NDUNA FLASH

END OF YEAR NEWSLETTER. CATCH UP ON ALL OF OUR ACTIVITIES
Welcome to our first Nduna Flash Edition. The working team would like to wish you a happy festive season.

Editors Note
By Emmuellige Zuze

Welcome to our first edition of Nduna Newsflash! In it, we will share around our areas of focus which are improving access to education, capacity building, and enterprise development. We plan to showcase work already done by our anchor programme Nduna Girls and other developments. This is an exciting time for the Nduna team, and we welcome this opportunity to keep you informed and engage our stakeholders on our journey. As our valued partner, we would like to thank you for partnering with Nduna and aligned to our values ‘Connection, Commitment and Collaboration’ we would like to see this relationship grow for greater impact.
About us

Our Vision is to provide sustainable solutions that strengthen marginalised communities. As a Trust we commit to undertake integrated programming that improves the lives with a bias to youth and women.

Nduna Girls

Is an education programme which seeks to equip girls and young women at their various stages of development and tackles issues which continue to marginalise girls and young women, with a particular focus on the rural girl child. This is done through the facilitation of access to information through various channels which include; providing education grants, practical skills training and on the job learning.

Nduna Training

This programme aims to build capacity in marginalised communities that will enable them to initiate income generating activities and to assist communities to run these activities sustainably. This is done through training communities on the Internal Lending and Savings model, Business management and Credit management skills training.

Nduna Enterprise

Nduna identifies and strengthens business activities in communities through building capacity in individuals or groups that have the potential to expand their operations. We connect them to partners who want to collaborate for the development of communities under our access to markets enterprise development goal.
My Journey As A Nduna Girl

A TESTIMONIAL BY TARIRO MANGO
A BENEFICIARY

My name is Mango Tariro Peace, a 22 year old girl. I was born in Mango Village which is located in Uzumba district of Murewa. I have managed to obtain my Bachelor of Sciences Honours Degree in Information Technology at Chinhoyi University of Technology (CUT).

My First encounter with Nduna Girls

During the time I was looking for an attachment placement, I had been called to several interviews which included a body of s large association of top level executives and an interantional bank. All my hopes were on getting an internship at the bank, when I found out that I was not selected I got into depression. I informed the head of attachment at CUT about my failure and he laughed saying "How can you compare yourself to a "Falcon College" student whilst you are a student from Mufakose and to make the matters worse you are a girl." He said this because I had gone to the interview with another guy who was proficient in English and was more creative than I was at the time. When I received a call from VIRL Financial Services for an interview, I didn’t know about the company but I was excited.

I arrived at the bus stop but the directions seemed complicated and it started to rain and everyone I asked did not know the directions.

I was so late and fear and panic filled me. Later Nhlanhla who is one of the programme officers came to pick me up from the bus stop when I communicated that I was lost at the bus stop. When we arrived I was offered tea to warm me up. The interview began and my nerves disappeared. Everyone treated me like I was part of the Nduna Girls team, I was even given the numbers of both programme officers Chenai and Nhlanhla in case I failed to find a placement they can assist me through mentorship.

My experience as a Nduna Girls Intern

I had mixed feelings on my first day, I was happy to be at work and I was terrified of making mistakes. I was under the Business Intelligence unit, this unit served as a safe space for women to gain professional skills under mentorship. My life was rejuvenated, I was learning new helpful things such as minute taking, learning how to crowd-fund, communicating in English especially with the international community, how to handle I.T.related problems on my own with the assistance of Google, and the MUSONI System. Crowd funding project did a lot for my life, it was the core activity that I was carrying out at VIRL. During the crowd funding meetings, we would Skype with Lisa Canning an American women entrepreneur, who taught me to believe in myself. I used to say “ooh I'm still on baby steps” and that wasn’t ok with Lisa, she told me to stop it and believe in my work and that was good for me. I gained confidence and courage and started believing in myself. The crowd funding videos increased my engagement and raised my concentration levels. It also improved my English since it was my first time talking to a white person on a call. Minute taking was difficult for me. I often had many corrections and that depressed me. One day Mrs F. Mpofu, the country director of Nduna asked me to take coffee with her outside. The words she told me that day changed my life, one phrase that keeps ringing in my mind "Whatever you do, do it with your whole heart no matter that sometimes the reward is less than the effort, it doesn’t matter you are doing it for yourself not them, the image of yourself you carry it around with yourself."
I remember the day after I wrote my minutes very well
Wholeheartedly and I was acknowledged by Mrs Mpofu. I was
so motivated to do well by the work ethic of the team they gave
me the power to love myself and believe in my capabilities.
Under Nduna Girls I met a mentor Barbra Mutedzi who actually
uplifted me and told me that I can do it and she is still assisting
me daily even now. The accounting department of VIRL was of
great assistance to my IT support they assisted in teaching me
the MUSONI system and the webmail management. Too many
things learnt, too many inspirational people and a workforce full
of joy and love at VIRL have made my life progress the days I
have been working there as a Nduna Girls intern. A company
with core founders which are womwn (Mrs V Sibanda and Mrs F
Mpofu) who made me believe women are unique in their own
way, we only need to believe in ourselves and reach the success
and I thank you for that. It was only lack of enough Information
Technology exposure that made me switch jobs to an internet
service provider.

