

ActionAid Zimbabwe

NEWSLETTER
JULY-SEPTEMBER 2020

The Sky Is The Limit For Young

Female Farmers





SMALL GRAINS, A SUSTAINABLE ALTERNATIVE IN THE FACE OF DROUGHT AND COVID19

Mavis Gofa, showing her crops produced through agroecology and harvested in 2020



Located 25km from Mutoko Central Business District is an agro-based Kawere Ward 4 community where Mavis Gofa (25) grew up in. Born and bred in the Mutoko community, Mavis has so much zeal and passion for farming.

She is a smallholder farmer that has been receiving education and knowledge of practicing agro-ecology under the Partnership for Social Accountability (PSA) project implemented by the Zimbabwe Small Organic Farmers Forum (ZIMSOFF) working in collaboration with ActionAid Zimbabwe (AAZ).

Mavis accepted the initiative of growing small grain crops introduced by ZIMSOFF as they are drought tolerant. She has not looked back nor regretted making this decision. Her family produces food for consumption, they sell the surplus thereby generating income for other household needs.

“As a young woman, I ventured into growing small grain crops and I have seen it beneficial since we generally receive low rainfall in Mutoko. In the last season I harvested 40 bags of sorghum which is enough for home consumption,” said Mavis.

Mavis is one of the young women who has defied all odds in Kawere Village as farming is usually considered a preserve of the elderly who would have retired from the city.

“I stay with my grandmother and two cousin brothers. I spend a lot of time doing household tasks and sometimes I wake up very early in the morning so I can balance with my garden work. My grandmother is old, and it is my role to take care of her during this period of COVID19. Despite the issue of unpaid care work, COVID-19 has tightened our access to markets. We are losing produce due to spoilage because we have nowhere to sell it. We are also losing our produce at police roadblocks on our way to Harare. It is very difficult to access customers due to lockdown,” said Mavis.

Giving an example of her losses, Mavis said: “ In one of my trips to Harare in June 2020, I carried 15 boxes of tomatoes which I used to sell about US\$15 per box. I left three boxes worth about US\$45 at a police roadblock for me to be allowed to proceed to Harare despite having a travel letter with a local police stamp. From the 12 remaining boxes, I sold only three boxes for US\$15 each, but sold the rest of the boxes for only US\$10 per box because I was afraid they would go bad before they are bought. Because of lockdowns, there are a few people who are coming to the Harare Mbare Musika market. One is forced to sell their produce at lower prices to avoid having more losses as tomatoes are perishable.”

In addition to the above losses, Mavis said she lost another US\$20 on her way back home at yet another police roadblock. “They did not accept my letter and



they made me pay US\$20 as fine for travelling without adequate paperwork. Because of the reduced family income, we are now eating twice a day instead of three times. This year I will not be able to buy maize seed to plant because I do not have the money. I will have to plant untreated maize which does not have good yields.”

Mavis is now resorting to producing more small grains such as sorghum and rapoko whose seeds her community members can store and replant and still achieve good yields. The small grains crops are also adaptive to drought prone conditions compared with maize.

Read Mavis’s story in detail here: <https://zimbabwe.actionaid.org/stories/2020/sky-limit-young-female-farmer>

WOMEN TAKE LEAD IN CAMPAIGN ON PROVISION OF GENDER RESPONSIVE IN THE FACE OF COVID-19

The Nkayi women showcasing liquid soaps and sanitisers required in fighting COVID-19



Like any other pandemic, COVID-19 is impacting negatively on the lives of women and children globally, including those living in Zimbabwe. A Rural Women’s Assembly, (RWA) Nkayi Group, is taking lead in conscientising their community leaders on the need to protect women’s rights during the COVID-19 era. The group is also emphasizing the importance of women taking the lead in the COVID19 Response Programme.

The RWA is a women’s group which focuses on empowering women across the country and is supported by AAZ and partners. Women protection and leadership is the ActionAid signature under any of its humanitarian response programmes. The focus on women is justified by the fact that women are affected the most by emergencies.

Lack of women participation in decision making is the biggest challenge in Nkayi and local leaders actively involved in the COVID19 response are mostly men who take part through local structures such as village, wards and districts committees. All councilors from wards 12, 20, 21, 27 and 29 of Nkayi are men. All villages (35 per ward) are also led by men. The RWAs are being implemented in these wards. In a disaster risk committee of nine people in a village in the above wards in Nkayi, about two to three are women who are mostly committee members and not chairpersons.

