



## Project

### Young Leaders Together for a New Africa (T4NA II)



## First Interim Narrative Project Report

Reporting Period: August – December 2022

Submitted by: International Association New Humanity and Opus Mariae Registered Trustees

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## Table of Contents

<b>Table of Contents .....</b>	<b>2</b>
<b>Summary / short description of the project's progress .....</b>	<b>4</b>
<b>Project progress based on activities .....</b>	<b>5</b>
Introduction.....	5
<i>Target Countries .....</i>	<i>5</i>
<i>Project Objectives .....</i>	<i>5</i>
<i>Proposed Activities.....</i>	<i>6</i>
Activity report summary.....	6
Activity report detail.....	7
<i>Work Package 1 – Capacity building of 42 tutors .....</i>	<i>7</i>
Introduction .....	7
Preliminaries.....	7
Activity 1.1. On-site Training of Tutors.....	8
Act. 1.2 Online training of tutors.....	10
<i>Work Package 2 – Empowerment of 150 Young African Leaders .....</i>	<i>10</i>
Elaboration of recruitment criteria .....	10
Publication and dissemination of invitation to apply.....	11
<i>Work Package 3: 84 activities with local impact, involving 14.000 youth .....</i>	<i>11</i>
Tanzania .....	11
Nigeria.....	11
Mozambique.....	12
Benin .....	12
Burundi.....	12
Democratic Republic of The Congo (DRC) .....	12
Statistics of local activities .....	13
<i>Work Package 4: Continuous online networking of trainees, tutors, and coordination team .....</i>	<i>13</i>
<i>Work Package 5: Diffusion, visibility, and Public Relations .....</i>	<i>14</i>
<i>Work Package 6: Project management, monitoring, and evaluation .....</i>	<i>15</i>
Problems encountered.....	22



<i>Problems faced during project implementation</i> .....	22
<i>Changes in external circumstances or conditions</i> .....	22
Project steering .....	23
<i>Necessary changes in project planning</i> .....	23
<i>General lessons learnt</i> .....	23
Future prospects .....	23
<i>Summary of activities since December 2022</i> .....	23
<i>Main activities planned until July 2023</i> .....	23
Financial Statement .....	24
Conclusion .....	24
Appendix .....	25

## Summary / short description of the project's progress

This is the first interim report for the project New Leaders Together for a New Africa (T4NA), covering the period from August to December 2022.

This project aims at empowering young leaders in Africa to address the challenges of their communities and to so shape the future of their continent through collective leadership (co-leadership), good governance, a Culture of Unity, and the revival of the African “Ubuntu”-wisdom.

It builds on the experiences and learning of a successful pilot project which trained between 2018 and 2022 around 100 young leaders from Eastern Africa and the Democratic Republic of Congo on leaderships attitudes and skills and reached out to 21.000 young people.

The current project covers the second training cycle, which will train, over three years, 150 young leaders from 14 African nations. The training cycle consists in three Summer Schools of 7 days each and the organization of 84 local activities in all target countries by the trainees.

During this project period, the following main activities were implemented:

- 42 tutors from 14 nations were trained for five days on the role of tutors and the essentials of T4NA’s contents and methods
- Online training for the same tutors on the criteria and process of recruitment of trainees
- Elaboration of recruitment criteria
- Publication and dissemination of an online application form for candidates
- Publication of six articles on the project’s website and social media
- Continuous networking with tutors
- Project management, monitoring and evaluation of the first activity
- Initiation of a dialogue on the strengthening of the coordination team of T4NA and review of organogram

The proposed outcome of the main activity scheduled for this reporting period, namely the training of tutors, has been achieved successfully, since a great majority of them stated that they feel that they have sufficient soft-skills to guide and moderate small groups of trainees as well as to organize and mobilize funds with them for initiatives with a positive impact on the local communities.

One challenge was the extreme loss of value of the Euro, the currency of the project funds. The coordination team has also noticed, that the complexity of this second training cycle with 150 beneficiaries of 14 countries requires a stronger and more diversified management structure.

The project is currently following the proposed schedule. However, some major setbacks in the fundraising threaten to delay the implementation in future. Nevertheless, the highly motivated coordination team members and tutors are not getting discouraged and invest huge amounts of time and energy in ensuring the timely implementation and success of this project.

## Project progress based on activities

### Introduction

*Young Leaders Together for a New Africa* is a follow-up project of the pilot *Back to Africa – Together for a New Africa* which was implemented for almost four years from October 2018 to July 2022. It has been designed during the last phase of this pilot project on the basis of the learning gathered in those four years. A detailed report and evaluation of this pilot project can be consulted [here](#).

This is the first bi-annual interim report of this project, which officially started in August 2022, though the preparation for it started almost a year earlier during the above-mentioned pilot phase. This report covers the period of five months from August to December 2022.

The reference document for this report is our project proposal of May 12<sup>th</sup>, 2022.

