



MODEL of CHANGE

PHASE 4 – INSPIRE ACTION

Inspire action with **local church leaders** through an **Interactive Training Workshop** leading to active modelling of child protection in their communities.

In this phase you are seeking to empower **local church leaders**. It is a capacity building enterprise to enable an alternative perspective on the issue of child witch accusations, and equip for practical engagement with those involved or affected.

Method: running an **Interactive Training Workshop** with selected leaders.

Purpose: to enable church leaders and other key community influencers to lead in active modelling of safeguarding practice and child protection within their communities.

Outcomes: on completion of PHASE 4 of the *Model of Change*, the Planning Committee will have achieved the following...

- conducted at least one Interactive Training Workshop with church leaders using “*the Heart of the Matter*” modular tool, with the expectation that participants will pass on what they have learnt.
 - enabled many of those trained to create and implement simple child protection policies in churches and organisations, actively modelling child safeguarding within their communities.
 - encouraged those trained to run further Interactive Training Workshops, and to adapt and use “*the Heart of the Matter*” resource in new places and with new participants.
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Many church leaders may be concerned for the wellbeing of children accused of being witches, and yet unsure how to counter the cultural tide of stigmatisation and abuse that results. They may possibly be fearful that if they try to do so alone, they may themselves become a target for accusations.

For inspiring and empowering action, this workshop aims to provide...

- fresh perspectives and renewed understandings of all aspects of the issue (beliefs and practices, so-called symptoms, biblical framework, and more).
- non-confrontational approaches that can open up an alternative response (questioning, challenging, opening dialogue).

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- practical skills and resources to empower leaders to act (theological papers, training materials, advocacy options, and such).

It also builds connections between like-minded leaders who are able to work together.

Note: throughout this *Model of Change* the term “we” refers to SCWA, and “you” refers to the Planning Committee – or on occasions, as indicated, their appointed Facilitator.

How to run Interactive Training Workshops

Follow these guidelines to help you know who to invite, what to prepare, how to run things well, and the next steps you should take afterwards.

Ideally, the Interactive Workshop should be run as part of the natural ministry of the churches whose leaders form the Planning Committee, and also involve those who have been engaged through the Action Forum in PHASE 3.

Who should you invite?

When considering whom to invite, ensure you include participants who are not only going to be able to use this for themselves, but have potential to pass on their learning and experience to others.

Participants: Church leaders, seminary students (who will then go on to become pastors or church leaders), others from your community who work with children, directly or indirectly, and possibly other community influencers. The workshop material is aimed mainly at church leaders, and is Bible-based, but we know from experience that it is effective with others outside the church too.

Numbers: We suggest that you keep the number of participants between approximately 15 to 30 people. This will allow plenty of time and space for everyone to take part in discussions and have their thoughts and opinions heard.

Invitations: When the time comes to send out invitations (in whatever format is appropriate), make sure that participants commit to attend the whole training, as each part builds on what has gone before. We recommend using a registration process which includes this commitment as a useful way to achieve this (see sample form in the annex). Give clear information about when and where the training will take place and stress the need for punctuality. Note: We have generally found that it is better to refer to the training as being about child protection, rather than specifically on child witch accusations.

What do you need to prepare?

Course material: You will need to print a full copy of “*the Heart of the Matter*” Course Materials in the language you need. These can be accessed via the resource hub on the SCWA website « stop-cwa.org ». Full details given in the annex.

Find a venue: Preferably this should be a church hall or other building that can be used free of charge. You will need it for four to five days, ideally consecutive days, although (if necessary) the workshop can be spaced out one day a week over several weeks.

Set a budget: Costs should be kept to a minimum and raised within those churches whose leaders are on the Planning Committee or from other local sources. You will need to provide water, and a basic meal in the middle of the day. You will also have photocopying and stationery costs. Careful budgeting should allow you to raise the funds you need. (Note that SCWA cannot fund these workshops.)

Choose a Facilitator: Full instructions are provided within the Course Materials so no special training is needed. However, the Facilitator should be a confident communicator, with a clear voice, who is able to hold the attention of a group of people. The Facilitator will need at least one, ideally two, assistants. The Facilitator should be able to project his or her voice so that everyone can hear. Everyone who reads a Bible passage or speaks in plenary should also be encouraged to speak clearly. On occasions, the Facilitator may need to repeat what a participant says for the other participants to hear, especially if the contribution is not clear and audible.

