

ZENZELE : KHULUMA USENZA

OAG

W.O.26/81

2023
Annual Report

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Abbreviations

AGM	Annual General Meeting
AGRITEX	Agricultural Technical and Extension Services
BHA	Bureau for Humanitarian Assistance
BMZ	German Federal Ministry for Economic Cooperation and Development
CBOs	Community Based Organisations
CFA	Cash For Assets
CNFA	Cultivating New Frontiers in Agriculture
CSB	Corn Soya Blend
CVP	Community Visioning Process
ECD	Early Childhood Development
FFS	Farmer Field School
GAA	General Assembly of Associations
IMC	International Medical Corps
IPM	Integrated Pest Management
KAZA	Kavango Zambezi
NTFPs	Non - Timber Forest Products
SFP	Schools Feeding Program
USACF	United States Africa Children's Fellowship
USAID	United States Agency for International Development
VIPs	Very Important People
WASH	Water Sanitation and Hygiene
WWF	World Wide Fund for Nature
ZITF	Zimbabwe International Trade Fair
ZRBF	Zimbabwe Resilience Building Fund



2023 CEO's Annual Report Letter

The year 2023 began with much optimism and excitement for the completion and implementation of the new strategy, which goes up to 2025. In addition to the Strategy, we completed the Communication Plan for the year and looked forward to ramping up our resource mobilization efforts. To this end, we held our first Partner Engagement Breakfast in March, where we shared our Strategy and made contact with several new potential partners. By the end of the year, we had started establishing a new partnership with Save the Children Zimbabwe and had a few other possibilities under discussion.

While we remained busy with implementing our programmes and the ongoing membership drive, we were aware of the possible disruptions to operations that always arise during an election year as we make room for political campaign activities to take precedence in our operational areas. Fortunately, the election period passed without any negative incidents.

Zimbabwe's economic situation took a turn for the worse in the second quarter of 2023, with annual consumer price inflation skyrocketing from 75.2% in April to 86.5% in May 2023. The government attributed this to dishonest enterprises aligning their commodity/service prices with parallel market exchange rates. This resulted in prices of goods and services going up and remained at those levels throughout the year. This was exacerbated by the projections of a severe drought situation due to the El Nino weather phenomenon. In most areas, the low rainfall - led to very poor livestock and crop conditions and spurred us to begin mobilizing resources for drought mitigation actions earlier than usual. The prospects for this seem quite limited as we consider global conflicts including Russia/ Ukraine and Israel/ Palestine. We are also aware of the climate change-related catastrophes being faced across the world that also require international support. It becomes more urgent for ORAP to broaden our resource mobilization view, especially for humanitarian crises.

The annual financial audit for the year 2022 was completed. We are pleased to report that the audit resulted in an unqualified opinion, indicating that our financial statements accurately reflect the organization's financial position and comply with relevant accounting standards.

In October we sadly suffered the loss of one of our long-serving staff members, Mr Thandanani Sikhosana after a short illness. His unexpected departure sent shockwaves throughout our team, who deeply mourn his loss alongside his family. We remember his dedication, commitment and invaluable contributions to our organization during his tenure. May his soul rest in peace.

In the face of all these challenges, our team continued to show dedication and commitment to ORAP's mission to eradicate all forms of poverty. We continued to implement the USAID-funded, multi-partner programme, Amalima Loko, our ongoing School Feeding Programme with Mary's Meals International, as well as the Agro ecology-focused KAZA programme with WWF. We added an integrated nutrition, protection and water, sanitation and hygiene programme, which saw us re-establishing our presence in Matebeleland South Province with Save the Children International (SCI). More detailed stories of our work and impact are contained in this annual report, and on our website www.orapzenzele.org.

I extend sincere gratitude to all Board members, Management, and Staff for their unwavering support. Your commitment has been invaluable. Our CEO, Mvuselelo Huni, began a 12 month sabbatical leave in May 2023 and is expected to return in early 2024.

Thank you for making 2023 exceptional. I am confident that together, we will drive meaningful change in 2024 and beyond.

Stewart Mantula
Acting Chief Executive Officer



Who We Are

ORAP is a registered local NGO in Zimbabwe with registration number is W.O. 26/81. The objective of the organisation is to promote rural development based on rural associations through which rural people can cooperatively realize their aspirations for self-improvement and self-reliance and to provide such associations with financial, informational, and technical support.