### Target Countries

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This project targets 14 countries in Sub-Saharan Africa plus Madagascar: 1. Angola, 2. Benin, 3. Burkina Faso, 4. Burundi, 5. Cameroon, 6. The Democratic Republic of the Congo, 7. Ivory Coast, 8. Kenya, 9. Madagascar, 10. Mozambique, 11. Nigeria, 12. Tanzania, 13. Togo, 14. Uganda

### Project Objectives

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The project proposal has defined the following objectives:

1. Development Goal / Expected Impact:

*To empower young leaders in Africa to address the challenges of their communities and to so shape the future of their continent through collective leadership (co-leadership), good governance, a Culture of Unity, and the revival of the African “Ubuntu”-wisdom.*

2. Key Project Objectives – Intended Outcomes

- 2.1. By December 2022, 42 tutors of 14 countries of sub-Saharan Africa have sufficient soft skills to guide and moderate small groups of trainees as well as to organize and mobilize funds with them for initiatives with a positive impact on the local communities.
- 2.2. By July 2025, over 80 trainees in all target countries have a positive impact on their communities in Africa driven by an acculturated and collective leadership style based on values that promote community cohesion. They are able to identify and address, as individuals and in collaboration with others, the challenges of their societies and participate constructively in decision-making.
- 2.3. By April 2024, at least 7.000 young people in the target countries demonstrate a willingness to embrace the “Ubuntu”-wisdom and other traditional and modern values that promote community cohesion, unity, sustainable peace, and stability through good governance and co-leadership.

2.4. Starting from April 2023, over 100 young African leaders involved in this project keep continuously alive a network for promoting co-leadership and a Culture of Unity in Africa among themselves and with trainers and tutors.

2.5. “Together for a New Africa” is a known “brand” standing for empowerment to solid, value-based, and collective leadership for the benefit of young people of the continent.

## Proposed Activities

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In summary, the following activities have been planned to achieve these goals:

### Work Package 1: Capacity building of 42 tutors

- 1.1. Initial training of 42 tutors, in presence, for five days.
- 1.2. Ongoing online formation, quarterly, for 2 hours.

### Work Package 2: Empowerment of 150 Young African Leaders

- 2.1. Three leadership courses (Summer Schools) of seven days each, over three years.
- 2.2. Online capacity building

### Work Package 3: 84 activities with local impact, involving 14.000 youth

### Work Package 4: Continuous online networking of trainees, tutors, and coordination team

### Work Package 5: Diffusion, visibility, and Public Relation

### Work Package 5: Project management, monitoring and evaluation

## Activity report summary

The project activities of this reporting period concentrated on Work Package 1 (Capacity Building for 42 tutors). The following activities were implemented:

### Work Package 1: Capacity building of 42 tutors

- 1.1. Initial Training of 42 tutors from all 14 target countries for five days from September 27<sup>th</sup> to October 1<sup>st</sup>, 2022, on-site in Juja, Kenya. (Online preparation meeting with tutors in July 20<sup>th</sup>, 2022)
- 1.2. Online training for tutors on December 15<sup>th</sup>, 2022, about the recruitment of trainees and implementation and reporting of local activities, 75 minutes.

### Work Package 2: Empowerment of 150 Young African Leaders

Preparation work: Elaboration of recruitment criteria, development of online application form, and the opening of the application process in December 2022.

### Work Package 3: 84 activities with local impact, involving 14.000 youth

Seven activities that reached out to 550 young people, were organized by tutors in six different countries. They focused on making T4NA known and alleviating concrete social problems.



#### Work Package 4: Continuous online networking of trainees, tutors, and coordination team

The online network of the Coordination team with the tutors is already vibrant and focuses on the implementation of project activities.

#### Work Package 5: Diffusion, visibility, and Public Relation

The project's website is online, and six articles have been published on it in the reporting period.

#### Work Package 6: Project management, monitoring, and evaluation

The coordination team of five members is functioning and meets on a weekly basis online. Its tasks focused on the preparation of activities 1.1 and 1.2., as well as on the recruitment of trainees (WP 2). A process of review of the Organogram of T4NA was initiated.

## Activity report detail

### **Work Package 1 – Capacity building of 42 tutors**

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#### *Introduction*

One major result of the evaluation of the pilot phase of this project is, that the tutors are key figures for a durable impact of the training offered by this project. They are adults with leadership experience and excellent reputation who will volunteer throughout the whole training cycle of three years as mentors of the national groups of trainees. It has become clear, that the rigorous selection, optimal preparation and continuous mentoring of tutors is key for the success of the whole project.

Each of the 14 national groups of trainees will be accompanied by three (3) tutors. This number has been chosen in order to distribute the workload on more shoulders (since they are volunteering), and to avoid a major disruption in case one tutor is not able to continue their service.

The project proposal therefore scheduled an initial training for all tutors in person at the beginning of the implementation period and quarterly online sessions throughout the whole period. Additionally, tutors are accompanied personally by one member of the coordination team.