Leading the COVID-19 Campaign in Ward 16 Ward of Nkayi in Matabeleland North Province, the RWA group is supported by the Health Education Food Organisation (HEFO), a partner of AAZ.



The RWA group in Nkayi has challenged the local Chief and other institutional leaders and staged the campaign on pushing local leaders to involve women in decision making on the COVID19 response. They are also advocating local authorities to ensure that women and children access sanitizers and other necessary personal protective equipment (PPEs) to help fight COVID-19.

The RWA staged what they called **“An awakening to the Leadership”** campaign on COVID-19 at Dakamela Primary School in Nkayi as they paraded skills on construction and use of tippy-tapes for handwashing as well as sanitiser usage as part of the COVID-19 campaign. Tippy tapes are low cost handwashing facilities which communities can use.

A total of 31 people comprising villages heads, chiefs and nurses from the local clinic attended the

RWA campaign initiative. The RWA campaign has seen local authorities like chiefs organizing village meetings on COVID19 which were not taking place prior to the campaign. The RWA members have continued to push for women’s issues during the village COVID meetings. So far in Ward 16, two meetings on COVID19 have been conducted in each village organized by the local chiefs.

The RWA campaign has influenced decisions at ward level, for example the Ward 16 Health Committee has put on its plans for 2020 and 2021 the upgrading of Dakamela Clinic to meet COVID19 standards.

Read more about the story here: <https://zimbabwe.actionaid.org/stories/2020/women-take-lead-campaign-provision-gender-responsive-services>

GIVING THE ROD NOT THE FISH IN THE FIGHT AGAINST COVID-19

BY KUDAKWASHE CHIDZIYA DIOCESE OF MUTARE COMMUNITY CARE PROGRAMME

Left to right in the picture: Members of the Personal’s group, Trish, Anna, Personal (brown jacket) and Winnet who are all members of the Mercy Rural Women Assembly Group trained by DOMCCP, an ActionAid partner to make masks as young girls.



The COVID-19 pandemic has brought numerous and multi – faceted challenges countrywide with people in rural areas not being spared from economic and social hardships. With disruptions that came with COVID-19, livelihoods in rural areas are also affected as farmers fail to access markets while many who rely on support from breadwinners in urban areas are seeing dwindling support. The need to empower rural communities

to be economically sustainable became apparent. Personal (17) is among many children who were negatively affected by the COVID-19 pandemic. She lives with her mother, elder sister and an aunt. Her father is deceased, and her mother is a subsistence farmer. COVID-19 has resulted in the closure of schools and the reduction of Personal’s family income. This has made it difficult for Personal’s mother to provide the family essentials,



sanitary wear included. Disposable sanitary wear in Zimbabwe cost about US\$1 for a packet of 10 pads and one requires about two packets in a month. Lockdown measures have resulted in the family failing to access agricultural markets, hitting hard on the family income.

Personal's family is among many families that are mainly into subsistence farming such as growing maize and beans. Current prices for of a 20kg maize and beans bag are US\$4 and beans US\$15 respectively. Normal prices are US\$5 and \$25 respectively. COVID19 has affected the market with external buyers who used to come in Nyanga communities not coming because of travel restrictions. Personal's mother supplements her family income on casual jobs within the community. One gets about US\$2 a day for casual jobs such as working in someone's field. There has been limited casual jobs because families who used to outsource labour have enough workers since schools are closed and their children do the work.

Personal said: "I barely have time to study when I'm at home because I will be doing domestic chores such as sweeping, cooking and fetching water. I have no access to digital tools and the internet. While others are doing their studies, I am lagging behind. Sometimes I borrow my aunt's phone to browse on the internet, but I face challenges buying data bundles. In Zimbabwe, data tariffs are very high expensive," she said.

Data bundles for downloading notes for a day requires around US\$2 a day which is beyond the reach of many pupils, Personal included. In addition, network connection is only good when there is electricity in Personal's community. The

challenge comes when there is no electricity as service providers are not providing diesel for their boosters to function in the absence of electricity.

Diocese of Mutare Community Care Programme (DOMCCP), an AAZ partner, trained girls and young women to make own face masks. As an emergency response to the pandemic, most people in rural communities were failing to afford the face masks. Personal, a lower Six pupil in Nyanga was among the group of girls and young women who were trained. Personal is a member of a Rural Women Assembly (RWA) group called Mercy Care from Nyanga.