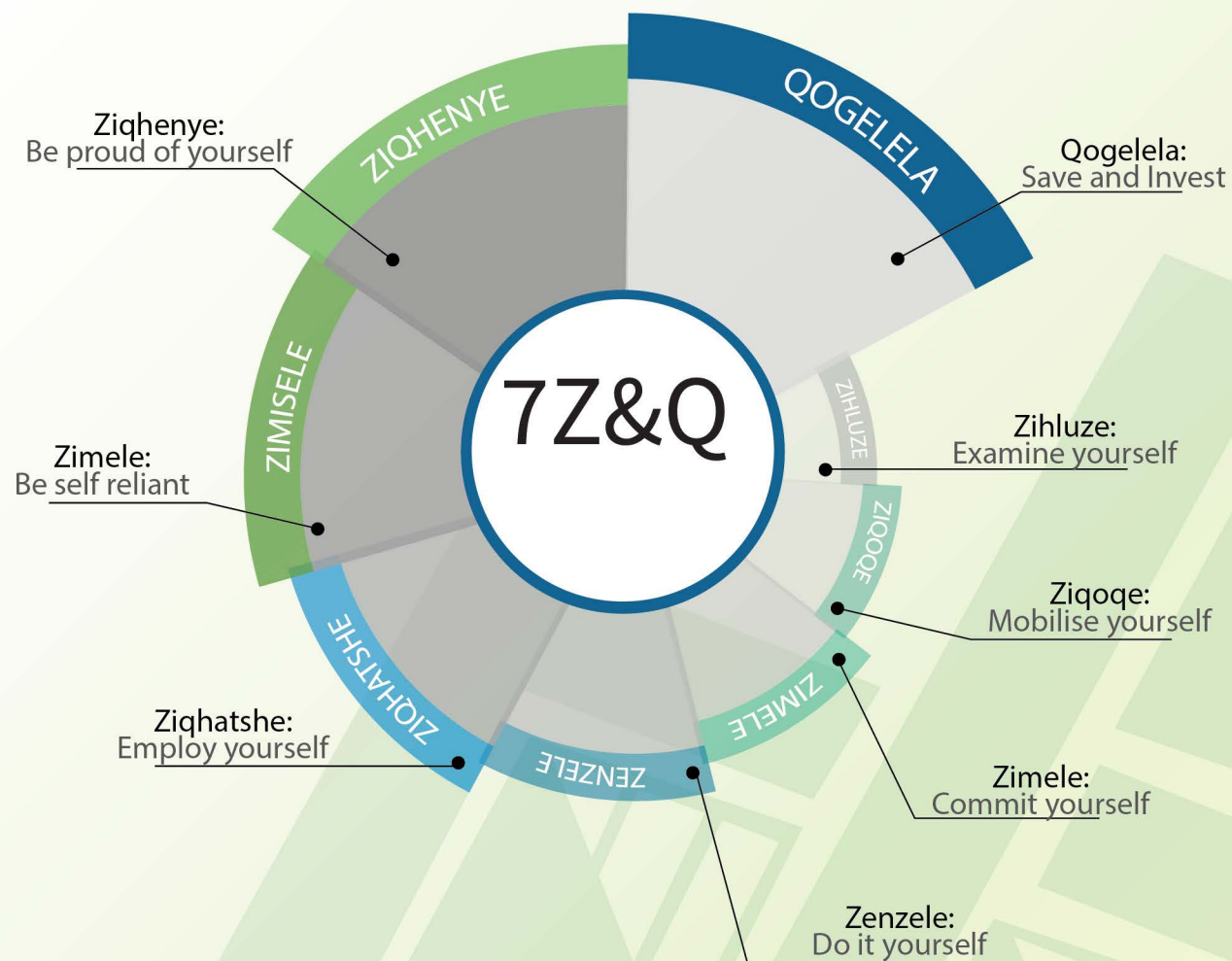
ORAP Vision: ORAP envisions empowered grassroots communities of disadvantaged men, women and youth free of hunger and poverty.

ORAP Mission Statement: ORAP exists to fight all forms of poverty among the rural and urban grassroots communities of disadvantaged women, men and youth through the empowerment of people by facilitating their development in their diverse cultural contexts.

ORAP Strategic Objectives

1. To see communities where ORAP works free from hunger and poverty.
2. To empower ORAP members and communities to attain financial security.
3. To build within the ORAP system and in the communities where ORAP operates, the capacity to deal with external shocks and stresses that negatively affect people's abilities to have sustainable livelihoods.
4. To further develop and strengthen the physical, emotional and mental well-being of people in the communities where ORAP works.
5. To see self-reliant, community-led Rural Associations of ORAP members at all levels.