The aim of this Work Package is to give sufficient soft skills to guide and moderate small groups of trainees as well as to organize and mobilize funds with them for initiatives with a positive impact on the local communities (cf. Outcome 1).

#### *Preliminaries*

Intense work of preparation was done during the last 12 months of the pilot project, to insure the best possible team of tutors.

The recruitment of tutors was combined with the selection of the target countries. In late 2021, our partner organizations across the continent were informed of the plans of a second training cycle of

T4NA. One condition for a country to participate in it was the availability of three potential tutors in each nation.

From January 2022 onwards, the tutor-candidates were interviewed individually and as groups by a member of the coordination team, briefed about the role and tasks of a tutor and requested a written statement of commitment accompanied by a CV.

On July 20<sup>th</sup>, 2022, the online kick-off meeting of the selected tutors took place. It aimed at giving them essential information about their tasks in general and about their planned training on-site.

### *Activity 1.1. On-site Training of Tutors*

An on-site training for tutors from all 14 participating countries took finally place for five days from September 27<sup>th</sup> to October 1<sup>st</sup>, 2022. Out of 42 (3 per country), 38 tutors participated physically in the training at the premises of Opus Mariae Registered Trustees at “Mariapolis Piero” in Juja, Kenya. Four others followed the plenary sessions online.

In addition to the tutors, four of the five members of the project coordination team participated as well as professors and lecturers who adhere in the project, among others Prof. Declan o’Byrne, the rector of Sophia University Institute in Italy and Prof. Dr. Justus Mbae, former vice-chancellor of the Catholic University of Eastern Africa in Kenya. (see attached list of participants).

The main *contents* of the training (see [detailed program >here](#)) can be summarized as:

- The history of Together for a New Africa (T4NA)
- Testimony of students and tutors of the 1<sup>st</sup> training cycle of T4NA (pilot phase)
- Spiritual Foundations
- Round Table on the Culture of Unity
- Practical explanations of the new training cycle (the current project)
- Introduction to some methodological aspects
- Round Table on Africa and the contribution of young people
- Co-Leadership: A new understanding of leadership
- The art of facilitating: What? – So What? – Now What?
- How to build a collective vision – continuous learning process
- Process and criteria of recruitment of trainees for the training cycle
- Running and facilitating a team
- Communication and media: Media literacy and online skills
- Experiences of the national groups of T4NA during the pilot phase
- Local resource mobilization
- Handling of finances and reporting modalities



The *facilitators* of this training week were (see attached Program):

- Founding group of T4NA
- The members of the project coordination team
- Tutors and students of the pilot phase of T4NA
- Students and graduates of Sophia University Institute, Italy
- Stakeholder representatives
- Professors, lecturers and trainers involved in the project
- Graduates and tutors of the first training cycle of Together for a New Africa
- Mr. Rainer Gude, facilitation trainer

**Evaluation** of the training:

The *evidence* and means of evaluation employed are the following:

- ✓ Personal participation of the evaluator throughout the whole training (author of this report)
- ✓ Signed daily attendance sheets (see [here](#))
- ✓ Articles on the website [togetherforanewafrica.org](http://togetherforanewafrica.org)
- ✓ Photographs
- ✓ zoom recordings (see [here](#))
- ✓ Online evaluation forms filled participants (all responses can be viewed [here](#)).

*Evaluation findings:*

Outputs: As planned, 42 tutors have been trained for five days on issues related to their roles as tutors. However, only 38 could participate physically. In order to accommodate the four who for personal reasons could not participate on-site, their participation in the plenary sessions was made possible through online conferencing. The total number of participants varied from 46 to 47. This includes four of the five members of the coordination team plus key teaching personnel and stakeholder representatives, who joined only for some days.

Outcome: If the trained tutors really “*have sufficient soft skills to guide and moderate small groups of trainees as well as to organize and mobilize funds with them for initiatives with a positive impact on the local communities*” (cf. Outcome 1), cannot be verified fully at this stage, since Outcomes are mid-term results and the skills need to be verified throughout the project period of 3 years. However, we invited the participants to make a detailed self-evaluation in an online questionnaire, to which 38 of the 42 trainees responded. The detailed documents with all responses can be viewed online [here](#)). Here are the most important findings regarding this output:

- Almost two-thirds of the tutors (61 %) say that after this training they “absolutely” feel to have sufficient soft skills to guide and moderate small groups of trainees. All the others except one clicked on “Yes, I think so” (Question 8).
- Regarding local fundraising the feedback is not so enthusiastic but still positive: 13 % said that they “absolutely” feel that they have sufficient skills to mobilize funds for local

activities with the trainees; the majority instead (71 %) voted for “Yes, I think so”. 16 % were not sure (Q. 9).

- Two-thirds “absolutely” feel that the training helped them to understand in depth the vision and mission of T4NA. The other third said “Yes, I think so.”. Nobody responded negatively (Q. 11).
- “Very optimistic” about being able to fulfill well the task of a tutor of T4NA for the whole training cycle were two-thirds of the responders, while one third was “quite optimistic” (Q. 16).