Read the Course Material: Please read everything, including the Facilitator’s Guide, in full and with care *in advance* of the workshops. Make sure that you fully understand the material and how to organise and run the activities within it. The assistants will need to understand the activities in advance too. The more familiar the Facilitator and assistants are with the material, the more clearly and confidently they will be able to deliver it. For example, it is much better if the Facilitator speaks directly to the participants, simply referring to the notes as needed, rather than actually reading from them. Hence familiarity with the Course Material is key.

Review the Supplementary Resources: Take time to preview the audio and video clips available *in advance* of the workshops. Select any items that you intend to use and consider how you can integrate these effectively, using them to inspire discussion and debate on the relevant topics.

Assemble the training items needed: You will need flipchart paper and marker pens, Bibles, photocopies (of Bible verses, case studies, and such) for various activities, and so on. Each module begins with a list of what is needed for that module. These items should be collected together (and printed out) in advance. You will also need to take water to the venue for the participants.

How do you run the workshop?

The Planning Committee members running the Interactive Training Workshop should do the following:

Atmosphere: Create a positive atmosphere. It is important that the participants feel welcome, comfortable, and at ease.

Setup: Be at the venue early to arrange the tables and chairs, put up the flipchart paper you need, and ensure you have everything to hand. All this needs to be done before others arrive, so that the Facilitator and assistants are free to welcome the participants.

Timing and Breaks: Begin on time and end on time. This is important, especially since you have emphasised with the participants the need for punctuality. Also they have committed of their own time to be at the workshop, and that should be respected. Allocate time for lunch (one hour maximum), and **arrange for the midday meal** to be prepared at or brought to the venue, served and cleared away. Restart promptly.

Keep track of progress: Each module concludes with a summary, and indicates what to expect in the next module. It is helpful to highlight this information for participants. Also after each module, there is an opportunity for participants to write their responses on post-it notes. **At the end of each day** the Facilitator should collect these in, and check them through carefully in case there are aspects of the material that have not been fully or adequately understood, and so need to be repeated or clarified the following day. Also arrange the venue ready for the morning.

At the end of the course, **print and present a certificate** to each participant.

Next steps

Printed copies: For those participants intending to run further workshops or to adapt the learning for use in other contexts, have a hard copy of the training resource available at the end of the final day of the workshop. This is also helpful for those who cannot access an electronic copy. **Do not** give out copies of the training resource before the end (as this may encourage participants not to complete all the modules at the workshop).

Further resources: Make sure participants also have the website address of SCWA « stop-cwa.org » so that they can access other resources. A selection of digital copies can be made available on a memory stick.

Follow up: Plan to follow up with participants after the workshop, using the Evaluation process provided.

How to use the Course Materials

SCWA's course material "*the Heart of the Matter*" is a comprehensive resource designed to give Facilitators all of the information, activity ideas, and structure that they need to run an interactive training workshop on a biblical view of child protection, and specifically of child witch accusations, with a focus on God's heart for children, and how God is calling the Church to respond.

Know the material: As mentioned above, it is vital to read through the material in its entirety, including the Facilitator's Guide before starting to plan your own training sessions. This will enable you to gain an overview of the topics covered in the modules, and a full understanding of how to use the resource.

Follow with flexibility: Each activity is carefully described so that all you have to do is follow the instructions. You should keep a copy (ideally in paper format, but otherwise an electronic copy) in front of you at all times to refer to throughout the training. You should also allow time for participants to ask questions which may not be anticipated by the activities. As long as these questions are not completely off the topic, try to allow time for discussion before moving on to the next activity. (But if the question is going to be answered by a later activity, you can tell the participants you will come back to it later.)

Local language: Throughout the training, you should use whichever language the majority of participants are most comfortable and literate in. Well before the training starts, once you know who the participants will be, you should ask participants whether they would prefer that the Facilitator carries out the training in French, English, or the main local language (spoken fluently by the Facilitator), so that you can prepare well in advance. This includes Bible verses, case studies, role plays, discussions and writing up responses on flipchart paper. (Note: It may be necessary to translate and print or write out all of the Bible verses used in each module prior to the training, if it is unlikely that participants will all have Bibles in the local language.)

Encouraging interaction

The course material of "*the Heart of the Matter*" is designed to be highly participatory, with attendees having as much input into discussions and activities as the Facilitator.