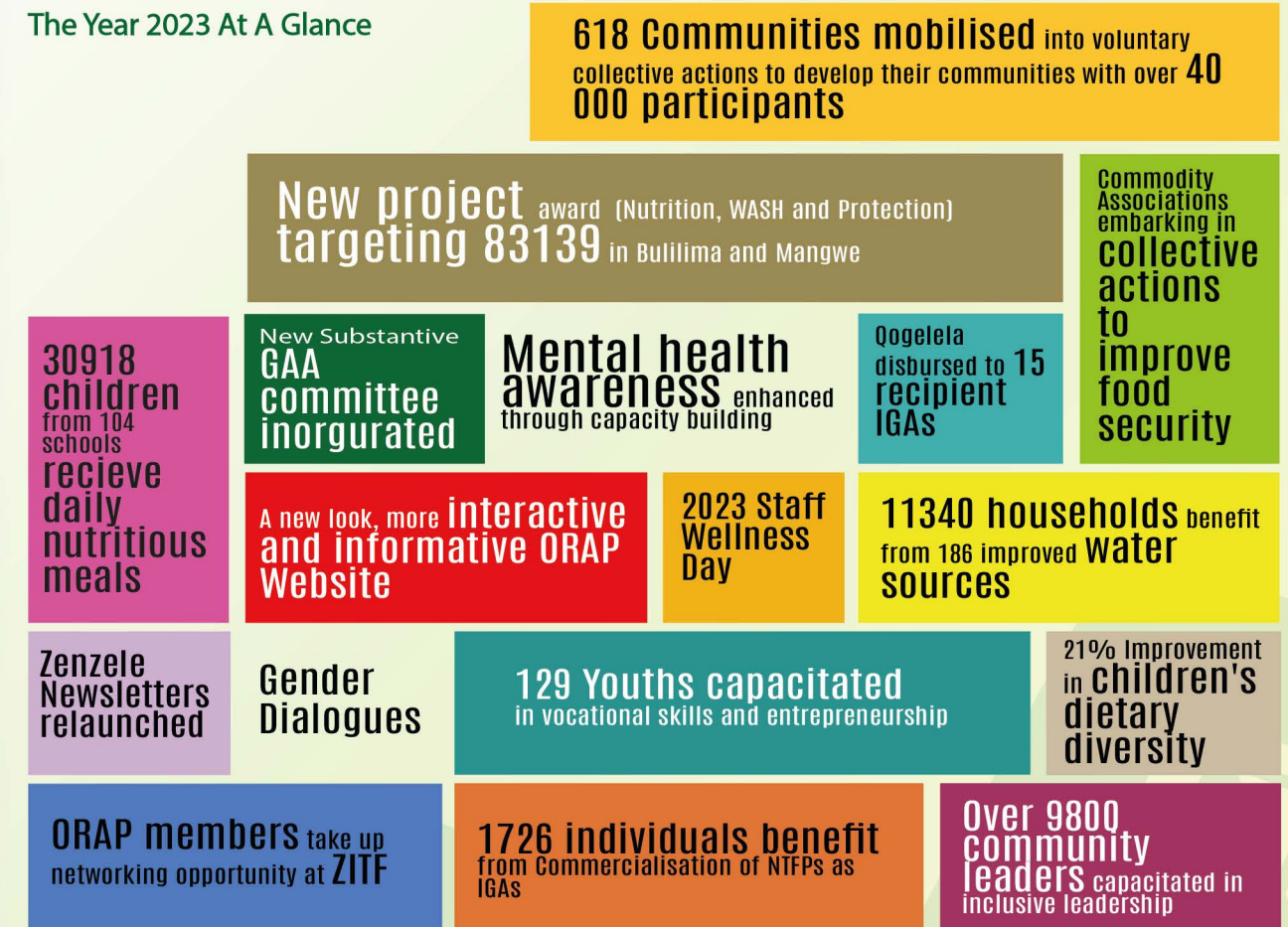
ORAP Guiding Principles: The ORAP development philosophy is derived from values and principles rooted in the culture of the Ndebele people who occupy most of the areas where ORAP works. These values have been articulated in the Ndebele language and can be captured as "7 Zs and a Q":
Zenzele is thus a development process of self-discovery and self-mobilization administered by the self - not solely for the benefit of self but also for the development of others. This concept guides and threads through all that ORAP does and is evident everywhere that ORAP operates.



What We Do

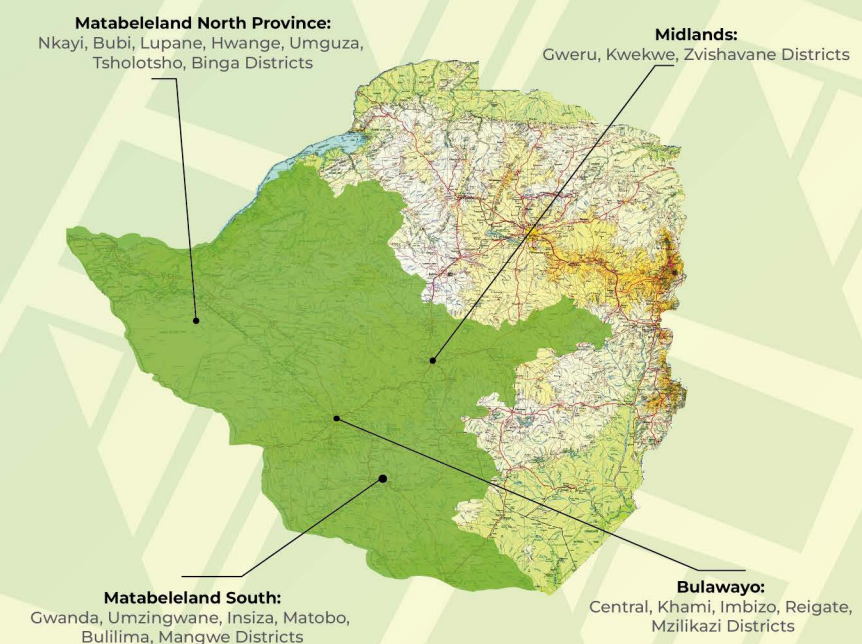
ORAP's work is guided by the 5 strategic priorities of Community Mobilisation, Organisational Development, Food and Nutrition Security, Enterprise Development as well as Workplace and Community Wellness.