### *Act. 1.2 Online training of tutors*

The *first online training* for tutors was held on 15<sup>th</sup> December 2022 for around 75 minutes. Since a few days before, the online application form for participants has been published and disseminated, the tutors received a detailed explanation on the recruitment criteria, process, and time-table. There was also space for specific and general questions and answers. Around 40 persons participated in the meeting. The recording is now available to all those who were not able to follow in real-time.

The *facilitators* were the five members of the coordination team.

*Output:* This was the first of the twelve online training sessions for tutors. These trainings are supposed to be done quarterly, so, since this has been done in the second month after the initial training of tutors, we are good in time. Evidence for the event is:

- Zoom recording (see [>here](#))
- Zoom report (see [>here](#))
- Photographs (see [>here](#))

*Outcome:*

No specific evaluation was done for this short meeting. The outcome will become clear during the next reporting period, when we will be able to document how the recruitment process actually went.

## **Work Package 2 – Empowerment of 150 Young African Leaders**

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This activity has not yet started. It will start with the First Summer School which is scheduled for September 2023.

### *Elaboration of recruitment criteria*

However, there has been a large amount of preparation. The Coordination Team elaborated over several months the recruitment criteria for participants. The tutors were involved in this reflection during their training in September/October (Activity 1.1.). Finally, the recruitment criteria were presented to and approved by the board of stakeholders. They were published on the internet,

together with the application form at the beginning of December. During the online training of tutors (Activity 1.2.) they were explained in detail to the tutors who will select the beneficiaries of their respective nations.

### *Publication and dissemination of invitation to apply*

In the first week of December, after two months of preparation, application forms were published in two languages together with the recruitment criteria, on the projects' website (see [>here](#)) and spread mostly through social media channels. The application was open until the first week of February 2023. The results will be subject of the coming interim report.

### **Work Package 3: 84 activities with local impact, involving 14.000 youth**

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The activities of this work package were to start only after the First Summer School (activity 2.1.) which is now scheduled to start only in September 2023.

However, surprisingly, the tutors of some countries have already started organizing local activities, mainly with the aim of spreading the idea of T4NA. All the costs for these activities were covered through local resources or from the pockets of the tutors or participants themselves.

From the reports received by the coordination team (see [>here](#)), the following were the activities between August and December 2022, reaching out to 550 persons.

#### *Tanzania*

In Dar es Salaam, the idea of T4NA was presented for four hours to **120** young multipliers between 18 and 34 years from 20 African countries on December 26<sup>th</sup>, 2022.

These youth had convened there for the “Gen-Congress”, a conference of one week organized by the Focolare Movement in the context of the project Ubuntu4Peace (co-financed by KINDERMISSIONSWERK). Castor Mfugale, a tutor of T4NA (trained in activity 1.1. and 1.2.) and trainees of the first training cycle of T4NA (2018-2022) presented T4NA as a possibility on how youth can inculcate the spirit of Global Citizenship, urging them to think globally in their endeavors to take responsibility in encountering their Problems and those of their communities. They shared on how they have already impacted their communities in different aspects of their professional and social lives.

The listeners were invited to apply to become participants in T4NA, and effectively, the rate of applicants from Tanzania rose drastically after that event.

#### *Nigeria*

On October 9<sup>th</sup>, 2022, a trained tutor of T4NA, Emmanuel S. Njoka, was invited to speak for 45 minutes about T4NA to nine young local volunteering Church leaders between the age of 21 and 29 about T4NA. The event in the Redemption Power International Gospel Centre in the federal capital Abuja focused on the principles of “servant leadership”.

### *Mozambique*

The three trained tutors of Mozambique were invited to speak about T4NA in front of 187 university students during a conference of seven hours organized by the *Associação dos Estudantes Finalistas Universitários de Moçambique (AEFUM)* and the provincial government of Manica at the Seminário Santo António in Chimoio, province of Manica on November 17<sup>th</sup>, 2022. The gathering focused on the student's efforts to solve various problems of their society, about shared leadership and involvement in sustainable development. T4NA was presented as one way of youth intervention at local, national and international level.

### *Benin*

On November 6<sup>th</sup>, 2022, eleven students of Abomey-Calavi University, between 22 and 26 years of age met for four hours in Tankpé town to talk about T4NA and be aware of its objectives, the modes of participation, the innovative experience of this training cycle. They also identified areas of local interventions and activities to be carried out during the waiting period before the first Summer School. The participants remained connected through a WhatsApp group, and a good number applied online to participate.

### *Burundi*

In Burundi, tutors and participants of T4NA had established their own locally registered organization “Together for a New Burundi” in 2019. On November 12<sup>th</sup>, they held their General Assembly for four hours in Bujumbura with 30 participants between the age of 28 and 40 years. They evaluated the activities of the year 2022 and planned for the future.