Create space: So it is important to arrange the training venue in such a way that participants feel comfortable to share and be open and forthcoming in discussions. Ideally, chairs should be placed in a circle with the Facilitator simply a part of the circle. Participants should be able to move around freely so that they can see the flipchart paper, break into small groups when necessary, and so on. You should avoid the Facilitator standing at the front with the participants in rows of chairs, as this will discourage interaction.

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Flipchart paper with people's responses and feedback needs to be visible, so that participants can read it and refer to it. For this you will need some free wall space. If you are holding the training outside, consider placing the seating close to a wall, or a tree trunk, or something else to which you can attach the flipchart paper.

Some of the activities, like games and role plays, require space to move about. You may need to reorganise chairs for these so that there is space for the activity to take place.

Resource items

The Course Material is designed so that very few extra resources are required. At the beginning of each module, you will find a full list of resources needed for that module. But as long as you have the basic equipment listed below, you will be able to run the training course:

- Bibles
 - at least one, but ideally one per participant, and ideally in the local language;
- flipchart paper and marker pens;
- sticky tape or sticky tack;
- paper and pens for participants;
- post-it notes, or similar, for responses;
- access to a printer
 - to print out the relevant activities, handouts and Bible verses for each module.

Note: You (the Facilitator) should have one full copy of "*the Heart of the Matter*" Course Material printed out to refer to as you are running the workshop.

Note: **Do not** give out copies of the Course Material to participants before the end of the workshop, as this may encourage them not to complete all the modules at the workshop. It is designed to be interactive, simply allowing them to reading it through will not necessarily guarantee it will be effective.

Finally...

Please get in touch with SCWA to let us know what progress has been made to protect children from witch accusations in your community as a result of this training.

Thank you.

« info@stop-cwa.org »

PHASE 4 ANNEX

Interactive Workshop – Financial Considerations

What needs to be funded, and what does not?

Ideally, costs should be kept minimal wherever possible. It is worth inviting churches or human rights organisations with personnel attending to offer items as “gifts in kind” as a contribution to the event. However there are some expenses that are unavoidable.

The following should be considered:

- venue: provide use of a church hall for free.
- catering: basic refreshments and a light lunch each day, water.
- stationery: markers, flipchart paper, exercise books, biros, sticky tack or tape.
- photocopying or printing: of training material resources.
- memory sticks with capacity for digital copies of resources.
- printing of attendees certificates.
- costs for an interpreter if working in more than one language.
- participants should cover their own transport costs if local.
- participants should not be paid to attend the Interactive Workshop.

Resourcefulness in planning will ensure the funding for the event can be met within the constraints of the timescale and the sponsorship raised locally.

Interactive Workshop – Participant Registration Form

This form is required to register for a place at the Workshop to be held at...

location: on date:

Please provide the following information:

- Name of participant:

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- Phone no.:

- Email address:

- Church or organisation you represent (if applicable):

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- Phone no.:

- Email address:

- Participant's role or title within the church or organisation (if applicable):

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- Reasons for attending the Interactive Training Workshop:

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The Interactive Training Workshop will be held over the course of five days. This is a first step towards ongoing, collaborative action in addressing witchcraft accusations against children, supporting children and families affected, and eliminating harmful practices. Please confirm that you are willing and able to attend for all the days of the event.

Following the Interactive Training Workshop, each participant, with the support of their church or organisation, is expected to join with others in ongoing collaborative action to pass on the learning acquired during the event. Please confirm that you are willing and able to be involved in passing on the learning from this event.

signature of participant: date:

signature of church leader: date:

Interactive Workshop – Course Material

Latest version of “*the Heart of the Matter*” Course Material for use in the workshops can be accessed online at the following link:

- « stop-cwa.org/resources/45 » — *currently in French and English only.*

...make sure to download all three items required, and also the Access Form, which you should fill in and return by email to us at « info@stop-cwa.org ».

Interactive Workshop – Audio Resources

Audio resources designed to accompany the Course Material can be accessed online at the following links:

Supplementary audio clips (about 10 minutes each, one per module).

- « stop-cwa.org/resources/55 » — *in Lingala.*

An audio theatre series (about 10 minutes each, one per module).

- « stop-cwa.org/resources/56 » — *in Lingala.*

...a sample clip is available on these links, to access the full audio resources, you will need to send an email request to us at « info@stop-cwa.org ».