The Year 2023 At A Glance



Where We Work

ORAP works mostly in four (4) Provinces of Zimbabwe, namely Matabeleland South, Matabeleland North, Midlands and Bulawayo. ORAP implements various donor-funded projects in the districts within these provinces, and mobilizes members to form development associations through its structures of family units, groups, umbrellas, and associations.



Our Special Features

ORAP Rolls Out A New Strategy

The end of 2022 saw the conclusion of the Nutrition, Enterprise and Wellness Strategic Plan that ran from 2017 to 2022. For the strategic period 2023 to 2025, ORAP shifted focus to the following thematic areas: Community Mobilisation, Institutional Development, Enterprise Development, Food and Nutrition Security, Workplace and Community Wellness. This presents an opportunity to invite diverse partners to engage and collaborate with us in any of these 5 thematic areas for the next three years.

FOOD & NUTRITION SECURITY
To ensure food and nutrition security at Community level

CORE AREAS:
1. Availability of Nutritious food
2. Accessibility of sufficient nutritious food
3. Utilisation of nutritious food

WORKPLACE AND COMMUNITY WELLNESS
To ensure a healthy community and work environment.

CORE AREAS:
1. Community wellness
2. Staff wellness

ORGANISATIONAL DEVELOPMENT
To strengthen and position the ORAP brand as a Leader in Community development in Zimbabwe

CORE AREAS:
1. Communication and brand management
2. Resource mobilization

COMMUNITY MOBILISATION
To have well-organized members who can Plan and implement their actions.

CORE AREAS:
1. Strengthen Productive Associations
2. Community action planning

ENTERPRISE DEVELOPMENT
To increase economic participation and incomes

CORE AREAS:
1. Access to capital & markets
2. Livelihood diversification
3. Value chain development

New Project Alert



ORAP and her development partner Save the Children International were awarded funding under the USAID's Bureau for Humanitarian Assistance (BHA) for an Integrated Nutrition, WASH, and Protection Project. The project aims to improve the nutrition security of vulnerable households with children aged under 5 years old and Pregnant and Lactating Women (PLW); improve water access, sanitation and hygiene (WASH) conditions; and ensure that comprehensive protection of project beneficiaries is upheld through community case management and system strengthening. The project is targeting selected wards in Bulilima and Mangwe districts of Matabeleland South Province, with 83,139 individuals expected to benefit from the project's activities over the course of 12 months beginning in September 2023. With ORAP having a sound membership on the ground and a good working history in the province, there is no doubt that the project will yield excellent results.

2023 Focus On Community Mobilisation

Amalima Loko Program Host Regional Community Visioning Learning Summit

The Amalima Loko program hosted a Community Visioning (CV) Learning Summit this year which was a platform for all other USAID Resilience Food Security Activities in the Southern Africa region to learn from Amalima Loko. The program showcased collective actions in four sites of Hwange district. Participants shared experiences of fostering sustainable outcomes by co-creating program plans with communities and learning how to leverage relationships. Amalima Loko villages hosted the summit participants to demonstrate the Community Visioning process undertaken and to share the collective actions they have taken based on their priorities, which they defined through the Community Visioning process.

Community Action Planning Yielding Collective Actions (Zenzele Concept)

It is indeed good to see the Community Visioning Process (CVP) conducted under the USAID funded Amalima Loko programme starting to yield good results and re-weaving the community's social fabric. The 5-year programme which is implemented by ORAP and partners under the leadership of CNFA is operational in Nkayi, Lupane, Tsholotsho, Hwange, and Binga districts intending to improve food security through watershed management. The other partners are IMC, Dabane Water Workshops, Mercy Corps and The Mannof Group.