### *Democratic Republic of The Congo (DRC)*

The group of T4NA in Kananga, Kasai Province, which was created during the pilot project, organized an event of two and a half hours on 14<sup>th</sup> September 2022 in the quarter Nkonko for 104 children of Congolese returnees from Angola between the age of 6 and 13 years with the title “Lutte contre la déperdition scolaire” (Fighting School Dropout). Though primary school education in DRC is officially free, this regards only the school fees, not other costs. The children whose parents were chased away from Angola are often not able to provide their children with the necessary items to continue schooling. T4NA Kananga provided to each of the 104 pupils a school kit to help them to continue their education in 2022/2023.

On Christmas Day 2022, the T4NA group in Kananga, Kasai Province, together with volunteering youth visited the Mpokolo Wa Muoyo Centre for orphans and children in difficulties. For two hours, they celebrated Christmas with the 92 children between 3 and 17 years and assisted them with food.

*Statistics of local activities*

Statistics of local activities of T4NA from August to December 2022							
Country	Date	Type of activity	Topic	Participants	Type of participants	Duration	Partner Organization
DRC	14.09.2022	Social Action	Providing school kits to	104	children of returnees from Angola	2 1/2 hrs	
Nigeria	09.10.2022	Awareness Campaign	Talk on Servant Leadership	9	young church leaders	45'	Redemption Power International Gospel Centre
Benin	6.11.2022	Awareness Campaign	T4NA	9	University students	4 hrs	Abomey-Calavi University, Focolare Movement in Benin
Burundi	12.11.2022	Assembly	General Assembly of Together for a New Burundi	30	members of Together for a New Burundi	8 hrs	
Mozambique	17.11.2022	Educational Conference	How to address as students the challenges of the society	187	University students	7 hrs	Associação dos Estudantes Finalistas Universitários de Moçambique (AEFUM) and the provincial government of Manica
DRC	25.12.2022	Social Action	Christmas food assistance to orphans	92	orphans or children in difficult situations	2 hrs	Mpokolo Wa Muoyo Centre, local youth volunteers
Tanzania	26.12.2022	Awareness Campaign	Presentation of T4NA and invitation to participate	120	youth multipliers of 20 countries	4 hrs	Focolare Movement in Eastern Africa
Subtotal of persons reached until by 31.12.2022				551			

**Work Package 4: Continuous online networking of trainees, tutors, and coordination team**

The networking between the coordination team and the 42 tutors in the 14 participating nations is vibrant. A member of the coordination team, Dr. Prisca Maharavo, has been assigned the task of a “community manager” with the aim to nourish and coordinate this network, facilitate communication flow and coordination between the tutors and with the coordination team. The network is also strengthened by the online training sessions (activity 2.2.). The strategy for

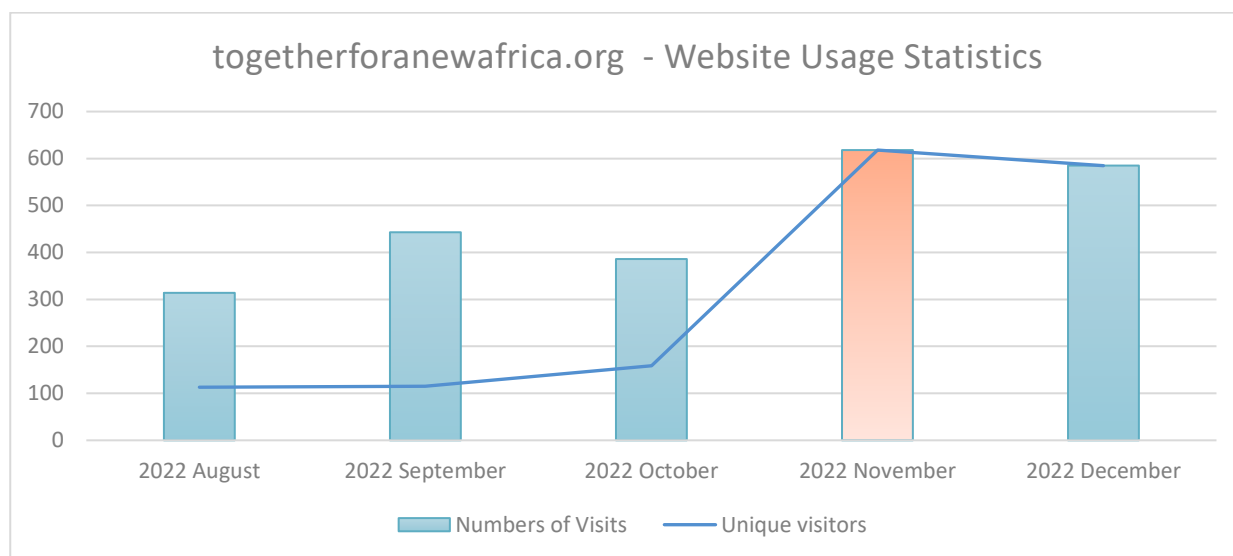
networking is a combination of personal conversations and social media groups – both complement each other very well and create a spirit of a “family” among the tutors.