DOMCCP has supported Personal and her group with material to make 450 reusable face masks. As an ambitious girl with the zeal to join the youth movement and participate in fighting the pandemic, Personal joined other older girls and youths in this group. Personal is the youngest in the group. The masks which they make meet the World Health Organisation standards.

"I am so thankful for acquiring skilled knowledge about how to make face masks since this gives me the opportunity to sew masks for my family and selling some. I get money for my sanitary wear and airtime to pursue my studies using online platforms from selling the masks. I will also disseminate information on COVID-19 creating market for the face masks as part of the training I received," an empowered Personal said.

Read more here about Personal's story: <https://zimbabwe.actionaid.org/stories/2020/giving-rod-not-fish-fight-against-covid-19>



SUPPORTING SCHOOLS AND CHILDREN DURING COVID -19 PANDEMIC

BY NQOBILE NKIWANE, FORUM FOR AFRICAN WOMEN EDUCATIONALIST ZIMBABWE -CHAPTER –INFORMATION AND COMMUNICATIONS OFFICER

Nomatter, a pupil from Shamva after receiving PPEs donated by FAWEZ, an ActionAid partner



As Zimbabwe continues to live under an indefinite lockdown period to reduce the spread of COVID-19, children continue to bear their own share of hardships. Some yearn to go back to school, others to access internet and radio lessons while others just want their ‘freedom’ back.

Many schools and households are facing economic difficulties amid the COVID-19 era and subsequent efforts to reduce its spread. Household income has dwindled for many and poverty continues to loom. Many households in Shamva are living below the poverty datum line (ZW\$ 7425.81) per month (below US\$100 a month) for a family of five as per April 2020 information shared by the Zimbabwe National Statistics Agency.

Marylyn (14) (not her real name) is a grade 7 learner at a school in Shamva District. She thinks learning is totally on hold for now since she has not heard of radio lessons other pupils are accessing. The news of online learning and radio lessons came as a surprise to her, without a radio or mobile phone at home, she cannot participate in these lessons. She also said she misses school whilst also sharing her experiences on how she is living with her grandmother who fends for her and two other siblings through vending in the COVID-19 era.

“Movement has been restricted and my grandmother cannot make enough money to keep us going,” Marylyn said.

She is grateful to the Forum for African Women Educationalist Zimbabwe -Chapter (FAWEZ), an AAZ partner who provided food and sanitary wear as part of efforts to support vulnerable households in Shamva households during the lockdown.

The 19th of June 2020 is a day that Marylyn will always remember. She is one of the 50 vulnerable children who have received food hampers and re-usable sanitary wear. Those assisted with food hampers were selected from FAWEZI club members at the schools under the Empowered Adolescents for Improved Quality of Life project. FAWEZ is implementing the project with support from AAZ and in partnership with the Leonard Cheshire Disability Zimbabwe (LCDZ) and Aids Counselling Trust (ACT).

FAWEZI and its partners handed over re-usable sanitary pads as a way of providing a long-lasting solution for the vulnerable girls as they can wash and re-use the sanitary pads. The project also has a component of Economic Empowerment for vulnerable families aimed at supporting them with income generating projects and improvement of livelihoods over and above the direct support on food.

Many of the children assisted like Marylyn are exposed to harmful practices such as early and forced marriages. They are also at risk of facing physical and sexual assaults, early pregnancy,



transactional sex, prostitution and lack of basic needs. All these problems have been worsened by the lockdown movement restrictions that have now crippled many informal income generating activities.

To read more about Marylin's story, open the following link; <https://zimbabwe.actionaid.org/stories/2020/supporting-schools-and-children-during-covid-19-pandemic>

NEWFOUND HOPE FOR YOUNG WOMAN

Precious in wheelchair, with a Faith
Chimusoro, a Rehabilitation technician



Precious was born in 1998 with a disability. She cannot not stand or walk. Now 22, Precious can only crawl. Her disability was regarded as a bad omen as a cultural perception in Shamva. As if that was not enough, Precious' mother, Ranganai passed on when she was a few months old.

Precious' aunt, Chioniso, who could hardly afford to make ends meet took Precious to live with her. In no time yet another child, a cousin to Precious who lost his mother was again thrown into Chioniso's hands. Tinashe was surrendered to Chioniso when he too was only a few months old.