The CVP involves communities examining themselves (Zihluze) and mobilising themselves (Ziqoqe) resulting in them crafting their transformational plans (Zimisele) which they further go on to implement (Ziqhatshe, Zenzele) to enhance their resilience (Zimele) and pride (Ziqhenye). This is a good example ORAP philosophy of 7Zs and a Q in practice.

Communities have started engaging in more collective actions while implementing their transformational plans born out of the Community Visioning process. All 618 villages in the program areas are now in the community action phase of Community Visioning (CV) process with 40,321 individuals having participated in collective actions based on their Village Action Plans as the community visioning process continues to bear fruits. The collective action undertakings include roadworks, classroom block and clinic construction, gully reclamation, establishment of communal gardens, borehole, dam and dip tank rehabilitation, vegetable gardens, and clearing of invasive species. The CV process successfully motivated communities to contribute US\$42,869 (including remittances) toward the development and maintenance of communal assets. Examples of collective action activities implemented without financial support from Amalima Loko include 88 constructed classroom blocks, 57 gully reclamations, 55 rehabilitated dams, 42 rehabilitated village-level access roads and 34 clinics constructed or rehabilitated across the 5 districts.

ORAP 2023 Annual General Meeting (AGM)

The 2023 ORAP Annual General Meeting (AGM) was held with the special purpose of electing new leadership for the General Assembly of Associations (GAA). As a membership-driven organization ORAP values these platforms where members interact to exchange ideas, discuss various development issues, and map the organization's way forward. The outgoing GAA Interim Committee expressed its gratitude towards all the members present and absent for the support they received during their tenure and highlighted strides made towards targets set at the beginning of their term in office. The newly elected committee was inaugurated by the ORAP President during the AGM in line with the organization's constitution. We hope that the new and youthful GAA executive will take the organization to even greater heights. All the best!!!!

General Assembly Of Associations (GAA)

ORAP holds quarterly General Assembly of Association (GAA) meetings which are attended by representatives from different associations. The 2023 GAA meetings focused on strengthening member activities, structures, and commodity associations. Discussions were around membership mobilization with reports from district associations covering various projects and challenges, including savings and lending initiatives, agriculture, and value chain development. The meeting also covered the need for better organization and unity among associations, as well as key issues related to membership mobilization and resumption of qogelesa loans. Attendees made contributions and resolutions, including addressing mobility issues and utilization of social media platforms for membership interactions. ORAP President Dr. S.G. Nyoni always stressed the impact of the ORAP philosophy, encouraged members to practice good morals, and sensitized members on upcoming workshops and government programs they could benefit from.

Qogelesa Loans Resume!

One of the major beneficial components of being an ORAP member has started bearing fruits. Registered and fully subscribed members, individually or in their groups are now eligible for soft loans that are meant for expanding their already existing income-generating activities. Loans were awarded to qualifying members and groups in December 2023 with a maximum of 4 months' pay back period to enable the next group of awardees access to the loans.

Amalima Days (Ziqhenye Philosophy)

Communities continued to celebrate their milestone achievements through Amalima Days in 2023. The achievements were made possible through Community Visioning, a process they term in the local language "Imihlangano Yama-phupho". Lupane District hosted an Amalima Day in November 2023 under the theme "Recognising and Celebrating our Achievements". Mr Mpendulo Ncube (Headmaster of Gegema Primary School) graced the event as the Guest of honour, with Mr Dominic Graham (Amalima Loko Chief of Party) amongst the VIPs present. Amongst the achievements celebrated were 21 collective action activities that included the construction of Kheswa Pre-school, 10 refurbished boreholes, 5 new solarised boreholes, 10 Community Animal Health Workers capacitated, and over 400 trees planted in a bid to curb deforestation. Some of the highlighted activities in other Amalima days included the construction of ECD blocks, conservation works in the grazing lands and acknowledgment of hardworking community volunteers doing various community development tasks.



2023 Focus On Organisational Development

ORAP-Partners Breakfast Meeting

In a bid to step up resource mobilization and fundraising efforts in 2023, ORAP hosted a Donor and Partners Breakfast Meeting in Harare at the Newlands Country Club. The objective of the meeting was to launch the new Strategic Plan for the 2023 to 2025 period and network for partnerships and funding opportunities. A total of 28 partners attended the breakfast meeting, with ORAP presentations aimed at marketing the organization evoking high interest through both the plenary discussions and a dedicated online platform. This was an opportunity to secure opportunities for funding and collaboration. The breakfast meeting yielded several partnership agreements and joint applications which are still being pursued. The meeting is one of many more to come meant to increase visibility and engage partners to walk with us through our new strategic period.