Since the participants are not yet recruited, this aspect of the network is not yet active.

### Work Package 5: Diffusion, visibility, and Public Relations

The project’s [website](#) is online, and six articles have been published on it in the reporting period in two languages. The articles documented the training of tutors (activity 2.1.), informed the public about the opening of the recruitment process and presented one tutor, Joanita Katushabe from Uganda.

We observed an increase of interest for the project starting from November 2022. The number of visits increased by more than a third from 386 to 618. The number of “unique visitors” almost quadrupled. See the following chart:



We can only guess where this increase comes from: After their training, the tutors have advertised for T4NA and have surely shared the URL of the website. There was also a series of articles published by the Catholic News Agency [ACI Africa](#) which made T4NA known to more people. Many people knew that around that time, the application process would open, and might have checked on the website. When the invitation to apply was spread on social media at the beginning of December, the post contained the link to the selection criteria published at the website. Links to the articles on the website have also been posted on the project’s social media pages and were surely shared by the tutors, coordination team members, professors and stakeholders.

The proposed re-designing of T4NA’s logo and its Corporate Identity, instead, could not yet be implemented. Because of lack of funds, we decided to concentrate on the essential activities and avoid optional expenses.



## **Work Package 6: Project management, monitoring, and evaluation**

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The coordination team which was created during the pilot phase 2018-2022 has continued working. The members are:

1. Overall Project Coordinator: Dr. Melchior Nsavyimana, Burundi / Kenya / South Sudan
2. Assistant Project Coordinator: Dr. Prisca Maharavo, Madagascar / Italy / Uganda
3. Project Finance Manager: Ms. Prudencienne Namahoro, Burundi / Kenya
4. Communication Officer: Mr. Adelard Kananira, Burundi / Kenya / Italy
5. Funds Coordinator: Mr. Ernst Ulz, Austria / Kenya

They all work part-time or on a volunteer basis.

After the experience of the training for tutors (activity 1.1.), it has become clear to all, that the expansion of the project from 7 countries in the Pilot Phase to 14, and the improvements proposed by the [final evaluation report](#) requires significantly more Human Resources. Therefore, the coordination team started a reflection process on how to strengthen the team and therefore the management of the project. This was done in several sessions under the guidance of Mr. Rainer Gude, a professional facilitator with a decade of experience in the field of Non-Profit-Organizations. The results of this work will be presented in the following interim report.

The coordination team meets online at a weekly basis to discuss on the management of the current issues. In August and September, the work focused on preparing the training for tutors in Kenya (activity 1.1.) as well as the elaboration of the selection criteria for beneficiaries and the application process.

In order to facilitate the monitoring and evaluation of the proposed local activities (Work Package 3), the coordination team has developed a simple reporting form to be used by the tutors if they need to report on the activities on the ground. The form is made in a way that it combines statistical and narrative data.

From October onwards, the work concentrated on the application process. One of the weaknesses of the pilot phase had been the recruitment of the participants. Not all had understood well the commitment required and the approach of T4NA. The partialism of some countries was therefore “imported” in the project. Some participants did not have real leadership experience or the formal education to understand the conversations in the training.

Therefore, much energy and consultation was put in the elaboration of the selection criteria, which involved the coordination team, the project board and the tutors and a number of discussions on-site and online.

The other challenge was how to organize the application process technically. Everybody agreed that the invitation for application should be published so that any interest person can apply. T4NA had no previous experience in organizing such processes. Finally, a bi-lingual online application form was developed on the platform SurveyMonkey. In the first days after the opening of the

forms, some technical corrections had to be applied. By 28<sup>th</sup> of December 2022, we had received 125 complete applications (with all required supporting documents), and 801 persons had started but not completed the application. The conclusion of this process will be reported on in the next interim report.

The proposed Baseline-Study has not been done during this reporting period, because we found it more useful to do it, when participants will already be selected and their contacts in our data base.

However, the person in charge for Monitoring and Evaluation, Mr. Ernst Ulz, went in November to the Netherlands for a training on “Impact Evaluation”, facilitated by [MDF Training and Consultancy](#), from where he got precious inputs not only for the realization of the outstanding evaluation report, but also for the due baseline study.

The proposed evaluation of the training of tutors was done, and the results are part of this report (activity 1.1.). This work has been slightly delayed because the Evaluator was concentrating on the final edition of the [Final Evaluation Report](#) of the pilot phase of this project (2018-2022). This was not required by the donors but necessary in order to have a comprehensive summary report for all stakeholders and points of learning for this new cycle.

A major activity of the coordination team during this reporting period was the logistics for the Training of Tutors. Prudencienne Namahoro, the Finance Manager, took over the responsibility to book the flights, issue timely invitations letters for the visa, act as contact person for the guest house for the distribution of room, calculation of number of meals, organizing airport shuttles and taxies, etc.