As Precious and Tinashe grew older so did the severity and difficulty of Chioniso getting food for the two children. Year in and year out the two would survive on food handouts from well-wishers. The "crawling girl" and her cousin Tinashe became notorious for attending village social gathering as these were an opportunity to have a hot meal. They would be the first to arrive and the last to leave community gatherings like funerals.

The story of Precious and her cousin reached the Department of Social Service which acted swiftly.

The two children were taken to a local government children's home. Upon admission into the home, Tinashe was enrolled at a nearby school while Precious was enrolled at a school for children with physical impairment. Precious got her first wheelchair at this school. They were also placed at a local children's home where their challenges of accessing food were addressed.

Leonard Cheshire, with support from AAZ has organised another wheelchair for Precious because she has outgrown the one she got at school. Leonard Cheshire has engaged builders from a nearby technical college to put some ramps and pathways at the children home (where Precious and Tinashe are staying) dormitory and dining hallways. These adaptations have been extended to the main gate and the ablution block. Such infrastructural adaptations will ease Precious's movement at the centre. Leonard Cheshire contribution to Precious's well-being is through the Empowered Adolescents for Improved Quality of Life project, being implemented by ActionAid and partners.



Leonard Cheshire has provided 10 wheelchairs to adolescent girls and boys (including Precious who is considered a girl in her context) in Shamva, Hopley and Chitungwiza as part of the implementation of the Empowered Adolescent

Girls Project. Other support to adolescent girls and other disadvantaged children provided by Leonard Cheshire include provision of a pair of crutches to a girl in Hopley and hearing aids to 12 children in Hopley, Chitungwiza and Shamva.

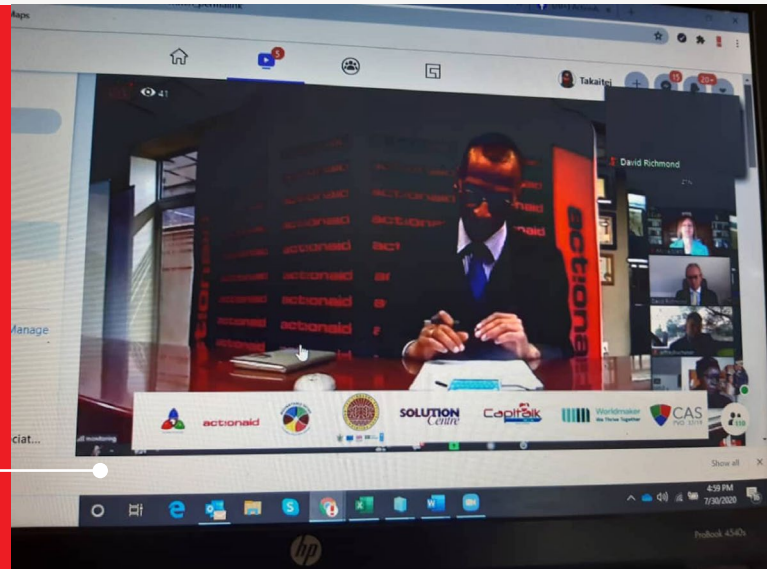
ACTIONAID IN VIRTUAL RESILIENCE SYMPOSIUM TO PROMOTE MENTAL HEALTH DURING COVID-19

Andy Hodges, who anchored the symposium



AAZ, in partnership with Consolidated Africa Services (CAS), a corporate Communications entity working in collaboration with other media houses such as Capitalk FM and the Zimpapers Television Network (ZTN), organised a Virtual Resilience Symposium on 30 July 2020 to proffer the best ways Zimbabweans can handle their mental wellness during the COVID-19 pandemic and the current economic landscape. This is one of the ways to promote resilience in the face of the pandemic. The Symposium, which was held on the ZOOM online platform, was broadcasted live on the ZTN Facebook page and Capitulink radio station. The show had an accumulated reach of 15,065 views on Facebook on ZTN and AAZ facebook pages. The AAZ twitter page had 154 views while the ZTN You Tube attracted 600 individuals.

