Global Grassroots
Final Report to Dining for Women
July 2014

1950 Lafayette Road
Suite 200, Box 1
Portsmouth, NH 03801
Tel: 603-643-0400
www.globalgrassroots.org
EXECUTIVE SUMMARY
In August of 2012, Global Grassroots was chosen to be the featured program of Dining for Women, raising $50,000. This generous funding was to be contributed towards our 2013 Academy for Conscious Change and three new venture teams initiated by and for vulnerable women in Rwanda. In December 2013 we provided a 12-month progress report, where by $2755 of our grant was remaining to be spent. With deep gratitude, we are pleased to provide our final grant report to Dining for Women.

BACKGROUND
Global Grassroots is a US-registered 501(c)(3) non-profit organization that catalyzes ideas for social change designed by and for underserved women in post-conflict countries. Global Grassroots’ Academy for Conscious Change is an 18 month social venture incubator offering non-profit management skills, ethical leadership training, seed grants and high-engagement support that enables vulnerable women change agents to launch their own grassroots solutions benefiting women and girls.

Our long-term goal is that vulnerable women, especially in post-conflict and developing countries, will have the capacity and resources to lead responsible social change, sustained by their own communities. Our strategy for accomplishing our mission is two-part: (a) to catalyze and invest in the ideas of underserved change agents working collectively and systemically for the advancement of women and girls, and (b) to build the architecture necessary to sustain the work of conscious social change agents.

Global Grassroots’ core program is its Academy for Conscious Change, a social venture incubator that catalyzes vulnerable women change agents who wish to launch their own grassroots civil society organizations. The Academy program lasts an average of 18 months, the pace of which is driven by the team’s participation, and offers high-engagement support services in four phases:

1. Intensive, interactive 40-hour training program, incorporating:
   a. conscious leadership training
   b. mind-body trauma -healing
   c. social entrepreneurship and non-profit management skills
2. 3-6 months of hands-on non-profit venture development facilitation
3. Seed grants and implementation support
4. 12-months non-profit apprenticeship with ongoing, high-engagement advisory support
Our approach embraces a participatory development paradigm and integrates a holistic balance of personal and social transformation.

**Academy for Conscious Change**

Since 2006, Global Grassroots has trained over 500 emerging change agents, who have launched sustainable, civil society organizations serving nearly 35,000 vulnerable women and girls annually. Our experience has shown that one successful experience as a change agent is quickly followed by expansion and/or an iterative problem-solving process where women take on other challenges facing women in their communities. Within 12-15 months, most of our teams begin to expand their programs, teach others the social entrepreneurship skills they gained through our training, or utilize that training to launch new social ventures solving new issues within their community.

Global Grassroots’ high-engagement approach to catalyzing, self-sustaining, systemic social change organizations leverages each investment to create maximal social value. Our long-term goal is to advance a culture of conscious social change whereby women lead innovative grassroots change, sustained by their own community.

**PROGRESS UPDATE**

In October 2013, with funding from Dining for Women, Global Grassroots initiated its newest cohort for the Academy for Conscious Change in Rwanda. This Academy had a special focus on water issues, given the overwhelming demand for our program from applicants seeking to address water issues. Attending the program included 33 participants (including 6 men and 27 women) representing seven social venture teams. Six teams were from the areas surrounding...
Kigali, Rwanda and we made a special invitation to a team from Eastern Democratic Republic of Congo to attend. The teams collectively represent 113 others who elected four or five representatives each to participate.

We have been working with each Rwandan team to provide coaching towards the completion of their venture plan for consideration of start-up seed funding. Each venture plan includes a comprehensive program activity map for the next 12 months, a mission, vision, theory of change, 12 month program and outcome goals, metrics for evaluation, a set of questionnaires to use in conducting a baseline issue study against which to measure impact, a stakeholder collaboration strategy, conflict of interest policy, start-up and operations budgets, creative resourcing plan to ensure sustainability and their organizational design. The first four teams we expect to launch are: Trust Each Other, Hold Each Other, Hard Workers and Unite, which will serve between 15,300 and 19,500 once operational. Following is a summary of each:

**Trust Each Other | Abizeranye**
This venture based in Gasyata proposes to reach approximately 450 households (2700-4500 people) by bringing sanitary water to 10 umudugudus (villages). The group envisions the installation of a tank that will allow for easy access to water, preventing the sexual exploitation of women who cannot collect water on their own, and will train community members on how to purify water and the importance of good hygiene.