Expected Results (in accordance with the project document included in the application)	Results attained / indicators	Activities implemented to achieve goals	Reasons for deviations (Results expected / achieved)	Steering measures
General Objective: <i>To empower young leaders in Africa to address the challenges of their communities and to so shape the future of their continent through collective leadership (co-leadership), good governance, a Culture of Unity, and the revival of the African “Ubuntu”-wisdom.</i>				
<b>Outcome 1: By December 2022, 42 tutors of 14 countries of sub-Saharan Africa have sufficient soft skills to guide and moderate small groups of trainees as well as to organize and mobilize funds with them for initiatives with a positive impact on the local communities.</b>	37* tutors of 14 countries “feel that ... they have sufficient soft-skills to guide and moderate small groups of trainees”. 32 tutors feel that they “have sufficient skills to mobilize funds with the trainees for local activities”. (*38 of 42 participants responded the online questionnaire)	Tutor Training Sept./Oct. 2022	4 tutors could not participate on-site.	Online participation was made possible.
Output 1.1.: By October 2022, 42 selected tutors of 14 countries are trained for five days on topics related to their role within the project.	38 tutors trained on-site and 4 online for 5 days	Tutor Training Sept./Oct. 2022	Targeted number was 42. 4 could not participate in presence because of personal / logistic reasons	Zoom conference of all plenary sessions added.



Output 1.2.: By April 2025, 42 selected tutors of 14 countries have received a total of 12 short online training of 2 hours on topics related to their role within the project.	1 online training of 75 minutes.	Dec 15 <sup>th</sup> , 2022 – training on recruitment of beneficiaries.	None	Not required
<b>Outcome 2: By July 2025, over 80 trainees in all target countries have a positive impact on their communities in Africa driven by an acculturated and collective leadership style based on values that promote community cohesion. They are able to identify and address, as individuals and in collaboration with others, the challenges of their societies and participate constructively in decision-making.</b>	n/a	n/a	n/a	n/a
Output 2.1.: By April 2025, at least 100 young African leaders of 14 countries and 8 African students of Sophia University Institute have fully participated in a leadership training cycle of a total of 21 days.	n/a	n/a	n/a	n/a
Output 2.2.: By April 2025, at least 100 young African leaders of 14 countries and 8 African students of Sophia University Institute have participated in a total of two online trainings of three hours.	n/a	n/a	n/a	n/a



<b>Outcome 3: By April 2024, at least 7.000 young people in the target countries demonstrate a willingness to embrace the “Ubuntu”-wisdom” and other traditional and modern values that promote community cohesion, unity, sustainable peace, and stability through good governance and co-leadership.</b>				
Output 3.1. By April 2025, in each of the 14 African target countries, trainees of the Summer Schools have organized at least six local activities with impact on their communities.	7 activities in 6 countries done.	7 local activities organized by tutors between September and December 2022.	Activities were initiated by tutors earlier than scheduled out of their own initiative	None, except appreciation.
Output 3.2.: Over 14.000 majorly young people have participated in at least one of the local activities organized by the trainees of the Summer Schools.	Outreach to 550 persons between 3 and 40 years.	See above	See above	See above
<b>Outcome 4: Starting from April 2023, over 100 young African leaders involved in this project keep continuously alive a network for promoting co-leadership and a Culture of Unity in Africa among themselves and with trainers and tutors</b>	n/a	n/a	n/a	n/a
Output 4.1. From April 2023 until the end of the project, a pan-African group on social media (e.g. WhatsApp or similar) with over 100 members is active with at least 30 posts per month.	n/a	n/a	n/a	n/a



<b>Outcome 5: “Together for a New Africa” is a known “brand” standing for empowerment to solid, value-based, and collective leadership for the benefit of young people of the continent.</b>				
Output 5.1. The project’s website is online and at least monthly updated throughout the project period.	An average of 496 visited it per month, with a strong upward trend.	Continuation of the website of the Pilot Phase and 6 news items added.	None	none
Output 5.2. By July 2023, the logo of T4NA has been professionally redesigned and is in use.	n/a	n/a	n/a	n/a
Output 5.3.: At least 6 posts per year regarding T4NA content and activities on social media or the website	6 articles on the website.	6 articles were edited and published in the reporting period of 5 months.		
Output 5.4. At least 2 posts per year about research regarding contents taught by T4NA on social media or the website	None	None	The training cycle has not started.	
Output 6.1. By December 2022, an online questionnaire for a pan-African baseline study has been responded to by at least 2.000 Africans between 20 and 40 years.	None	None	Delay:	This study will be done after the recruitment of beneficiaries



## 1<sup>st</sup> INTERIM REPORT



Output 6.2.: By December 2022, a short evaluation report on the tutors' training is issued	Evaluation is part of the 1 <sup>st</sup> interim report	Report issued	Delay by 4 months	Not required
Output 6.3.: Interim financial and narrative reports are submitted to the donors and stakeholders every six months.	1 <sup>st</sup> interim report	Evaluation of tutor training, accounting, and issuance of the report.	Delay by 3 months	Not required
Output 6.4. By July 2025, a Final Evaluation Report is issued and submitted to donors and stakeholders.	n/a	n/a	n/a	n/a

## Problems encountered

### **Problems faced during project implementation**

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Beyond the usual small challenges and unpredictable obstacles, there were no major challenges besides one: It has become clear that the workload is too much for the current coordination team.

