossip, backstabbing and survival of the fittest. Groups noted that Masvingo District is endowed with resources such as abundant water, but people are languishing in poverty because of lack of vision and good organisation.

Below are some testimonies from the field in relation to ToL's impact in the Zambuko project:

Masvingo Ward 12, Mudenge: Prior to the ToL PACS workshops the Mudenge community failed to make much headway on community development projects because of continuous conflicts. After PACS the community got together to plan how to develop their community together. As an example, it was

agreed that parents would mould bricks to develop the Mudenge Primary School, which is currently seriously dilapidated. The community have also agreed to start an irrigation project.

“We have been blindfolded by our egos and hate for a very long time and during this time we did not do anything to develop as individuals or as a community. We relied so much on donor and government handouts and we could not see beyond. Thank you, Tree of Life, now we can come together as a people and discuss issues that affect us as a community. This was not happening before. I want to thank you for your good programs and I can tell you that going forward we will never be the same again. Of course, we cannot see complete change suddenly but what we have seen so far is a promise for a better future, a better community which come together and resolve differences and move on. I thank you a 100 times, keep up the good work” - Headman



With the support of the Community Cohesion Facilitators (CCFs), four villages from Murinye (Ward 15) came together and cleaned their Rural Health Centre. 59 people were at the event and the Chief expressed his gratitude as he attributed this positive mind and relational shift to the ToL processes. Villages present include Gwehe, Tapfuma, Vushe and Terera.

“My community has drastically shifted from being a community full of hate, competition, individualism, conflict to a community which is geared for success, fight poverty together and continue working together. Leaders whom I have spoken with so far are reporting that they are amazed by the shift in behaviours of some people whom they had labelled as rebellious,



The levels of commitment are just encouraging and people are supporting each other very well. This has never happened in our community in our lifetime. There used to be competition, dependency on donor handouts, people did not want to work, let alone work together and conflicts of all types were the order of life in the ward. Ever since the ToL workshops, there is a sense of responsibility in the masses. People talk to each other well, support each other, respect leaders and are taking ownership of the projects and are vowing to continue even after the donor leaves. We attribute all this to the PACS workshop which worked wonders in changing the peoples mind-set. Yes, challenges are still there, but there is great change and even the people who did not directly attend the workshops in a way they are being transformed by the transformation of those who attended. Thank you ToL. We are sure as leaders we will not be found wanting by donors because people will never be as wasteful and irresponsible as they used to be. MDTC helped people with cement, roofing sheets, chicken and goats among other things and I can safely confirm that beneficiaries are making good use of the project and our community will never be the same again”.

problematic and those who did not want to work with others”. Speaking to the Councillor, he expressed that “development has become a chorus whenever people gather and are keen to take initiatives. This has made the Councillor’s development task easy and with that we hope to end the mentality of begging. Thank you ToL may you be blessed and reach out to many other people and will invite you to have a talk with all leaders and stakeholders who are working in Munyire” – The Chief

“We are so happy to have WFP choose us to work with ToL. We are a responsible people now. We have seen efforts by MDTC to support people with livelihoods projects bearing fruits. People are given goats and chickens, are working hard to multiply them, and pass on to the others.



“My life is full of ups and downs but giving up isn’t the solution.”
Chitungwiza TH&E Participant, March 2020