Being Part of the education programme
It all started when I had a short fall of $60 in order for me
to receive my results. That is when I found that there was no
money for my tuition. At that time my sister was registering for
her A-Level exams. My father relied on farming and selling
cattle to pay for my tuition. However During 2016 there was too
much sun and when the rains came it was too much, which
resulted in my father’s crops failing. He only had two huge oxen
remaining which we used to plough. My father tried to sell the
remaining cattle he had in order to pay for both my tuition and
my sister’s tuition. He was struggling to find buyers at that time
I was now thinking about deferring my studies. My father told
me that I had to find my own school fees he had tried his best
and I appreciated it after all he had sold most of his livestock so
that I could go to school. I was now thinking about deferring my
studies Even though this occurred I still believed I would
obtainmy degree.

During the first week of my semester I received an acceptance letter that marked the
beginning of my breakthrough

I informed Chenai about my story and she advised me
to apply for the Nduna Girls Application grant while
I try and find other means to finish my education. My
father had managed to sell the remaining cattle he paid
for my sister’s tuition then gave me the remaining
money. During the first week of my semester I received
an acceptance letter that marked the beginning of my
breakthrough,

The lessons I learnt

Being Nduna Girl is one of the things I won’t regret
doing in the rest of my life for it had caused a positive
spark in my life. It has allowed me to gain confidence
to speak to an audience, to interact with others and to
love others well. I used to live and not care about life
but with Nduna Girls it was washed away and I started
to care and love others. I was taught about how to
present myself, how to sit like a lady, how to dress as a
lady, how to eat as a lady. Surely it has made the quote
‘little things mean a lot to us” come alive in my senses
for they had a great impact on my wellbeing.

Seeing what other girls have done motivated me to do
better. I was also taught the effects of drugs and how to
avoid environments that could lead to it. Nduna Girls
made me more aware of STI’s and HIV through dramas
such as Intersections.

I used to plait people’s hair at school in order to
supplement the money my father sent so that I could
sustain myself. In addition, I also sold AVROY Shlaim
products to students. I continue to look for learning
opportunities for myself. I was part of the 2017 cohort
of Young Woman Entrepreneur Hackathon which was
hosted by IBU. My friend had started his company
named Felix IT Solutions (www.felixitsolutions.com)
and invited me to manage with him, these are the
things I have been wishing to do and had no courage
to do so, but with Nduna support my dreams had come
alive and I’m enjoying every single day of my life. I AM
FOREVER GRATEFUL.
NDUNA GOD BLESS.
WHAT WE HAVE BEEN UP TO THIS YEAR

YEARLY WORKSHOP

Workshops are aimed at complementing the traditional education system and to provide a platform for young people to have peer support and to the network. The aim is to expose them to subject matters they would not have access to at school or in their communities. Some of the subjects that were tackled this year;

- Goal setting: “Who am I Where am I going?
- Career Guidance
- Social Media Awareness
- Sexual health “ the gold in me”
- Learning how to make reusable pad

STEAM BOOTCAMP

This was a pilot in collaboration with Letti Arts which was made possible by the funding from the US Embassy and IREX. The aim of the boot camp was to demystify ICT through game design and to expose young minds to the job opportunities within the ICT space. A panel of ICT experts was present inorder to showcase the possibilities within the space. The boot camp was a successful pilot; 60% of the attendants were young women. We are looking forward to expanding this exciting programme.

PRACTICAL SKILLS: REUSABLE PAD MAKING

The thrust of this programme teaches young minds, women in particular practical skills that are cross-cutting and enable them to participate fully in spaces, they may have been previously excluded. Teaching young women how to make their own sanitarytowels is a sustainable solution for young women and girls who may not have access to menstrual hygiene alternatives. This programme addresses the issue of young girls missing school days; the Ministry of Education statistics say girls lose an estimated year and half of the secondary education. And that only 40% of rural shops supply materials that support menstrual management. Michelle Gahadza, a beneficiary of the education grant was facilitating this session.
5 of the beneficiaries on the educational grant programme were able to attend the Leadership Accelerator – an initiative run by the African Leadership Academy. The Accelerator was held on the 29th of September 2018 for students between 15-18. This was a platform for high achieving students to learn from leading experts and award-winning entrepreneurs from the continent. This also allowed the participants the opportunity to network with other young leaders of similar ilk and to improve their knowledge and application of self-leadership skills for community impact. One of the key learning points of this conference was BUILD a box model:

Believe (being confident in one’s ability), Understand (finding a solution for a particular client base), Invent (develop prototype), Listen (feedback from customers and improve product or service) and Deliver (products or services that are created)

Source: African Leadership Academy

The reading club was established to help build a reading culture in young people in order to promote curiosity, foster critical thinking skills and to leverage on peer to peer learning. A reading club is a tool that Nduna Girls uses to expose young minds to different ideas with the aim of increasing comprehension and increase confidence in academic work. A pilot was run at Lighthouse College which is located in Zengeza.