**Hold Each Other | Tuzamurane**
With 20 members hoping to serve 300 households (1800-3000 people) near Ruhango, this venture seeks to address the critical issue of water scarcity in their community and the contamination of ground water shared with animals. Hold Each Other will establish a clean water access point by extending the municipal pipeline into their region and educate the community on good hygiene and sanitation through boiling water. The team is led by three women and two men, with education levels no greater than 6th grade.

**Hard Workers | Abanyumurava**
Hard Workers has been operating as a Global Grassroots-sponsored venture for over 5 years, serving approximately 9000 people in three distinct villages. In addition to providing clean water through three water access points, this team of 17 wishes to expand their activities to train people how to properly clean dirty water containers, often the culprits of diarrhea.

**Unite | Ubumwe**
The team of 8 members from the Rwabutabura-Rugarama Cellule-Nyamirambo Sector seeks to bring clean water to 300 households (1800-3000 people). With their new water access point, this group of women believes that they can institute a series of activities that will improve hygiene, reduce diseases, allow children the chance to study, and reduce poverty. The highest education level of the five attendees, ranging in age from 24 to 41, is third grade.
SEED FUNDING FOR THREE VENTURE TEAMS
Dining for Women generously provided seed funding for three ventures under development by Global Grassroots from our Academy for Conscious Change that began in 2010: United People, A Friend Indeed and People of the Same Compassion. Following are updates from their second quarter 2014 progress reports:

A Friend Indeed | Inshuti Nyanshuti
Combating Violence and Stigma Against Unwed Mothers & Their Children

Ten women compose A Friend Indeed, which works in Byimana within the Ruhango sector. They seek to combat violence against unwed single mothers and their children. Fatherless children are believed to be abnormal, and the mothers are targets because they are not married. The women even face discrimination and abuse from their own parents and siblings who beat them, reject them, and deny them and their children shelter and support. Members of society view single mothers as a burden and resource drain: a woman with an infant cannot easily find work and often turns to prostitution; prostitution contributes to the spread of HIV/AIDS; if the woman cannot find work, she may beg or steal; and when the child is older, he or she may get into trouble on the street while left unsupervised as the mother works.

A Friend Indeed formed small neighborhood associations for a total of 80 pregnant mothers and 120 illegitimate children to help the women find sources of income and work to change the conservative mindset that leads community members to ostracize single mothers. They are now working to provide reproductive health training to youth, to help them avoid unwanted pregnancies and provide training to single mothers about their legal rights and skill training to help them earn a living. They also host theater performances as well as open discussions to educate the public about the violence single mothers often face, and are working with local leaders to help them understand and address this issue more seriously.

Progress Report: Since its launch, A Friend Indeed has been able to assist 77 out of 80 single mothers in getting jobs. To do so, they advertise their beneficiaries’ talents such as: cleaning houses or public places, serving as babysitters, providing support for farming activities, construction and sewing. In the last three months, 29 different households and community organizations have hired 45 women for specific tasks. A Friend Indeed has also helped the women create 12 lending circles, and assisted one group to purchase 5 chickens both to improve their income and incentivize others to participate actively in their group programs.

In the last quarter, A Friend Indeed has also provided a 2-day workshop on reproductive health and the use of birth control to prevent unwanted pregnancies among 6 women’s groups. They
also helped 50 illegitimate children to gain access to education and school fees in collaboration with the schools. The criteria used to select the 50 children included those children who have had difficulty in school due to mental health issues and impoverished children living with single mothers or the mother’s family. Finally, A Friend Indeed held one theatrical performance to raise awareness about the abuse single mothers face and to reduce stigma against single mothers and their families. The performance reached over 350 community members.

They next plan to expand their income generating programs for their participants to help them earn an income, and they are evaluating purchasing a motorcycle that could be used as a moto taxi to earn income for the venture when it is not employed for program needs. They are also building a mentoring program among single mothers and plan to develop a short video to use in their sensitization work.

**United People | Abishyizehamwe**

*Fighting Domestic Violence and Improving Family Planning Through Education of Men and Women*

United People is fighting domestic violence in their community of Byimana in the Ruhango sector, where husbands abuse their wives, and neither is aware that laws protect women from this situation. The problem is compounded by a lack of family planning. Wives are challenged to care for many children with very limited resources.

To reduce domestic violence, United People is conducting home visits to troubled couples to provide training in peaceful conflict resolution and legal training to both men and women on women’s rights and family law. To change cultural norms in the next generation they will also provide training to couples preparing for marriage. Finally, they will provide sewing lessons to women to help them earn their own income and become more respected by their husbands.