The coordination team had successfully implemented the pilot project of T4NA (2018-2022), but with a high amount of volunteer work. The beneficiaries of this pilot phase were 100, and the countries involved were seven.

The current project has doubled the number of countries and raised the number of participants by 50 % to 150 – plus the 42 tutors. Additionally, as a result of the Final Evaluation of the pilot phase, the need for some professionalization has become evident. The need for funds has more than tripled because most participants come from more distant countries and need to travel by air.

All three aspects led to the conclusion, that such a complex project cannot be handled any more by volunteers or persons who have other full-time jobs. There is need for properly paid, qualified and available project staff.

Another challenge is posed by major setbacks in the fundraising efforts. Even though the fundraiser has written over a dozen of applications in 2022, most of them were rejected for various reasons or not responded at all.

### **Changes in external circumstances or conditions**

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There were no major changes in the external circumstances. The only external challenge was an unpredictable increase in costs for flight tickets. The training of the 42 tutors (activity 1.1.) required us to book many flights for the travel of the tutors to the venue. There are two reasons for the cost explosion: The general post-pandemic increases in costs for flight tickets, and a never seen devaluation of the Euro compared to the USD. Our project budget of May 2022 was issued in Euros, because The Euro is the home-currency of our accounting and also the currency used by most of our donors. At the beginning of May, we could sell 1 Euro for 1.033 US-Dollars. At the beginning of September, when we had to pay most of the tickets, 1 Euro gave only 0.98 US-Dollars.

The Finance Manager monitored the expenses for flights closely to make sure that we do not exceed the budget too much. Luckily, some of the invited professors covered their flight costs themselves.

## Project steering

### Necessary changes in project planning

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Regarding the need for more, properly paid, qualified and available project staff, the coordination team started a consultation process with Mr. Rainer Gude in November 2022. The results of this discussion, which is still ongoing, will lead to a revised organogram, an extended coordination team, new roles, more working hours allocated to certain positions and consequently to a revised budget for the second and third project year. We hope to be able to present this budget before the end of the next reporting period (July 31<sup>st</sup>, 2022).

### General lessons learnt

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See above: Problems faced / Necessary changes.

## Future prospects

### Summary of activities since December 2022

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More than three months have passed since the end of the period covered by this report. The following are the major activities that took place since:

- ✓ Closure of the application form in the first week of February, with over 2.000 applications.
- ✓ Review and sorting of applications per country, with considerable technical problems.
- ✓ Second online formation of tutors after the closure of the application form on February 3<sup>rd</sup>, on the next steps of the recruitment process, time table, finances and development of local budget.
- ✓ The first of three online formation of tutors and facilitators on online facilitation skills by Rainer Gude, on March 25<sup>th</sup>.
- ✓ Coordination team retreat on April 2<sup>nd</sup> on the review of talks, roles and organogram of T4NA.
- ✓ Publication of one profile of a tutor on the project's website.
- ✓ Intense fundraising.
- ✓ Preparation of the Final Evaluation Report of the pilot phase.
- ✓ Evaluation of the training of tutors and this report.

### Main activities planned until July 2023

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- The activities of the remaining months of the second reporting period will focus on the recruitment of trainees. In each nation, a selection committee is formed, consisting in three

tutors and one member of the coordination team. They will review all applications for their country and shortlist the promising candidates according to the agreed selection criteria. Then they will interview these shortlisted candidates and come to a final decision by the end of May. Then, successful and unsuccessful applications will be informed in writing.

- At the same time, a multilingual online questionnaire will be elaborated, which focuses on the expected outcome and indicators of T4NA, and it will be sent to (a) the successful applicants, (b) the unsuccessful applicants, and (c) generally to at least 2000 young adults in Africa. The findings will be used as baselines for measuring the impact of the project.
- A revision of the project proposal, in particular the budget, is necessary for the above-mentioned reasons.
- After a consultation with the tutors during their training in September/October 2022, it was decided to schedule the first of the three Summer Schools for September 2023. However, the funding situation is still precarious. Since this training will take place in a blended fashion (14 contemporary national meetings connected online), the tutors are now in the phase of elaborating their national budgets for this training.

## Financial Statement

See attached financial report

## Conclusion

Dear esteemed donors,

We sincerely hope that this report is satisfactory for you and contains all the information you require. We hope that you will continue supporting this project through funding, consultation and networking. If there is anything about which you need some clarification, please do not hesitate to contact us. Thank you so much for your kind support.

For the coordination team:

Ernst Ulz

Author of the report



## Appendix

- Financial Report