BMZ Funding Enhances Organisational Development

ORAP expresses profound gratitude for the Organizational Development Project, funded by BMZ Germany, led by WWF Zimbabwe. This project which was concluded mid-2023 aimed to enhance the capacity of ORAP and that of the community-based organisations (CBOs) we work with. The program assisted in strengthening the organisation's systems and structures and facilitated the integration of environmental conservation into our activities and operational areas. The project facilitated various strategic and management review and planning sessions, CBO capacity building, resource mobilization and fundraising capacitation and initiatives, organisational risk management initiatives, GAA activities, and strengthening our communications and brand management functions. The project is credited with vast improvements in the organisation's effectiveness and efficiency with trickle-down effects on various CBOs we work with.

Zenzele Newsletters Re-Launched

As part of enhancing its brand visibility in line with the Organizational Development strategic priority, ORAP relaunched its newsletter: 'Zenzele News'. The purpose of this informative quarterly publication - which is also uploaded on the organisation's revamped website - is to add to our current information dissemination channels that include various social media platforms. Partners should be on the lookout for juicy articles and stories about the impact of our development initiatives in every addition of Zenzele News. Subscribe with your email address on our website to directly receive the latest additions.

2023 Focus On Food And Nutrition Security

Schools Feeding Expands In Mat North

The Schools Feeding Program supported by Mary's Meals International expanded to the rest of Bubi district, adding 35 schools and taking the total number of schools being fed to 104. By the end of 2023, the program was feeding 30,918 children every day with a meal of fortified Corn Soya Blend (CSB). Children and Teachers commended the CSB meal as it helps the learners to also concentrate in their sporting activities and appreciate these activities.

In most schools, teachers attributed the increased enrolment and attendance to the feeding as evidenced by the readmission of some learners who had stopped coming to school. Parents expressed gratitude to Mary's Meals and ORAP as they no longer worry about directing their limited financial resources towards lunch boxes (umphako) and they could now concentrate on other necessities for their households.

ORAP conducted a Post Baseline Impact Assessment of the Schools Feeding Program in Umguza district in 2023. The survey had critical questions for children which aimed at measuring the effects of the feeding program in variables such as concentration in class, happiness, attendance rates, frequency of worrying about hunger, and leaving school early amongst other questions. The post-baseline results showed a significant improvement in all variables that were being measured. The rise in the number of students no longer worrying about being hungry at school from 21% in the baseline to 92% in the post-baseline survey is of particular note. Also, the rise of those who never miss school from 35% at baseline to 75% at impact assessment shows the great contribution of the feeding program in improving school attendance. Reports about more children participating in other extracurricular activities such as ball games also buttress the significant role played by the program in energizing children and improving educational outcomes. ORAP continues to appreciate the significant role played by all stakeholders involved in making the program a huge success and we still strive to reach more children with a meal a day.

Integration Of Schools Feeding And Education Support Projects

The Education Support project funded by the United States Africa Children's Foundation (USACF) and the Mary's Meals International supported Schools Feeding Project (SFP) complement each other very well in improving educational outcomes in targeted schools. The Education Support project which has a core mandate of establishing and supporting libraries to enhance literacy and numeracy levels has expanded its coverage with the introduction of the Schools Feeding Program. This has seen more schools under the SFP receiving books to either start or boost their libraries. On the other hand, the initiation of feeding in schools has enhanced the utilization of library books since children now have the energy to spend hours in school and have afternoon reading sessions. This is yet another example of how ORAP integrates programs and interventions for the benefit of the communities we serve.



Amalima Loko Program Steps Up Productive Asset Creation And Rehabilitation

Water is an essential input for agriculture and food production, as well as a vital component for functioning ecosystems. In response to the water challenges faced by communities in Matabeleland North province ORAP and partners implementing the USAID-funded Amalima Loko program facilitated the rehabilitation of 140 boreholes (Nkayi 60, Binga 60, and Lupane 20) as well as drilling and equipping of 45 boreholes this year. This initiative has helped to provide over 11,340 households with access to water for agriculture and productive use and 41,648 people access to basic drinking water. Much of this work was supported by Cash for Assets (CFA) participants who worked very hard to help develop collective assets for their communities. These rehabilitations have significantly eased the time burden on women, who now walk shorter distances and spend less time pumping water due to the new bush pump cylinders and solarized water points. The program also broke ground on five irrigation schemes and three dam sites that will be completed in the following year. The other partners involved in the program are CNFA (the lead), IMC, Dabane Trust, and Mercy Corps. The program has a mandate of enhancing food security in Matabeleland North of Zimbabwe by steadily increasing food access through sustainable watershed management, and the outputs so far are well on track to achieving this.

Kachecheti Dam Commissioning –Another milestone scored by the program this year in asset creation was the commissioning of Kachecheti Dam in Hwange in November 2023. The Dam commissioning drew an audience of many local community members.