In the last 3 months, United People have trained 40 people in tailoring. As an experiment, they have decided to micro-finance five sewing machines to the first five women trained in tailoring. Each of them will pay 5,000 FRW ($8) to the venture per month for 14 months. After full repayment, they will own the machines, and United People will buy new machines to enroll more women in the tailoring program. They will also seek a volunteer from the previous class to assist in coaching and follow up with new classes. They also grouped 30 women into three additional income-generating projects, including: basket weaving, knitting and banana leaves products. The women were chosen based on monthly income level, testimonies from village social workers and whether the women had graduated from United People tailoring program or training services.

United People also conducted a follow-up with the 210 couples they originally trained on GBV, family law, reproductive health family planning, and body hygiene, to evaluate whether incidents of domestic violence had been reduced over the previous 12 months. They collected testimonies from local leaders, and provided a certificate to each of the top 30 couples where positive change in behavior and mindsets was witnessed. We will be receiving a report on their impact next month.

They remain dedicated to continuing ongoing vocational training, repayment processing, finding markets for products, conducting home visits, providing technical advice on eradicating
domestic violence and sensitizing the broader community members on family planning, especially among men who refuse their wives access to birth control.

**People of the Same Compassion**  
*Eliminating Child Malnutrition by Training Parents to Create Kitchen Gardens*

In the Mahembe community near Byimana, this group of 20 teachers was concerned about the large number of children suffering from malnutrition and malnutrition-associated illness. Parents do not have the knowledge to prepare balanced and sufficient food for their children. People of the Same Compassion aims to eradicate malnutrition in Mahembe's children by training parents how to prepare nutritious, balanced meals from local products and how to grow kitchen gardens to supplement their diets. People of the Same Compassion has built a kitchen and training facility where they host their trainings among village leaders and groups of families of 70 vulnerable children. They then provide one-on-one follow-up with each family or household to ensure children are receiving the nutrition they need.

People of the Same Compassion chose 70 vulnerable children, their parents and pregnant women to become their first beneficiaries in collaboration with social health workers. They hosted trainings about the importance of a balanced diet, the composition of a nutritious diet, diseases caused by malnutrition, and how to prepare kitchen garden. Additionally, they provided pigs to the families as a way to produce manure for fertilizing their gardens and as a source of piglets, which they will distribute to more families in August. The participating families have already seen a remarkable improvement in the produce they have been able to grow. Next the team is planning individual home visits to evaluate family wellbeing. They also hope to finalize additional changes to their training facility, including adding a bathroom and enclosing the open-air structure with walls and windows to add security and which will allow them to rent out their building to other local groups. Finally, they will begin a weaving training to offer additional income generating support to vulnerable families and as an incentive to recruit more families to participate in hearing their lessons on malnutrition.
SUMMARY OF GRANT EXPENDITURES
We have utilized 100% of the $50,000 grant funding generously provided by Dining for Women. Following is a line item summary of the budget for the allocation of Dining for Women grant funds per category and the expenditures to date of grant funding and remaining funding balance.

<table>
<thead>
<tr>
<th>Dining for Women Expenses</th>
<th>Grant Allocated</th>
<th>Total Spent as of December 2013</th>
<th>Remaining Spent in 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>US Salary</td>
<td>10000</td>
<td>10000</td>
<td></td>
</tr>
<tr>
<td>Rwanda Salary</td>
<td>10000</td>
<td>10000</td>
<td></td>
</tr>
<tr>
<td>Program development expenses</td>
<td>6000</td>
<td>6000</td>
<td></td>
</tr>
<tr>
<td>Grants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>United People</td>
<td>5000</td>
<td>3770</td>
<td></td>
</tr>
<tr>
<td>A Friend Indeed</td>
<td>5000</td>
<td>4573</td>
<td>1238</td>
</tr>
<tr>
<td>People of the Same Compassion</td>
<td>5000</td>
<td>3902</td>
<td>1517</td>
</tr>
<tr>
<td>Educational Materials</td>
<td>1000</td>
<td>1000</td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td>8000</td>
<td>8000</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>50000</strong></td>
<td><strong>47245</strong></td>
<td><strong>2755</strong></td>
</tr>
</tbody>
</table>

A Friend Indeed was provided with an additional $443 in awards acknowledging their outstanding performance and reporting in 2014. We further provided $795 for the purchase of cloth bags made by the single mothers as an investment in their tailoring program. We also use the cloth bags as thank you presents for our volunteers and supporters.