In this technological age digital skills have become a critical skill. The aim of this initiative is to ensure that young minds, with a bias for young women to acquire this basic skill. The pilot was done with Girl Guides at their HQ. The sessions aimed to teach the participants how to leverage technology in order to navigate their career choices and general life choices. The main areas of training include; Microsoft package training, how to optimise the Internet (looking for opportunities and, email etiquette and CV writing), Social Media Awareness and Brand Management.
CAREER MENTORSHIP: KADOMA JUNIOR COUNCILLORS

This event was facilitated by the Ministry and the US Embassy. The main goal was to prepare the Junior Councillors for their upcoming terms. Nduna Girls' main aim was to assist this young minds by providing a platform that allows students to access comprehensive information that will enable them to make informed decisions about their terms and their future career paths. One of our beneficiaries, Mitchell Gahadza, a former Junior Councillor, herself facilitated a session about the expectations vs reality.

SHADOW PROGRAMME

This initiative is aimed to expose school pupils to the professional work environment for them to make more informed career choices when the time comes. In addition, the programme aims to build confidence in young girls and to expose them to new ideas that will motivate or inspire them to reach their full potential. This year Nduna Girls worked with students from Domboramwari High School, Epworth. The students had exposure to employees from both VRL Financial Services and Nduna Zimbabwe Trust. The day was accompanied by a life skills session. This was done in partnership with Junior Achievement Zimbabwe.

ISALS TRAINING

Young mothers in Dzivarasekwa were capacitated in ISALs in order to assist them to build reserves that will enable them to finance income-generating activities. These groups have been formed and they will be mentored and advised until the groups are mature and have met all the criteria that allow them to access finance. The groups will also receive additional training in Business management to ensure that the groups continue to run their income-generating activities in a sustainable manner. This project is being run in collaboration with HOPE for Adolescents.
This year’s event also featured a Nduna Girls exhibition. As part of the Trust's drive to create safe spaces where women from various backgrounds can engage with each other and learn from one another, the event was complemented by a Women2Women conversation, “Women in politics' on the importance of women participating in the political arena. Honourable Jesse Majome was leading this conversation and she shared her journey to date. We would like to thank all our guests for the pads donations made on the day of the event!

"I urge women of all ages; Not to delegate their futures, There is a need for educated professional women to enter into the field of politics. There is so much to be done and we must do it." - MP Jessie Majome
Nduna would like to highlight people organizations that have helped us reach our goal of impacting communities.

Harvest Fresh together with local and international partners Nduna would like to thank you and appreciate you for the donations that you have generously given. It has given Nduna Girls the ability to create more relevant programming in the digital space.

Nduna would also want to thank Mrs Mungoshi for making for making it possible for our beneficiaries on the Nduna Girls programme to attend the Leadership Accelerator, which was an eye opening experience for the beneficiaries.

We would also like to thank our many volunteers who make things happen behind the scenes for their enthusiasm and contribution!

We would also like to extend our thanks to the following individuals that have helped Nduna Girls in one way or the other:

Tanyaradzwa Chitate, Unparalled Women (Chiedza Mahoro), Rudo Moyo, Nellie Tiago, Isabella Matambanadzo, Susan and Guy Mangiza, Vimbayi Maswosoe, Takura Nyamufuza, Virginia Sibanda, Mrs Lynn Guenzi, Lucky Banda, Golden Bridge, Tariro Mango, Charity Nyabereka, Young Mums Faith Ministries, Barbara Mutseyedzi and Emmagness Ruzvidzo

Our location is 35 Quorn Avenue Mt Pleasant, Harare, Zimbabwe

Help us reach our goal of increasing access to education to 1000 young people by 2020. Any donation you make will be appreciated and it will go towards this goal

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In her own words....

I grew up surrounded by confident women who understood how to nurture a young girl into becoming a woman who is confident, sure of her steps and is not concerned about the negative perceptions of who she is. However, not all of us are that lucky, some fall into the trap of the ideal woman.

It starts within our circles, choosing what to entertain in terms of media because at the end of the day, we hold the power to determine how we want the world to see us. The stereotype of superwoman is real, it sucks and it hurts potential. So, today, make a pact, love yourself, surround yourself with women who will nurture you so that in turn you may nurture others. Only we are responsible for shattering the stereotype, rising above it and becoming women who understand that the importance of loving ourselves in entirety.

Emma has played a large role in mentoring the working team of Nduna Girls particularly Nhanhla and Chenai. She has supported us on a personal level and taught us about being grounded while we aim for success. Thank you very much Emma.