Binga Farmers Host Agroecology Field Days



ORAP is working with WWF Zimbabwe and AGRITEX under the KAZA Arise Project to promote sustainable agroecological practices following the Farmer Field School (FFS) approach in selected wards of Binga district. Field days are one of the methods used to promote these practices through the showcasing of best practices and celebrating key milestones achieved. In 2023 the FFS members conducted 4 field days with hundreds of other farmers attending each of the field days to learn and celebrate. The farmer-initiated and led field days follow ORAP's development philosophy (7Zs and a Q) which revolves around the zenzele (do it yourself) concept. The project promoted practices that include vermi-composting, liquid manure, Integrated Pest Management (IPM), intercropping, early planting, crop rotation, and minimum tillage among many others.

Amalima Contributes To Nutrition Improvements



The 5 year USAID-funded Amalima Loko program that is implemented by ORAP and partners has contributed to improvements in through various interventions aimed at boosting food and nutrition security. The project which started in 2020 in 5 districts of Matabeleland North utilises the care group model as a vehicle for promoting positive nutrition practices for pregnant and lactating women and children under the age of 2 years. An annual survey conducted under Amalima Loko showed a 21% increase (i.e from 25% to 46%) in children 6-23 months of age having consumed foods from at least four out of seven food groups during the previous day and night. Furthermore, interviewed households with women highlighted that 44% of women had consumed at least five out of ten defined food groups the previous day or night, which is an 18% increase from the baseline (26%). The change can be attributed to care group activities that have largely promoted the consumption of appropriate indigenous and animal-source foods through training, dialogues, and cooking demonstrations.

Binga Farmer Field Schools Integrate Horticulture

The Farmer Field Schools (FFS) members in Binga district have successfully integrated horticulture into their agro-ecology promoting activities during the off-rain season. ORAP, partnering with WWF and AGRITEX on the KAZA-Arise project, has facilitated the establishment of 25 FFS in selected 5 wards of Binga District. In 2023, two FFS were selected for water point solarization to integrate horticulture with funding from the program. The FFSs were provided with fencing and farming inputs to support the demonstration of context-specific agroecological practices in horticulture. Integration of horticulture will enable farmers to be productive all year round and enhance their resilience to drought.

Livestock Association Initiates Agric Input Fairs:

The Tsholotsho South Cattle Association with a total of 25 farmers initiated an inputs fair. The initiative started with a view to offer smallholder farmers access to information, exposure to new products, networking opportunities, cost-effective purchasing, capacity building, and market access. The members invited the local AGRITEX and Veterinary Service Extension Officers to the fairs to provide farmers with valuable information about the latest technologies and practices in agriculture. These benefits can contribute to improving their agricultural practices, productivity, income, and overall livelihoods under the new ORAP producer group membership model. A total of US\$4 462 was used to buy 357 x 50kg pen fattening feed by the commodity association members. ORAP members with membership cards were offered a discount of \$1 per bag while non-members bought at the retail price of \$13.50. More input fairs aimed at promoting good agricultural practices amongst ORAP members have been lined up to cover seeds and vet drugs. An agreement with Agri-seeds has been signed while agreements with other input suppliers are also being finalized to add a variety and diverse inputs provision to smallholder farmers.

2023 Focus On Enterprise Development

Communities Benefit From Non -Timber Forest Products

Sustainable utilization of natural resources is key to their conservation as communities start to attach economic value to natural resources around them. ORAP and partners under the USAID-funded Amalima Loko program are working with Mafemo Trading and KAZA Natural oils on collecting forest products, which are then processed and packaged for export. This initiative has seen 1,726 community members participating in the collection of forest fruits for the production of Baobab oil, Mafura oil, Marula oil, Mongongo oil, Kalahari Melon Oil, Ximenia oil, Kigelia fruit extract, Resurrection extract, and Aloe extracts in Matabeleland North. The objective of this initiative is to generate alternative production activities, employment opportunities, and improved living conditions as well as conserve forest resources. The farmers made additional incomes depending on how much they were able to collect.

Youth Skills And Entrepreneurship Capacity Building

Video Proposal Making -This year a total of 45 youth were trained in video proposal making to equip them with the skill for developing modern winning business funding proposals. The training targeted youths from around Richmond area (Bulawayo) and some from the disabled community, also from around Bulawayo. With the era of videos being used more for formal communication, this workshop was critical and was facilitated in partnership with Community Force for Change (CFOR) under the Gateway Zimbabwe Program.

Vocational Skills - This year ORAP worked with its various partners to facilitate skill training to youth for them to earn a living. Under the USAID-funded Amalima Loko program, a total of 69 youths in Hwange were trained after the engagement of Silveira House as a sub grantee. The trainings focused on cosmetology and welding. The trainings will be scaled up to other target districts in the next year.