The Symposium provided a platform for the Zimbabwean senior leaders to discuss the importance of developing human resilience in society and the role of leaders in creating the right environment. ActionAid International Board Chairperson, Dr. Nyaradzayi Gumbonzvanda represented AAZ in the Symposium whose guest of honor was Honorable Minister of Youth, Sport,



ROUNDTABLE

Zimbabwe Virtual Resilience Symposium

DEVELOPING HUMAN RESILIENCE IN SOCIETY; THE ROLE OF LEADERS IN CREATING THE RIGHT ENVIRONMENT

zoom
MEETING

 Jeffrey Buchanan Lieutenant General in the U.S. Army (Ret)	 Nyaradzayi Gumbonzvanda ActionAid International Board Chairperson and Rozaria Memorial Trust Executive Officer	 Mollie Marti, PhD, JD, Chief Executive Officer of Worldmaker International
 David Richmond, CBE Chief Operating Officer of Worldmaker International	 Justin Bgoni Chief Executive Officer Zimbabwe Stock Exchange	 Kirsty Coventry Minister of Youth, Sport, Arts and Recreation in the Cabinet of Zimbabwe
 Debra Machando PHD Clinical Psychology		

www.facebook.com/RTseriesZW
30 July 2020
Live stream starts at 2pm to 5pm (CAT).
www.rtseries.net





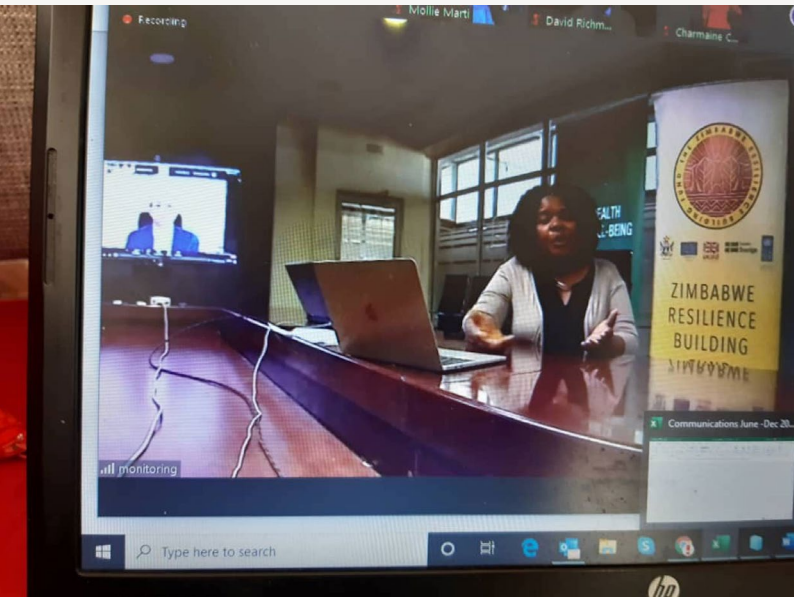






Arts and Recreation, Honorable Dr. Kirsty Coventry. In running the Symposium, CAS also partnered with Worldmaker, a US based Non-Profit Organization that collaborates globally across disciplines to improve understanding of human resilience and provide frameworks, education and practical resources to enable communities to become more resilient before, during and after adversity. The Symposium attracted various global speakers

of repute who participated as panelists. These included Mollie Marti, the Chief Executive Officer, Worldmaker International, David Richmond, Chief Operating Officer, Worldmaker, Jeffrey Buchanan, a Lieutenant General in the United States Army), Debra Machando, a PHD Clinical Psychologist and Justin Bgoni, the Chief Executive Officer for the Zimbabwe Stock Exchange.



Left to right: Dr. Nyaradzayi Gumbonzvanda, ActionAid International Board Member and Dr. Debra Machado, Clinical Psychologist

Dr. Gumbonzvanda said during the Symposium:

“There is need to address poverty, inequalities within society and ensure power and resources are redistributed equally. Trauma, for example during the COVID-19 pandemic can be caused by inequality. Governments should ensure community resilience by addressing their capacities to adapt, adopt and transform in the face of shocks and stresses such as COVID19.”

Dr. Gumbonzvanda cited the provision of gender responsive public services such as water for women by governments as resilience ways of reducing unpaid care work on women, violence

against them and reduction in health-related issues such as trauma. In addition, this addresses the redistribution of power among women and men in a society that has sanitised and normalised violence against women, Dr. Gumbonzvanda argued.

“Building systems for resilience such as strengthened referral platforms to allow women to report violation of their rights during emergencies for example should be part of the national governance,” said Dr. Gumbonzvanda.