People of the Same Compassion was awarded a final grant of $775 in December and an acknowledgement award for excellence in reporting of $221 in April. The remaining $721 has been committed towards the construction expenses for enclosing the open-air training facility for People of the Same Compassion’s nutritional trainings. The budget for the construction process is currently $2897.

There have been no other changes to our timeline, budget, funding or program goals and we have not faced any challenges to our planned implementation.

OVERARCHING IMPACT
Over the last 18 months, the support of Dining for Women has enabled:

- The training of 33 new change leaders, representing 113 other team members from Rwanda and DR Congo who are working to construct 7 water ventures.
- The first four water ventures to launch this year will reach between 15,300 and 19,500 other people with clean water and educational programs focused on hygiene and violence against women.
- Three new ventures to launch addressing malnutrition issues, domestic violence and the abuse of single mothers, serving another 1250 vulnerable women and children and their families.
But the impact goes beyond the simple number of individuals served by our work and the work of our teams. Global Grassroots’ conscious social change methodology results in radical transformation among the women who step into their leadership potential as new change agents. This summer, we have a team of four Jefferson Scholars from the University of Virginia who have been working to carry out a 10-week intensive impact assessment across two countries. The impact assessment team met with 23 women’s ventures in Rwanda, 9 girls ventures in Uganda, 2 girls ventures in Rwanda and two control group teams who did not receive training from Global Grassroots. We expect their final report in August, but some early highlights they have shared include:

- Of women trained by Global Grassroots, 100 percent report that they speak out about problems in their community
- Of women surveyed, women trained by Global Grassroots are 33 percent more likely to have an equal relationship with their partner than a control group of women who hold leadership positions but did not receive GG training.

Beneficiary Testimony:
- “Have a Good Life has contributed to the dignity of women in our sector. Now, people see that women can be leaders in the community and the government.” NYIRAMASO Rose, 38 years old (re: Have a Good Life, Rwanda).
- “Studying is especially important for women because traditionally, women do not know how to make decisions when they are with men. In village meetings, only the men speak. Since I have been trained, I now stand in every meeting and share my ideas. I could even make the decisions or lead the village.” MUKANTABANA Seraphine, 60 years old (re: Let Us Build Ourselves, Rwanda).
- “Before [the team’s] training, I thought to myself, ‘this is how it has always been, and how it has to be.’ I had no idea that I could change my own relationship, and my own life. Training gave me confidence. I can now tell people about gender-based violence and its causes and consequences.” NYIRAJYAMBERE Therese, mother of 7 (Light in Our Home, Rwanda).

Local Leaders’ Testimony:
- “I see community advantages. Before, people were scared to go to the sector to report domestic violence in their own homes. Now, women know smaller groups devoted to the issue and feel comfortable approaching those groups. Overall, the levels of domestic violence in the community have decreased as a result of Kind People’s work.” INGABIRA Emmanuel, 31 years old, secretary of the local municipality (re: Kind People, Rwanda).

Women’s Teams Testimony:
- “I love being a conscious social change agent; it is the best thing that has happened to me. I exceeded my own expectations training showed me that anything is possible. I now have a job as a project manager at the Ministry of Industry and Commerce because of the skills I learned from Global Grassroots.” BAGUMA Innocent, team leader (Let Us Build Ourselves, Rwanda).
“Global Grassroots opened my mind to other people’s problems, and helped me make my teachers more invested in the girls who drop out. They used to not care why the girls dropped out, but now they are personally invested in each girl’s education.” Donatta, team leader, Education for Young Girls, Rwanda

CONCLUSION
We have found that one of the most effective levers of change is a woman who has the capability, rights, power, courage, and resources to initiate solutions to the social issues she, her family and her community face. Global Grassroots’ long-term goal is to advance a culture of conscious social change whereby women lead innovative grassroots change, sustained by their own communities. We are grateful for the opportunity to partner with Dining for Women to make this possible in Rwanda. We look forward to the possibility of continuing our partnership to benefit grassroots women change agents everywhere.

TO LEARN MORE
For more information about our programs and ventures in Rwanda and Uganda among women and high school girls, please visit our website at: www.globalgrassroots.org.

To take a look at our new interactive web-based elearning program, the eAcademy for Conscious Change, go to: www.eglobalgrassroots.org

To learn more about our certified Conscious Social Change Practitioner training program, go to: www.globalgrassroots.org/consciousness_practitioners.html

To read the wisdom of grassroots change agents and other inspiring women and to contribute your insights, go to the Grassroots Wisdom Project: www.globalgrassroots.org/wisdom