Digital Media Training



This year, a two-day Digital Media Workshop for 15 youth entrepreneurs interested in taking advantage of social media to grow their businesses was conducted by ORAP. The workshop which is part of youth engagement and enterprise development initiatives ran under the theme “From Posts to Profits”. This is one of the workshops ORAP is conducting with youths in and around Bulawayo under the Gateway Zimbabwe Program. The invitation specifically required applicants to be entrepreneurs who want to leverage on social media to grow their businesses as the world is going to an era of advanced digital processes. A seasoned Social Media Practitioner was engaged to facilitate the workshop with support from the ORAP Communications team.



ORAP Members Participate At ZITF

ORAP exhibited at the Zimbabwe International Trade Fair (ZITF) for 2023 which ran under the theme: Transformative Innovation, Global Competitiveness. ORAP members utilized the ZITF to showcase and market their displays at the ORAP stand as well as in various other stands and walls. Other members from districts such as Binga, Nkayi, Lupane and Hwange sent their wares through program field teams and they made good sales. One youth member from Lupane district, Clive who does beadworks was part of the team manning the ORAP stand and he made good sales and networks from his beadworks. He was trained under the ZRBF supported Sizimele project.



2023 Focus On Workplace And Community Wellness

ORAP Staff Wellness

The organization held its annual Staff Wellness Day on the 15th of December 2023 at Heath Streak Cricket Academy grounds. The objective of the day was to dialogue on various issues affecting staff wellness, with the aim of enhancing their effectiveness in doing their work. The organization had the privilege of inviting two expert speakers to provide valuable insights and knowledge to our staff. A renowned medical doctor gave a detailed presentation on the causes and prevention of diabetes and high blood pressure, with medical check-ups for both blood sugar and BP conducted for those who wanted to check. A mental health expert also presented on mental health issues within the workplace. Various relevant service providers were in attendance and showcased their products in their stalls. It was also an opportunity for the ORAP Chief Executive Officer to meet and express his gratitude to the staff for their hard work during the year and for meeting the organization's goals



Mental Health And Basic Counselling Capacity Building For Orap Supervisory Staff.

Mental health awareness and response have emerged as a critical element in ensuring tranquil workplaces and societies nowadays. In this regard, ORAP arranged a two-day training program for management and supervisory staff in mental health and basic counseling skills at the ORAP headquarters this quarter. The purpose of this event was to capacitate and raise awareness about mental health issues, provide a platform for information sharing, and build a supportive community for employees within the organisation itself. This is in line with Workplace and Community Wellness, one of the pillars in ORAP's Strategy for the years 2023-2025. This training program was seen as necessary to encourage workers to look after their mental health and that of their colleagues and be proactive about it regularly. Employees and employers can recognize the signs of poor mental health and take action to improve it. Miss M Ndlovu and Mr F Nkomo (Human Resources Officer and Human Capacity Development Officer respectively), together with the team that was trained, are seen proudly displaying certificates awarded to them after the training, pictured together with the Contact Family Counselling Center facilitators.



Community Wellness - Amalima Loko Promotes Inclusive Community Leadership

ORAP values the role played by community leaders in shaping and facilitating the development aspirations of our communities. Through the USAID-funded Amalima Loko program, the organization worked with its partners to deliver a "Leadership Skills" training course to 9,848 Traditional Leaders, Community Action Group leaders, and youth program participants. The training encompassed inclusive leadership, conflict management, social accountability, community-based monitoring and evaluation, and safety net dialogues. With increased sensitization to the value of inclusive and equitable participation, women and youths are gradually being endorsed to take up leadership positions in various community committees. Trained village heads are demonstrating motivation to establish new partnerships, and many are now raising funds to resource their community action plans. The training encouraged leaders to use plans to articulate and monitor implementation progress as well as hold service providers and fellow community members accountable for activities against their set timelines using scorecards.

Education Support

Our Education Support program, which is supported by the United States Africa Children's Fellowship (USACF), continues to work towards establishing and supporting school libraries, both primary and secondary, with textbooks and reading materials such as novels. This has been commended by many stakeholders and headmasters as positively contributing to improvements in literacy levels and ushering in a positive reading culture amongst children especially those in the rural areas. These are important ingredients in the quest for improving pass rates in our schools.

Community Wellness - Community Gender Dialogues

Gender integration plays a pivotal role in ensuring equitable and sustainable community development. This year ORAP and partners, implementing the USAID-funded Amalima Loko project, adapted the Mercy Corps BRIGE model to the specific context of Amalima Loko to address gender dynamics at both household and community level. While the model focuses mainly on household dialogues, Amalima Loko adapted the model to specifically influence the transformation of harmful gender norms at community level. Over 500 Gender Volunteers were identified among the pool of existing program volunteers and trained on gender issues focusing mainly on the 5 USAID gender domains (cultural norms, beliefs and practices, laws, policies, regulations and institutional practices, gender roles, responsibilities and time use, patterns of power and household decision making as well as access to and control of assets and resources). The trained Gender Volunteers led gender dialogues among their peer groups using the community gender dialogue guide reaching out to over 8,500 community members.



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