To watch the Virtual Resilience in detail, open the following link: <https://www.facebook.com/ZTNnews/videos/317113799408585/>



ZRBF STRENGTHENS COMMUNITY RESILIENCE TO PREPARE, RESPOND AND RECOVER FROM FLOODS

Inspector Augustine Tshuma (wearing the diving suite) while Chief Inspector Thembelani Sibanda explaining how the diving equipment donated by the ZRBF works. They are both from the Chikurubi Sub Aqua Unit



The Zimbabwe Resilience Building Fund (ZRBF) has trained the Zambezi Valley communities as well as provided them with water diving equipment to prepare, respond and recover from floods which have over the years affected the community.

The three Zambezi Valley districts, namely Binga, Mbire and Kariba/Nyaminyami are prone to flooding. To address the flooding challenge the ZRBF Zambezi Valley Alliance (ZVA) consortium has organised community-based trainings of three Sub Aqua/water diver units at district level and equipped them with necessary diving equipment to save lives. This was done so that the communities do not to rely on Sub-Aqua teams based in Harare and Bulawayo.

ActionAid is leading the ZRBF- ZVA project consortium which aims to build community resilience to identified hazards and shocks in Kariba, Mbire and Binga districts. The ZRBF Project is a national programme supported by

the Ministry of Lands, Agriculture, Water, Climate and Rural Resettlement, the European Union (EU), The Embassy of Sweden, the United Nations Development Programme (UNDP) and the United Kingdom (UK) Department for International Development (DFID). Other members of the ZRBF-ZVA include the African Breeders Services Total Cattle Management (Private) Limited (ABS TCM), Afrosoft Holdings (Private) Limited and Zimbabwe Environmental Law Association (ZELA).

On 21 July 2020, AAZ Head of Programmes and Resource Mobilisation, Andrew Itai Chikowore handed over the water diving equipment to the Zimbabwe Republic Police (ZRP) Sub Aqua Department in Harare. The equipment, which include oxygen tanks, compressors, diving suits and other items used for rescuing people who will have drowned, will be handed over to Mbire, Kariba and Binga ZRP trained Sub Aqua teams so that it benefits Zambezi Valley communities.



The handover of the equipment by Andrew Chikowore, ActionAid Head of Programmes and Resource Mobilisation (in red mask) at the Zimbabwe Republic Police (ZRP) Sub Aqua Department in Harare

Vulnerability to floods of the three districts is mainly due to their proximity to the Zambezi River and Kariba Dam which are a big water body. The back flow from Cabora Bassa leading to flash floods in Mbire and other low-lying areas in the Zambezi Valley are perennially experienced by the community. This affects the main livelihood

activities for the community which is centred on fishing and livestock rearing.

Read more about the article here: <https://zimbabwe.actionaid.org/stories/2020/zimbabwe-resilience-building-fund-strengthens-community-resilience>



LAY IT ON THICK ON THURSDAYS WITH ACTIVISTA

HUMBLE BEGINNINGS WITH
SUNIKA MAJALIWA



AAZ trainings of Activista Zimbabwe members to strengthen youth participation in civic issues and state accountability has seen members of Activista Zimbabwe taking various local and national initiatives. Young people have been taking meaningful civic participation actions in processes of state accountability in public resource management and youth empowerment on face to face, online and social media engagements. One of the initiatives introduced by Activista Zimbabwe is called “Lay it on Thick on Thursdays with Activista”. The initiative was born in April 2020 with the sole purpose of celebrating and recognizing the efforts and work being done by Activistas across the 10 Provinces of Zimbabwe. The programme which is done every Thursday on the Activista Zimbabwe WhatsApp Platform has seen more than a dozen young people being interviewed by an Activista Zimbabwe Coordinating Team from various provinces. The current coordinating team comprises, Sheryl Chigwedere, Wendy Makaza, Dorcas Chishumba and Thando Gwinji.

“The results of the Lay it on Thick on Thursdays with Activista programme have been more than amazing and the energy that has been shown is really

remarkable, “said Happymore Chibvura, AAZ Youth Hub Coordinator. Guests have shared their journey of Activism, the work they do and how they see themselves in the next five years which motivates youths to be innovative in a context plagued by high levels of youth unemployment. The Activista members have been able to share their best moments and achievements in what has been popularly known as the “Aha” moment.

A recent “Lay it on Thick on Thursdays with Activista” provided a platform for the sharing of the inspiring life of 30-year-old Sunika Majaliwa, an Activista Zimbabwe member who began her humble leadership journey at High School as the President of a Girl Child Network. She was appointed the president for this network which covered high schools in Seke, Chitungwiza, a city on the outskirts of Harare because of her leadership skills and passion on girl child rights. Born a leader, Sunika held other leadership positions such as a school prefect and a modelling (Miss Jonasi) award for her school for two consecutive years in 2006 and 2007. Her interest in serving, educating and promoting the rights of girls has led her to advocate for an end to child marriages.



“I always find myself doing advocacy work for the girl child. I am told by my peers that they love my positive energy. I have shown them that I believe in myself first and they then understood the importance of the equality of girls and boys,” said the enthusiastic Sunika.

According to Sunika becoming a member of Activista Zimbabwe has enabled her to continue with her zeal for advocating the rights of girls and young women.

“I encourage youths to start small, not be greedy, be humble as the sky is the limit,” said the young woman who sometimes takes on voluntary work in the development sector because of her desire to advocate for the rights of girls and young women. Sunika, who holds a Travel and Tourism Marketing Diploma, currently survives on selling African bead ware and weaves as she searches opportunities in her trained area. She sometimes takes on part time data capturing initiatives in the development sector over and above her youth activism work.

SAYING FAREWELL TO AN ACTIONAIDER

ROBINSON CHIKOWERO

Robinson (in red) during one of the staff meetings. The other staff from left are Lazarus Chipere, Newton Chari, Blessing Mudzamiri and Andrew Chikowore



On 31 July 2020, we bade farewell to one Robinson Chikowore, who was the Monitoring and Evaluation Manager for the ZRBF Project being implemented in Binga, Kariba and Mbire. ActionAid is the lead organization implementing programmes under the ZRBF consortium called the Zambezi Valley Alliance (ZVA). His work while at ActionAid will never be forgotten and his departing message touched everyone’s heart and we decided to publish it.

Leaving ActionAid was a difficult decision, but one I had to make, considering the cordial and mutually respectful working relationship I enjoyed with most of ActionAiders, especially those I directly interacted with during the past 16 months.

I will treasure the good and the bad memories (very few) we shared at internal and external meetings, staff meetings, working on deliverables together.

This included planning and reporting meetings, travelling to the field and, meeting communities/stakeholders during participatory review and reflection processes (PRRPs) and field monitoring visits. It was really a fruitful and satisfying journey that molded me into a better person professionally and personally.

While everyone I interacted with made my stay at ActionAid pleasant I would have loved to say this face to face had it not been for the COVID-19 pandemic that flung everything into disarray.

This could have been my fare thee well speech to ActionAiders. All the same, I would like to mention a few individuals, for no reason and in no order.

The Country Director (CD), Joy Mabenge, as he said in his response to the farewell email, we



had known each other and professionally interacted before (that time I was also in a space I could tell him “Khule, your things are not in order”. Not that they were not in order but because I had that kind of power at that time!). This explained the confidence he had in my capabilities. He gave me the opportunity to lead processes such as planning, and I enjoyed the role with the experience it came with. It is unfortunate I will not be there to be part of the vision he has for the organisation. For the avoidance of doubt, I will always remember his words of wisdom during staff meetings which resonated well with my own principles and expectations – it should never be business as usual when you face a new challenge.

The ZRBF Team Leader, Eben Tombo (Captain my Captain), whose laissez faire leadership approach also revealed his confidence, not only in myself and my ability, but his whole team (the ZRBF team). I believe we clicked from the start and he trusted me to represent both ZVA and the organisation whenever and wherever necessary. Eben’s institutional memory was crucial in helping me settle within the organisation.

The Head of Programme and Resource Mobilisation (HoPRM), Andrew Chikowore (no relation please), who like the CD, I met and professionally interacted with before ActionAid, also showed a lot of confidence in my execution of my duties and trusted my judgement as we worked together. In fact, I think we jelled and formed a remarkable team during planning and reporting processes. We shared the same ethos as far as our roles traversed.

It was an honour to be of service and serve ActionAid with and under this kind of leadership.

To read more about this story open the following link: <https://zimbabwe.actionaid.org/stories/2020/saying-farewell-actionaider>





Janet Hlabangana, a member of the Rural Women Assembly from Nkayi demonstrating the use of tippy-taps handwashing facilities which are made by local resources as part of efforts to prevent the spread of COVID-19.

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